

## Appendix C: General

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## **Minute Regarding Population Sustainability**

In accordance with Friends' testimonies of equality, simplicity and harmony, we recognize the sacredness of all life, the interconnection of all living things, and the balance required to sustain an acceptable quality of life for all inhabitants of our planet. We are committed to providing all children with a safe, loving, nourishing, and habitable world in which to live.

We offer this minute in a spirit of concern that while population stabilization may be less of an issue in our country, other countries, religions and cultures encourage large families. Historically, the large family is the primary caregiver to the elderly and infirm, and the protector of the poor, especially when no social security or government assistance is available. Yet, large families tend to place an even greater burden on the available resources. Special emphasis must be given to measures to reduce poverty, provide security for people as they age and empower women. Literacy, equal social status and the general education of women to broaden their life choices tend to delay childbirth, limit family size and improve the quality of life for them and their families.

### *Definition of sustainable population*

Just as a lifestyle is sustainable only when one spends less than one earns, a population is sustainable only when that population consumes an amount of resources that is less than what is replaceable.

### *Population growth*

In October 1999, world human population surpassed six billion, having doubled since 1960. At the present rate of growth, it is likely to double again within the new century. As the population increases, resource consumption and environmental impact increase.

### *Impact on environment*

The total requirements of the current human population place an ever-increasing demand on earth's resources and intensify environmental degradation, which threatens all the creatures of the earth. All consumption affects the earth's environment. However, those of us living in the most prosperous circumstances have used earth's resources in disproportionate amounts. Our over-consumption contributes to environmental degradation in excess of our numbers.

## **Recommendations**

While remaining sensitive to the needs and values of all cultures, we acknowledge our responsibility to become informed about world population growth and the concerns it raises.

- Through our leadings and sharing, we will seek knowledgeable, loving, and creative ways of encouraging responsible reproductive activities. These include endorsement of adoption and foster care as an alternative to having children and open support for those who choose not to procreate.
- We recognize that the more prosperous countries have a larger rate of per-capita resource consumption. Our responsibility is to strive toward a simpler and more equitable lifestyle.
- We will work towards a more equitable sharing of the world's resources and towards systems that provide a social safety net for those in need so that large families are not perceived as vital to the well-being of the group.
- We urge meetings to consider using queries such as those adopted by Baltimore Yearly Meeting as an aid to the clearness for the marriage process, specifically addressing the issue of family size and the consideration of adoption or foster care.
- Finally, we urge our government to renew contributions to the United Nations Fund for Population Activities, a family planning lifeline for couples in poor countries.

## **Friends Queries and Actions Applicable to Population Sustainability**

- How do we as Friends work towards a more equitable sharing of the world's resources?
- What can we do to provide a global social system that will aid those in need?

- When Friends couples marry under the care of the meeting, are the following queries considered in the clearness process, asking couples to discuss them with each other:
  - Have you discerned with each other whether you want to have children? If so, how many?
  - Have you considered a plan to take responsibility for your family's growth in size?
  - Would you consider adoption or foster care for family growth?
  - What are the available resources from family, meeting and community for family development?
  - How will your family reflect Friends' testimonies of simplicity, concern for the environment and world population?
- Has your meeting expressed to our government a desire to support the United Nations Fund for Population Activities?

*Approved by Southern Appalachian Yearly Meeting and Association  
Yearly Meeting 2002, Minute 8*

## Minute Regarding Israel and Palestine

We, the members of the Southern Appalachian Yearly Meeting and Association of the Religious Society of Friends, are deeply concerned by events in Palestine and Israel. The Middle East is being dragged to the brink of war by the acts of extremists on all sides. As Friends, we grieve the bloodshed and suffering. We fear the legacy of violence which seems likely to result. We pray for the strength to resist taking sides in this conflict, and to remain focused on being peacemakers. We understand that neither we, nor our government, nor, indeed, the leaders in this conflict, are able to see this situation as clearly as we would wish, or to control it completely, and we hope for patience and compassion on every side until resolution becomes possible. We reject terrorism in all its forms, especially the killing and maiming of people on both sides. We strongly oppose the destruction of the social and economic infrastructure of the Palestinian Territory, the confiscation of Palestinian land and property, the extreme curtailment of freedom of movement for all Palestinians, and the denial of such fundamental human rights as food and medical care to noncombatants.

As Quakers, we believe that there is that of God in all people. We cherish the peoples of Israel and Palestine and the lands in which they live. We believe that violence does nothing but create more violence and will never allow the people of this region to live next to each other in peace and the fullness of human joy. We acknowledge that centuries of conflict, oppression, discrimination, poverty and segregation have led to this violence. Both sides of the conflict as well as many outside interests have caused or increased the violence. With such a weighty history, stopping the fighting and creating peace will be a long and arduous task, but it is imperative that we find ways to do so.

We call upon our government to use all its influence to seek:

An immediate end to all violence and assassinations,

An immediate cessation of all settlement activity,

An end to the occupation,

A return to permanent status negotiations leading to two states living side by side based on the June 4, 1967 borders, with mutually agreed-upon land swaps.

Even in the current climate of mistrust and mutual hostility, we believe that the above goals can be reached in the near future, ending the occupation and the conflict.

We implore our United States government to take a different kind of role in the region: to take the lead in providing international protection for the people in the region, to encourage dialogue, to stop our support of the Israeli occupation and to put pressure on the Israeli government to return land to the Palestinians. We ask our government to take the lead as a signatory of a treaty creating a Middle Eastern and Mediterranean Zone Free of all Weapons of Mass Destruction, including nuclear, chemical, and biological weapons.

Beyond the political responses that we as individuals may choose to make, as Quakers, we will continue to hold all of the people in the area in the Light. We will find ways to support the Quaker Meeting in Ramallah and Ramallah Friends School and all individuals and groups in the region who are seeking peaceful solutions. We will talk with our Jewish, Muslim and Christian friends, relatives and neighbors about this crisis and about our belief that there is a peaceful solution, which, although difficult to achieve, will be better than violence. We will search for "ways that open" which will help lead the world to a time of peace.

*Approved by Southern Appalachian Yearly Meeting and Association  
Yearly Meeting 2002, Minute 31*

## **Minute Regarding the Peace Tax Fund**

The Southern Appalachian Yearly Meeting and Association expresses its support of those who are conscientiously opposed to war taxes, in keeping with our more than 350 year religious witness for peace and our historical peace testimony that: "We do utterly deny all outward wars and strife and fightings with outward weapons, for any end or under any pretense whatsoever." We ask that our elected officials support and work for the Religious Freedom Peace Tax Fund Act (currently HR 1186) as a way of recognizing our deep commitment to peace and social justice. We thank Representative John Lewis for introducing this legislation and ask all U.S. Congressional Representatives to join in co-sponsorship of the bill.

HR 1186 will allow legally defined conscientious objectors to pay 100 percent of their taxes into a separate fund that will be used only for government spending that is not for a military purpose. The level of contribution to this fund will be annually entered into the Congressional Record, and information about the fund will be published in both the tax return form and the instruction booklet. The apportionment powers of Congress will not be restricted while relief of suffering will be granted to tens of thousands otherwise not able to earn above the taxable level of income or otherwise forced to refuse payment of taxes.

*Approved by Southern Appalachian Yearly Meeting and Association  
Yearly Meeting 2002, Minute 34*

**Report from *Quakers and Racial Justice Conference in October 12-14, 2001*  
to SAYMA Meeting for Business June 22, 2002**

This is my personal report. At the end I will read the Epistle from the conference. Friends that gathered were all people who were personally led to be there, 10 Friends of “color” and 40 Friends of “pallor”, primarily from the northeast USA. There were times for large group worship and sharing as well as smaller groups. Some of the topics were: reports from UN Conference Against Racism, looking at racism affecting the RSF, issue of reparations; what can we do to end racism individually, in our Monthly Meetings and in the larger Quaker organizations and institutions. Emotions were often high and a lot of deep honest sharing occurred.

Many people expressed frustration with the lack of awareness and interest in the topic of Racial Justice at most Monthly Meetings. It was expressed often that the essence of RSF at its core is one of “God’s Light in everyone,” so why don’t we treat everyone as if this is true? Some people met to discuss if the “traditions” of RSF culture and language, etc., might set us up like a clique. Some questioned if we are more committed to Peace than to Justice, when things get hard do we choose the more comfortable path that feels peaceful to the majority?

Friends testimonies on Equality and Nonviolence very key to this work. Equality doesn’t mean doing things the way it’s always been done (in our “white” way never realizing it.) Violence can be to people’s spirits not just their bodies in the form of ignoring, criticizing, dismissing, not hearing someone’s need, not responding to their need, etc. We need to be forgiving of each other for our mistakes while being responsible for correcting them.

There were lots of ideas of things to do, with always a focus on seeking God. Some of these are: sharing the power by giving Friends of color important roles and by listening to and respecting their ideas, create standing committees that have diverse membership to focus on this work within Yearly Meetings, contact Friends organizations about what they are doing to promote racial justice before donating to them, learn history of RSF around racism, study from list of general resources on topic, get rid of what is not core to RSF so will be more appealing to all kinds of people (younger, poor, etc., also), have Monthly Meetings connect with non-profit organizations run by people of color and support their work with money and volunteers, have people of pallor make real lifelong relationships with people of color not just token friendships, support Friends of color financially to attend Pendle Hill’s annual *Friends of Color Weekend* (usually in February,) support people of color business by hiring them for work done at Meetings Houses, use resources of Traveling Ministry on this issue, affirm every person’s path by not creating competition or hierarchy, stay in touch with others doing this work, remembering that only a few committed people can make a difference.

Near the end of the conference a Friend of pallor asked the Friends of color why they stayed with the RSF when it is obviously full of racism. They all responded that they were called by God to come and keep coming and wanted to know why Friends of pallor came to RSF. I thought about this on my way home and my answer was because this is where I feel accepted as I am, a seeker. My prayer is for the RSF to become this for all people.

Respectfully submitted by Joan MacKenzie

EPISTLE FROM THE *QUAKERS AND RACIAL JUSTICE*  
CONFERENCE

PENDLE HILL, OCTOBER 12-14, 2001

Fifty Friends gathered October 12-13, 2001 for the Quakers and Racial Justice Conference at Pendle Hill. We heard reports from five Friends who had participated in the United Nations' World Conference Against Racism, Discrimination, Xenophobia and Related Intolerance, and then moved into prayerful work on our own and our Society's racism. This process moved us to write you with the hope, desire and expectation that you will join us in our next steps forward.

As Friends we are deeply concerned about the lack of attention to racism and white privilege within the Religious Society of Friends. There is no time to delay. The call is urgent. We must step forward as Friends to work together to challenge practices, actions and institutions that reinforce patterns of privilege and racism.

We have been called as Friends to act out of our consciences and in response to the voices we hear within. We have not listened deeply enough. Our world has cried out to us and as a group we have not heeded those voices from without.

We cannot continue to participate in the spiritual diminishment of ourselves and those around us. We are called to meet each other as equals. We must take up this testimony with the willingness to follow it to its conclusion. We are called forward now to act as one Society in challenging white privilege and the constant, generations-old diminishment that is the result of racism. To do anything less is, in essence, to disavow our membership in the Society of Friends.

We invite you from our hearts to join us from your hearts.

**Report to the Southern Appalachian Yearly Meeting and Association  
on a trip to Iraq by Debra Johnson  
30 May – 13 June 2002**

A group of seven individuals from the United States traveled to Iraq on 30 May under the auspice of the American Friends Service Committee (AFSC). This trip was the direct result of a work group recommendation from the *Quaker Summit on Iraq* that took place in Philadelphia in February 2002. Four Quakers, two AFSC staff members, and a member of the anti-sanctions group, Voices in the Wilderness made up the delegation. The delegation departed from Chicago fully aware that a \$10,000 fine had been levied by the Department of Treasury against a United States citizen who had previously traveled to Iraq.

The delegation spent a total of 10 days in Iraq. During this time the delegation had the opportunity to meet with non-governmental organizations (NGOs), United Nations officials, Iraqi government officials, as well as doctors, teachers, artists, and cab drivers.

One of the programs sponsored by the AFSC is the Campaign of Conscience (CoC). The CoC works to provide clean drinking water to the people of Iraq. The delegation toured one of the possible water treatment facilities to be rehabilitated by LIFE, the AFSC partner NGO in Iraq. The village of Bodijah has 4,000 residences, one primary school and one mosque. They have not had clean drinking water since 1992. The sanctions have prohibited replacement parts being brought into the country to repair the facility. One of the village residents reported to us that the drinking water makes them sick, but that they were tired, physically tired of being sick and emotionally tired of life under the sanctions. This was a recurring theme that heard by the delegation from the people of Iraq.

The delegation toured two pediatric hospitals in Baghdad. During the tour all in the delegation witnessed the devastation of the sanctions on the youngest Iraqis. According to UNICEF, one in eight Iraqi children don't live to see their first birthday. Seventy percent of child deaths are attributed to the treatable conditions of acute respiratory infection and gastrointestinal illnesses. Treatment rooms had no medical supplies or instruments, just a table, chair, and sink. Many of the beds had no sheet to cover the mattress, urine puddle on the floor and the toilet facilities did not function. The elevator at the Baghdad Pediatric Hospital had not worked for eight years. One physician reported that the lack of proper equipment affected every level of care the children received. Equipment needs specifically mentioned were early diagnostic equipment for cancers, x-ray equipment, and incubators with current technology. Currently there is only one machine in Baghdad that can separate plasma from whole blood. Plasma is one of the few supportive services that the physicians can offer their cancer patients. Chemotherapy protocols are often not completed for cancer patients due to the lack of availability of all stages of the necessary drugs. Prior to 1990 the cure rate for childhood cancer in Iraq was 70% today it is 0%.

Malnutrition was another serious health problem that the physicians and UN workers continue to observe. In 1999, 51% of the children under 5 suffered from some degree of malnutrition. While in the pediatric hospitals in Baghdad, the delegation observed a number of very malnourished children. The physicians reported that there were two types of malnutrition, total calorie malnutrition and kwashiorkor (protein malnutrition). The protein malnutrition is a result of mothers cooking rice and feeding their babies the rice water. This carbohydrate rich diet causes bloated stomach and edema in the legs and arms. The total calorie malnutrition has several underlying causes. Poor nutrition of the mother often makes it impossible for her to produce breast milk. The cost difference of formula often forces the mother to buy whatever is cheapest. This often leads to the child receiving different types of formula on a regular basis. The contaminated water with which the milk is mixed often leads to gastrointestinal and diarrheal disease. These types of malnutrition are best treated with a lactose free formula. Soy based formulas are difficult to keep in consistent supply and distribute to the rural population that is often underserved in other critical areas as well. During the Gulf War, most of the formula



production facilities were destroyed by US/UN bombing raids.

Water and sanitation was another major crisis observed by the delegation. In Basrah, the third largest city in Iraq, there were piles of garbage along every major city street. All the canals in the city were choked with refuse that has nowhere to go. Open sewage runs through the same streets where children played barefooted. The United Nations estimates that 500,000 tons of raw sewage is dumped in fresh water bodies in Iraq on a daily basis. In addition to the illnesses bore from the poor water, the presence of standing sewage has also increased the incidence of malaria and cholera in the southern part of the country. The water quality in the Sheraton Hotel in Basrah was so poor that the delegation considered not even bathing in it.

An additional crisis brought to the attention of the delegation was the presence of Depleted Uranium (DU) in the southern part of the country. The head oncology at the Basrah General Hospital reported to the delegation the four-fold increase in childhood leukemias, a four-fold increase in miscarriages, and three-fold increase in birth defects in the past 10 years at the general hospital. He personally is studying the occurrences of multiple family members with cancer. Between 1968 and 1990, he had treated eight families who had multiple cancers patients at the same time. He is presently treating 38 such families. He also reported the occurrences of cancer types generally found in the older population presenting in the very young. An example he gave us was a patient he had just lost who was 8 years old and died of ovarian cancer.

The education system has broken down as a result of the sanctions. UNICEF estimates there are 8,000 schools in need of rehabilitation and 5,000 new schools need to make up for the lack of construction and the increase in population that has occurred over the past 12 years. Teachers reported to the delegation that they were teaching with no supplies such as chalk, pencils, and paper. Textbooks dated from the late 1980's and schools had to run two and three shifts in order to accommodate the student population. This is leading to a decrease in the amount of curriculum that is being presented and a strain on the infrastructure as well as the teaching staff. Children were often sent home to use toilet facilities. Windows were broken out in classroom windows and leading to birds often getting into the classrooms as well. The number of children attending school has dropped dramatically. Prior to 1990, 92% of Iraqi children attended school. By 2000, that number had dropped to 76%. A more disturbing statistic is that there are 13% more boys than girls attending school. This has serious long-term implications for the status of womyn in Iraqi society.

The delegation formulated a number of recommendations. They are:

- The continued support of humanitarian efforts of the AFSC Campaign of Conscience;
- Utilizing the Peace Pledge as a means of speaking out against any plans for expanded military operations in Iraq. Continuing to lobby Congressional representatives about the effects of possible war on the civilian population, especially the effect on the food distribution through the Oil for Food Program;
- A continued call for the lifting of economic sanctions against the citizens of Iraq. All agreed that humanitarian efforts are just a "band aid" and only the resumption of normal economic activity will bring an end to the suffering of the Iraqi people;
- A call for an international investigation to study the effects of depleted uranium;
- And finally a call for dialogue between the governments of the United States and Iraq and a discontinuation of the continued demonization Saddam Hussein and the Iraqi people by the United States government.

I want to thank SAYMA and the Memphis Monthly Friends Meeting for their support, financial, emotional, and spiritual. It was only through this support that I was able to be part of this delegation. It was a life altering

experience. It is my hope that the monthly meetings and worship groups of SAYMA will allow me to come and speak with them about this very important issue.

-Submitted 15 June 2002

**June 2002**

**To All Friends Everywhere:**

Greetings from the members of the 2002 Quaker/AFSC Delegation to Iraq. We return filled with the spirit of hospitality and generosity that we received from the People of Iraq. But we are deeply troubled by the living conditions they face.

Seven of us have traveled to Iraq in violation of US law and UN sanctions under the auspices of the American Friends Service Committee's Campaign of Conscience for the Iraqi People. We have made this journey as an act of conscience. We are returning to the US to share our experience and to challenge Friends and others to expand efforts to lift the US-led sanctions and to speak out against further military action in Iraq.

Our delegation included Quakers from four Yearly Meetings, two AFSC staff, and a guide from Voices in the Wilderness, an organization that has facilitated more than 40 delegations to Iraq in the last 6 years. We traveled with minutes of support from monthly, quarterly and yearly meetings.

Prior to our departure from Chicago on May 30, we learned that an American who had just returned from Iraq received a \$10,000 fine from the US Treasury Department for a prior visit. The knowledge that our government has, for the first time, imposed such a fine on a US citizen who was carrying humanitarian supplies to suffering people strengthened our commitment to this public witness against the impact of the sanctions policy and the US government's open preparations for expanded military operations in Iraq.

We traveled overland from Amman, Jordan, to Baghdad on June 2. During the following eight days, we met with an amazing variety of experts from Non-Governmental Organizations (NGOs), United Nations agencies, Iraqi government ministries, as well as technicians, doctors, artists, and teachers. Our official visits included UN Humanitarian Coordinator Tun Myat, UNICEF Representative in Iraq Carel de Rooy, former Iraqi Ambassador to the UN Sayeed Al-Masawi, and Deputy Prime Minister Tariq Aziz.

Many of our most insightful and memorable interactions, however, were with taxi drivers, shop owners, fellow airline passengers and other informal acquaintances. We endeavored to be ambassadors of good will and peace, and we gathered their stories to share with you.

While most of our time was spent in Baghdad, we traveled to Basrah (the country's third largest city) on an Iraqi Airlines flight, flying through the US-imposed "no-fly zone". We also traveled to the rural village of Bodija, where AFSC will be funding the rehabilitation of a small water treatment plant as the next phase of the Campaign of Conscience.

As we waited for tea in the home of one of the villagers, an elderly man repeated what we heard often during our stay. "We do not hate the American people." The Iraqi people, who live under a military dictatorship, have no experience of being able to influence their government's policies or actions. While they universally express anger and frustration with President Bush and the US policies, they apparently do not hold the American people responsible for the actions of our government. However, they pleaded with us to do whatever we can to have the sanctions lifted.

Our chief concerns for the people of Iraq center on the deteriorating situation in the sectors of education, health, and water and sanitation.

The Iraqi education system continues a steep decline. Prior to 1990, education was completely free, and 92% of Iraqi children attended primary school. Iraq had one of the highest literacy rates in the Middle East. Today 23.7% of the children no longer attend school due to economic reasons, while those who do attend suffer from a limited curriculum, increased class size and an almost total lack of books and supplies.

Each day, UNICEF estimates that 500,000 tons of raw sewage is dumped into Iraq's fresh water systems, due to the unavailability of replacement equipment. Seventy percent of childhood deaths are attributed to

preventable illnesses, including diarrhea and gastroenteritis brought on by dirty water.

While the UN's Oil for Food Program (OFFP) is providing sufficient food to reduce rates of malnutrition and some much-needed equipment, it suffers from a number of serious flaws. For example, it does not provide any influx of cash, hampering the Iraqi government's ability to pay its civil servants a sustainable wage. Teachers, engineers and doctors all report having to work two or three jobs just to survive.

As we return to our Meetings and our communities, the task before us seems overwhelming. The US government is thwarting international law and undermining the authority of international institutions that were designed to uphold the power of law rather than the law of power. The government of Saddam Hussein is oppressive and undemocratic, but our government's policies have further concentrated control over resources and made the population even more dependent on government programs (including food distribution) for survival. It is the people of Iraq who are suffering and who will face certain tragedy in an expanded war.

As Quakers, we must seek to be faithful and rise to the enormity of the task. We call upon Friends to exercise leadership in the struggle to protect the Iraqi people and liberate them from the burden of US-imposed policies. We encourage the following actions:

1. ***Campaign of Conscience*** – continue to support the humanitarian efforts of the Campaign as a small gesture of support and hope for the people;
2. ***Peace Pledge*** – speak out boldly against any plans for expanded military operations in Iraq by signing the Peace Pledge and sending letters to Congressional representatives; war will disrupt the distribution of the OFFP food basket and cause increased malnutrition and at least pockets of famine;
3. ***Lift the economic sanctions*** – everyone we spoke to emphasized that all humanitarian efforts are only a “band-aid”; Iraq is a rich country that can take care of its own needs if allowed to resume normal economic activity;
4. ***Demand an international investigation of the effects of depleted uranium (DU)*** – doctors report dramatic increases in the incidence of cancer, especially in the south, where the US military used more than 300 tons of DU; the sanctions are denying them the resources for adequate research and documentation, as well as the medical supplies for appropriate treatment;
5. ***Dialogue*** – above all, we must demand that the US government engage in open and meaningful dialogue with the government of Iraq; even during the Vietnam War there were ongoing diplomatic efforts, but the US has continued to demonize Saddam Hussein and the Iraqi people and refuses direct dialogue while undermining UN negotiations.

We are committed to sharing our experience among Friends and other groups in the US. We must seek to break the isolation of the Iraqi people and work to bring Iraq back into the community of nations. These goals can be accomplished only by changing US policy and averting an expansion of military action. Even as we resist the demonization of Saddam Hussein, we must also resist the demonization of President Bush and other US government officials. The way of Truth requires us to recognize our own complicity in policies carried out in our name if we do not speak and act boldly to oppose them.

In the Light,

Joanne Comerford, Western Massachussetts AFSC

Michael Cooper, Birmingham Monthly Meeting, Philadelphia Yearly Meeting

John Humphries, Hartford Monthly Meeting, New England Yearly Meeting

Debra Johnson, Memphis Monthly Meeting, Southern Appalachia Yearly Meeting Association

Peter Lems, National AFSC

Richard McDowell, Voices in the Wilderness

Wendy Vasquez, Des Moines Valley Monthly Meeting, Iowa Yearly Meeting (Conservative)

## **YM Report for Ecological Concerns Network - 2002**

The Ecological Concerns Network has continued its momentum during the last year. We're pleased to report on successes, new projects, and increased participation.

ECN was successful, along with help from our SAYMA representatives to Friends Committee on National Legislation, in conveying to FCNL the concerns about the national energy policy that our yearly meeting expressed in last year's minute on global warming. FCNL's proposed legislative priorities—with the theme, "Peaceful Prevention of Deadly Conflict"—include the energy policy among its five major issues.

Another success has been the good response by SAYMA individuals to the energy audit questionnaire that Bill Reynolds (Chattanooga MM) developed and distributed. This project has raised awareness among SAYMA Friends of our individual responsibilities and we are hopeful will result in some energy saving measures. If you haven't yet responded, contact Bill for a copy of the form.

Another project has been "the Greening of Yearly Meeting." ECN has been active in suggesting ways that Friends at our annual gathering can be more mindful of resource use, especially paper, food, and energy. We're hopeful that this raised awareness will carry over as Friends return home from this gathering.

Maaret Houghton (Nashville MM) has taken over as editor of the ECN monthly newsletter. She welcomes all contributors and subscribers. This (mostly) e-mail publication contains original articles, book reviews, news, and action alerts.

While our network is represented by Friends in 18 SAYMA monthly meetings and worship groups, we still lack representation in about ten. We're hopeful that we'll soon have at least one contact person in every SAYMA community. Please contact Kathy Johnson or me to be included in SAYMA ECN.

Respectfully submitted,

Kim Carlyle and Kathy Johnson, ECN co-clerks

**AN ABUNDANCE OF ROOM FOR IMPROVEMENT**  
**Report on the Results of the SAYMA Ecological Concerns Network Survey of Sustainable Energy Practices - 6th month, 2002**

SAYMA's Minute on Global Warming (2001) begins with a summary of the disastrous impacts from global climate change. The Minute goes on to say, "Friends' concerns for Simplicity, Right Sharing of Resources and Equality, and our recognition that the effects of global warming desecrate God's creation, lead us to issue an urgent call for Friends to make substantive changes in their lifestyles. . . ."

Here is expressed a clear concern that we avoid achieving only a well crafted Minute and satisfy ourselves with that alone. We want to take concrete, substantive actions toward the solution of the real problem. Toward that end, ECN elected to do an assessment to see what specific substantive actions may be needed. The results from 130 completed surveys received in time to enter into the report data base show that, although many of us are doing a lot of good things, there is an "abundance of room for improvement."

The following are brief statements about a few of the highlights and "dim lights" in the report of the survey results.

**A. Compact Fluorescent Lights (cfl's):**

CFL's consume only about 25% of the amount of electricity consumed by incandescent bulbs while producing the same amount of actual light. It's not too bad that the survey showed a little more than half of respondents are using at least one cfl in their homes. But it shows that 40% do not have even one. Should not all of us have cfl's installed in every appropriate light fixture in our homes to save 70-75% consumption of electricity for lighting? (Appropriate light fixtures are ones where the lights will be in use without being switched off for at least two hours at a stretch. Switching cfl's off and on wears out the ballasts before their time.) Bear in mind when you purchase cfl's, your much higher purchase cost, compared to that of incandescent bulbs, will be recovered in your saved electricity costs – plus you only buy one cfl bulb for about ten incandescent bulbs because cfl's last around ten or more times longer.

**B. Home Heating:** The responses report a pretty good overall profile of types of heating sources: 88 natural gas, 35 heat pumps, plus six supremely ecological safe geothermal systems. However, only about nine (9) of the natural gas units were reported as rated excellent in efficiency and three(3) of the others. Further, it appears we are wasting a lot of the heat energy lost through inadequately insulated attics, leaking seals around window and door frames, and through single-pane window glass.

**D. Home Appliances:** Out of a total 857 appliances reported, only 15% (126) were rated at the high efficiency level. For those of us who feel we must have some of the standard home appliances, let us at least purchase those with "Energy Star" ratings. In an appliance store look at the large yellow and black energy rating stickers on every sales floor appliance and select appliances with stickers that say "Energy Star."

Now regarding how to dry clothes, only 52 (40%) reported outside solar clothes lines. The single-pole umbrella type of clothes line is very convenient and readily available now. You can even install this type on a post on a deck. And, just 57 (43%) report using inside drying racks. (Shower curtain rods also count.)

**E. Yard and Garden**

Praises be. We shine brightly in this category. Among the seven yard and garden tasks sampled, respondents reported between 30% and 50% have situations in which they do not have to do the tasks; about 45% report no mowing for example. The vast majority of all tasks, other than grass mowing, are powered by human muscle. Twenty-two (22) report mowing with human muscle power alone. We hope more lawn caretakers will switch to the human powered mowers for significant reduction of air pollution and global warming gases.

In closing, we want to acknowledge that the Religious Society of Friends is neither a dogmatic religion nor a legalistic religion. SAYMA's Ecological Concerns Network has no interest in trying to impose, or even to suggest, conformity to a uniform code of energy-use practices. Rather, out of the belief that the divine spirit has come to teach his/her people her/himself, we simply want to assist Friends in acquiring awareness and knowledge about what they can do to answer the urgent call to make substantive changes in our lifestyles that will promote the healing of Planet Earth's ecology.

Submitted by Bill Reynolds for the Ecological Concerns Network of SAYMA

**SAYMA FRIEND'S ENERGY USE SURVEY -- RETURNS REPORT, JUNE, 2002**  
**-- Focused on Alternative Sustainable Energy Technologies and Practices --**

Introduction: 130 households (referred to below as “respondents”) returned completed surveys by the end of May, 2002, and are represented in the numbers reported below.

*Comments are in italics. Though there are several areas in which the sample is doing ‘pretty good’ with more sustainable practices, there appears to be plenty of room for significant improvement in almost every one. Please bear in mind the room for improvement (rfi) as you review the item by item information below. There is notably a lot of room for improvement in the home appliances department. If we must have a standard type of electric home appliance, let us purchase those that have the national Energy Star ratings. Regarding the choices between electric appliances and natural gas burning ones, natural gas is the much more sustainable choice. Plants that generate electricity severely pollute the air we breathe and contribute heavily to global warming gases. .*

Home Size:

A. 7.6 = average number of rooms per house that are used in daily living with the average of B. 1,513 square feet per house. -- *This information is included in consideration of the relationship between the size of homes and their energy consumption. The larger they are, the more energy they consume.*

Home lighting:

1. compact fluorescent light bulbs (cfl’s): 61.5% of respondents report using cfl’s; 44 have 1 to 3 in use; 22 have 4 to 6; 14 respondents report 7 or more. – *Not too bad.*
2. 93% of all respondents light an average of 5.2 rooms with the sun’s day lighting. – *Pretty good.*

Interior Climate Control:

3. 28 respondents report having Passive Solar heating. *Good Sustainable method.*
4. 67 report not heating between 1 and 7 rooms during winter. *Good but rfi.*
5. 88 report heating with natural gas. Item 23.11 reports only 8 of the natural gas furnaces are rated as highly efficient. *If you get to choose between natural gas and electric resistant heating, ECN encourages the natural gas choice while adding encouragement for creating as much passive solar heating as is feasible and insulate the shell of the home real well. (See items 9 and 10)*
6. 35 respondents report having heat pumps *which are very significantly more efficient than electric resistant heaters.*
7. *Many respondents are turning down thermostat settings for cold weather heating. 68 degrees Fahrenheit is the broadly recommended winter time setting but this survey’s respondents report an average setting of 66.7 degrees. Pretty Good. And 57 respondents report no thermostat which hopefully means they are using more sustainable heating systems. Actually 6 reported having geothermal heating in item 23.11. Very Sustainable.*
8. *Perhaps we need to use more room fans for cooling when it’s hot because the average thermostat setting for the 90 respondents reporting thermostat operated cooling systems was 75.7 degrees F., cooler than the generally recommended setting of 78 degrees. Many of these 90 respondents report settings at or above 78 degrees; it was others’ lower settings that brought the average down. A good portion of respondents (40) reported having no central air conditioning system. Hats off to them. Fans are great for cooling and use less electricity than a/c units.*
9. & 10. A very big majority of respondents do not know the insulation ratings (“R factor”) in their walls and top ceilings. 23 out of the 26 who reported R- ratings in their walls reported R-10 or better. *Not too bad.* But only 17 of the 35 reporting ceiling insulation have R-30 or better. *R-30 is the recommended rating for the top ceiling/attic insulation.*
11. Only 64 out of the 130 reported insulated windows. *Recognizing the significant costs of installing insulated windows, we should also think how it is not only an investment in stabilizing climate and in cleaner air but also an investment that saves us home heating and cooling costs for the long run. Eventually we recover the installation costs in the money we do not spend to pay for larger amounts of unsustainable man-made electricity generator plants.*
- 12, 13, 14. Respondents report a high rate in use of the three types of exterior door insulating methods.
15. 69 report the frames around windows and doors thoroughly sealed? *That leaves almost half who could add this relatively simple, inexpensive energy conservation method.*

Transportation:

16. *The report on gas mileage is disappointing. Only 8 out of the 135 vehicles reported in this survey rated 40 miles per gallon (mpg) or better; only 57 rated above 30 mpg, while 130 get under 30 mpg. Lots of room for improvement in this major energy-consuming technology when we purchase our next vehicles.*

17. *We recognize that not everyone's situation offers a real opportunity to ride public transportation but one wonders if we are missing many opportunities when only 20 respondents report riding public transport.*
18. *Considering the fact of individuals' physical limitations that restrict their ability to ride bicycles perhaps we do well with 16 respondents reporting their combined average of 5.1 bike trips per week.*
19. *110 respondents report an average of 4 combined errands per week significantly reducing their gasoline usage. Good.*
20. *8 respondents reported an average of 4.2 out of town bike trips during the past two years. Hats off to them.*
21. *22 report traveling by bus for a total of 59 trips over the past two years. Maybe even more of us can take the bus for traveling.*
22. *Individual comments to be compiled in another file soon.*

#### Home Appliances:

23. Cook stoves: *Only 8 reported very high efficiency ratings. Clearly this is an area we can improve in as we replace or purchase new stoves;*

Refrigerators: *A fair representation of highly efficient refrigerators at 27 but a clear opportunity for improvement here also;*

Freezers: *Just 5 out of 38 freezer owners report very high efficiency ratings;*

Washing Machines: *Most respondents (100) report owning washing machines but only 13 of those reported very high efficiency ratings;*

Dryers: *Only 12 high efficiency ratings reported out of 90 owners. Lots of room for improvement;* Outside clotheslines: *Just reported using these;*

Inside clothes drying racks: *57. Think we can improve on that number?;*

Dishwashers: *Out of 78 dishwasher owners only 13 have high energy efficiency ratings;*

Hot water Heaters: *113 report owning hot water heaters but only 17 of them are highly efficient;*

Air Conditioners: *93 owned, only 13 highly efficient;*

Furnaces: *A total of only 11 rated high energy efficiency. (See item 5 also)*

#### Alternative Sustainable Sources of Energy

24. *14 report purchasing power from sustainable ("green") generation sources such as wind and solar. ECN requests that at least one person in every MM or WG find out if a "Green Power" program is available in their area and, if yes, inform the Meeting or Worship Group how to sign up.*

25. *On-site photovoltaic electricity generation: 5 report using this very advance sustainable source. Each one may represent an investment of \$1,000 to \$4,000 but remember photovoltaics replace electricity you would normally have to buy. After a while photovoltaic owners usually recover their original investment costs in the savings accrued by not paying for central plant generated electricity.*

#### Hot water Usage

26. *60 household report an average of 2.4 flow restrictors each on faucets and shower heads; 70 did not.*

27. *Timer operated hot water heaters are rare among us, only 5.*

28. *32 people report turning off the water while soaping up in the shower.*

#### Yard and Garden: -- Looking good in this category

29. (Codes: "**hm**" for human muscle; "**s**" for solar-charged batteries, or "**n/a**" for don't use or need)

grass mowing: *59 report no grass mowing, 22 report mowing with hm only;*

Tilling: *An impressive 47 till by hm (70 do no tilling);*

Hedge clipping: *65 hm; 57 n/a;*

Weeding: *85 by hm; 40 n/a;*

Edge trimming: *53 hm; 64 n/a;*

Pruning: *93 hm; 35 n/a;*

Raking: *87 hm; 37 n/a.*



## **SAYF Report to SAYMA June, 2002**

Southern Appalachian Young Friends (SAYF) had seven meetings scheduled during the 2001-2002 year, six retreats and this Yearly Meeting. We've been able to hold six of them. In the aftermath of September 11<sup>th</sup> tragedy, the retreat scheduled for September 14-16 in Chapel Hill was postponed until October and our Penn Center retreat, usually held in October, was canceled.

At the five completed retreats, we averaged 29 SAYFers per retreat. Sixty-two teens attended at least one retreat during the past year; some came to all five retreats and a few attended only one. Details of each retreat are described below. [FAPs are Friendly Adult Presences and FAPITs are FAPs in Training (young adults 18-25).]

1. Chapel Hill Retreat    October 12 - 14, 2001

Theme: Community Building

SAYFers    28

FAPs        11 (2 FAPITs)

Activities included a lakeside sunset worship with floating candles, a dance, a cookout, a meditation walk, and various community building games. A FAP training workshop was held.

2. Asheville Retreat     November 9 - 11, 2001

Theme: Spirituality and Sexuality

SAYFers    32

FAPs        9 (2 FAPITs)

Activities included a panel with Quakers sharing their stories and a silent walk.

3. Knoxville Retreat    January 18 - 20, 2002

Theme: Service Project with young people from The Muslim Community of Knoxville

SAYFers    36

FAPs        11 (1 FAPIT)

Activities included an opening circle with a query about dreams, a trip to a Mosque, and a choice of service projects: some SAYFers painted woodwork at the YWCA and other SAYFers picked up litter in the neighborhood of the Mosque.

4. Asheville Retreat    March 22 - 24, 2002

Theme: Aspects of Quakerism within our Community

SAYFers    28

FAPs        7 (1 FAPIT)

Retreat activities were planned by the Nurturing Committee and included a Healing Circle, a dance, and a workshop about conscientious objector status.

5. Hard Labor Creek Retreat (Atlanta) April 19 - 21, 2002

Theme: Simplicity

SAYFers    23

FAPs        9 (1 FAPIT)

Activities included a candle circle, worship sharing, a silent hour, a guided mediation, swimming and boating, and a talent show.

Total expenses for the five SAYF retreats held in 2001-2002 were \$3298.20 and total income from registrations for the retreats and from contributions was \$3235.00. Expenses exceeded income by \$63.20.

In addition to our retreats we hosted two joint Nurturing Committee and Steering Committee and Oversight Committee meetings and those are outlined below.

Berea August 24 - 26, 2001  
Nurturing Committee Members 17  
Steering Committee Members 7  
Oversight Committee members 2

Tasks included planning for the upcoming year and revisiting some SAYF policies. Nurturing Committee worked on ways to nurture old time SAYFers as well as newbies, Steering and Oversight Committees worked on policies for night FAPPING and on communication with parents.

Atlanta February 22 - 24, 2002  
Nurturing Committee Members 17  
Steering Committee Members 8  
Oversight Committee members 2  
Overnight FAPs 3

Nurturing Committee planned the March SAYF retreat, which was entirely led by the Nurturing Committee. They also had a workshop led by Mary Ann Downey on Eldering and Clearness. All three committees together planned the retreat schedule for next year and approved a mission statement for SAYF. Steering Committee and Oversight Committee, meeting jointly, considered FAPIT policy, planned additional training for FAPs and FAPITs, and approved a budget proposal for 2002-2003 to submit to the SAYMA Finance Committee. Membership on the two committees for the upcoming year was also discussed.

This is the first year that SAYF has had an Administrative Assistant to handle mailings and record keeping. Retreat planning, printing and distribution of the SAYF Worship Journals, and the work of the SAYF Steering Committee have been greatly facilitated by this development. An archive of retreat reports, FAP approval letters and training, and committee meetings is being created out of the several boxes of paper that have been passed from hand to hand since the inception of SAYF.

Expenses for the committee meetings and for the salary of the administrative assistant are paid by the SAYMA treasurer and are covered in the Yearly Meeting Financial Report. The SAYF meeting at Yearly Meeting is similarly included in the figures for Yearly Meeting. SAYF provides an epistle to SAYMA, reporting on their Yearly Meeting activities, at the end of each Yearly Meeting.

A subcommittee of the SAYF Steering Committee has undertaken to organize and revise the plethora of written material about SAYF accumulated over the years. The subcommittee has met several times and considerable progress has been made. Drafts of several major sections are ready for review this summer and should be available in the fall. We expect that the first phase, a SAYF Handbook consisting of Introduction and Mission Statement and sections on Structure and Governance of the Young Friends' Community, Roles of Adult Volunteers, and Procedures and Training, will be completed by the next Yearly Meeting. The final section, the Retreat Planning Manual, already exists as a separate document that will be reviewed, revised, and incorporated into the Handbook during the 2003-2004 year.

SAYF also developed its own website during the past year. It is reachable from the SAYMA website and contains information useful to the SAYF community like schedules, guidelines, and resources on CO Status and Draft Resistance. More information, including completed sections of the SAYF Handbook, will be added in the coming year.

Attendance data for SAYF at Yearly Meeting will be appended to this report when it is presented at Yearly Meeting.

## **Ministry and Nurture Committee report: June, 2002**

The SAYMA Committee for Ministry and Nurture, as a representative body of this Yearly Meeting, has been well attended and active this year.

We have noted that SAYMA's Faith and Practice contains no mention of our Ministry and Nurture Committee.

We plan to offer a draft for consideration as part of Faith and Practice.

Items we have looked at this year which could be part of this section include:

Functions of Ministry and Nurture

Guidelines for traveling in the ministry

Our responsibilities for use of funds

We have begun work on enhancing communications among meetings and worship groups of SAYMA.

We share news of our meetings at each representative meeting.

M & N members maintain contact with local worship groups and smaller meetings.

We encourage intervisitation and participation in Yearly Meeting.

In response to a concern raised after last year's Yearly Meeting, we have implemented measures for a more visible and supportive Ministry and Nurture presence at the SAYMA Yearly Meeting.

We have undertaken a focus on eldering.

At their request, we have provided 2 workshops for SAYF on eldering and clearness committees.

We have planned an annotated list of resources on eldering, to be made available to the wider SAYMA community.

We plan to continue work on all of these issues in the coming year.

Nancy Beecher, Turtle MacDermott, Kit Potter (Recording Clerk)

## Faith and Practice Revisions Committee Annual Report - 2002

The Faith and Practice Revision Committee has met three times, October, February, and June, with six friends involved Free Polazzo – Anneewakee Creek WG, Larry Ingle - Chattanooga, Penelope Wright – Nashville, Missy Ivie – West Knoxville, Steve Livingston – Asheville, and Geeta McGahey – Celo. When Free Polazzo asked to be released as clerk, Geeta McGahey then took this responsibility. Penelope Wright is our Recording clerk. We are seeking two to four more gentle and enthusiastic members. We are proceeding with care for each other and with due deliberation, believing process is more important than deadlines. Our next meeting will be August 31 and we expect to continue meeting 3-4 times/year.

We are in agreement with the current F&P that SAYMA should have two separate documents, the Guide to Our Faith & Practice and a Handbook Of Procedures. The Guide will remain in bound format.

At the April representative meeting it was approved that a link to the SAYMA website be created for posting the proposed changes to, The Guide to the F&P as a work in progress made visible to all. Friends can then reflect on these before formal presentation. Proposed changes received from Monthly Meetings will be seasoned and addressed either as they appear in the order of the text or as Spirit leads. We will not wait until the end of our discernment to seek approval for changes. Following the process outlined in the Guide, *“At least three months prior to Yearly Meeting, we will distribute recommendations to monthly meetings to allow for a process of seasoning. In light of responses from monthly meetings we will present our reports at Yearly Meeting. Any committee recommendations for changing the Guide that are approved by Yearly Meeting shall immediately become a part of the Guide, even before reprinting.”*

We will first submit sections that have needed only editing changes; then we will present discrete paragraphs/sections for purposes of clarification for conducting the business of Yearly Meeting. Concerns that the Spirit reveals as being of immediate nature will be submitted as they occur. The Reading list and queries will be submitted as separate sections as they are completed. Last to be submitted will be complex-linked items and the final document. In The 3<sup>rd</sup> Edition Guide, we will try to reflect all of the historical changes that have happened since the last revision, i.e. the names and dates of new Monthly Meetings and Worship Groups should be included, changes in practice that have evolved since 1990 should be noted, etc. We have asked the archivist for the historical information. The index needs to be reviewed and expanded.

The members of this committee feel that we are growing to know more about our Yearly Meeting and are thankful for the opportunity to spend time together for this ongoing process of discernment. We welcome any seasoned input from monthly meetings, we also welcome comments about suggested changes prior to their being formally proposed to Monthly Meetings.

We have the following recommendations:

**Recommend: Until the 3<sup>rd</sup> edition is completed there should be a specified page on the SAYMA web site for approved amendments and changes to the Guide, arranged in chronological order and that the next printing should “integrate” these changes.**

**Recommend: Name a separate committee to work on the Handbook. There needs to be careful collaboration between the handbook and Revision committee (possibly through one member sitting on both).**

**We seek affirmation of our understanding that we are in good order when we discern details about procedures found in the F&P that need to be shifted to the Handbook, for instance the listing of the WQOs to which we appoint representatives. It is our understanding that this is an example of situations that change more frequently than revisions of F&P can accurately reflect our practice. We use the**

following definition of Procedure – “description of a set of steps or course of action; set of established forms (structural and documents) or methods for conducting business-the ‘how-tos’”. **The revision committee is keeping an ongoing list of items that we believe belong in the Handbook which we will pass on to the Handbook Committee along with additional culled items, as they are identified, without submitting the list to YM or Rep Meeting for approval.**

Submitted by,  
Geeta Jyothi McGahey, clerk

**SAYMA End of Fiscal Year Account Balances Report**

	6/30/97	6/30/98	6/30/99	6/30/00	6/30/01	6/22/02
<b>ASSETS</b>						
Bank Accounts						
Checking	\$2,063	\$16,358	\$14,651	\$16,316	\$17,963	\$9,494
Money Market					\$13,173	\$11,142
Savings		\$362	\$1,426	\$2,700		
SAYF Checking				\$1,444	\$1,884	\$1,874
<b>Total Available Funds</b>	<b>\$2,063</b>	<b>\$16,720</b>	<b>\$16,077</b>	<b>\$20,460</b>	<b>\$33,020</b>	<b>\$22,510</b>
Set Aside Funds						
FWCC Third World Delegate		\$650	\$1,950		\$650	\$1,300
FWCC Triennial Delegates			\$1,000	\$879	\$905	\$1,905
Released Friend			\$1,350	\$1,750	\$1,950	\$1,850
Spiritual Development			\$332	\$582	\$782	\$1,282
YM Scholarship					\$328	\$328
Youth Quake			\$695	\$945	\$845	\$1,095
<b>Total Set Aside Funds</b>	<b>\$0</b>	<b>\$650</b>	<b>\$5,327</b>	<b>\$4,156</b>	<b>\$5,460</b>	<b>\$7,760</b>
<b>TOTAL ASSETS</b>	<b>\$2,063</b>	<b>\$17,370</b>	<b>\$21,404</b>	<b>\$24,616</b>	<b>\$38,480</b>	<b>\$30,270</b>
<b>LIABILITIES</b>						
Payroll Liabilities			\$318			\$3,629
<b>TOTAL LIABILITIES</b>	<b>\$0</b>	<b>\$0</b>	<b>\$318</b>	<b>\$0</b>	<b>\$0</b>	<b>\$3,629</b>
<b>OVERALL TOTAL</b>	<b>\$2,063</b>	<b>\$17,370</b>	<b>\$21,086</b>	<b>\$24,616</b>	<b>\$38,480</b>	<b>\$26,641</b>

Prepared by W.E. Kendall Ivie, SAYMA Treasurer

SAYMA Fiscal Year 2003 Budget - Approved 6/22/02

	Budget FY2000	Actual FY2000	Budget FY2001	Actual FY2001	Budget FY2002	YTD \$37,429	Budget FY2003
<b>Income</b>							
Assessments	\$28,510	\$25,379	\$32,500	\$34,186	\$32,500	\$26,536	<b>\$32,500</b>
Bank Interest	\$50	\$77	\$400	\$645	\$400	\$269	<b>\$200</b>
Contributions	\$500	\$6	\$100	\$604	\$100	\$570	<b>\$100</b>
F&P Sales	\$100	\$194	\$100	\$271	\$100	\$196	<b>\$100</b>
Newsletter	\$2,800	\$1,572				\$3	
SAYF Retreats	\$0	\$250	TBD	\$4,870	\$5,250	\$3,235	<b>\$5,100</b>
YM Receipts	\$20,000	\$20,361	\$25,550	\$24,296	\$25,000	\$22,750	<b>\$25,000</b>
YM Scholarship Donations		\$741		\$995		\$954	<b>\$600</b>
YM Book Sales	\$1,500	\$2,806	\$1,500	\$1,686	\$1,500	\$0	<b>\$1,500</b>
Peace Conference						\$420	
<b>Total Income</b>	<b>\$53,460</b>	<b>\$51,386</b>	<b>\$60,150</b>	<b>\$67,552</b>	<b>\$64,850</b>	<b>\$54,932</b>	<b>\$65,100</b>
<b>SAYMA OPERATIONAL EXPENSES</b>							
<b>Yearly Meeting</b>							
Yrly Meeting - Facilities	\$17,600	\$19,385	\$21,000	\$15,799	\$25,000	\$21,483	<b>\$25,000</b>
Prtng/Mail/Phone/Minutes/Misc	\$350	\$2,078	\$1,400	\$3,463			
Junior Yearly Meeting	\$3,300	\$2,432	\$2,800	\$2,393			
Coordinator	\$1,700	\$1,700	\$1,700	\$1,700			
Ass't Coordinator	\$600	\$600	\$600				
Supplies/Sitters/Misc	\$1,000	\$132	\$500	\$693			
Scholarship WQO Reps	\$150	\$0	\$350	\$0			
YM Bookstore	\$1,500	\$2,861	\$1,500	\$2,994	\$1,500	\$0	<b>\$1,500</b>
SAYF Operation & Administration	\$3,760	\$2,295	\$4,725	\$953	\$5,000	\$1,850	<b>\$4,650</b>
SAYF Retreats			TBD	\$4,464	\$5,250	\$3,720	<b>\$5,100</b>
<b>Delegate Expenses</b>							
Rep Mtgs	\$300	\$316	\$300	\$0	\$300	\$0	<b>\$300</b>
Del to WQOs	\$3,850	\$3,677	\$4,350	\$4,472	\$5,350	\$2,857	<b>\$5,350</b>
<b>Committees</b>							
Ministry and Nurture	\$300	\$0	\$300	\$0	\$300	\$0	<b>\$300</b>
Ecological Concerns			\$100	\$13	\$200	\$30	<b>\$200</b>
SAYMA Liability Insurance	\$250	\$0	\$400	\$0	\$400	\$0	<b>\$400</b>
SAYMA Personnel	\$6,100	\$6,052	\$15,000	\$7,596	\$15,000	\$16,021	<b>\$15,260</b>
SAYMA Staff Training			\$1,000	\$235	\$1,000	\$249	<b>\$1,000</b>
SAYMA Office Administration	\$3,200	\$4,046	\$3,000	\$2,300	\$3,000	\$2,193	<b>\$3,000</b>
Phone & Office Expenses	\$2,000		\$2,000				
Postage	\$500		\$500				
Penalties	\$200		\$0				
Misc. Office	\$500		\$500				
SAYMA Newsletter	\$2,000	\$0	\$2,000	\$1,195	\$2,000	\$1,532	<b>\$2,000</b>
SAYMA Directory	\$300	\$0	\$300		\$300	\$517	<b>\$600</b>
SAYMA F&P	\$100	\$0	\$500	\$336	\$0	\$239	<b>\$500</b>
<b>Total Operational Disbursements</b>	<b>\$43,060</b>	<b>\$43,142</b>	<b>\$59,025</b>	<b>\$46,212</b>	<b>\$64,600</b>	<b>\$50,690</b>	<b>\$65,160</b>
<b>YEARLY MEETING PROJECTS</b>							
<b>Transfers To Funds</b>							
Spiritual Development Fund	\$250	\$250	\$500	\$500	\$500	\$500	<b>\$500</b>
Released Friend Fund	\$400	\$400	\$400	\$400	\$400	\$400	<b>\$400</b>
FWCC - 3rd Wld Del	\$650	\$650	\$650	\$650	\$650	\$650	<b>\$650</b>
FWCC Triennial Fund	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	<b>\$1,000</b>
YouthQuake	\$250	\$250	\$250	\$250	\$250	\$250	<b>\$250</b>
Contributions Wider Quaker Org	\$4,750	\$4,750	\$4,850	\$4,850	\$7,250	\$7,250	<b>\$6,250</b>
AFSC	\$800	\$800	\$800	\$800	\$800	\$800	<b>\$800</b>
FCNL	\$800	\$800	\$800	\$800	\$800	\$800	<b>\$800</b>
FGC	\$800	\$800	\$800	\$800	<b>\$1,800</b>	<b>\$1,800</b>	<b>\$800</b>
FWCC	\$800	\$800	\$800	\$800	\$800	\$800	<b>\$800</b>
Right Sharing of Wrlld Res	\$200	\$200	\$200	\$200	<b>\$800</b>	<b>\$800</b>	<b>\$800</b>
Quaker House	\$800	\$800	\$800	\$800	\$800	\$800	<b>\$800</b>
FLGC	\$200	\$200	\$200	\$200	\$200	\$200	<b>\$200</b>
FCUN	\$200	\$200	\$200	\$200	<b>\$400</b>	<b>\$400</b>	<b>\$400</b>
Friends Peace Teams	\$150	\$150	\$150	\$150	\$150	\$150	<b>\$150</b>
Wm Penn House			\$100	\$100	\$200	\$200	<b>\$200</b>
Quaker Eco-Witness					<b>\$400</b>	<b>\$400</b>	<b>\$400</b>
Guilford College Archiving					<b>\$100</b>	<b>\$100</b>	<b>\$100</b>
Rural Southern Voice for Peace	\$0	\$0	\$800	\$800	\$800	\$800	<b>\$800</b>
Other	\$100	\$0	\$100	\$0	<b>\$1,900</b>	<b>\$2,375</b>	<b>\$100</b>
<b>Total Projects</b>	<b>\$7,400</b>	<b>\$7,300</b>	<b>\$8,550</b>	<b>\$8,450</b>	<b>\$12,750</b>	<b>\$13,225</b>	<b>\$9,950</b>
<b>Total Disbursements</b>	<b>\$50,460</b>	<b>\$50,442</b>	<b>\$67,575</b>	<b>\$54,662</b>	<b>\$77,350</b>	<b>\$63,915</b>	<b>\$75,110</b>
Surplus (Deficit)	\$3,000	\$944	(\$7,425)	\$12,890	(\$12,500)	(\$8,983)	<b>(\$10,010)</b>

Prepared by W.E.Kendall Ivie, SAYMA Treasurer

Notes to Budget:

- a) Expect over \$8000 more in assessments by end of year or early next year.
- b) Includes \$1000 extra for FGC Campaign for Growing Quakerism
- c) Increases approved Spring Rep Meeting
- d) Includes \$574.50 Peace Conference approved Winter Rep Meeting and \$1800 travel for delegate with AFSC Iraq mission approved Spring Rep Meeting.
- e) Will be near \$1000 when outstanding assessments come in.
- f) Based on \$55 assessment.
- g) Interest rate now about 1%.
- h) Explicitly showing Donations in budget.



## **SAYMA Personnel Committee**

The SAYMA Personnel Committee met in Nashville at the Spring Representative Meeting, 4/1/2002, 8:30 pm. Present: John Geary, Clerk; Sharon Annis, Kathleen Mavournin and Kendall Ivie. Absent: Lee Ann Swarm, Judy Prince.

A 2% cost of living adjustment was decided upon for 2002-2003 for the SAYMA Administrative Assistant and SAYF Assistant. Some type of evaluation procedure will have to be developed for merit increases. The committee will work to develop a procedure. The job description for the SAYMA Administrative Assistant needs to be revised and updated.

The problem of health insurance was discussed and because of the difficulty of two part time individuals qualifying for group coverage, it was decided to give \$600 per year to each position for a health benefit. It was pointed out that each of the positions is now one quarter time.

The committee will continue to work on refining job descriptions and time sheets, develop an evaluation procedure for merit increases, develop a step process for merit pay and continue to monitor health care coverage.

John Geary, Personnel Clerk

**Registrar's Report**  
**6/23/02**  
**Carol Gray/Co-Registrar**

	<b>2002</b>	<b>2001</b>
Total in attendance	233	248
Junior Yearly Meeting participants	13	18
SAYF participants	33	45
Friendly Adult Presences (full-time)	5	
FAPs (night)	8	
FAP (part-time, day)	1	
Young Adult Friends	10	5
Meetings and Worship Groups represented	36	33
Meetings and Worship Groups outside SAYMA region	6	

Thanks to Peggy Burke, Kay Parke, Chris Duke, Joe Taylor, Hannah MacDermott, Missy & Kendall Ivie, Rich Klima, Bettina Wolff and Susan Carlyle.

SAYMA Positions of Responsibility as of 6/23/02						
COMMITTEE	POSITION	LENGTH OF TERM	FROM	TO	NAME	MEETING
<b>CLERK'S</b>	Clerk	2	Jun-01	Jun-03	Sharon Annis	West Knoxville
<b>ADVISORY</b>	Asst. Clerk	2	Jun-01	Jun-03	John Geary	Boone
	Treasurer					
	Recording Clerk	2+1	Jun-00	Jun-03	Carol Lamm	Berea
	Personnel Clerk	2	Jun-01	Jun-03	John Geary	Boone
	Finance Clerk	2	Jun-01	Jun-03	Chris Berg	Greenville
	Nominating Clerk	2	Jun-01	Jun-03	Penelope Wright	Nashville
	SAYF Steering Co-Clerk					
	SAYF Oversight contact					
	YM Planning Clerk	2	Jun-02	Jun-04	Tim Lamm	Berea
	Ministry & Nurture Clerk	2	Jun-02	Jun-04	Kathy Burke	Atlanta
<b>FINANCE</b>	Clerk (usually Past Treasurer)	2	Jun-01	Jun-03	Chris Berg	Greenville
	Present Treasurer					
	Member	2	Jun-01	Jun-03	Peter Reilly	Berea
	Member	2	Jun-01	Jun-03	Dick Houghton	Nashville
	Member	2	Jun-02	Jun-04	Charles Schade	Charleston
	SAYF Treasurer(ex-officio)					
<b>NOMINATING</b>	Clerk (Past SAYMA Clerk)	2	Jun-01	Jun-03	Penelope Wright	Nashville
	YAF Rep	2	Jun-01	Jun-03	Jess Purvis	Chapel Hill
	Member	2	Jun-01	Jun-03	Perry Treadwell	Atlanta
	Member	2	Jun-01	Jun-03	Jane Goldthwait	Celo
	Other MM SAYMA reps					
<b>YEARLY</b>	Clerk	2	Jun-02	Jun-04	Tim Lamm	Berea
<b>MEETING</b>	Adult Program Coord.	2	Jun-02	Jun-04		
<b>PLANNING</b>	Workshop Coordinator	2	Jun-02	Jun-04		
	Worship Sharing	coordinated by Ministry & Nurture Committee; Bob McGahey, contact				
	Liaison/Local Arrangements	1	Jun-02	Jun-03	Bob Welch	Swannanoa Valley
	Liaison/Local Arrangements					
	Liaison/Local Arrangements					
	Co-Registrar	2	Jun-01	Jun-03	Carol Gray	Atlanta
	Co-Registrar	2+2	Jun-00	Jun-04	Missy Ivie	West Knoxville
	Bookstore					
	JYM Coordinator					
	YAF rep	2	Jun-01	Jun-03	Priscilla Ewen	Atlanta
	Site Sel Co-Clks, ex officio					
	SAYF Steerg Clk, ex officio					
	Finance Clerk, ex officio	2	Jun-01	Jun-03	Chris Berg	Greenville
	SAYMA Treas, ex officio					
	SAYMA Clerk, ex officio	2	Jun-01	Jun-03	Sharon Annis	West Knoxville

<b>SITE</b>	Co-Clerk					
<b>SELECTION</b>	Co-Clerk					
	Member					
<b>FAITH</b>	Member		Jun-01	~~	Free Polazzo	Anneewakee WG
<b>AND</b>	Member		Jun-01	~~	Missy Ivie	West Knoxville
<b>PRACTICE</b>	Member		Jun-01	~~	Nancy Whitt	Birmingham
<b>REVISION</b>	Recording Clerk		Jun-01	~~	Penelope Wright	Nashville
	Member		Jun-01	~~	Larry Ingle	Chattanooga
	Clerk		Jun-01	~~	Geeta McGahey	Celo
	Member		Sep-01	~~	Steve Livingston	Asheville
	Member		Jun-02	~~	Kristi Estes	Memphis
<b>SAYF</b>	Co-Clerk	2	Jun-02	Jun-04	Dick Houghton	Nashville
<b>STEERING</b>	Co-Clerk	2	Jun-01	Jun-03	Kathleen Mavournin	West Knoxville
	Member	2	Jun-01	Jun-03	John Rennie	Atlanta
	Member	2	Jun-01	Jun-03	Bill O'Connell	Birmingham
	Member	2+2	Jun-00	Jun-04	Sig Christensen	West Knoxville
	Member					
	Member					
	Member					
<b>SAYF</b>	clerk/contact					
<b>OVERSIGHT</b>	Member	2	Jun-02	Jun-04	Margaret Farmer	Asheville
	Member	2+2	Jun-00	Jun-04	John Potter	Nashville
	Member	2	Jun-02	Jun-04	Dolph Goldenberg	Atlanta
<b>ECOLOGICAL</b>	Co-Clerk	2	Jun-02	Jun-04	Susan Carlyle	New Moon
<b>CONCERNS</b>	Co-Clerk	2	Jun-01	Jun-03	Kathy Johnson	Atlanta
<b>NETWORK</b>						
<b>MINISTRY</b>	Clerk	2	Jun-02	Jun-04	Kathy Burke	Atlanta
<b>AND</b>	Recording Clerk	Appointed by M&N Committee.			Kit Potter	Nashville
<b>NURTURE</b>	Other MM/WG reps					
<b>PEACE AND</b>	Clerk					
<b>SOCIAL</b>	Assistant Clerk					
<b>CONCERNS</b>	Volunteer members					
<b>PERSONNEL</b>	Clerk (Asst. Clerk )	2	Jun-01	Jun-03	John Geary	Boone
	Member	2	Jun-01	Jun-03	Judy Prince	Birmingham
	Member	2	Jun-01	Jun-03	Lee Ann Swarm	West Knoxville
	Supervisor AA (Clerk)	2	Jun-01	Jun-03	Sharon Annis	West Knoxville
	Supervisor SAYF AA					
<b>ARCHIVIST</b>						

<b>SAF</b>	Editors		ongoing		Susan & Kim Carlyle	New Moon
<b>NEWSLETTER</b>						
<b>HANDBOOK</b>	Clerk					
<b>(AD HOC)</b>	Member		Jun-02	~~	Jim Hamill	West Knoxville
	Member		Jun-02	~~	Missy Ivie	West Knoxville
	Member					
<b>JUNIOR</b>	Clerk					
<b>YEARLY</b>	Member		Jun-02	~~	Robin Wells	Asheville
<b>MEETING</b>	Member					
<b>(AD HOC)</b>	Member					
<b>SAYMA</b>	AFSC Corp	3.5	Jan-00	Jun-03	Sallie Prugh	Columbia
<b>REPS</b>	AFSC Corp	2	Jun-02	Jun-04	Free Polazzo	Anneewakee
<b>TO</b>	AFSC Corp Alternate	2	Jun-01	Jun-03	Colin Sugioka	Celo
<b>WIDER</b>	AFSC Corp Alternate	2	Jun-01	Jun-03	Priscilla Ewen	Atlanta
<b>QUAKER</b>	AFSC/SERO Exec Comm	1	Jun-02	Jun-03	Debra Johnson	Memphis
<b>ORGS</b>	AFSC/SERO Exec Comm	1	Jun-02	Jun-03	Pam Beziat	Nashville
	( FCNL	3+3	Jun-98	Jun-04	Joe Taylor	Atlanta
	( FCNL	3	Jun-02	Jun-05	Joyce Johnson	Celo
	( FCNL	3	Jun-01	Jun-04	Carol Nickle	West Knoxville
	FCUN	2+2	Jun-00	Jun-04	Kim Carlyle	New Moon
	{ FGC	3	Jun-01	Jun-04	Penelope Wright	Nashville
	{ FGC	3	Jun-02	Jun-05	Julia Sibley-Jones	Columbia
	FLGC	2	Jun-02	Jun-04	Annie Black of Cookeville and Dolph Goldenburg of Atlanta, shared position	
	[ FWCC	3	Jun-01	Jun-04	Lauren Mitchell	Asheville
	[ FWCC	3+3	Jun-99	Jun-05	Rachel Weir	Celo
	[ FWCC	3	Jun-00	Jun-03	Bill Holland	Atlanta
	Friends Peace Team	2	Jun-02	Jun-04	Bob Welch	Swannanoa
	RSWR (volunteer)		Jul-99	Jun-04	Geeta McGahey	Celo
	Quaker House	3	Jun-02	Jun-05	Geoffrey Pratt	Nashville