

**Southern Appalachian Yearly Meeting and Association**  
**Representative Meeting 150**  
**Third Month, 11, 2023**  
Online, Via Zoom

**150-01 Opening Worship and Centering**

After a period of fellowship, Friends settled into worship at 9:01 am ET.

**150-02 Co-clerks' Welcome ([Attachment A: Co-clerks' Letter](#))**

Presiding Co-clerk Daryl Bergquist (Birmingham) welcomed Friends with the following invocation:

May we continue in the spirit of worship as we move into consideration of the outward work of SAYMA. May we acknowledge the continuing presence of Spirit in our hearts and welcome Spirit into our consciousness. Spirit as it may be known in many forms, Spirit of the Universe, of the Living Earth and all its creatures, Spirit of the ancestors of the peoples who inhabited this land before the early Quakers arrived, the Spirit of Christ, and the many other names in which Spirit is known. May we listen deeply to Spirit and to each other, to our pains and to our aspirations. We acknowledge those with us today and others who are holding this meeting in the Light, and welcome all to do so.

He and the technical support team provided resources for technical support during the Representative Meeting. Presiding Co-clerk Margaret Farmer (Asheville) then shared an excerpt from the Co-clerk's letter, a passage from Parker Palmer's *A Place Called Community* (Pendle Hill Pamphlet 212, 1977, pp. 18-21):

Community comes as a byproduct of commitment and struggle. It comes when we step forward to right some wrong, to heal some hurt, to give some service. Then we discover each other as allies in resisting the diminishment of life...

The world teaches us to go after what we want-directly, aggressively, single-mindedly. But community, approached that way, stays constantly beyond our reach. We cannot have it just because we want it—precisely because the foundation of community itself goes beyond selfishness into life for others. Only as our beliefs and acts link us to the invisible community of humankind will the forms of visible community grow up around us...

A myth tells us that community equals utopia, that in easy access to one another supportive relationships will result and we will find ourselves brothers and sisters again. But community always means the collision of egos. It is less like utopia than like a crucible or a refiner's fire. In this process God wants us to learn something about

ourselves, our limits, our need for others. In this process there is the pain of not getting our way, but the promise of finding the Way.....

In a true community we will not choose our companions, for our choices are so often limited by self-serving motives. Instead, our companions will be given to us by grace. Often they will be persons who will upset our settled view of self and world. In fact, we might define true community as that place where the person you least want to live with always lives!...

In true community there will be enough diversity and conflict to shake loose our need to make the world in our own image. True community will teach us the meaning of the prayer "Thy will, not mine, be done."

Co-clerk Daryl Bergquist (Birmingham) then read this message sent to Friends with the agenda:

As Friends, we are called to address racism. We in SAYMA have minuted this call. In our society, white people can choose when and whether to acknowledge and respond to racism. People of color do not have that choice. This work is not easy. As with nearly everything in life, there are two ways of dealing with racism: imperfectly, or not at all. We have made and will continue to make mistakes as we travel this path. May we humbly grow from them.

#### **150-03 Roll Call and Visitor Introduction ([Attachment B: Attendance](#))**

The roll of meetings was called. Thirteen monthly meetings and one worship group were represented, with two additional Associates and one visitor. The visitor was introduced. Stuart Greene, from Patapsco Friends Meeting with Baltimore Yearly Meeting on Piscataway land, holds a concern for SAYMA. He has come with a ministry of presence.

#### **150-04 Agenda Review**

The agenda was reviewed. Presiding Co-clerk Daryl Bergquist noted an addition - approval of the morning's narrative minutes after worship sharing. He noted that the only decision anticipated is approval of the slate of nominations. Several Friends noted that their reports demonstrate a need for future approval decisions. Conversations about those decisions would be welcomed in the Yearly Meeting sessions. The agenda was approved.

#### **150-05 Nominating Committee: First Reading of Slate ([Attachment C: Nominating Committee Report](#))**

Committee Co-clerk Annie Black (Cookeville) presented the Nominating Committee's report and proposed slate. She noted that the report is lengthy because it includes a passage from

Britain Yearly Meeting that has been helpful to the committee and is recommended for wider SAYMA review [not read in the face of the meeting]:

In finding the way in which individuals are paired with tasks that need doing for our faith communities to function, we are not seeking the ‘best’ person. If we were, the same Friend could hold a position for life, which would not be good for them or the community. In a way, we turn the whole process upside down: there is a sense in which we are looking for jobs to fit people as well as people to fit jobs. What we are doing is nothing less than assembling our community from its component parts: this means looking at the way the jobs are devised as well as the skills of those available to fill them. Nominations can foster spiritual growth. A nominations committee seeks to discern spiritual gifts, matching them with roles for the benefit of the individual and the community. It might search out ways in which an individual could grow, by suggesting to them a role that will develop their skills and understandings rather than giving it to someone who already has the skills. We don’t automatically put the seasoned peace campaigner on the peace committee; we might ask them to serve on the children’s committee, where they and the young people may learn from each other about different ways of practical peace-making. This is where our testimony to equality is lived out. With our belief that there is that of God in everyone, nobody should be ruled out for any job at the start of the process: every experienced clerk, after all, clerked their first meeting as an inexperienced clerk. We can look at the potential of that divine spark in everyone. We are all different and bring different gifts; while one person may grow through being a clerk, another person may not. Nominating someone for a role using the discernment process goes deep and requires careful and prayerful consideration; we remember that being equal doesn’t mean being the same and is not about ‘taking turns’ at a particular role.

The following slate was presented, to come forward for approval in the afternoon during the second reading of the slate:

**Charlie Wilton (Berea MM) as clerk of the Wider Quaker Organizations Allocations Committee, 2023-2025.** Charlie has been serving on this committee and has the knowledge of many years of attending SAYMA and of what our wider Quaker organizations actually do.

**Charlie Wilton (Berea MM), as Website Manager, 2023-2024.** Charlie has been our web manager for many years and has all the required skills, plus a dedication and discernment that helps him do the job with Spirit and humor.

**Tribal Raine (Paul Cuffee WG), as a member of the Finance Committee, 2023-2025.** Tribal has been participating on the committee for a few meetings just to see if she was led to continue. She brings many years of managing her own business online, ten years

working in bank reconciliations, residential and commercial mortgage underwriting, and attends to the finances of the Paul Cuffee Abolitionist Center in SC. In addition she brings the gifts of patience and humor.

**Rose Black (Cookeville MM), as a member of the Junior Yearly Meeting Committee, 2023-2025.** Rose brings many years of volunteering at SAYMA with Junior Yearly Meeting. She has a genuine love of and appreciation for the gifts of younger Friends. She raised two children mostly as a single mother.

**Kim Saderholm (Berea MM), continuing as a member of the Junior Yearly Meeting Committee, 2021-2023.** Kim has been sharing her many gifts with this committee for quite some time. We failed to nominate her to continue in the capacity until 2023 at our last Yearly Meeting session.

**Rob Collins (Birmingham MM), as a member of the Ministry and Nurture Committee, 2022-2024.** Rob has been an attender at Birmingham MM for 30 years. He brings his deep spiritual leading to the Ministry and Nurture committee along with many other gifts.

**Wood Bouldin (SAYMA at large), as a member of the Ministry and Nurture Committee 2022-2024.** Wood brings his many years of grounded Quaker experience to the committee, along with a concern for Quaker Process, and a much needed institutional memory from his years of attending Yearly Meeting.

Committee Co-clerk Annie Black also acknowledged the members of the Nominating Committee, who represent many monthly meetings. The Nominating Committee urges monthly meetings not yet represented on the committee to work to identify a member so that the committee can know more widely the gifts of Friends across SAYMA.

A Friend asked for easier access to committee membership lists and email contacts for positions of responsibility. The full list of committee membership is not posted on the web site for privacy reasons. Inquiries regarding contact information for positions of responsibility should be directed to the SAYMA Office through [saymaoffice@gmail.com](mailto:saymaoffice@gmail.com). Inquiries regarding committee membership should be directed to the Nominating Committee through [nominating@sayma.org](mailto:nominating@sayma.org).

**The Nominating Committee Report was accepted.**

**150-06 Ministry and Nurture Committee ([Attachment D: Ministry and Nurture Committee Reports](#))**

Following a brief break, Committee Co-clerks Diana Masso (Associate) and Barbara Esther (Asheville) presented the Ministry and Nurture Committee's reports, which included an overview

of the committee's work and a response to the charge given to the committee in Representative Meeting 149.

A Friend asked why both requests for Released Friend funds were not identified within the report by the requesters' names. At this point, only the request from Adrian Mehr has gone through the committee's full process, and thus he is the only requester named in the report. The committee looks forward to additional use of the Released Friend funds.

The Co-clerks then read the four minutes of appreciation that are part of the report. A Friend expressed her gratitude for Ministry and Nurture's assistance in moving SAYMA towards a culture of appreciation. A question was also asked regarding the difference between accepting a report and approving an item: accepting a report means that it is accepted into the narrative minutes.

**The Ministry and Nurture Committee Report was accepted.**

**150-07 Yearly Meeting Planning Committee ([Attachment E: Yearly Meeting Planning Committee Report](#))**

Jennifer Dickie, Clerk of the Yearly Meeting Planning Committee, presented the committee's report.

Friends expressed appreciation of the work of the committee. One Friend noted that in future years early June may be a better time for the SAYMA gathering, especially for Friends who are interested in also attending Friends General Conference's gathering typically held in late June and early July. The committee Clerk noted that this year's timing for the SAYMA gathering (June 23-27) reflects limited scheduling options given our late start in identifying a location. She expressed hope that SAYMA continues to use Berea College as its gathering location for the next several years so that we can be in a good negotiating position for scheduling. Because this year's meeting will be extended to four full days (over a five-day period), additional volunteers will be needed to work with children. The vision of the planning committee is to fully integrate retreat activities with business meeting activities to strengthen our community. All buildings are wheelchair accessible. The campus is flatter than Warren Wilson College's campus, and a golf cart has been reserved to aid in accessibility. Further questions and suggestions - for example, how to be more inclusive of online participants - are welcomed and can be sent to [ympc@sayma.org](mailto:ympc@sayma.org).

**The Yearly Meeting Planning Committee Report was accepted.**

**150-08 SAYF Steering Committee ([Attachment F: SAYF Steering Committee Report](#))**

Jennifer Dickie, Clerk of the Southern Appalachian Young Friends (SAYF) Steering Committee, read the report, which had been requested during Representative Meeting 149.

A Friend noted that the Durham Young Friends is part of North Carolina Yearly Meeting (Conservative). Another Friend encouraged the committee and SAYF to write an article for *Friends Journal*. Friends asked questions about individual meetings' participation. One Friend noted the similarity of SAYF's support for youth and Uplifting Racial Justice's (URJ's) support for people of color: "SAYF has been a lifeline for many young Friends in a world that values fame over integrity, winning over equity and amassing wealth over simplicity." Disparity in funding for SAYF and URJ was noted. The committee Clerk noted that she also has seen similarities in the structures of SAYF and URJ. She invited Friends to contact her for financial and structural details of SAYF.

**The SAYF Steering Committee Report was accepted.**

**150-09 Earth Justice Committee ([Attachment G: Earth Justice Committee Report](#))**

The Earth Justice Committee Report was summarized by Presiding Co-clerk Margaret Farmer.

A Friend noted that a committee cannot lay itself down. Thus, the matter of laying down the committee may be brought to the Yearly Meeting business meeting. The committee will meet at least one time before the Yearly Meeting gathering to discern further on the committee's future.

Friends expressed interest in the committee's wider sharing of information about this upcoming committee meeting. Conversation focused on ways to increase visibility of Earth Justice Committee work and contacts. The Presiding Co-clerks will ask the Web Manager to update the web page at [www.sayma.org/contact.htm](http://www.sayma.org/contact.htm) to reflect contacts for all committees. One Friend cautioned that email is excellent for information sharing but complex topics are often best addressed in a centered group conversation through Zoom or in person.

SAYMA Representatives were encouraged to alert their meetings that they will receive communication soon requesting meeting directory updates.

**The Earth Justice Committee Report was accepted.**

**150-10 Outreach Committee ([Attachment H: Outreach Committee Report](#))**

Committee Clerk Wood Bouldin (Associate) read the Outreach Committee Report.

In response to comments, the committee Clerk clarified that the committee's experiments in programming for young families are not envisioned as an alternative to silent worship but a supplement and an introduction. A Friend queried how SAYMA's racial justice growth process is

being reflected in these experiments and expressed the importance of integrating newcomers into our racial justice growth process. One Friend described Celo's practice of singing together, with children present, prior to silent worship. A Friend from Asheville described that meeting's lively practice of a Junior Business Meeting. Another Friend observed that many people are drawn to Quakerism because of shared values but may have barriers to silent worship - for example, neurodiversity. This Friend expressed curiosity about the committee's experiments and other potential approaches. A committee member expressed the importance of acknowledging diversity and his belief that outreach can be an avenue towards this acknowledgement. A Friend asked whether the committee should increase its focus on retention, which may be different from outreach. This Friend also echoed the importance of explicitly teaching Young Friends and newcomers how to enter into silence.

The committee Clerk clarified that at this point the committee is not seeking to recommend the experiment for SAYMA implementation; however, the committee is very interested in supporting monthly meetings' experiments. An invitation to meetings will be forthcoming. Laura Lane, Clerk of Junior Yearly Meeting, noted that information will also be disseminated soon regarding SAYMA-wide opportunities for young families.

**The Outreach Committee Report was accepted.**

**150-11 Handbook Committee ([Attachment I: Handbook Committee Report](#))**

Wood Bouldin, Clerk of the Handbook Committee, read the committee's report.

A Friend expressed gratitude for the committee's plan to send pertinent "chunks" of information to those from whom feedback is needed. Jennifer Dickie, in her role as Clerk of the Yearly Meeting Planning Committee, invited the committee to hold a workshop during the yearly sessions so that Friends in positions of responsibility can provide information needed for the committee's work.

**The Handbook Committee Report was accepted.**

**150-12 Worship Sharing**

Following a break for lunch, Friends gathered in Zoom breakout rooms, where they spent time with the following queries:

What binds us together as Friends? What weakens or strengthens us on our path towards being a community of integrity?

**The narrative minutes from the morning session were reviewed and approved in the face of the meeting.**

**150-13 Nominating Committee: Second Reading and Approval of Slate ([Attachment C: Nominating Committee Report](#))**

The slate was read for a second time.

A Friend asked whether the Clerk position for the Wider Quaker Organizations Allocations Committee is one that must be approved or whether the committee is allowed to self-select its clerk. Friends are unclear on this matter because some confusion remains in the language of *SAYMA Faith and Practice* and the *SAYMA Handbook*. However, at this time, Charlie Wilton is the only Friend who has accepted a nomination for the committee. It is the feeling of the Nominating Committee that Charlie Wilton's service as committee clerk may attract additional volunteers.

Karen Morris, in her role as Finance Committee Clerk, emphasized the critical nature of this committee, especially in anticipation of the Yearly Meeting sessions. Friends were reminded that we have asked for clear committee contacts. A Friend noted that even in cases where self-selecting is allowed, there can always be Nominating Committee action to approve that action.

A Friend encouraged deferral of the larger conversation regarding self-selection of clerks so that the full complexity of the conversation can be addressed and a variety of voices can be incorporated. There was a sense of unity that this conversation is needed. A Friend asked that the narrative minutes reflect Friends' desire that the Nominating Committee seek approval in this instance without influencing any future larger conversations regarding self-selection of clerks.

The following proposed minutes were brought forward:

**150-13-01 Minute: All nominations are approved as presented and listed on the attachment.**

**Friends approved.**

**150-13-02 Minute: Ministry and Nurture's selection of Barbara Esther as Interim Co-clerk through Yearly Meeting sessions 2023 is approved.**

**Friends approved.**

**150-14 Chattanooga Meeting Minutes ([Attachment J: Chattanooga Meeting Minutes](#))**

Laura Seeger, on behalf of Chattanooga Friends Meeting, read two minutes approved by the Chattanooga Meeting in February 2023. The first minute read was regarding the departure of two meetings from SAYMA - Swannanoa Valley and Charleston Friends.

One Friend suggested that conversation surrounding the Chattanooga minute perhaps should come after a conversation of the content of Charleston's letter to SAYMA. Another Friend asked what is being asked of SAYMA. Laura Seeger clarified at this time this is a minute to SAYMA and not a request for action. A sFriend shared that Atlanta also has a minute for one of the departed meetings. She asked for further clarification about Chattanooga's minute and whether it is posing a query to SAYMA. She suggested that perhaps there can be time set aside at Yearly Meeting sessions for sitting with queries related to the meetings' departure. To follow up on this idea, Chattanooga Friends should contact [ympc@sayma.org](mailto:ympc@sayma.org).

Several Friends suggested that we should sit with the minute emotionally and not focus on a response. A Friend reminded Friends that we must guard against worship of the written word, tone policing, and either/or thinking and must acknowledge many nuances present in the conflicts and the preceding harms. One Friend asked for a focus on worship. Another Friend emphasized the calls for action that are a part of worship.

Star Smith, in her role as Clerk of Uplifting Racial Justice, challenged the tone of the minute's final sentence, with its inaccurate quotation and its implied blame of URJ, as not being in the spirit of "a tender hand." She challenged Friends in attendance, "URJ is not the cause of SAYMA's problems. Racism is the cause. Can you hear me?"

A Friend shared passages from bell hooks' writings:

When we face pain in relationships our first response is often to sever bonds rather than to maintain commitment. — *All About Love: New Visions*

true resistance begins with people confronting pain...and wanting to do something to change it. — *Yearning: Race, Gender, and Cultural Politics*

Relationships are treated like Dixie cups. They are the same. They are disposable. If it does not work, drop it, throw it away, get another. Committed bonds (including marriage) cannot last when this is the prevailing logic. Most of us are unclear about what to do to protect and strengthen caring bonds when our self-centered needs are not being met. — *All About Love: New Visions*

This Friend noted how diverse today's world is and how different it is from the environment in which George Fox lived as a Quaker. She challenged Friends to lean into the pain that will enable us to grow as we face our racism.

A Friend gave a message acknowledging the pain experienced by those grieving the departure of meetings as well as the pain of those impacted by racism. She recalled a challenge in Charleston's letter - questioning the integrity of SAYMA. She noted the need for integrity as a throughline in all parts of this conversation.

Another Friend shared a resource she has found valuable in her role as an anti-racism affinity group leader. This passage is taken from *The Facilitator's Guide for White Affinity Groups* by Robin Diangelo and Amy Burtaine, one of the recommended resources for group leaders, and addresses the topic of "taking everything personally":

There are many contradictions in anti-racism work for white people. One is the balance between personalizing racism and not personalizing racism - in other words, recognizing the personal impact of our racist conditioning while also recognizing that everyone received that conditioning. In that sense, our racist patterns are not individual moral flaws. Patterns are simply patterns, dynamics that repeat because we are conditioned collectively. Given this reality, our racist patterns tend to be the rule rather than the exception. Understanding this distinction is actually liberating as well as transformative. It is liberating because it is not our fault that we have racist patterns, in the sense that we did not have a choice in our conditioning. And it is transformative because understanding racism as a system removes so much of the shame, guilt, and need for denial implicit in the mainstream definition of racism, which insists that racism is individual, conscious, and intentional meanness toward others based on race.

Following a break, Laura Seeger read the second minute, regarding the google group created to discuss anti-racism and SAYMA.

Several Friends spoke with frustration about the minute, noting that it appears to be controlling what cannot be controlled. Susan Firestone (Atlanta), who is named in the minute, provided an extended response:

March 11, 2023

Susan Firestone, Atlanta Friends Meeting

Response to the Chattanooga Friends Meeting minute requesting that the name "SAYMA" be removed from the "SAYMA Anti-Racism Networking Group" email list

I have written out a response to Chattanooga Friends Meeting minute in order to express myself more clearly. I also wish to show respect for everyone who would be impacted by either removing or maintaining the name “SAYMA” in the “SAYMA Anti-Racism Networking group”. I especially hope to help move us forward as a spiritual community in listening to each other while addressing racism within SAYMA.

Here's some background about the SAYMA Anti-Racism Networking Group and the concerns about including SAYMA in the name. In 2015, at the SAYMA Yearly Gathering at Warren Wilson, I arranged a meeting for anyone interested in sharing ideas and resources about racism in one of the side dining rooms. A number of people were there from various SAYMA monthly meetings, and we decided it would be useful to communicate with each other through email. Since then, the list has grown to 63 members, almost all from SAYMA meetings. People can ask to join, monitor the amount of their email, or unsubscribe themselves from the list. Any decision about the name of the group should include those group members. I am the “owner” of the group in the same sense that I was the person who opened up the physical space for discussion at the 2015 SAYMA gathering. From the beginning, there have been differences of opinion, ways of expression, or approaches to addressing racism. As the person who started the group, I don't control the content, edit or censor the messages since the list is intended for open communication.

The anti-racism discussion group at the 2015 SAYMA Gathering would not be confused with the Meeting for Business, where formal SAYMA Yearly Meeting business is done. Similarly, “SAYMA Anti-racism Networking Group” is not likely to be confused with official statements from SAYMA Meeting for Business or a formal SAYMA social media group because it's not public and cannot be found through a Google search. The group Welcome Message already has a disclaimer saying that it is an informal group not associated with any committee in order to avoid confusion with an official group. If necessary, a further disclaimer could be added such as, “The comments expressed by individuals on this networking group do not represent official statements of Southern Appalachian Yearly Meeting and Association (SAYMA) as a whole. You may find official statements of SAYMA in the Minutes from SAYMA Yearly Meeting or reports from the SAYMA Clerk/s.” In addition, Friends in SAYMA still need a way to exchange ideas and resources about racism between Yearly Meeting Gatherings and Representative Meetings because of the time gap and packed agendas, especially since addressing racism is such a challenging topic.

I don't think that changing the name of the email group would address deeper concerns stemming from hurt feelings over past interactions or differing understandings of personal and institutional racism. Rather, I think that forums where people in SAYMA

can communicate freely about racism and try to understand each other's perspectives are essential for us to continue our growth together. The "email group" doesn't say things; individuals in the group make statements or express opinions. Others in the group can voice different opinions, perspectives, or offer other resources. Because the topic is racism, strong feelings and disagreements about content and different styles of expression are bound to come up. One suggestion is to take up any concern that you have directly with the individual who made the comment, either through the list, by talking together, or through a clearness. If you are not currently on the group, you can join the group and express your point of view. Participating in the group rather than withdrawing can be a way to expand discussion. In addition, I've found that through the email group, I have learned more about how white supremacy culture has affected my thoughts and actions as a white person. As a result, I have changed some opinions I held previously . Ultimately, I think that a fruitful way to address these concerns is for Friends to talk together directly, listen to each other with open hearts, and go through the type of learning that those of us in the Racial Conflict Transformation Affinity groups are doing. Through the affinity groups, we are building our spiritual community and learning how to recognize patterns of racism within SAYMA and ourselves. I'm also encouraged by the efforts of the SAYMA Co-clerks to reach out to Monthly Meetings and do active listening. Though it is challenging, I see a way forward for Friends in SAYMA growing together through conflict transformation.

Following this response, a Friend noted his appreciation for the very active group. Two Friends supported the group's continuation but questioned whether the group should contain the name of SAYMA. Susan Firestone explained that the group is not publicly visible. Non-SAYMA members have a personal connection to a SAYMA member through whom they have received sign-up information. A Friend noted that risk to SAYMA is minimal in keeping SAYMA within the name; however, a change of the name can do real damage. A Friend urged the addition of a statement clarifying the group does not speak officially for SAYMA. She also suggested that this issue be brought to the Ad-hoc Racial Justice Working Group for their further discernment as part of ongoing Racial Justice Conflict Transformation Team efforts.

In response to a request to hear more from the monthly meeting that brought forward these minutes, Chattanooga Friends shared their perspectives.

Friends were not in unity with Chattanooga's minute to request that the name of the group be changed.

Presiding Co-clerk Margaret Farmer noted that the allotted time for the meeting was now exceeded. She asked for acceptance for the remaining reports. A Friend asked why an URJ Report was not included. URJ is currently focused on delivery of workshops and does not have a

report at this time. The activities of the Racial Justice Conflict Transformation Team, which is a project of URJ, are touched upon in the Treasurer's Report and the Finance Committee Report.

**150-15 Ad-hoc Faith and Practice Review Committee ([Attachment K: Ad-hoc Faith and Practice Review Committee Report](#))**

The committee report was not read in the face of the meeting.

**The Ad-hoc Faith and Practice Review Committee Report was accepted.**

**150-16 Treasurer's Report ([Attachment L: Treasurer's Report](#))**

The Treasurer's Report was not read in the face of the meeting.

**The Treasurer's Report was accepted.**

**150-17 Finance Committee ([Attachment M: Finance Committee Report](#))**

The Finance Committee Report was not read in the face of the meeting.

**The Finance Committee Report was accepted.**

**150-18 Ad-hoc Racial Justice Working Group ([Attachment N: Ad-hoc Racial Justice Working Group Committee Charge Draft](#))**

The Ad-hoc Racial Justice Working Group Committee Charge Draft was not read in the face of the meeting.

**The Ad-hoc Racial Justice Working Group Committee Charge Draft was accepted.**

**150-19 Chattanooga Meeting Minutes ([Attachment J: Chattanooga Meeting Minutes](#))**

Friends returned to the conversation of the Chattanooga minutes, with emotions high and most comments aligned with previously recorded comments.

Presiding Co-clerk Margaret Farmer asked whether Friends want to accept the Chattanooga minutes into the record of the narrative minutes.

**SAYMA received the Chattanooga minutes and after extensive discernment did not find unity with the second minute's request for action. Both minutes are included within the attachments.**

**The minutes for Representative Meeting 150 were reviewed and approved in the face of the meeting.**

**150-20 Closing Worship - 5:20 pm ET**

Friends entered into silent worship after which RM150 was closed.

Respectfully submitted,  
Daryl Bergquist and Margaret Farmer  
Co-Clerks

Blake Burr  
Recording Clerk

## Attachment A: Co-clerks' Letter

[\(Return to the Minutes\)](#)

*"Community comes as a byproduct of commitment and struggle. It comes when we step forward to right some wrong, to heal some hurt, to give some service. Then we discover each other as allies in resisting the diminishment of life..... The world teaches us to go after what we want-directly, aggressively, single-mindedly. But community, approached that way, stays constantly beyond our reach. We cannot have it just because we want it—precisely because the foundation of community itself goes beyond selfishness into life for others. Only as our beliefs and acts link us to the invisible community of humankind will the forms of visible community grow up around us. .... A myth tells us that community equals utopia, that in easy access to one another supportive relationships will result and we will find ourselves brothers and sisters again. But community always means the collision of egos. It is less like utopia than like a crucible or a refiner's fire. In this process God wants us to learn something about ourselves, our limits, our need for others. In this process there is the pain of not getting our way, but the promise of finding the Way.... In a true community we will not choose our companions, for our choices are so often limited by self-serving motives. Instead, our companions will be given to us by grace. Often they will be persons who will upset our settled view of self and world. In fact, we might define true community as that place where the person you least want to live with always lives!.....In true community there will be enough diversity and conflict to shake loose our need to make the world in our own image. True community will teach us the meaning of the prayer "Thy will, not mine, be done."*

Quote from Parker Palmer's "A Place Called Community", Pendle Hill Pamphlet 212, excerpted from pp. 18-21.

Dear SAYMA Friends,

February 25, 2023

As we approach Representative Meeting 150 (on Saturday, March 11, 9-4:30 pm EST), we're sending you this update of recent movements within our yearly meeting, and items which may be brought forth for discernment at RM 150. Registration is required and now open on the sayma.org website for this Representative Meeting. Keep a continuing eye out for committee reports and proposed meeting agenda to be posted on our website as they are submitted.

Yearly Meeting Planning Committee has contracted with Berea College in Berea, Kentucky as our site for Yearly Meeting Annual Sessions from Friday, June 23 at 1 pm EDT through Tuesday, June 27 at 1pm EDT. The YMPC report includes further details.

Members of Ministry and Nurture Committee have initiated outreach to Swannanoa Valley Friends Meeting, Charleston Friends Meeting, and Chattanooga Friends Meeting.

- Swannanoa Valley Friends Meeting submitted a resignation letter from SAYMA in early 2021. Contact with the current clerk has recently been initiated.
- Charleston (WVa) Friends Meeting submitted a resignation letter from SAYMA effective January 1, 2023. Members of Charleston Meeting, Diana Masso and Wood Bouldin shared their leadings with the Ministry and Nurture committee and are currently continuing in their leadership roles and participation in SAYMA committees.

- Chattanooga Friends Meeting sent minutes to SAYMA co-clerks this past week; members of the Ministry and Nurture Committee are responding with an in-person visit scheduled with the meeting.

Ministry and Nurture Committee is reaching out to meetings who do not have representation on that committee. The committee has approved disbursement from the Spiritual Enrichment fund and the Released Friend Fund. The committee is working on responses, as charged during RM149, to the proposed minutes drafted from the Uplifting Racial Justice (URJ) committee report.

Nominating Committee has a slate of nominations to present for discernment at RM150.

The Racial Justice Conflict Transformation program approved at 2022 Annual Sessions has been progressing as planned since October.

Reports from other committees may be received and posted prior to RM150. Not all reports will be read at the meeting, if there is not a specific request for discernment.

This continues to be a period of learning for your SAYMA co-clerks. We meet regularly together and often with others in the yearly meeting. We participate as ex-officio members of the Ministry and Nurture Committee and attend meetings of the Finance Committee and the Yearly Meeting Planning Committee when invited. We established a Committee Clerks Meeting that met prior and after RM149 and has met in preparation for RM150. In addition to assisting us as we draft proposed agendas for SAYMA meetings, this meeting provides both mutual support as well as an opportunity for committee clerks and those of us in leadership roles to hear what is happening in various parts of yearly meeting.

We look forward to meeting and working together in Spirit,  
Daryl Bergquist and Margaret Farmer, Presiding co-clerks

## Attachment B: Attendance

[\(Return to the Minutes\)](#)

In printed copies only

## Attachment C: Nominating Committee Report

[\(Return to the Minutes\)](#)

Nominating Committee Report, March 2023

We have continued to meet at least two times a month for an hour by Zoom. Our latest challenge has been to discover an innovative way to get our members and attenders excited about volunteering for available positions of responsibility. We reminded ourselves of the spirit of our charge as a committee by contemplating a quote from Britain Yearly Meeting:

“In finding the way in which individuals are paired with tasks that need doing for our faith communities to function, we are not seeking the ‘best’ person. If we were, the same Friend could hold a position for life, which would not be good for them or the community. In a way, we turn the whole process upside down: there is a sense in which we are looking for jobs to fit people as well as people to fit jobs. What we are doing is nothing less than assembling our community from its component parts: this means looking at the way the jobs are devised as well as the skills of those available to fill them. Nominations can foster spiritual growth. A nominations committee seeks to discern spiritual gifts, matching them with roles for the benefit of the individual and the community. It might search out ways in which an individual could grow, by suggesting to them a role that will develop their skills and understandings rather than giving it to someone who already has the skills. We don’t automatically put the seasoned peace campaigner on the peace committee; we might ask them to serve on the children’s committee, where they and the young people may learn from each other about different ways of practical peace-making. This is where our testimony to equality is lived out. With our belief that there is that of God in everyone, nobody should be ruled out for any job at the start of the process: every experienced clerk, after all, clerked their first meeting as an inexperienced clerk. We can look at the potential of that divine spark in everyone. We are all different and bring different gifts; while one person may grow through being a clerk, another person may not. Nominating someone for a role using the discernment process goes deep and requires careful and prayerful consideration; we remember that being equal doesn’t mean being the same and is not about ‘taking turns’ at a particular role.”

In light of Charleston Meeting departing SAYMA, we discussed the positions of responsibility that Diana Masso and Wood Bouldin are currently filling and came to unity that there was no reason why they each could not finish whatever leadings they had to continue in those roles.

Here are the names we are bringing forward at Rep Meeting:

**Charlie Wilton(Berea MM) as clerk of the Wider Quaker Organizations Allocations Committee, 2023-2025.** Charlie has been serving on this committee and has the knowledge of many years of attending SAYMA and of what our wider Quaker organizations actually do.

**Charlie Wilton(Berea MM) as website Manager 2023-2024.** Charlie has been our web manager for many years and has all the required skills, plus a dedication and discernment that helps him do the job with Spirit and humor.

**Tribal Raine(Paul Cuffee WG) as a member of the Finance Committee 2023-2025.** Tribal has been participating on the committee for a few meetings just to see if she was led to continue. She brings many years of managing her own business online, ten years working in bank reconciliations, residential and commercial mortgage underwriting, and attends to the finances of the Paul Cuffee Abolitionist Center in SC. In addition she brings the gifts of patience and humor.

**Rose Black(Cookeville MM) as a member of the Junior Yearly Meeting Committee, 2023-2025.** Rose brings many years of volunteering at SAYMA with JYM. She has a genuine love of and appreciation for the gifts of younger Friends. She raised two children mostly as a single mother.

**Kim Saderholm(Berea MM), continuing as a member of the Junior Yearly Meeting Committee, 2021-2023.** Kim has been sharing her many gifts with this committee for quite some time. We failed to nominate her to continue in the capacity until 2023 at our last Yearly Meeting session.

**Rob Collins(Birmingham MM) as a member of the Ministry and Nurture Committee 2022-2024.** Rob has been an attender at Birmingham MM for 30 years. He brings his deep spiritual leading to the Ministry and Nurture committee along with many other gifts.

**Wood Bouldin(SAYMA at large) as a member of the Ministry and Nurture Committee 2022-2024.** Wood brings his many years of grounded Quaker experience to the committee, along with a concern for Quaker Process, and a much needed institutional memory from his years of attending Yearly Meeting.

Submitted by Annie Black, Kendall Ivie, co-clerks of Ministry and Nurture committee

**Southern Appalachian Yearly Meeting and Association**  
**Ministry and Nurture Committee Report**  
**Representative Meeting 150 on Third Month 11, 2023**

This year the SAYMA Ministry and Nurture Committee (M&N) started meeting later than hoped for. Eye surgery plus post-op directions which kept one co-clerk off the computer for 10 weeks underlies this late start.

When we began as a committee, however, it was with a retreat led by Mary Ann Downey (Atlanta Monthly Meeting), supported by her husband, Bill Holland. They provided us with a generous gift of time and Spirit. We were uplifted. We begin each of our meetings now with deep worship-sharing, continuing our experience of the retreat.

The Ministry & Nurture Committee, now composed of all ages from Young Adult Friends to elderly representatives, hail from nine meetings, with eight meetings not represented. Every meeting is welcome to send a representative to this committee if they are able to do so. Those meetings without a member included on M&N are paired with representatives on the committee for information sharing and visitation.

Ministry & Nurture experimented in forming several small seasoning teams to accomplish the various aspects of the committee work. These teams discern and bring their draft report to the full committee for discussion and approval. Throughout all of our work, we seek to address conflicts and concerns within SAYMA and uplift one another. M&N has begun working on the charge given at Representative Meeting 149 to respond to the Uplifting Racial Justice (URJ) report and proposed minutes.

With the decision of Charleston Friends Meeting to leave SAYMA, the committee united to have Diana Masso complete her term as co-clerk of M&N Committee through June 2023 and Wood Bouldin to continue on the committee to complete his term.

We reviewed and approved two expenditures from the Spiritual Development Fund. One was for a Pendle Hill Retreat “Connection, Rupture, Repair: The Trauma-Informed Beloved Community” and the other was for Racial Conflict Transformation Training.

We became aware the committee failed to act on a request for Released Friend funds from Representative Meeting 146. We have received the request a second time and are acting on it. We also received and we approved an application from Adrian Mehr for use of the Released Friend Fund. His initial request is for six months, running January-June of 2023. Adrian has already begun his work. He has leadings to share his path, growth, and boundary work, girded by his gathered Quaker knowledge and clerking experiences, to allow for others to go down their *own* paths of recovery and growth. We are glad that the fund is returning to use with two, and it is to be hoped, future applicants.

Beyond that we are responsible for the Young Adult Friends Fund (Kenworthy Charitable Trust) until YAFs are able to organize and shepherd the trust expenditures themselves. We welcome the YAFs' input.

## **Statement from Ministry and Nurture for Rep Meeting 150**

The Ministry and Nurture Committee accepts the charge in the narrative of Rep Meeting 149-13. We will review the SAYMA Uplifting Racial Justice report and proposed minutes and discern actions to address concerns therein.

We believe exploration of past and present harms is essential in the journey toward healing injustices within our own community, a journey to which we are very much committed. Acknowledgments of wrongdoing and apologies are necessary to build honest cross-cultural relationships.

The Ministry and Nurture Committee commits to exploring harms that were and continue to be perpetrated by Friends in SAYMA and how exclusion and racist power dynamics by those in leadership positions have affected SAYMA URJ and Friends of Color who have participated over the years. Our goal is to draft a list of those harms to use for discernment at Yearly Meeting 52.

The Ministry and Nurture Committee requests to facilitate reflection sessions on the proposed minutes at Yearly Meeting 52. Revelation from those reflections will be used to guide recommendations for action.

Our current plan is that after the Yearly Meeting we will draft an acknowledgment of the harm people within SAYMA have inflicted and continues to inflict on Friends of Color. We see this as an initial step toward right relationship.

## **Minute of Appreciation of the Affinity Group Racial Conflict Transformation Team and Facilitators**

We thank the team comprised of Sharon Star Smith (Paul Cuffee Worship Group), Shannon Roberts Smith (Berea) and Ukumbwa Sauti for the excellent planning and completion of the first six months of affinity groups among Friends in Southern Appalachian Yearly Meeting and Association. Presiding Co-Clerk Margaret Farmer (Asheville) offered support to the team.

Seventy Friends registered to participate in small groups, each led by two facilitators who receive monthly training and materials to impart to their group. Topics helped participants examine their own biases, learn about apology and repair of damage done, reflect on the lessons using queries, pay attention to our body responses and journal around these things. Concepts introduced included white fragility, coded language, and tone policing.

This opportunity to consider and reflect on these topics with a group of Friends in an honest and open manner offered the participants an opening to improve and nurture relationships among all Friends within SAYMA.

## **Minute of Appreciation - SAYMA Yearly Meeting Planning Committee**

We owe so many thanks to our Yearly Meeting Planning Committee. When we arrived at the campus for our 2022 Retreat and Annual Sessions, it was heartening to experience how ready the registration desk was for us, providing a sense of calm and a welcoming atmosphere. Joy permeated our first opportunity to meet in person since 2019, and our first hybrid meeting ever!

The committee planned for everyone's physical safety. Those who physically gathered felt safe with COVID testing, mask wearing and outdoor eating options. For those who did not feel comfortable traveling or meeting in person, the Planning Committee offered the option of attending virtually.

The Planning Committee introduced some creative innovations. They valiantly brought order to the chaos of unanticipated policy changes at Warren Wilson College, in a short period of time. They rose to meet the technical challenges of coordinating our first hybrid gathering, with the assistance of the trusty IT Team, keeping us more widely connected during the pandemic. And all of us benefited from the increased attendance of Friends of Color and Young Adult Friends.

## **Minute of Appreciation - SAYMA's Information Technology Team**

SAYMA acknowledges its tremendous debt of gratitude to the entire IT Team (Kendall Ivie, Hank Fay, Aaron Ruscetta, and Susan Phelan, along with other Friends) whose work enabled us to meet throughout the pandemic.

We acknowledge that our connection through Spirit is at the heart of SAYMA. Having the capacity to connect with others in our yearly meeting throughout the pandemic has been a blessing. Using Zoom enabled us to meet virtually during those first two years. Technical support, as we all learned to use Zoom, allowed us to continue our work and broadened our attendance.

The IT Team's wizardry and expertise accomplished a very technically complex setup at our annual sessions that allowed us to meet both in person and virtually. The hybrid format provided up to four sites at a time (plenary, workshops, worship sharing, and meeting for worship with attention to business). The Team worked with patience, kindness, and efficiency when problems arose.

Friends are deeply appreciative for being able to meet in person and via a hybrid experience. The gifted IT Team empowers our yearly meeting by making magic happen.

## **Minute of Appreciation – SAYMA’s Administrative Assistant, Susan Phelan**

This minute is to show our appreciation of dear Friend (and friend) Susan Phelan. When she took the position of Administrative Assistant, little did she know we would be living with a pandemic. This necessitated adding many duties that were not in her written job description, not the least of which was becoming our Zoom Queen. She has faithfully taken on these tasks without complaint, even when they pulled her away from connections which nourish her spirit.

We have enjoyed her presence, and that of her Friend-ly cat, in assisting us in opening many, many meetings. In spite of health problems and adversity, she consistently acts with spiritual centeredness. (Ask Susan about the skunks in her work place the last week prior to retirement.)

She has patiently, kindly (in her soft-spoken way) assisted our two new presiding co-clerks in adjusting to their positions of responsibility. She has manifested fruits of the Spirit through her grace, humility, integrity, compassion, and faithfulness. We all experience her deep love for our yearly meeting.

## Attachment E: Yearly Meeting Planning Committee Report

[\(Return to the Minutes\)](#)

### Yearly Meeting Planning Committee Report to Representative Meeting, March 2023

Dear Friends,

The Yearly Meeting Planning Committee has been steadily working to craft the yearly meeting sessions and retreat. There is an order of operations here that often leaves me feeling like we are hurrying up to wait. Planning Yearly Meeting is both a science and an art and nothing less than a practice in patience.

The good news today is that we have made some decisions that we believe will set us up to have a familiar yet innovative Annual event.

- I am happy to report that the folks at Berea College have been patient and easy to work with. They are determined that we get what we need and are willing to wait on the good Quaker process that is often anything but quick.
- We have welcomed two new members, Pat Gailey and Shannon Roberts-Smith, as our local coordinators. They will help us to ensure that the mechanics of our new location are spinning smoothly and introduce us to new activities and opportunities in the Berea vicinity.
- We have decided to extend our sessions and retreat event by one full day. This added day results in three full days for engaging in session, the business of the yearly meeting, without compromising the opportunity for spiritual discernment and the element of retreat that we all believe are critical to our physical, emotional, and spiritual health. Our intention with this addition is to move beyond business for business sake and into the space of spiritual discernment which requires time. And we hope the additional day will allow Friends the time needed to feel a sense of retreat. The dates for YM Sessions & Retreat this year will be Friday, June 23, 1:00 pm - Tuesday, June 27, 1:00 pm.
  - A note on cost. Because of the lower cost of this year's venue, we don't foresee the added day making a significant difference in registration, room and board costs.
- We have discerned a theme that is as wide as it is specific: Why are we here? We believe this theme sits squarely in the center of our current situation - a new location and reimagined timing and it aligns with our continued grappling with historical and cultural

concerns. We see many opportunities for workshops, queries, plenaries, and worship to fit both neatly and messily within this theme.

Our current work is developing a schedule and adult programming, while the JYM and SAYF planners work on programming for children and teens. We are excited about the possibility for small group worship sharing within business meetings, opportunities for committees to meet with hybrid technology if needed and time to review committee description. We look forward to presentations from the racial conflict transformation teams, and opportunities to worship with SAYMA URJ, Young Adult Friends, in gender and racial affinity, as well as with attention to Memorials. Some of us are excited about the chances to accompany the SAYF and JYM communities as volunteers given the extended time.

I look forward to your inevitable questions and hope that I can do justice to the many hours of deep discernment that the YMPC has spent on these rather big ideas!

Respectfully submitted,  
Jennifer Dickie, Clerk YMPC

## Attachment F: SAYF Steering Committee Report

[\(Return to the Minutes\)](#)

### **SAYF Report to March 2023 Representative Meeting**

SAYF continues to chug along - fully functioning although smaller than in prior years, we continue to have a robust youth presence and a growing Friendly Adult Nurturer pool to draw from. The steering committee along with the nurturers reviewed the state of SAYF in August and made several observations as well as proposals for correcting course where we saw some drift.

We agreed that we would continue the outreach at our respective meetings to bring in or bring back teens we hoped would be interested in SAYF. We have seen that work blossom with new SAYFers at several retreats. Including the re-involvement of the Durham Young Friends with a vibrant team of adults. We have also engaged more adults in the work of being FANs and have engaged as many as 10 adults in the adult volunteer process this year. Some are joining us just as night shepherds and others or coming on as more regular FANs.

We have worked on our inclusivity of gender non-conforming Friends offering a workshop for FANs and parents with Quaker Voluntary Service Director of Equity and Empowerment, Zenaída Peterson. The workshop was well received and attended by close to 20 Friends. The Young Friends Nurturing Committee revised the gendered sleeping guidelines recognizing the optional "girls only" and "boys only" sleeping areas excluded young Friends who identify as non-binary. Instead, SAYF now offers an early-to-bed and a late-to-bed sleeping area as well as the option for a single gender sleeping area upon request of a young Friend or parent/guardian.

With the success of engaging young adult Friends in the role of lead FANs at SAYMA last year, we are again considering this model for 2023 in Berea. We have talked about this as a transition year, recognizing that in a new location we may need to develop some new guidelines and new processes or activities and that a transitional year will require a strong leadership team rather than a single lead FAN, as at most retreats during the year. We hope to again offer stipends to the young adults who we find for this vital role.

Financially SAYF has seen three years of loss due to lower participation numbers, increased costs, and reduced support from SAYMA during the pandemic including zero financial support in 2021-22. Luckily our finances are not in bad shape due to the establishment of a financial reserve by our program manager over the last several years. Our expenses regularly exceed our income from retreats because we are committed to maintain an affordable registration fee for the 6 monthly retreats for families (\$35/retreat, \$210/YF/year). We have always made up the difference with the annual allocation from SAYMA (\$2000) and regular donations from several monthly meetings (~\$800). Because of increased expenses due to inflation and reduced support from SAYMA over the last few years, for the first time

### **SAYF Report to March 2023 Representative Meeting**

this year, we will spend down our reserve to what we consider the minimum acceptable amount (\$4000). We will be in communication with the SAYMA finance committee about our allocation for the 2023-24 year and we will reach out to monthly meetings about annual donations to ensure that we have enough income to maintain our fiscal responsibility to the program as well as minimize the burden to individual families.

Places we still see ripe for growth are in our on-line presence and developing a website that not only hosts our many documents, but is also more interactive and inviting, giving visitors a better sense of who we are as a community. We would also like to get the word out about the brilliance of the SAYF model perhaps through an article in Friends Journal and with outreach to SAYMA monthly meetings. While we have grown a little since the start of this school year, we are still a small crew of young Friends. Next year we will have no teens from Nashville, Knoxville, nor Memphis. If there are upper elementary or middle school young Friends in your Monthly Meetings, SAYF would like to know about them so that we can work on our outreach to your community specifically.

SAYF has been a lifeline for many young Friends in a world that values fame over integrity, winning over equity and amassing wealth over simplicity. Thank you for all you do to help SAYF to survive and thrive.

Respectfully Submitted,  
Jennifer Dickie, Clerk SAYF Steering Committee

## Attachment G: Earth Justice Committee Report

[\(Return to the Minutes\)](#)

### The Earth Justice Committee Report February 2023

Friends Roy Taylor and Star Smith and clerk Steve Livingston attended the Earth Justice Committee meeting on 2/6/23. We reviewed some of the efforts that the committee has made over the past several years to open Way for SAYMA Friends to become more organized around Earth Justice, and considered why these efforts have borne so little fruit. We sense that there are numerous Friends among us who feel a deep spiritual connection to the Earth Mother and accountability for the deterioration of the environment, and the impact of environmental degradation on marginalized communities such as BIPOC in the US and most of the populations of the Southern Hemisphere. We trust that there are ways as yet untried to energize and organize SAYMA Friends to act in community in stewardship of the Earth, but lacking a core group willing and able to devote the time and energy to bring us together in communal action, these ways will remain untried.

In the absence of the other committee members, the three of us did not feel we had sufficient agency to make any decisions regarding the committee's proposed mission statement, Way forward, or continued existence, and we did not feel led to call another meeting prior to the Spring Representative Meeting. We did however want to report to the Rep Meeting so the gathered body of Friends could be aware of our observations and discernment. Our clerk will schedule at least one more meeting prior to Summer Retreat and Sessions to discern whether there is Way forward at this juncture or to recommend that the committee be laid down.

Submitted by Steve Livingston, clerk

## Attachment H: Outreach Committee Report

[\(Return to the Minutes\)](#)

### **SAYMA Outreach Committee Report to RM 150**

The Outreach Committee – Wood Bouldin and Hank Fay – and several interested volunteers have since YM been developing a model for an “Active Worship Community” (AWC) to gather in people, maybe younger family-raising people, effectively excluded from our Society by the alien and perhaps alienating character of unprogrammed silent worship.

The traditional task of Quaker silence is simply waiting to *hear* the still small voice of Spirit. “Active Worship” wants to adapt the culture of Friends’ group practices – like worship sharing, clearness committees and those that format Meeting for Worship for the Sake of Business – to structure interactive meetings that *bespeak* Spirit through interpersonal engagement in sharing experiences with leadings. We want to meet people where they are by helping them meet each other where they are in expressive exploration of and self-identification with the sociable motions of the heart and conscience. These very experiences are the chief witness in everyday life to the inner presence and activity of Spirit. The hope is that the combination of sociability and ethical/spiritual growth in such meetings, coupled with a well-organized program for children and a competent supply of muffins and hot beverages, will motivate regular attendance and personal investment in Friends meetings by a whole new group of people.

So where we are now is seeking opportunities to spark interest and involvement among SAYMA Friends at large. We will soon send monthly meetings information about AWC and very much hope that monthly meetings and/or individual members of meetings will be interested in seeking further discussion online with us and then making arrangements for experiments with these ideas.

For the Outreach Committee

Wood Bouldin, Clerk

## Attachment I: Handbook Committee Report

[\(Return to the Minutes\)](#)

SAYMA Handbook Committee

Report Representative Meeting 150

As a first step toward a systematic revision of the Handbook, the individual segments of the 2013 unfinished edition that deal with offices and committees along with references to relevant parts of Faith and Practice will soon be sent to officers and committee clerks. What is wanted from officers and committees: 1) what needs to be added to and/or subtracted from HB (and perhaps also to/from F&P) to get a close fit with your understanding of your charge and what you actually try to do; 2) what needs to be added and/or subtracted about the procedures you use to go about doing these things; 3) any practical suggestions about the work that you think would be helpful to future office holders and committee members. If you wish to try producing a rewrite of the whole entry for the HB - go for it.

It would be nice to have some of these responses on hand to bring to YM in June but do try to respond by the end of July.

Thanks in advance for whatever help you can offer,

wood bouldin, Clerk

Sayma Handbook Committee

## Attachment J: Chattanooga Meeting Minutes

[\(Return to the Minutes\)](#)

### Chattanooga Friends Meeting Minute to SAYMA

Chattanooga Friends Meeting is deeply saddened by the loss of 2 monthly meetings from our yearly meeting, Swannanoa Valley Friends & Charleston Friends.

Chattanooga Friends Meeting (CFM) wants to acknowledge the great loss to SAYMA of these Friends leaving our midst. CFM also wants to acknowledge that it was remiss in not acknowledging the loss of Swannanoa Valley Friends earlier. CFM asks SAYMA to deeply consider SAYMA M&N's quote from Isaac Pennington when requesting the State of the Meeting Reports from Monthly Meetings this year:

“Our life is love, and peace, and tenderness; and bearing with one another, and forgiving one another, and not laying accusations one against another; but praying one for another and helping one another up with a tender hand.”

Is SAYMA, as a faith community, trying to live into these words of Isaac Pennington? Or are we just a social justice organization that says “F\*\*\* love, only justice”?

Approved by Chattanooga Friends Meeting at Meeting for Business on 19 February 2023.

### Chattanooga Friends Meeting Minute to Susan Firestone

Chattanooga Friends Meeting (CFM), as a member of SAYMA, is very concerned that a group not officially associated with SAYMA is using SAYMA's name. This being the SAYMA Anti-Racism email list owned by Susan Firestone. CFM does not want SAYMA's name associated with a group that says such things as “Good bye and good riddance” concerning Charleston Friends Meeting leaving SAYMA. There is much else said on this list that CFM would not want to be reflected as being SAYMA's position. CFM requests Susan Firestone remove SAYMA's name from the email list and asks that SAYMA unite with CFM in this request.

Approved by Chattanooga Friends Meeting at Meeting for Business on 19 February 2023

## Ad Hoc Faith and Practice Review Committee Report

Melissa Preast, Wood Bouldin and Star Smith met on Jan 31, 2023

Our charge was to review the 2021 edition of SAYMA Faith and Practice looking for what has been left out. We were also tasked with finding the approval minute for printing the 2021 edition.

1. After searching through many previous YM minutes, no approval to print the 2021 edition was found.

### 2. **Miscellaneous Omitted Items, thus far:**

- a. Under Ministry and Nurture, one of their responsibilities is to write a State of the Yearly Meeting Report, yet it is not listed in SAYMA Faith and Practice. Draft Proposed wording to be inserted for section: E. The Yearly Meeting 3. Committees of Yearly and Representative Meetings; Ministry & Nurture Committee Provide an annual State of the Yearly Meeting Report that addresses both the spiritual state of the collective Meetings as represented in their individual State of the Monthly Meeting reports and a section on the spiritual state of our Yearly Meeting as observed by Ministry & Nurture during Representative and Yearly Sessions and reported by individuals, committees, and persons of responsibility within Yearly Meeting.
- b. Naming Committee and its duties are not listed under YM Committees.
- c. Uplifting racial justice (URJ) is not listed as a YM Committee. URJ could also be listed under “Programs of the Yearly Meeting.” We propose listing URJ in both places, along with its vision and Mission. (See SAYMA website)
- d. There is no mention of “associate memberships”.

### **Contradictions:**

- a. Under “Proceeding in the Life of the Spirit”, on page 33, it says, “a worship group must establish an association with an established monthly meeting within SAYMA.” Whereas, in the Glossary, on page 72, says, “a worship group “may or may not be under the care of a monthly Meeting.” That needs to be cleared up.

- b. Nominating: (from Wood's notes) On p.25 it is stated that members of standing committees other than M&N and Nominating "are either self-selected or recommended by the yearly meeting Nominating Committee." There needs to be an account of when and by whom one or the other method is chosen. On p.27 we read "The Nominating Committee discerns the gifts of SAYMA Friends whose names can be brought forward to fill the positions of responsibility of yearly meeting. The three words here italicized, working together around the 'can', may be taken to suggest while Nominating may nominate to all positions of responsibility, these positions may also be filled by self-selection and may include non-SAYMA and, presumably non-Friend, persons. On p.28 we find a statement that seems to mitigate part to the ambiguity of p.27. "Through the discernment of the Nominating Committee and the approval of the yearly meeting the positions listed below are maintained." The list includes clerks of committees. Clarity having been omitted, how do Friends want this all to work?
- c. Worship groups; page 33 says worship groups need to be under the care of a monthly Meeting, whereas, on page 72, it says, worship Groups may not be under the care of a MM.
- d. Lastly, there is no congruity or continuity between Faith and Practice and the Handbook or between SAYMA yearly meeting minutes and representative meeting minutes.

As a result, Friends have been able to weaponize contradictory statements from F&P, the Handbook or previously approved minutes for their own purposes, or simply make up rules at any moment. For example, nowhere does it say that standing committees must have their vision, mission, and goals approved by the full body of SAYMA, yet we insisted on that for URJ. Meanwhile, the Handbook says, committees give an annual report. Period.

**Queries:** From a racial justice perspective, there were so many problematic queries, that I don't even know where to begin. We recommend that the SAYMA co-clerks create a larger ad hoc committee and more time to deal with the query issue.

For example: There is not one word about racial justice or colonialism in the entire book—not even in the queries.

Star Smith, clerk, F&P ad hoc review committee

## Attachment L: Treasurer's Report

[\(Return to the Minutes\)](#)

Date: March 11, 2023  
To: Representative Meeting 150  
From: Kendall Ivie, Treasurer

SAYMA's fiscal year is October – September, so the attached reports as of December 31, 2022 represent about 1/4 of the year.

General items of note.

- Bank of America account has been closed.
- Assessment Income Comparison past four years.

	Quarter 1	Full Year
FY 2020	\$8,155.00	\$49,172.73
FY 2021	\$6,995.62	\$43,497.87
FY 2022	\$16,548.75	\$54,106.84
FY 2023	\$7,686.55	Budget \$51,000.00

- \$3000 was transferred into FWCC 3rd World Delegate Fund and \$1800 into FWCC SAYMA Intl Delegates Fund.
- \$3000 was transferred to SAYF.

### Balance Sheet YTD Comparison

The comparative balance sheet shows SAYMA's assets, liabilities, and equity as of the end of Quarter 1 FY 2023 (December 31, 2022) and end of Quarter 4 FY 2022 (September 30, 2022).

### Budget Overview Report

As of December 31, we are 25% of the way into the fiscal year. This report shows percent for each line item.

### Income & Expense Report

This report shows income and expenses for the first quarter of the fiscal year.

### Q1 FY2023 to Q1 FY2022 Comparison Report

This report has the same information for Quarter 1 FY 2023 and then compares it to Quarter 1 FY 2022.

### Financial Report for Racial Conflict Transformation Training

This report shows the income and expenses related to the RCT Training.

SAYMA  
Balance Sheet YTD Comparison  
As of December 31, 2022

	Dec 31, 22	Sep 30, 22	\$ Change	% Change
<b>ASSETS</b>				
Current Assets				
Checking/Savings				
Checking - BankAm	4,246.11	7,467.38	-3,221.27	-43.14%
Checking - PNC	61,951.60	67,083.40	-5,131.80	-7.65%
Money Mkt - Self Help	38,794.78	38,639.55	155.23	0.4%
SAYF Checking - First Bank	8,536.42	4,713.60	3,822.82	81.1%
Total Checking/Savings	<u>113,528.91</u>	<u>117,903.93</u>	<u>-4,375.02</u>	<u>-3.71%</u>
Total Current Assets	<u>113,528.91</u>	<u>117,903.93</u>	<u>-4,375.02</u>	<u>-3.71%</u>
<b>TOTAL ASSETS</b>	<u><u>113,528.91</u></u>	<u><u>117,903.93</u></u>	<u><u>-4,375.02</u></u>	<u><u>-3.71%</u></u>
<b>LIABILITIES &amp; EQUITY</b>				
Liabilities				
Current Liabilities				
Total Payroll taxes payable	<u>1,306.82</u>	<u>1,353.76</u>	<u>-46.94</u>	<u>-3.47%</u>
<b>Total Liabilities</b>	<u>1,306.82</u>	<u>1,353.76</u>	<u>-46.94</u>	<u>-3.47%</u>
Equity				
Donor-Restricted Funds				
Racial Conflict Transformation	200.00	0.00	200.00	100.0%
Kenworthy Charitable Trust	20,960.00	20,960.00	0.00	0.0%
FWCC 3rd World Delegates	1,650.00	1,150.00	500.00	43.48%
FWCC SAYMA Intl Delegates	1,100.00	1,100.00	0.00	0.0%
URJ Fund	1,669.30	1,669.30	0.00	0.0%
Total Donor-Restricted Funds	<u>25,579.30</u>	<u>24,879.30</u>	<u>700.00</u>	<u>2.81%</u>
Funds Designated by SAYMA				
Reserves	22,208.00	18,208.00	4,000.00	21.97%
Set-Aside Funds				
Fund - Boone MM in Trust	2,677.00	2,677.00	0.00	0.0%

	<u>Dec 31, 22</u>	<u>Sep 30, 22</u>	<u>\$ Change</u>	<u>% Change</u>
Fund - FWCC 3rd World Delegates	6,600.00	3,600.00	3,000.00	83.33%
Fund - FWCC SAYMA Intl Delegate	5,400.00	3,600.00	1,800.00	50.0%
Fund - Released Friend	10,165.00	10,165.00	0.00	0.0%
Fund - SAYF	8,536.42	4,713.60	3,822.82	81.1%
Fund - Spiritual Development	1,973.04	2,746.80	-773.76	-28.17%
Fund - Uplifting Racial Justice	622.22	622.22	0.00	0.0%
Fund - YAF Scholarship	814.75	814.75	0.00	0.0%
Fund - Youth Enrichment	2,696.00	2,696.00	0.00	0.0%
Total Set-Aside Funds	<u>39,484.43</u>	<u>31,635.37</u>	<u>7,849.06</u>	<u>24.81%</u>
Total Funds Designated by SAYMA	<u>61,692.43</u>	<u>49,843.37</u>	<u>11,849.06</u>	<u>23.77%</u>
Undesignated Equity	41,827.50	35,933.89	5,893.61	16.4%
Net Income	<u>-16,877.14</u>	<u>5,893.61</u>	<u>-22,770.75</u>	<u>-386.36%</u>
Total Equity	<u>112,222.09</u>	<u>116,550.17</u>	<u>-4,328.08</u>	<u>-3.71%</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><u>113,528.91</u></u>	<u><u>117,903.93</u></u>	<u><u>-4,375.02</u></u>	<u><u>-3.71%</u></u>

SAYMA  
Budget Overview  
October through December 2022

	Oct - Dec 22	Budget	% of Budget
<b>Ordinary Income/Expense</b>			
<b>Income</b>			
Contributions to SAYMA			
Contribu General Fund	9.41	3,000.00	0.31%
Total Contributions to SAYMA	9.41	3,000.00	0.31%
Total Assessments	7,666.55	51,000.00	15.07%
Interest - Money Mkt	155.23	100.00	155.23%
Total Publication Sales	25.00	0.00	100.0%
Total Yearly Meeting Income	0.00	35,100.00	0.0%
<b>Total Income</b>	<b>7,876.19</b>	<b>92,200.00</b>	<b>8.54%</b>
<b>Expense</b>			
<b>SAYMA Operations</b>			
<b>Office Admin</b>			
Office - Duplication	0.00	50.00	0.0%
Office - Guilford Archiving	0.00	150.00	0.0%
Office - Officer Expense	0.00	150.00	0.0%
Office - Phone ISP	273.69	1,200.00	22.81%
Office - Postage	0.00	50.00	0.0%
Office - Supplies, Equip, Misc	0.00	50.00	0.0%
Office - Volunteer Bkgnd Chks	127.09	300.00	42.36%
Travel - Office Staff	0.00	800.00	0.0%
Total Office Admin	400.78	2,750.00	14.57%
<b>Personnel</b>			
Total Personnel	7,700.85	31,360.00	24.56%
<b>Publication Expenses</b>			
Pub Exp - Faith & Practice	51.15	0.00	100.0%
Pub Exp - Web & Hosting Svcs	0.00	500.00	0.0%
Total Publication Expenses	51.15	500.00	10.24%
<b>SAYMA Committees</b>			
Cmte Exp - Contingency Pool	3,866.75	8,000.00	48.61%
Cmte Exp - Ministry & Nurture	0.00	200.00	0.0%
Cmte Exp - YM Planning	136.75	200.00	68.39%
Total SAYMA Committees	4,027.50	8,400.00	47.95%
Transfer to SAYF	3,000.00	3,000.00	100.0%
<b>Travel Reimbursements</b>			
Travel - WQO Delegates	972.95	7,000.00	13.9%
Total Travel Reimbursements	972.95	7,000.00	13.9%
<b>Total SAYMA Operations</b>	<b>16,153.33</b>	<b>53,010.00</b>	<b>30.47%</b>
<b>Set-aside Fund Annl Allotments</b>			
FWCC 3rd World Delegate Allot	3,000.00	3,000.00	100.0%
FWCC SAYMA Intl Delegates Allot	1,800.00	1,800.00	100.0%
Total Set-aside Fund Annl Allotments	4,800.00	4,800.00	100.0%
Transfer to Reserve	4,000.00	4,000.00	100.0%
<b>WQO Annual Contributions</b>			
<b>WQOs - Membership</b>			
WQO - FGC	0.00	1,250.00	0.0%
WQO - FWCC	0.00	1,250.00	0.0%
Total WQOs - Membership	0.00	2,500.00	0.0%
WQOs - Other	0.00	6,000.00	0.0%
Total WQO Annual Contributions	0.00	8,500.00	0.0%
<b>Yearly Meeting Expenses</b>			
<b>Facilities &amp; Services Exp</b>			
YM Accommodations & Meals	0.00	34,200.00	0.0%
YM Financial Service Fees	0.00	0.00	0.0%
YM Services & Honoraria	0.00	1,200.00	0.0%
YM Supplies	0.00	400.00	0.0%
Total Facilities & Services Exp	0.00	35,800.00	0.0%
Junior Yearly Mtg Exp	0.00	6,500.00	0.0%
YM Bookstore Exp	0.00	1,300.00	0.0%
YM Print Post Phone Misc	0.00	1,000.00	0.0%
Total Yearly Meeting Expenses	0.00	44,600.00	0.0%
<b>Total Expense</b>	<b>24,953.33</b>	<b>114,910.00</b>	<b>21.72%</b>
<b>Net Ordinary Income</b>	<b>-17,077.14</b>	<b>-22,710.00</b>	<b>75.2%</b>
<b>Net Income</b>	<b>-17,077.14</b>	<b>-22,710.00</b>	<b>75.2%</b>

SAYMA  
Income & Expense  
October through December 2022

	<u>Oct - Dec 22</u>
Ordinary Income/Expense	
Income	
Contributions to SAYMA	
Contribu General Fund	9.41
Total Contributions to SAYMA	<u>9.41</u>
Total Assessments	7,686.55
Interest - Money Mkt	<u>155.23</u>
Total Publication Sales	<u>25.00</u>
Total Income	7,876.19
Expense	
SAYMA Operations	
Office Admin	
Office - Phone ISP	273.69
Office - Volunteer Bkgnd Chks	<u>127.09</u>
Total Office Admin	400.78
Personnel	
Payroll Service Expenses	212.55
Payroll Taxes - SAYMA share	532.15
Salaries - gross	<u>6,956.16</u>
Total Personnel	7,700.86
Publication Expenses	
Pub Exp - Faith & Practice	<u>51.18</u>
Total Publication Expenses	51.18
SAYMA Committees	
Cmte Exp - Contingency Pool	3,888.78
Cmte Exp - YM Planning	<u>138.78</u>
Total SAYMA Committees	4,027.56
Transfer to SAYF	3,000.00
Travel Reimbursements	
Travel - WQO Delegates	<u>972.95</u>
Total Travel Reimbursements	972.95
Total SAYMA Operations	<u>16,153.33</u>
Total Expense	<u>16,153.33</u>
Net Ordinary Income	<u>-8,277.14</u>
Net Income	<u><u>-8,277.14</u></u>

SAYMA  
Q1 FY2023 to Q1 FY2022 Comparison  
October through December 2022

	Oct - Dec 22	Oct - Dec 21	\$ Change	% Change
Ordinary Income/Expense				
Income				
Contributions to SAYMA				
Contribu General Fund	9.41	0.00	9.41	100.0%
Total Contributions to SAYMA	9.41	0.00	9.41	100.0%
Total Assessments	7,066.55	16,546.75	-9,480.20	-57.30%
Interest - Money Mkt	155.23	16.06	139.17	866.56%
Total Publication Sales	25.00	28.80	-3.80	-13.19%
Total Income	7,876.19	16,593.61	-8,717.42	-52.54%
Expense				
Grants	0.00	550.00	-550.00	-100.0%
SAYMA Operations				
Office Admin				
Office - Phone ISP	273.69	179.88	93.81	52.15%
Office - Volunteer Bkgrnd Chks	127.09	16.00	111.09	694.31%
Total Office Admin	400.78	195.88	204.90	104.61%
Personnel				
Payroll Service Expenses	212.55	209.26	3.27	1.56%
Payroll Taxes - SAYMA share	532.15	474.71	57.44	12.1%
Salaries - gross	6,956.16	6,205.36	750.80	12.1%
Total Personnel	7,700.86	6,889.33	811.51	11.76%
Publication Expenses				
Pub Exp - Faith & Practice	51.10	0.00	51.10	100.0%
Pub Exp - Web & Hosting Svcs	0.00	84.95	-84.95	-100.0%
Total Publication Expenses	51.10	84.95	-33.77	-39.75%
SAYMA Committees				
Cmte Exp - Contingency Pool	3,888.78	0.00	3,888.78	100.0%
Cmte Exp - YM Planning	138.78	0.00	138.78	100.0%
Total SAYMA Committees	4,027.56	0.00	4,027.56	100.0%
Transfer to SAYF	3,000.00	0.00	3,000.00	100.0%
Travel Reimbursements				
Travel - WGO Delegates	972.95	0.00	972.95	100.0%
Total Travel Reimbursements	972.95	0.00	972.95	100.0%
Total SAYMA Operations	16,153.33	7,170.16	8,983.15	125.29%
Total Expense	16,153.33	7,720.16	8,433.15	109.24%
Net Ordinary Income	-8,277.14	8,873.43	-17,150.57	-193.26%
Net Income	-8,277.14	8,873.43	-17,150.57	-193.26%

Financial Report for Racial Conflict Transformation Training  
2/27/2023

There were 18 people in the training for which leaders were to be compensated.

Income:

\$2600.00	13 paid by Square
\$600.00	3 paid by check
\$199.49	1 Scholarship (\$75 MM, \$75 Spiritual Development Fund, \$49.49 Participant)
\$0.00	1 Requested scholarship but has not followed through at this time

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\$3399.49      Registration Total

\$485.20      Donation to RCT Fund

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\$3884.69      Total Income to RCT Fund

Expenses

\$1200.00	Ukumbwa Sauti
\$1200.00	Star Smith
\$1200.00	Transferred to Donor Restricted URJ Fund (Shannon Roberts-Smith's part)

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\$3600.00      Total Expenses from RCT Fund

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\$284.69      Balance left in RCT Fund

Submitted by:  
Kendall Ivie  
SAYMA Treasurer

## Attachment M: Finance Committee Report

[\(Return to the Minutes\)](#)

### **Finance Report for March 11, 2023 Reps meeting #150**

#### **Budget Planning**

The Finance committee is beginning the annual planning phase for the 2024 Fiscal Year, which begins October 1, 2023 and concludes September 30, 2024. How does Finance arrive at a budget each year? At the end of the report, I have included all of the steps the committee follows to receive budget input from all constituencies. We welcome your input!

#### **Racial Justice Transformation program**

Some of the Finance committee members are participating in Racial Justice affinity groups that have been meeting since October and spoke positively about the work. Sharon "Star" Smith (URJ), Shannon Roberts Smith (Racial Justice working Group), and Ukumbwa Sauti, consultant, trained the facilitators of the affinity groups. Ukumbwa was paid as a consultant from the Contingency Pool, noted in the treasurer's report.

Participants in the affinity groups were invited to register for the 3 Racial Justice training modules, for \$200, or for free as a person of color or a facilitator. The collected fees were placed into the new Donor Restricted fund that was approved at Reps meeting for this purpose, the Racial Justice Transformation Fund. Kendall will go over the fees and payments that have been made in his report.

#### **Committee vacancy**

The Finance committee is excited that an additional person is interested in being nominated to fill the vacancy on the committee. The Committee invited Tribal Raine of the Paul Cuffee Worship Group to meet with us during the past month, and she readily agreed.

#### **Closing**

From time to time on most committees, tension arises and sparks may fly, as agenda items are considered. The Finance committee is no exception in this regard. We have spent much time in worship and worship sharing this winter. Recently an apt metaphor was shared during worship sharing that came from a wise person in the home meeting of one member: SAYMA is navigating a narrow channel with many rocks and crevices, with the possibility of smoother waters downstream. This metaphor spoke to several of us, inviting comments of hopefulness, of being a strong crew, of working together to find the way through.

Please hold the Finance committee in the Light as we chart our travel.

I want to express thanks for the supportive and calming presence of the co-clerks, Margaret Farmer and Daryl Bergquist, and the Administrative Assistant, Susan Phelan, who attend our meetings.

**Respectfully,** Karen Morris, Atlanta, Clerk; Karen Morris, Atlanta (clerk); Kendall Ivie, West Knoxville (treasurer); Geeta McGahey, CELO (asst. clerk); Caty Clark McAfee, Chattanooga (asst. treasurer); Anne Williams, Nashville; Steve Olshewsky, Berea; Tribal Raine, Paul Cuffee Worship Group, pending nomination and approval.

**How The Finance Committee plans the budget.**

1. A **budget subcommittee** is formed from Finance committee members.
2. **To predict our expenses**, the subcommittee contacts all committee clerks and people in positions of responsibility in SAYMA inviting submission of financial needs for the 2024 Fiscal year.
3. **To predict our income** as accurately as possible, the Treasurer or Finance clerk contacts each of the Monthly Meeting treasurers about their expected assessment amounts for the next year. **Finance would like to hear from treasurers by March 15.**
4. The **Wider Quaker Allocations committee meets in March** to determine the percentages allocated to each WQO that SAYMA supports and reports to the Finance committee by April 1. **Currently this committee needs volunteers.** The Treasurer uses previous year percentages in the absence of new information.
5. The budget subcommittee also reaches out to **FGC and FWCC**, of which we are a member organization, to ascertain a fair share for the budget amount (2023 amount is \$1250 for each)
6. The budgeting subcommittee submits the **first draft** of a proposed FY 24 budget to the entire Finance committee by April 15. The full committee gives input.
7. The treasurer prepares and sends a **second draft budget to Monthly Meetings in early May** for input by the end of May.
8. **A third draft is prepared and submitted for presentation at annual YM sessions in June.**
9. During sessions, the budget is given a **first read**, followed by an **open meeting for input** and concerns about the budget. As necessary, following the open meeting, the treasurer will present a **revised (4th) draft for a second reading**, and a **request for approval.**

## Attachment N: Ad-hoc Racial Justice Working Group Charge Draft

[\(Return to the Minutes\)](#)

### SAYMA Racial Justice Working Group

#### **Committee Charge:**

The committee is comprised of a Clerk and up to four members. Members are either self-selected or recommended by the Nominating Committee. After SAYMA-URJ has given its approval of the nominees, the Clerk and members of this committee are appointed by the Yearly Meeting. The committee holds its meetings separately from representative meetings and attempts to use technology (online meetings) whenever possible to minimize the need for in-person meetings.

The committee will:

- A. be guided by SAYMA-URJ in order to understand the impact racism has on the lives of Friends of Color, and to better understand how white Friends can best engage in anti-racist work in SAYMA;
- B. collaborate with SAYMA-URJ to maintain a regularly updated list of recommended anti-racist resources;
- C. share information and provide assistance to individuals and monthly meetings in identifying how individuals and institutions maintain/challenge/resist racist power structures, particularly within SAYMA itself;
- D. serve as anti-racism accountability partners to individual white Friends in SAYMA, particularly for those sitting in positions of greater responsibility within SAYMA;
- E. support SAYMA-URJ's strategic initiatives regarding anti-racist structural changes within SAYMA;
- F. when requested by SAYMA-URJ, provide technical and logistical assistance.