

Appendix C

General

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Treasurer --

 Treasurer's Report
 Account Balance Report

Faith and Practice Revision Committee -- Proposed Changes

American Friends Service Committee Representatives Reports --

 Corporation
 Southeastern Regional Office Executive Committee

Finance Committee -- Budget

Treasurer's 2005 Yearly Meeting Report

Prepared Monday, June 06, 2005

This year there was a major change in the SAYMA budget. We shifted our 2005 fiscal budget from July 1, 2004 to October 1, 2004. The result was a short three month period where we had contributions and expenses that were outside the budget. Other issues to report include:

1. The fiscal 2005 budget is short on assessment contributions this fiscal year. Combining the transition months (July-September 2004) with this fiscal year SAYMA has received \$29,711.00 of the \$44,200.00 in assessments planned for this fiscal year. Other sources of revenue are about what the Finance Committee expected at this point in the budget year.
2. The fiscal 2005 budget expenditures have risen as funded budget categories are being spent to the budget limit. In addition, there are several points to note:
 - a. Office expenditures remain slightly higher than expected. Part of the problem can be traced to higher Internet related costs. Part can be traced to high duplication costs of minutes for YM and Representative Meeting.
 - b. This budget report does not include any of the large charges for Yearly Meeting. YM is expected to cost about \$23,000.
 - c. SAYMA is spending more for delegates to WQO (\$6,179.07 for the transition and fiscal budget combined). This may be the first year that we actually spend more than our budget allocation in that category (\$6,500.00).
 - d. SAYMA has only paid a portion of its yearly contributions to WQO (\$6,600 out of \$9,700). Problems with cash flow have limited the ability of the organization to pay these obligations.
 - e. SAYMA contributions to SAYF for both the transition and fiscal year (\$3,900) exceed our fiscal year budget (\$2,400).
3. Personnel expenses were managed well under the current budget. We have two part-time employees in SAYMA. The administrative assistant position was shifted from $\frac{1}{4}$ to $\frac{1}{3}$ time. Small raises (COLAs) were provided to both employees. Our employees still lack a real benefit package.
4. SAYMA purchased a property/liability insurance policy during fiscal 2005 through GuideOne Insurance. It covers property and general liability. The liability is \$3,000,000 with a \$1,000,000 incident limit. Medical expenses are limited to \$5,000. Our agent is Tenant Insurance of Roanoke, VA. It does not cover many issues fraud and criminal activity. The policy's basic cost was \$615.00 for the year.
5. Assessments from Monthly Meetings and Worship Groups are just barely adequate to support our general budget. From 2004 YM through the beginning of our new fiscal year we received \$7,719.75. During the current fiscal year we have received \$26,791.80. Meetings contributing to SAYMA during this past 12 months include: Birmingham, Anneewakee Creek, Atlanta, Berea, Oxford, Asheville, Brevard, Celo, Swannanoa Valley, Columbia, Greenville, Chattanooga, Cookeville, Crossville, Foxfire, Memphis, Nashville, West Knoxville, Charleston, Athens, and Huntsville. The Treasurer appreciates those Meetings that have shifted assessments to quarterly payments.
6. Notes from the Account Balances sheet. SAYMA has set aside funds of \$11,966.00. SAYMA has \$14,402 in two savings accounts to cover these claims. Currently, we have financial assets of \$30,057.00 (much of this will be claimed by YM expenditures). \$2,000 has been approved by Representative Meeting to fund travel to the World Gathering of Young Friends out of the Spiritual Development Fund. There have been no claims against these funds so far in fiscal 2005.
7. SAYMA is currently able to meet its budget obligations. SAYMA does not have a financial surplus for difficult times. In the recent past SAYMA experienced several years of significant surpluses. That is no longer the case. In the past two years, SAYMA has increased its fiscal obligations in several areas. Revenues from assessments and YM are currently barely covering expenditures.

Treasurer's Address: David H. Cisel, 1950 Nelson Ave, Memphis TN 38104, cisel@bellsouth.net

SAYMA Account Balances Report
Monday, June 06, 2005

	Fiscal Year				
	2001 6/30/2001	2002 6/30/2002	2003 6/7/2003	2004 6/30/2004	2005 6/6/2005
ASSETS					
Bank Accounts					
Checking (Bank of America)	\$17,963	\$5,399	\$5,529	\$18,694	\$27,651
Money Market (Self Help)	\$13,173	\$10,960	\$5,900	\$14,229	\$9,402
Savings (Self Help CD)*	\$5,460	\$7,934	\$8,244	\$0	\$5,000
SAYF Checking (off books in 2004)	\$1,884	\$1,413	\$784		
Total Available Funds	\$38,480	\$25,706	\$20,457	\$32,923	\$42,053
Set Aside Budgeted Funds					
FWCC Third World Delegate	\$650	\$1,300	\$0	\$650	\$1,300
FWCC Triennial Delegates	\$905	\$1,905	\$2,115	\$667	\$1,667
Released Friend	\$1,950	\$1,850	\$2,250	\$2,650	\$3,050
Spiritual Development	\$782	\$1,282	\$1,782	\$2,182	\$2,782
Youth Quake	\$845	\$1,095	\$1,345	\$1,395	\$1,645
Young Adult Friends Scholarship					\$500
Accumulated Funds					
YM Scholarship	\$328	\$502	\$502	\$502	\$502
SAYF Scholarship Fund			\$250	\$250	\$250
Claims against Available Funds	\$5,460	\$7,934	\$8,244	\$8,296	\$11,696
Net Assets	\$33,021	\$17,773	\$12,213	\$24,627	\$30,357
Fund Expenses in Fiscal Year					
FWCC Triennial Delegate				\$2,447	
Spiritual Development Fund				\$200	
Total				\$2,647	\$0
*Interest (\$86.28) reported on budget page.					

A GUIDE TO OUR FAITH AND OUR PRACTICE

Part 2

**Proposed Revisions
YM 2005**

Dear SAYMA Friends,

As a part of the ten-year review of our *Guide*, we are pleased to present the following proposed revisions. We have tried to reorganize, clarify, and add useful information in this section on how our monthly and yearly meetings live the life of their faith communities.

We are grateful that the monthly meetings have taken the opportunity to prayerfully consider the draft proposals and send minuted responses about concerns after the group or committee that has considered it brought it to the full meeting for approval.

Questions may come up about why there are differences in expectations for monthly and preparative meetings and worship groups. This will be covered in Section III.

The monthly meeting section refers to service in the yearly meeting (YM). Further detail about programs or committees of the YM can be found later in Section II.

The material that follows incorporates changes brought to the attention of the committee in fall 2003 and 2004.
Material to be removed is either indicated or crossed out.
New material is *italicized* and/or underlined.

Please refer to the *Reformatted Reprinted Second Edition of the Guide, 2002* for the current text on the Yearly Meeting section.

Respectfully submitted by the Revision Committee:

Geeta McGahey, clerk (Celo MM)
Free Polazzo, Anneewakee Creek Friends Worship Group,
Atlanta Friends Meeting
Melissa Meyers, Boone Friends Meeting
Larry Ingle, Chattanooga Friends Meeting
Missy Ivie, West Knoxville Friends Meeting
Penelope Wright, Nashville Friends Meeting
Barbara Ester, Asheville Friends Meeting

[This section Replaces Administrative Handbook, page 16 & Revisions of the Guide page 31 The Handbook description was added. It is now moved to the beginning of the document after acknowledgements before the introduction]

A Guide to Our Faith and Our Practice, and Handbook

These two documents describe and guide our yearly meeting and its work. Friends have committed themselves to remaining open to continuing revelation by new understandings of the Spirit. They recognize that guides like this one tend to freeze today's unique experience into tomorrow's rigid formula.

As a resource, the Guide to Our Faith and Practice naturally reflects the way SAYMA Friends have conducted their spiritual labors at the time of its original composition (1975-1990) and subsequent revisions. We recognize that to enable the Spirit to blow freely where it will, thus leading Friends and their meetings is a more fundamental principle than any temporary guide. The Guide reflects our understanding of the spiritual basis for our practice as Quakers.

To encourage openings to divine revelations and to promote the corporate nature of Friends' decision making, the clerk of SAYMA shall inquire each year at the beginning of the first yearly meeting session for business if concerns have arisen among Friends regarding this Guide. Specific minuted proposed alterations, seasoned in a monthly meeting, may then be presented and referred to an examining committee appointed by the yearly meeting; this committee will promptly consider such alterations, make any recommendation for changes and then be discharged.

As the Spirit leads or not less than 10 years after completion and approval by yearly meeting of the most recent revision, yearly meeting shall consider whether it will appoint a revision committee to:

Review the entire Guide

Through prayerful consideration weigh whether continuing corporate revelation necessitates a change

Bring a recommendation to the next YM annual session

Gaining approval of yearly meeting, if a revision is needed, proceed to draft changes.

In order to assure continuity and preservation of past experience it is recommended that examining and revision committees consist of five or more members, at least two of whom have served on a previous examining or revision committee. The committees continue to serve until they have fulfilled their charge and yearly meeting has laid them down.

At least three (3) months prior to yearly meeting sessions, these committees shall distribute recommendations to monthly meetings to allow for a process of seasoning. In light of minuted responses from monthly meetings the committees will present their reports for yearly meeting consideration (at Yearly Meeting). Any recommendations for changing the Guide that are approved at yearly meeting sessions will immediately become a part of the Guide, even before reprinting.

[The process for keeping the handbook current has not yet been determined]

The Handbook describes the procedures we use in order to carry out our work. Detailed descriptions of positions, committees and tasks are continually revised and refined as we move forward in seeking to be faithful in carrying out God's work. The committee charged with keeping the Handbook current receives changes from individuals who have served in positions of responsibility, committees, such as the Yearly Meeting Planning Committee, and reports the changes to yearly meeting.

ORIGINAL TEXT

[page 15, 6th full paragraph]

[This part was changed after feedback at YM that some Friends wanted a clear mention of the opportunities of service within the YM other than positions of responsibility. Please also refer to Function of Representative Meeting section]

[TO BE REPLACED}

SAYMA Contact: The meeting's representative to SAYMA serves on the representative committee of the yearly meeting. Responsibilities include attending SAYMA representative committee meetings and yearly meeting sessions, reporting monthly meeting concerns to SAYMA and SAYMA concerns to monthly meeting. Meetings will vary as to whether the SAYMA representative also serves as the contact for other SAYMA functions. It may, however, find it helpful, and less burdensome on that one person, to appoint others to serve on SAYMA's nominating or other committees and as a reporter to the SAYMA newsletter editor.

PROPOSED TEXT

Opportunities for Service within SAYMA -

Monthly meeting appointed SAYMA Representative

Representatives selected from their monthly meeting, preparative meeting, or worship group accept obligations both to their own meetings as well as to the yearly meeting. (Representatives do not necessarily have to perform these functions themselves but need to see that these responsibilities are carried out).

- ◆ Attending representative meeting of yearly meeting as well as yearly meeting
- Reporting concerns seasoned by monthly meeting to SAYMA and reporting SAYMA business to monthly meeting, specifically paying attention to SAYMA items requiring awareness and/or action

PROPOSED TEXT CONTINUED

Committees -Each monthly and preparative meeting is asked to discern what Friends in their meeting have gifts that would be appropriate for service on Ministry and Nurture and Nominating committees and appoint persons led to serve on each committee for at least a one year term. Worship Groups may choose to send someone. Other standing committee members are either self-selected or recommended by the yearly meeting Nominating Committee. (See YM section)

Youth Programs

Junior Yearly Meeting (JYM)- Its voluntary staff, supervised by the JYM coordinator provides a safe place and enriching program which allows adults to participate in Yearly meeting activities. Existing for children to age twelve during yearly meeting it seeks to explore aspects of the gatherings theme to nurture young Quakers.

During yearly meeting, teaching and assisting youth through age twelve, under the supervision of a coordinator, is both rewarding and essential to the smooth functioning of the whole yearly meeting.

Southern Appalachian Young Friends (SAYF)- Adults, appointed by the yearly meeting can serve on the two standing committees. Youth, discerned by SAYF members serve on the SAYF Nurturing Committee. Other opportunities for serving include:

- ◆ Friendly Adult Presence (FAP),
- ◆ Friendly Adult Driver (FAD)
- ◆ FAPs in training (FAPIT). May serve two years after graduation from SAYF

For process of becoming a FAP or FAPIT see the Handbook.

This next section of Part 2, titled "THE YEARLY MEETING," is revised from pages 16-19 of the *GUIDE*. It has been extensively reorganized for clarity and accuracy; therefore, only the recommended changes are printed here. Refer to the page numbers indicated, in your yellow copy of the *Guide* for the original text.

THE YEARLY MEETING

1. Functions of the Yearly Meeting

[Page 17]

Approved as far as: **Function of representative meeting**

[This section was referred back to committee from YM 2004]

Between yearly meeting sessions, representative meeting carries on the work of the yearly meeting. *Each monthly meeting and preparative meeting is asked to appoint at least one representative to attend these meetings, participate in the business and report back to the home meeting. Worship groups may choose to send a representative. Friends serving in YM positions of responsibility serve in corresponding positions at representative meeting. All Friends are welcomed and encouraged to take part in the representative meeting business discernment.*

Committees of yearly and representative meeting

The nature and function of all committees established by the yearly meeting change as time and experience reveal new opportunities for Friends. Usually constituted by the yearly meeting or occasionally following action of the representative meeting, such committees and their functions are described in the Handbook. The yearly meeting nominating committee recommends to the yearly meeting names to fill positions on these committees. Current standing committees are:

[this section was added]

Clerk's Advisory Committee was established in 1999 by yearly meeting. This committee is comprised of the clerks of the standing committees of SAYMA. The clerk of SAYMA convenes this committee as an advisory committee when need arises and as a means to improve communication within SAYMA.

The Ecological Concerns Network was established in 2001 by yearly meeting. This committee was formed to provide assistance, including spiritual and consultative support, to Friends in SAYMA who are following their leadings to work on environmental concerns. It also works toward raising the level of awareness in SAYMA of earth care issues.

Finance Committee prepares the annual budget for SAYMA. It works with Personnel Committee in establishing compensation policies for SAYMA's employees. **Ministry & Nurture Committee (M&N)**, formed in 1990, supports and supplements the work of the monthly meetings' ministry and nurture groups and addresses spiritual issues that span the yearly meeting community.

The committee is comprised of representatives of each monthly meeting.

[Composition and terms of service on M&N Committee pending action of YM on M&N committee recommendation]

It nurtures meetings and worship groups by:

- ◆ *Being mindful of the state of the spirit in meetings and worship groups. "...How the Truth has prospered amongst them...?" (Query 1682)*
- *Nurturing the yearly meeting by being a spiritual presence during meetings.*
- *Providing spiritual support for the yearly meeting clerks.*
- *Encouraging intervisitation and regional gatherings;*
- *Facilitating communication and information sharing;*
- *Providing resources and help regarding membership issues and Quaker faith and practice;*
- *Organizing educational workshops, often during yearly and representative meeting sessions;*
- ◆ *Responding to requests from meetings and worship groups within the yearly meeting for involvement in sensitive situations, particularly in areas of spiritual life and Quaker process that face meetings, are between meetings, or between meetings and worship groups. Possible responses include listening, consultation and /or arranging clearness committees.*
- ◆ *Facilitating clearness and accountability for Friends seeking endorsement by the yearly meeting for ministry to which they are called.*
- *Providing a clearness process and holding accountable released Friends who receive financial assistance from SAYMA's Released Friend Fund;*
- *Administering the disbursement and accounting of the Spiritual Development Fund.*

Nominating Committee discerns the gifts of SAYMA Friends whose names can be brought forward to fill the positions of responsibility of yearly meeting. A slate of nominees is presented for consideration at yearly meeting. If positions are unfilled at the close of yearly meeting, names are brought forward for consideration at representative meeting.

[Composition and terms of service on Nominating Committee pending action of YM on Nominating committee recommendation]

Peace and Social Concerns Committee was created in 2002. This committee is charged to: **[Taken from YM 04 charge]**

- ◆ *Nurture minutes in the area of peace and social concerns from monthly meetings, and facilitate their seasoning by the members of the yearly meeting.*
- ◆ *Actively solicit feedback from the monthly meetings;*
- ◆ *Assist in presentation of seasoned minutes to the Yearly Meeting;*
- ◆ *Foster communication and interaction among the monthly meetings in SAYMA about our concerns and actions;*
- ◆ *Operate as part of the whole by coordination with other committees working within SAYMA.*

Personnel Committee was formed in 1999 as a replacement for the Administrative Assistant Oversight committee. This committee develops policies and procedures that define the hiring and supervision of SAYMA employees and volunteers.

Southern Appalachian Young Friends (SAYF) Steering Committee was established in 1994 to coordinate the activities of SAYF and to develop policies, procedures and guidelines for youth and adult volunteers. The clerk of this committee is responsible for supervising the work of the SAYF Administrative Assistant.

Southern Appalachian Young Friends Oversight Committee was established in 1995 to serve as a sounding board for concerns raised by the SAYF Steering committee, parents, SAYF participants and the yearly meeting.

Yearly Meeting Planning Committee serves SAYMA by attending to the myriad details involved in planning and providing the program and worship opportunities for all those who attend yearly meeting sessions.

[pages 17-18]

2. POSITIONS OF RESPONSIBILITY

Through the discernment of the Nominating committee and the approval of yearly meeting the following positions are maintained. To encourage broad participation and growth of leadership Friends usually do not serve in these positions for more than two (2) consecutive two (2) year terms. Term of office begins at the close of the yearly meeting session at which appointment is approved. Those completing terms of service assist in carrying out the immediate mandates of the yearly meeting. Full description of the duties associated with these positions is found in the handbook.

Clerk

- ◆ Presides at yearly and representative meeting sessions;
- ◆ Carries out or delegates actions authorized by either of the above;
- ◆ Receives and responds to yearly meeting correspondence;
- ◆ Prepares and sees to the distribution of agendas of yearly and representative meeting sessions;
- ◆ Appoints ad hoc committees as necessary to perform functions not included in other committees or positions of responsibility;
- ◆ Supervises the administrative assistant.

Assistant Clerk

- ◆ Attends yearly and representative meeting sessions and fulfills the duties of the clerk in the absence of the latter;
- ◆ Assists the clerk as needed and assumes delegated duties;
- ◆ Serves as clerk of the Personnel Committee.

Recording Clerk

- ◆ Attends yearly and representative meeting sessions;
- ◆ In collaboration with the clerk, prepares the minutes of the proceedings;

- ◆ Records Minutes “in the face of the meeting”: creating and waiting for approval of the meeting as each piece of business is done or reading the minutes back to the meeting for approval by the last session.

Treasurer

- ◆ Receives and deposits in appropriate accounts all yearly meeting funds including monthly meeting assessments, yearly meeting registrations and contributions and gifts;
- ◆ Makes or supervises all disbursements as approved by the yearly and representative meetings or the clerk;
- ◆ Maintains records supporting all transactions;
- ◆ Presents annual financial reports to yearly meeting and interim reports to representative meeting;
- ◆ Collaborates with the Finance Committee in preparation of the annual budget.

Assistant Treasurer

- ◆ Assists treasurer as needed
- ◆ Substitutes for the treasurer when needed

Newsletter Editor

- ◆ May maintain a network of meeting correspondents;
- ◆ Prepares the quarterly issues of Southern Appalachian Friend;
- ◆ Sees to the distribution of the newsletter to meetings and those individuals who are isolated from a meeting.

Clerks of committees

- ◆ Convene the committees and conduct the business of the committees;
- ◆ Report the progress of the work and recommendations of the committee to yearly and representative meetings;
- ◆ For those committees with budget lines, account for expenditures of the committee.

[This section was updated. The historical information was moved to the previous section on Quaker history.]

Representatives to wider Quaker organizations.

Contact with and experience of Quaker communities and organizations beyond our yearly meeting provides Friends with deeper understanding of how the Spirit is working throughout the breadth of Quakerdom; and provides opportunities for service to these organizations by SAYMA Friends. SAYMA appoints representatives or contacts to the following wider Quaker organizations:

American Friends Service Committee (AFSC)

American Friends Service Committee/Southeastern Regional Office (AFSC/SERO)

Friends Committee on National Legislation (FCNL)

Quaker Earthcare Witness (QEWF)

Friends General Conference (FGC)

Friends for Lesbian, Gay, Bi-Sexual, Transgendered and Queer Concerns (FLGBTQC)

Friends Peace Teams

Friends World Committee for Consultation (FWWC) – Section of the Americas Quaker House

Right Sharing of World Resources (RSWR)

Annual reports from the representative or contact are expected. Terms of service to these organizations are determined by the needs of the respective organizations.

[page 18]

3. Staff of SAYMA

As the complexity of maintaining good process and communication internally and externally has increased, the yearly meeting has seen fit to employ persons to fulfill specific duties. Full job descriptions are maintained by the Personnel committee, which also has responsibility for ensuring that our employees are fairly supervised and compensated.

Administrative Assistant

- ◆ *Maintains an office and mailing address for the yearly meeting;*
- ◆ *Serves as initial contact for those outside the yearly meeting;*
- ◆ *Serves as an information resource for those in the yearly meeting*
- ◆ *Retains all SAYMA documents (minutes, episiles, newsletters and correspondence;)*
- ◆ *Distributes agendas and registration materials for representative meetings to appropriate persons;*
- ◆ *In collaboration with the clerk and recording clerk distributes minutes of representative and yearly meeting sessions to monthly meeting clerks and representatives, committee clerks, other persons in positions of responsibility and representatives to wider Quaker organizations;*
- ◆ *Gathers, compiles and reports annual membership statistics;*
- ◆ *Maintains a database of members of SAYMA and prepares, updates, and distributes the Directory;*
- ◆ *Forwards copies of SAYMA documents and statistics to the appropriate Friends historical libraries and organizations.*

[This section was added]

4. Programs of the Yearly Meeting

[We have taken an excerpt from the mission statement of the SAYF and decided to leave out the southeast, because although SAYF is an inclusive program, some Friends had question about stating boundaries.]

***Southern Appalachian Young Friends (SAYF)** is program, under the care of SAYMA, which has the express purpose of creating a loving, caring, joyful Quaker spiritual community for teens. SAYF seeks to foster a safe space for Young Friends to grow and explore Friends' testimonies, values, process and spirituality through teen-led retreats, worship, conferences, service projects, business meetings, and other teen-led activities. A lead FAP (Friendly Adult Presence) assists the planning committee with adequate onsite FAPs to provide supervision. A nurturing committee of Young Friends oversees the spiritual welfare of the community. (See committee section for oversight and steering committee)*

Part IV TESTIFYING TO THE LIFE OF THE SPIRIT

[This introduction to the Testimonies was added]

Introduction Within the tradition of Friends, testimonies are revelations of God's will, outward expressions of the inner workings of the Spirit that have been collectively accepted across time. Although not creedal in nature, they still serve a teaching function and guide Friends in faithfulness to principles around which the Religious Society of Friends has united. Testimonies finally bind no Friend's conscience, but they inform the individual of what the Religious Society of Friends regards as important in one's relation to God and with all of creation. In this sense, testimonies help mold our conscience and outward behavior. They are not exhaustive, in that they do not include everything that is required of a Friend, but they lay down principles that guide those who choose to live among us. They evolve with changing circumstances, even as they remain rooted in Friends tradition of listening to the Divine. Testimonies and their associated queries, if revisited regularly, are a source of inward personal and corporate renewal.

[This was added]

Southern Appalachian Young Friends (SAYF) Administrative Assistant

- ◆ *Maintains the records of the SAYF program;*
- ◆ *Coordinates retreat preparation, registration, and follow-up for SAYF retreats and activities in coordination with the retreat planning committee;*
- ◆ *Maintains the financial records for the program and disburses and collects funds.*

American Friends Service Committee

SAYMA appoints representatives to two levels of American Friends Service Committee governance. SAYMA has two representatives to the AFSC Corporation, which meets once a year to learn about current developments and challenges in the work of AFSC, provide broad guidance, and appoint members of the AFSC Board. Representatives to the Corporation for the past year were Carol Lamm and Sallie Prugh. SAYMA also appoints members of the AFSC Southeast Regional Office (SERO) Executive Committee. Ginny Baumann serves in that capacity.

American Friends Service Committee Corporation

Last fall's annual meeting of the AFSC Corporation took place November 5 and 6, 2004, a few days after the U.S. election. Voters in many states had just set back the cause of equality under the law by passing anti-gay-marriage measures; control of both houses of Congress had shifted to factions unsympathetic to groups whose interests AFSC supports; and the country as a whole had re-elected the president who had taken the country into the war in Iraq under false pretenses. Paul Lacey, clerk, reminded Friends that we cannot wait for the ideal time to launch new campaigns, but we must work in whatever time we have; even in the pitch dark of night there is a call to see Light.

During the visioning process several years ago, six goals were established to help focus the work of AFSC. The staff realized that the organization would need much more money to address all these goals. When donors were approached for the additional money, they felt that goals were too broad for AFSC to make an impact. Therefore, the following goals have become the "First Focus": Peace and Conflict Resolution and Migration and Human Mobility.

AFSC continues to do work much wonderful work in the name of Friends. A few highlights of the past year:

* AFSC's Eyes Wide Open exhibit about the human cost of the Iraq War has toured many U.S. cities. The exhibit includes a pair of boots honoring each U.S. military casualty, a field of shoes, a Wall of Remembrance to memorialize the Iraqis killed in the conflict, and a multimedia display exploring the history, costs and consequences of the war. The exhibit has touched many hearts and has provided a focus for efforts to communicate about the war's impact on real people.

* The Wage Peace campaign encourages the withdrawal of U.S. troops from Iraq. AFSC has produced two-minute video, downloadable from the AFSC web site, that simply and effectively presents the case for withdrawal using names, images and just a few words. AFSC is sponsoring a petition and offers a Wage Peace bracelet.

* In Iraq, AFSC supported water projects implemented by CARE. AFSC's representatives to Iraq, who had re-located to Amman along with most other international NGO workers for safety, shared their concern about their friend and colleague, Margaret Hassan of CARE, who had been kidnaped in Iraq.

* AFSC's Working Party on Global Economics produced a thoughtful report, *Putting Dignity & Rights at the Heart of the Global Economy: A Quaker Perspective*, the result of two years work by a diverse group with very different analyses of past and present trends, their causes and consequences.

* AFSC has come to understand immigrant rights as a leading indicator of human rights more generally. When human rights are endangered, immigrant rights are typically the first to face the threat. This puts AFSC's immigrant rights work in a broader context.

As we met, the Material Assistance Program was facing significant questions about its future. Many of the ways in which AFSC has contributed to relief efforts in the past, including shipments of used clothing and blankets, even un-used mattresses donated for hospitals, are now being declined by other countries for a variety of reasons. With no outlet for the generosity of Friends and others who contributed material goods through AFSC, volunteer and staff leaders were considering how AFSC could best continue to contribute.

Stockpiling emergency and relief kits that could be delivered quickly was one possibility.

On a practical front, a generation of AFSC's most faithful financial supporters is passing on. Many are leaving bequests to AFSC in their wills, contributing to an increase in revenue that is anticipated to peak in the next few years. AFSC is seeking the next generation of faithful supporters. World events sometimes result in large numbers of new contributors, which happened in the fiscal year ended September 30, 2004: 100,000 new contributors were logged. The challenge is helping contributors turn an impulse to help in a crisis into a long-term commitment to supporting AFSC's work to build a better world.

Report to SAYMA Yearly Meeting 2005 from the SAYMA representative to the American Friends Service Committee (AFSC) Southeastern Regional Office (SERO) Executive Committee

One of SERO's strengths is its highly-motivated staff, all of whom have a clear vision of the changes they want to support in our region and in the wider world. These staff have built up strong networks with progressive movements and individuals in the South East, especially around issues of migrant rights and peace building (including emergency aid). These programs deserve greater attention and resources.

In the past year, faced with difficult budget choices, it has been impressive to see the SERO Board open up new ideas for joint work between our programs, rather than simply making cuts. Staff have invested imagination and a huge amount of work in starting to cooperate more closely around shared goals. New proposals for joint activities, put together by the Program Directors, have been welcomed by AFSC National, and new funding will allow for some expansion of SERO's work in the coming year.

This year, Debra Johnson finished serving on AFSC SERO Executive Committee. She visited Iraq as part of a Quaker/AFSC delegation in June 2002, and then joined SERO EC in September 2002. She has been a very active EC member, serving on several EC committees, as well as being a local committee member for the Middle East Peace Education Program. Her service is much appreciated and her insights will be missed.

Regional Programs:

The Southeastern Region currently has seven programs with offices in North Carolina, Georgia and Florida. Most of these programs are reaching out to the other states included in SERO (Alabama, Louisiana, Mississippi, South Carolina, Tennessee, and Virginia). With the exception of American Friends Immigrant Services, the programs are at the moment operating on the basis of one staff member.

Migration and Economic Justice:

American Friends Immigrant Services

AFIS combines legal representation of immigrants with supporting immigrants who want to organize around policies directly affecting them. As well as pursuing immigration status cases for clients visiting the office in Miami, AFIS currently undertakes outreach in two rural areas of Florida, as well as assisting the Mobile Mexican Consulate (including "Know Your Rights" campaigning). Faced with extensive demand for legal services and few staff, AFIS is recruiting law students to be trained in rights counseling. Issues that have been a priority in AFIS' advocacy include: slavery in agricultural work; rights of day laborers; access to drivers licenses; and in-state tuition rates for immigrant children. As part of Friends' historic testimony against slavery, AFIS united with the Taco Bell Boycott, led by the Coalition of Immokalee Workers. Recent concessions by their parent company, YUM! Brands, resulted in ending the boycott and a major victory for corporate responsibility. There is strong demand among migrant rights movements in the region for AFIS to continue and expand its work. Jeanette Smith is Program Director of AFIS, based in Miami.

ORITA Youth Program

ORITA builds the skills of emerging community leaders, especially focusing on sustainable livelihoods and on policies for equitable economic development. ORITA helps young people connect with the experience of communities around the world. Examples of work include: (1) The Youth Exchange through which young people from Rwanda and Kenya educate U.S. youth about the impact of debt. These U.S. youth then participate by taking the message of debt cancellation to 36 college campuses. (2) Helping coordinate the Eyes Wide Open exhibit in Greensboro, at which over 3,000 people attended. Ann Lennon is Program Director of ORITA, based in High Point, North Carolina.

Project Voice

This is part of the national AFSC Project Voice initiative that focuses on human dignity, immigrants' rights and legalization for all migrant communities. SERO's Project Voice work is nurturing growth of organizations and networks representing recent migrant communities in their efforts to gain access and participate fully in civil society. It is also strengthening alliances with non-immigrant communities in order to promote understanding of shared human aspirations. In its first six months in the SERO region, Project Voice has built important relationships within the human rights movement in the South. Examples of this have been: visiting Mexican poultry workers in Alabama, participating in Latino community leadership development workshop at the Highlander Center; and linking with the Togolese community in North Carolina. The Coalition of Immokalee Workers Truth Tour gave a further opportunity for outreach to human rights organizers and economic justice groups. Outreach to a variety of faith groups regarding migrant rights has been an important part of the work so far. Antonio Vasquez is the Program Director for Project Voice, based in Charlotte, North Carolina.

Peace building

Middle East Peace Education Program

MEPEP enhances knowledge in the SERO region about the possibilities of peaceful resolution of Middle East conflicts (especially Israel/Palestine and Iraq), aiming to bring balance and truth to the US public's understanding of the issues. It encourages a range of actions to support US policies that would promote peace. MEPEP's activities include: film showings, speaker tours, conferences and discussions; support for the Atlanta-Ramallah Sister City Project; promotion of relevant publications and of fair trade goods from the region. MEPEP is building a knowledgeable constituency in this region which can advocate for peace, reconciliation and justice in the Middle East. Samir Moukaddam is Program Director of MEPEP, based in Atlanta.

Africa Peace Education Program

APEP organizes around key issues facing Africa: for example, HIV/AIDS, empowering women and youth, and banning landmines. Through public events, workshops and speakers, students, schools, faith-based groups and other grassroots organizations are engaged in lifting up these issues in a public discourse about Africa. Two examples of rewarding initiatives within APEP this year have been: the Voter Empowerment Project, focused especially on registration of young people through contact with Historically Black Colleges and Universities (HBCU); and the HBCU/Quaker Study-Work Abroad Program through which students attended university in Namibia. Tejan Muata is Program Director for APEP, based in Atlanta.

Help Increase the Peace Program

HIP is a conflict transformation program that empowers young people and their allies to reduce violence, strengthen cross-racial and cross-cultural understanding and become agents for social change. It trains young people to find alternatives to violence and to work through issues of prejudice, diversity, leadership development and other sources of concern for young people. HIP continues to build on interest in its program and methods; it is creating new materials; and supporting HIP facilitators throughout the region. Currently, HIP is providing the program in three schools in the Atlanta area as well as working with young people on probation. Angela Henderson is Program Director for HIP, based in Atlanta.

Emergency and Material Assistance Program

EMAP's goal remains making way for people to survive a crisis, be it from war, natural disasters, displacement or long-term struggles for peace and justice or from deep poverty. EMAP collects health and school supplies, clothing and blankets. As well as sending hundreds of hygiene and education kits to Philadelphia for international distribution, it is increasing the number of outlets for used clothing, blankets and other supplies within the Southeast. Health and education kits can be prepared on an on-going basis and be ready for shipment immediately to any disaster-stricken area. This has proven to be a good way to involve youth and children, offering a practical awareness-raising approach about peace issues. Peggy Baxter is Program Director of EMAP, based in High Point, North Carolina.

SAYMA Fiscal Year 2005 -- Approved at YM June 2004
Fiscal Year: October 1, 2004 through September 30, 2005 (transition quarter 7/1/04-9/30/04) -- Compiled for 2005 Yearly Meeting on June 6, 2005

	Budget FY2004	Actual FY2004	Transition Budget	Budget FY 2005	Actual FY2005
Income					
Assessments	\$32,500	\$39,619.27	\$3,179.75	\$44,200	\$26,531.25
Bank Interest	\$100	\$235.76	\$25.86	\$50	\$86.28
Contributions	\$100	\$645.00		\$300	\$163.00
F&P Sales	\$100	\$386.34		\$250	\$45.10
Newsletter					
SAYF Receipts	\$5,100			\$500	
YM Total Receipts	\$26,500	\$24,565		\$25,000	\$20,848
YM Receipts	\$24,100	\$22,109.00		\$25,000	\$20,847.50
YM Scholarship Donations	\$900				
YM Book Sales	\$1,500	\$2,456.22			
Total Income	\$64,400	\$65,451.59	\$3,205.61	\$70,300	\$47,673.13
SAYMA OPERATIONAL EXPENSES					
Yearly Meeting					
Vtly Meeting - Facilities	\$25,000	\$25,471.94		\$25,000	\$702.55
Prtg/Mail/Phone/Minutes/Misc		\$30,805.99			
Junior Yearly Meeting -- JYM					
Coordinator	\$1,500	\$2,406.52			\$702.55
Asst Coordinator					\$0.00
Supplies/Stamps/Dis					
Scholarship WQO Reps					
YM Bookstore		\$2,259.43			
SAYF Operation & Adm in Transfers	\$2,600	\$2,300.00	\$1,500.00	\$3,000	\$2,400.00
SAYF Retreats	\$7,100				
Delegate Expenses	\$6,800	\$4,891.89	\$1,337.95	\$6,800	\$4,901.12
Rep Mtgs	\$300	\$429.75		\$300	\$60.00
Delta WQOs	\$6,500	\$4,462.14	\$1,337.95	\$6,500	\$4,841.12
Committees	\$1,200	\$387.81	\$148.16	\$1,200	\$462.88
Ministry and Nurture	\$1,000	\$158.72		\$700	\$128.00
Ecological Concerns	\$200	\$200.00		\$300	\$108.00
Faith and Practice		\$29.09	\$148.16	\$300	\$168.64
Nominating					\$58.24
SAYMA Liability Insurance	\$400			\$500	\$615.00
SAYMA Personnel	\$16,600	\$15,573.68	\$4,576.20	\$18,400	\$12,547.68
SAYMA Staff Training	\$1,000			\$0	\$300.00
SAYMA Office Administration	\$3,000	\$2,862.23	\$187.03	\$3,000	\$3,932.11
Phone, Internet & Office Expenses					\$1,234.97
Postage					\$880.01
Duplication					\$1,553.46
Misc. Office					\$263.67
SAYMA Newsletter	\$2,000	\$1,011.42	\$277.75	\$1,300	\$812.98
SAYMA Directory	\$600			\$600	
SAYMA Treasurer		\$438.77		\$300	
SAYMA F&P	\$500	\$388.25		\$500	\$220.11
SAYMA IRS Penalties, Interest		\$1,366.10			\$190.31
Total Operational Disbursements	\$68,300	\$54,692.09	\$8,027.09	\$60,600	\$27,084.74
YEARLY MEETING PROJECTS					
Transfers To Funds					
Spiritual Development Fund	\$2,800	\$2,800.00		\$3,300	\$3,300.00
Released Friend Fund	\$500	\$300.00			\$500.00
FWCC - 3rd Wld Del	\$400	\$400.00		\$400	\$400.00
FWCC Triennial Fund	\$650	\$650.00		\$650	\$650.00
YouthQuake	\$1,000	\$1,000.00		\$1,000	\$1,000.00
Young Adult Friends Scholarships	\$250	\$250.00		\$250	\$250.00
Contributions Wider Quaker Org					
AFSC	\$6,250	\$6,250.00		\$6,400	\$3,300.00
FCNL	\$800	\$800.00		\$800	\$800.00
FGC	\$800	\$800.00		\$800	\$800.00
FWCC	\$800	\$800.00		\$800	\$800.00
Right Sharing of World Res	\$800	\$800.00		\$800	
Quaker House	\$800	\$800.00		\$800	
Friends for LGBTQ Concerns	\$200	\$200.00		\$200	
Quaker Earthcare Witness	\$400	\$400.00		\$400	
Friends Peace Teams	\$150	\$150.00		\$200	
Wm Penn House	\$200	\$200.00		\$200	
Quaker Eco-Witness NJ	\$400	\$400.00		\$400	
Gifford College Archiving	\$100	\$100.00		\$100	\$100.00
Rural Southern Voice for Peace		\$0		\$0	
Other		\$100			
Total Projects	\$9,150	\$9,050.00	\$0.00	\$9,700	\$6,600.00
Total Disbursements	\$77,450	\$63,742.09	\$8,027.09	\$70,300	\$33,684.74
Surplus (Deficit)	(\$13,050)	\$1,709.50	(\$4,821.48)	\$0	\$13,988.39

SAYF Steering Committee
Report to SAYMA Meeting for Business, June, 2005

Southern Appalachian Young Friends (SAYF) hosted 7 retreats during the past year. Six have been completed and the last is occurring here at our SAYMA gathering. For the six earlier retreats, there were an average of 32 SAYFers per retreat; 66 Young Friends came to at least one retreat during the past year. Details of each retreat are described below. In addition, we held two joint Nurturing and Steering Committee meetings and those also are outlined below.

SAYF Retreats:

1. Chapel Hill Retreat September 17-19, 2004 -- Theme: Community Building
 # of SAYFers 24 # of FAPs 5
 Activities included a workshop on Quaker way of decision making led by Matt Drake from Chapel Hill Meeting and a trip to Jordan lake.
2. Penn Center Retreat October 22-24, 2004 -- Theme: Service Project:
 # of SAYFers 30 # of FAPs 7
 Activities included several service projects in the community and a trip to the beach.
3. W. Knoxville Retreat November 12-14, 2004 -- Theme: Social Action
 # of SAYFers 34 # of FAPs 9
 Activities included a workshop with 3 different speakers presenting on different aspects of conscientious objector status, a video about the role of young people in changing the government of Serbia, and a worship sharing time.
4. Atlanta Retreat January 14-16, 2005 -- Theme: Diversity
 # of SAYFers 40 # of FAPs 7
 Activities included watching and discussing the movie "Do the Right Thing" and bowling.
5. Asheville Retreat March 11-13, 2005 -- Theme: Leadership
 # of SAYFers 32 # of FAPs 7
 Activities included a question and answer panel on Leadership and a roller skating party.
6. Hard Labor Creek State Park Retreat April 15-17, 2005 -- Theme: Sanctuary
 # of SAYFers 34 # of FAPs 8
 Activities included swimming, boating, campfire, a star walk, and a Meeting for Worship with Attention to Laughter.

Nurturing/Steering/Oversight Committees

1. Black Mountain, NC August 20-22, 2004 # of Nurturing Committee Members 17
 # of Steering Committee Members 6 # of Oversight Committee Members 2
2. W. Knoxville, TN February 18-20, 2005 # of Nurturing Committee Members 14
 # of Steering Committee Members 5 # of Oversight Committee Members 1

In August, the Steering Committee revised the job description for the SAYF Administrative Assistant and completed the evaluation for this position. We spent considerable time discussing how to improve the understanding and practice of Quaker process during SAYF retreats, particularly during Nurturing Committee Meetings.

Due to the extended illness of our co-clerk, Ceal Wutka joined the Steering Committee in February to complete Jeremiah Gold-Hopton's term. We discussed and affirmed the need for an adult presence at Nurturing Committee meetings to assure a spiritual focus and good Quaker process. We developed guidelines for young children at SAYF retreats, noting that they are to be under the care of their parents at all times. Together, the Nurturing and Steering Committees revised the procedure for selecting Nurturing Committee Clerks.

Overall, the Steering Committee's focus this year has been on developing effective and appropriate clerking among the Young Friends, encouraging individual and corporate responsibility and leadership, deepening spiritual experience at SAYF retreats, and providing an environment for SAYMA youth that is safe, enjoyable, and challenging.

-- Kathleen Mavournin, Co-Clerk