

**Southern Appalachian Yearly Meeting and Association**  
**53rd Annual Meeting, Virtual and Hybrid Setting**  
**Sixth Month, 14, 22, and 23, 2025**

**Saturday, June 14 (Session I - Virtual)**

**54-01 Opening Worship**

Friends met virtually for the first session of the 54th annual gathering of SAYMA, beginning with an extended period of worship at 2:00 pm Eastern on Saturday, June 14, 2025.

**54-02 Clerk's Welcome to SAYMA Body, June 2025**

Clerk Jennifer Dickie (Atlanta) welcomed Friends, noting those who are working behind the scenes to prepare business for today, including Margaret Farmer (Asheville), Assistant Clerk; Lissa Place (Atlanta), holding the Clerk in the light in person; Blake Burr (Memphis), Recording Clerk; Charlie Wilton (Berea), Web Manager; and all committee clerks.

She shared aloud the following welcome letter:

Welcome Friends.

It seems appropriate that we are gathered in this community today with the backdrop of a questionable celebration of the 250th anniversary of the establishment of the army by the 2nd continental congress in 1775. What better way for Friends, if we aren't in the streets protesting, to carry on with our worship and business as usual building community and focusing on repairing and transforming conflict where the world seems broken.

In reading the reports submitted by 6 of our wider Quaker organizations I am moved by the work of Friends in the world - standing in opposition to wars and genocide across the globe, grappling with immigration violence, structural racism and ongoing and new oppression within our own country. Friends are finding ways to build, strengthen, and support communities working for justice and peace including strengthening Quaker communities in a time of broad challenges to Spiritual life and in a world that seems broken.

Today we will hear from the finance committee and the nominating committee. We will be reminded by the treasurer to approach our discernment with the spirit of generosity and abundance. What does this look like for you? For us? in a world where there should be plenty for everyone, but there isn't enough because of the greed of a few. In a country

of plenty where migrants are being captured, jailed, and deported because of the false belief that there isn't enough to go around, where reparations for Indigenous and African American citizens is off the table because we refuse to accept responsibility for our past, what does a spirit of generosity and abundance look like in SAYMA?

I invite you to join me in listening for that of God/Spirit/Divine/Love in what rises today. Let us live into a Spirit of abundance and generosity for each other.

Jennifer Dickie  
SAYMA Presiding Clerk

#### **54-03 Roll Call ([Attachment A: Attendance Roster for Session I](#))**

Meeting attendees were asked to raise their hand as their meeting's name was called by the Administrative Assistant, Rob Collins (Birmingham). Ten meetings and worship groups were represented. (Note: Later in the session, a member of an additional meeting joined the session.)

#### **54-04 Introductions of Visitors**

The Clerk invited visitors to be recognized. Visitors present were:

- Sarah Johnson, representing invited guest Friends Committee on National Legislation (FCNL), who will be leading a workshop next week on FCNL and Friends Place
- Stuart Greene, of Patapsco Friends Meeting on Piscataway Land, who carries a leading to hold SAYMA in the light
- Mathilda Navias, of Rochester Monthly Meeting, who will be leading a highly interactive workshop next week on the topic of Quaker process

Associate Friends were also recognized:

- Christopher de Beer, associated through Southern Appalachian Young Friends (SAYF)
- Chris Berg, formerly attending a SAYMA affiliated meeting and now living in Hendersonville
- Steve Olszewsky, of Swarthmore Friends Meeting, who is now living in Kentucky
- Rochelle Sjolseth, of Santa Cruz Friends Meeting, who is now living in Alabama

#### **54-05 Narrative Minutes Procedure**

The Clerk noted that as in Session II of the most recent SAYMA Representative Meeting, Friends will review and approve the minutes after each item, allowing worshipful silence as needed while the Recording Clerk prepares the minutes for review. There is precedence for this process in Yearly Meeting annual sessions.

## **54-06 Guidance for Our Meeting**

The Clerk shared the following guidance for participants in Meeting for Worship with Attention to Business. This guidance was initiated by former Co-clerks Daryl Bergquist (Birmingham) and Margaret Farmer (Asheville) and was recently revised with input from SAYMA's Ministry & Nurture Committee (M&N) and SAYMA's Racial Conflict Transformation Team (RCT), with additional editing assistance and guidance from Mathilda Navias:

### **On Listening**

- Hold the meeting in worship
- Look for and affirm that of God in yourself and others
- Listen in a spirit of continuing revelation
- Receive words spoken as you receive vocal ministry in meeting for worship

### **On Speaking**

- Wait for guidance from Spirit before speaking
- Wait to be recognized by the clerk before speaking and address your remarks to the clerk
- Raise your hand only after someone else has finished speaking
- Speak to the question at hand and be concise
- Speak only once to an issue unless there is a new revelation or the need for clarity
- Refrain from put-downs of self or others

### **On Discomfort and Harm**

- Experiencing discomfort is normal - Disagreement is ok - we recognize that of Spirit in one another even while we disagree
- Friends are encouraged to use words that are natural to them. Interpreting and understanding others' words is the responsibility of listeners. This is often called "listening in tongues"
- The clerk may intervene if a Friend is blaming others, questioning their truthfulness, attacking a person as opposed to what they said
- The clerk will reserve a time to address the harm as soon as possible, even in the moment
- If a concern doesn't get addressed at the moment, write it down and seek to resolve it between the parties or share with the clerk at a later time

### **On Self Advocacy**

- Be open to receive assistance if someone notices that you are having trouble following this guidance
- Be open to assisting if you notice someone is having trouble following this guidance

### **54-07 Agenda Review ([Attachment B: Agenda for Session I](#))**

The agenda for Session I was reviewed and adjusted as needed, with a first-session focus on establishment of needed committees, first readings of the nominating slate and the proposed budget, acceptance of reports, and several items from the Clerk's table. The agenda was accepted. A tentative list of the agenda items for each session will be available on the [sayma.org](http://sayma.org) web site.

**These minutes were read in the face of the meeting and were approved.**

### **54-08 Appointment of Epistle Committee**

The Epistle Committee meets two or three times during the yearly meeting sessions to capture the essence of what happens throughout our time together. Two Friends in attendance at Session I indicated interest to serve on this Epistle Committee during Yearly Meeting 2025 - 54 - Barbara Esther (Asheville) and Rob Collins (Birmingham). Additional Friends in attendance next week may also be led to this work. A Friend encouraged a focus on racial justice content of the yearly meeting sessions within the epistle.

### **54-09 Finance Reports - Treasurer's Report ([Attachment C: Treasurer's Report](#))**

Treasurer Daryl Bergquist (Birmingham) was unable to attend Session I. However, Assistant Treasurer Kendall Ivie (West Knoxville) read the report prepared by the Treasurer. He also highlighted the Treasurer's visual representation of our current and proposed budgets and our historical level of assessment contributions by monthly meetings. Of concern is that our personnel expenses have continued to rise, now making up approximately 90% of assessments.

A Friend noted that investments in racial justice are not reflected in these visual representations since they are currently supported through restricted donations. Friends agreed that future visualization presentations should include information about SAYMA's efforts related to racial justice.

The Assistant Treasurer explained that the visual representations do not reflect yearly meeting annual sessions expenses and income. The Clerk asked that conversation about the visual representations be continued after the presentation of the other Finance Reports.

**The report was accepted after the presentation of all three Finance Reports.**

**54-10 Finance Reports - Finance Committee Clerk's Report ([Attachment D: Finance Committee Clerk's Report](#))**

The Finance Committee clerk, Karen Morris (Atlanta), presented the Finance clerk's report, noting that the Finance Committee expects SAYMA to end the year "barely in the black." To date, requests for grant funding from other yearly meetings have not yielded any new income streams. As noted in the report, the proposed budget is a deficit-budget that was distributed as a draft to monthly meetings in May for discussion. Friends are encouraged to join the lunch-hour hybrid discussion on the budget on June 21, 2025. The Zoom link for this discussion will be distributed via email to all registered attendees (those experiencing difficulty accessing the link may contact [saymaoffice@sayma.org](mailto:saymaoffice@sayma.org)).

**The report was accepted after the presentation of all three Finance Reports.**

**54-11 Finance Reports - First Reading of the Proposed Budget ([Attachment E: Proposed Budget](#))**

The Finance Committee clerk then presented the proposed budget for the upcoming year beginning October 1, 2025, with that budget to be considered for approval at a later session during Yearly Meeting 2025 - 54. The following points were highlighted by the Finance Committee clerk (below are written notes provided by the Finance Committee clerk):

The role of the Finance Committee is to estimate how and where we can spend money according to the wishes and needs of SAYMA. Budgets are projections. Budgets can show us where the life of Spirit is. SAYMA as a whole body determines where to put our wealth, our spiritual energy. The Finance Committee can only budget what we have.

- Line 3: Income AA -2025 = \$84,655 vs. AC-2026 income = \$88,600 - projected \$4,000 more.
- Lines 5 - 25 in the AC column show the projected assessments by monthly Meetings - if we didn't hear from a MM then we used a previous year amount. If you know that the figure shown for your Meeting for FY 2026 is incorrect, please let the Treasurer know. ([saymatreasurer@gmail.com](mailto:saymatreasurer@gmail.com))
- Line 38 Expenses AC 2026 column = \$106 204. The difference between

income and expenses is projected to be Net of minus \$17,604. This number is also shown at the bottom on line 124. You may notice the similarity between the FY 24 projected Net of minus \$17,134 and FY 2026. In 2024, we still had Undesignated surplus funds that were used to offset the negative net. For FY 2026, we have depleted the undesignated funds, so we will likely need to use the Reserve line 132 to help us make up the difference. Or we can hope for contributions to the General Fund by Meetings and individuals, which is better for the overall health of SAYMA. Reserve funds for most organizations are to use for a time that the organisation ceases operations to handle debts.

- Payroll expenses line 53 are projected to increase by about \$7,000 since FY 2024. Reasons for this increase include: hiring a professional bookkeeper to assist the treasurers with the accounting software, a staff merit increase in salary, cost of living increases, and an increase in the cost of payroll accounting software services.
- Lines 63- 81 in the AC column show projected committee expenses Some committees have \$200 for their line item, which is the expenses for zoom for their committee meetings. The finance committee, line 66, shows \$1000, which is budgeted for a financial review - a stipulation in the Finance Handbook when the Treasurer changes, which happened last year.
- Line 82 - travel reimbursements, in the AC column, is twice as much as the projection for FY 2025 in the AB column. In fact, travel expenses have increased dramatically for Wider Quaker Organization reps and other SAYMA folks who travel for the YM, and will probably exceed the FY 2025 budgeted amount of \$2500. Travel expenses include the conference fee and lodging costs in addition to plane, car, or bus travel.
- Lines 85-91- Set aside annual allotments are the same as previous years and will only be put in those accounts toward the end of the FY if the budget can allow the expense.
- Lines 94-102 Yearly Meeting Gathering is expected to pay for itself. In FY 2024, the expenses were less than budgeted.
- Lines 103-106 Junior Yearly Meeting expenses cover the entire year, in addition to YM sessions. They are projecting less gatherings for FY 2026.
- Lines 107-110 Quaker Membership organizations and annual contributions. As for FY 2024 and 2025, the membership and contributions are budgeted at \$625 each for FGC and FWCC and will be restored to the regular \$1250 each if funds are available at the end of the year (EOY). Funds were available in 2024 because of substantial donations to the General Fund.
- Line 111 Other WQO Annual Contributions. As for FY 2024 and 2025, the total contribution combined amount for other WQOs budgeted at \$0 and will be restored to a combined amount of \$3,000 if funds are available at the end of the year (EOY). Funds were available in 2024 because of substantial

donations to the General Fund.

- Line 132 Ideally, the Reserve Funds are kept in reserve by an organization in case an organization ceases to exist. However, in the coming year, SAYMA may need to draw from this line item to address deficit-budget concerns.

The Assistant Treasurer noted that general contributions in 2024 were significantly high, reflecting generosity and abundance, and thus the 2025 budget was not confronted with the same deficit-budget scenario of the proposed budget for 2026. The second Treasurer's Report accompanying the second reading of the proposed budget will include additional reports providing a more nuanced overview of 2025 financial activity of SAYMA.

Several Friends shared that their meetings had discussed the proposed budget. In one case, discernment within the local meeting led to an increase in that meeting's assessment commitment. The Clerk reminded Friends that those worshipping on June 15 with their monthly meetings will have an opportunity to gather input from Friends for consideration at the second reading of the proposed budget next week.

The Clerk held space for Friends to sit with the deficit-budget scenario while holding abundance and generosity in our hearts.

**The proposed budget was accepted in conjunction with the other two Finance Reports.**

#### **54-12 Spotlight on Friends Committee on National Legislation**

In an amendment to the agenda, Sarah Johnson (FCNL) shared with Friends information about FCNL and Friends Place (formerly William Penn House). Currently Friends Place is hosting Continuing Revolution, now in its second year. Friends Place is an FCNL program for radical hospitality, which offers 40 beds and has hosted a wide range of groups. More information is available online at <https://www.friendsplacedc.org/>

**These minutes were read in the face of the meeting and were approved.** Following a brief break, Session I continued.

#### **54-13 Naming Committee Report**

The ad-hoc Naming Committee formed during Yearly Meeting 2024 to identify prospective members of the Nominating Committee has never been laid down because the Nominating Committee positions were not completely filled by the close of Yearly Meeting 2024 - 53 or in the ensuing months. Chris Berg (Associate Member), serving as clerk of the Naming Committee, presented a brief report. Margaret Farmer (Asheville) has expressed a willingness to serve on the Nominating Committee for the period of 2025-2027.

**54-13-01** Margaret Farmer (Asheville) is approved to serve on the Nominating Committee for the period of 2025-2027.

**The verbal report was accepted.**

**These minutes were read in the face of the meeting and were approved.**

**54-14 Nominating Committee - First Reading of the Slate ([Attachment F: Nominating Committee Report](#))**

Nominating Committee clerk Kendall Ivie (West Knoxville) presented the Nominating Committee's report, which included summaries of open positions and the nominating slate as of now. The open positions document on the web site is a dynamic document that will continue to change; it will continue to be updated.

Friends were asked to sit with the nominating slate being brought forth by the Nominating Committee, with that slate to be revisited at a later session. The following slate was presented:

- **Rob Collins (Birmingham) as the new Archivist (2025-2027)** - Rob serves as archivist for his monthly meeting.
- **Blake Burr (Memphis) as a new member of Ministry & Nurture (2025-2027)** - Blake has served on Ministry & Nurture for her monthly meeting.
- **Margaret Farmer (Asheville) as a new member of Ministry & Nurture (2025-2027)** - Margaret has served in the past on SAYMA's Ministry & Nurture.
- **Kendall Ivie (West Knoxville) as a new member of the Finance Committee (2025-2027)** - Kendall brings to the committee his long experience as SAYMA Treasurer.
- **Karen Morris (Atlanta) as a continuing member of the Finance Committee (2025-2026)** - Karen currently serves as clerk of the committee.
- **Tribal Raine (Paul Cuffee) as a continuing member of the Finance Committee (2025-2027)** - Tribal currently serves as a member of the committee.
- **Charlie Wilton (Berea) as the continuing clerk of the WQO Allocations Committee (2025-2027)** - Charlie currently serves as clerk of the committee.
- **Geeta McGahey (Celo) as a continuing member of the WQO Allocations Committee (2025-2027)** - Geeta currently serves as a member of the committee.
- **Melissa Preast (West Knoxville) as a continuing member of the Personnel Committee (2025-2027)** - Melissa currently serves as a member of the committee.



- **Jennifer Killan (Associate) as a member of the Personnel Committee by virtue of her role as SAYF Supervisor** - Jennifer currently serves as a member of the committee.
- **Jennifer Killan (Associate) as clerk of the SAYF Steering Committee (2025-2027)** - Jennifer currently serves as a member of the committee.
- **Beth Meyers (Associate) as a continuing member of the SAYF Steering Committee (2025-2027)** - Beth currently serves as a member of the committee.
- **Julia Hudson (Celo) as a new member of the SAYF Steering Committee (2025-2027)** - Julia is a former SAYF participant.
- **Asa Kramer-Dickie (Atlanta) as a continuing member of the SAYF Steering Committee (2025-2026)** - Asa is a former SAYF participant who currently serves as a member of the committee.
- **Stoph Hallward (Atlanta) as a new member of the SAYF Steering Committee (2025-2027)** - Stoph has been active with the SAYF community for four years, with three SAYF-aged children this year.
- **Emma Yockey (Nashville) as a new member of the SAYF Steering Committee (2025-2027)** - Emma is a former SAYF participant.
- **Danielle Capillo (Berea) as a new member of the SAYF Steering Committee (2025-2027)** - Danielle has been active with the SAYF community for many years, and two of her children are currently SAYF-aged.
- **Jennifer Dickie (Atlanta) as a continuing member of the SAYF Support Committee (2025-2027)** - Jennifer currently serves as a member of the committee.
- **Lee Ann Swarm (West Knoxville) as a continuing member of the SAYF Support Committee (2025-2027)** - Lee Ann currently serves as a member of the committee.
- **Rose Black (Cookeville) as a continuing member of the JYM Support Committee (2025-2027)** - Rose currently serves as a member of the committee.
- **Lee Ann Swarm (West Knoxville) as a continuing member of the Yearly Meeting Planning Committee (2025-2027)** - Lee Ann currently serves as a member of the committee. Her focus is on adult programming.
- **Braden Mills (Berea) as a new member of the Yearly Meeting Planning Committee (2025-2027)** - Braden is a Young Adult Friend who has been active in his monthly meeting and the yearly meeting. This will be his first committee role. His role will be as co-registrar.
- **Judy Geary (Associate) as a continuing member of the Yearly Meeting Planning Committee (2025-2027)** - Judy currently serves as a member of the committee. Her dual focus areas will be the bookstore and layout editing.

- **Kim Saderholm (Berea) as a continuing member of the Yearly Meeting Planning Committee (2025-2027)** - Kim currently serves as a member of the committee. Her focus is on on-site coordination.
- **Kendall Ivie (West Knoxville) as a continuing member of the Yearly Meeting Planning Committee** - Kendall currently serves as a member of the committee. He will continue in the role as liaison to the Finance Committee.
- **Annie Black (Cookeville) as a continuing member of the Web Manager Support Committee (2025-2027)** - Annie currently serves as a member of the committee.
- **Susan Phelan (Huntsville) as a continuing member of the Web Manager Support Committee (2025-2027)** - Susan currently serves as a member of the committee.
- **Jane Hiles (Birmingham) as a continuing SAYMA representative for Friends Committee on National Legislation (2025-2028)** - Jane currently serves in this role.
- **Alison Mawle (Atlanta) as a new SAYMA representative for Friends World Committee on Consultation (2025-2028)** - Alison recently attended the FWCC World Plenary Meeting (WPM) in South Africa.
- **Star Smith (Paul Cuffee) as a new SAYMA representative for Friends World Committee on Consultation (2025-2028)** - Star recently attended the FWCC World Plenary Meeting (WPM) in South Africa.

The Clerk noted that while the nominating slate is long, there are many remaining open positions. Most significantly, SAYMA needs to identify an Assistant Clerk (or Co-Assistant Clerks). Current Assistant Clerk Margaret Farmer (Asheville) noted that the incoming Assistant Clerk will be able to benefit from the current Clerk's experience and tutelage before moving into the role of Clerk. Similarly, the new Recording Clerk will be able to work with the current Clerk before serving at the clerking table for a new Clerk. The current Finance Committee clerk, Karen Morris (Atlanta), also noted that she has agreed to stay on the Finance Committee for an additional year to support a new Finance Committee clerk.

A Friend emphasized that almost all committees have positions available for Friends to pick from.

Members of the Nominating Committee who will be present at yearly sessions are the committee's clerk Kendall Ivie (West Knoxville), Wes Morris (Nashville), Shannon Roberts-Smith (Berea), and big Softy (Atlanta). Questions or concerns about the proposed slate may be directed to them in preparation for the second reading (additionally, questions or concerns may be directed to [nominating@sayma.org](mailto:nominating@sayma.org)). Friends are also encouraged to share with their monthly meetings on June 15 information about open positions, so that over the course of Yearly Meeting 2025 - 54 additional nominations may continue to come forward.

**The report was accepted.**

**These minutes were read in the face of the meeting and were approved.**

Finally, the Clerk invited the Yearly Meeting Planning Committee Clerk, Melissa Preast (West Knoxville), to provide updates to those planning to attend in-person or virtual activities next week as part of Yearly Meeting 54. Currently 138 registrants are expected, with over 30 sessions spread over three time slots. Friends attending in person are reminded to bring their own linens and pillows. The Ministry and Nurture Committee and the Racial Conflict Transformation Team are preparing to provide support as needed. Look for information about an ice breaker.

The session ended after a brief period of silent worship at 5:08 pm Eastern on Saturday, June 14, 2025.

## **Attachment A: Attendance Roster for Session I**

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

The archived version of the minutes will contain the roster. A total of 38 Friends participated in Session I.

## **Attachment B: Agenda for Session I**

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

### **SAYMA Sessions and Retreat 2025 Meeting for Worship with Attention to Business Proposed Agenda Saturday, June 14, 2025, 2-5 ET/1-4 CT Session I - *Virtual Only (amended to reflect changes)***

- Clerk's Welcome
- Roll Call and introduction of visitors
- Narrative Minutes procedure
- Guidance for our meeting
- Agenda Review
- Epistle Committee Appointed
- Finance Reports
  - a. Treasurer Report
  - b. Finance Committee Report
  - c. 1st reading of the proposed budget
- Spotlight on Friends Committee on National Legislation (invited guest)

#### **BREAK**

- Naming Committee Report
- Nominating Committee - 1st reading of nominating slate
- Yearly Meeting Planning Committee Announcements

## Attachment C: Treasurer's Report

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

### SAYMA Treasurer's Report on the Fiscal Year 2026 Proposed Budget for Sessions June 14 and June 22, 2025

Since reconnecting with Southern Appalachian Yearly Meeting and Association at the 2021 virtual Yearly Meeting Sessions, I have learned and grown a lot from working with you. One big lesson for me is living with an increased awareness of abundance and generosity. I witness that generosity demonstrated every day by the Friends that are doing the work of SAYMA and that are supporting it financially. Thank you!

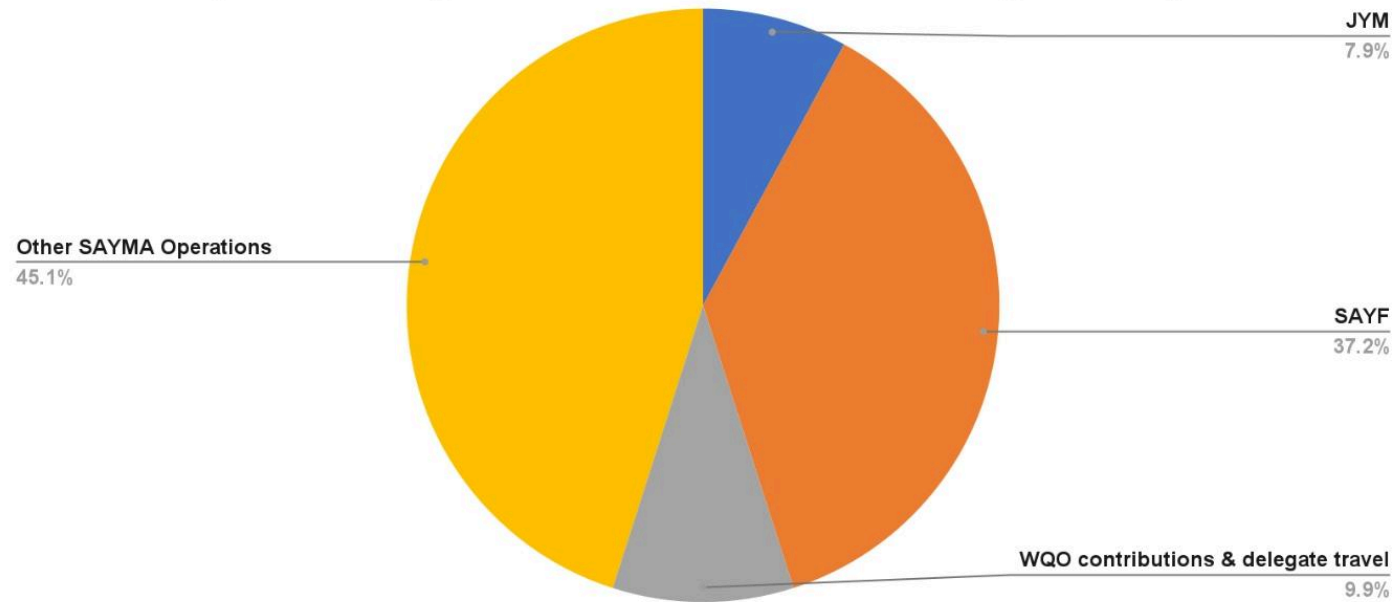
SAYMA is transitioning to a new stage financially. For many years SAYMA has held significant excess money beyond our operating Reserves. We call this extra money Undesignated Funds. The amount of Undesignated Funds, this excess money, is listed and estimated on the bottom line of the FY26 Proposed Budget. Recent SAYMA budgets have intentionally had significant deficits: spending more money than received in order to reduce our Undesignated Funds. We have succeeded in spending down the large excess in our Undesignated Funds.

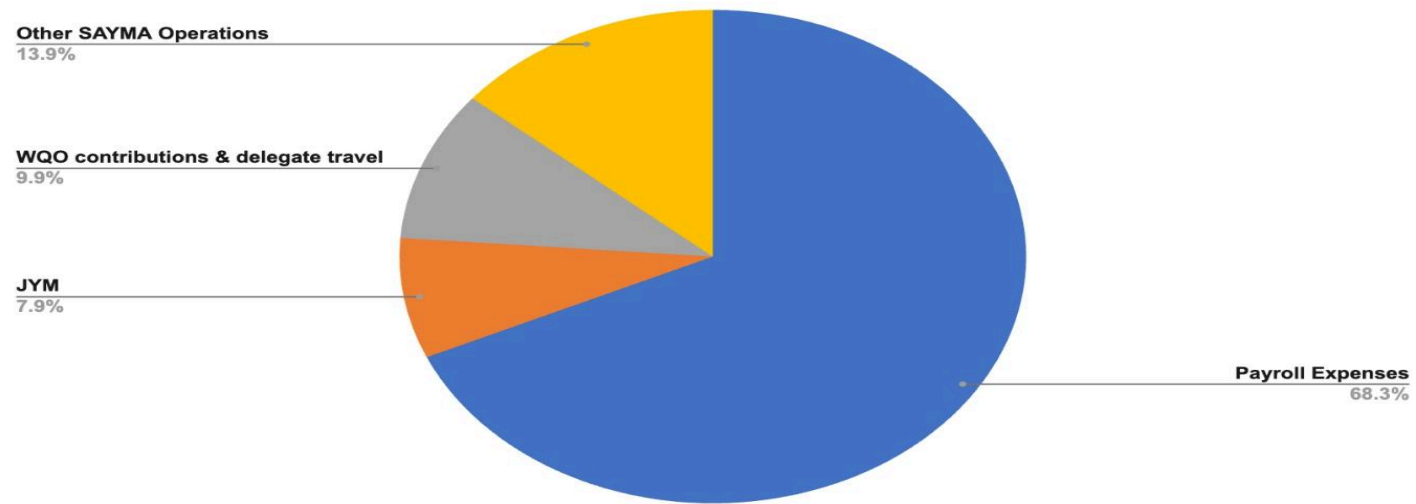
Our work now is to come up with a more balanced budget for FY26. The proposed budget has too high a deficit. The budget as proposed already cuts out our donations to Wider Quaker Organizations (WQOs) except for the two Friends organizations of which we are members, Friends General Conference (FGC) and Friends World Committee for Consultation (FWCC), and it cuts in half our contributions to those two. We include a provision for restoring those WQO contributions to their previous levels if funds allow at the end of the year. The budget does provide for travel reimbursement for SAYMA delegates to the WQOs. It holds the allotments to our set-aside funds until the end of the year pending sufficient funds. These held set-aside allotments include funds for FWCC 3rd World Delegate Expenses and for FWCC SAYMA International Delegate Expenses and other funds as well.

My hope is that individuals and meetings within SAYMA will recognize the need, and continue contributing even more generously to SAYMA General Funds in order to continue the good work of SAYMA.

Daryl Bergquist, SAYMA Treasurer

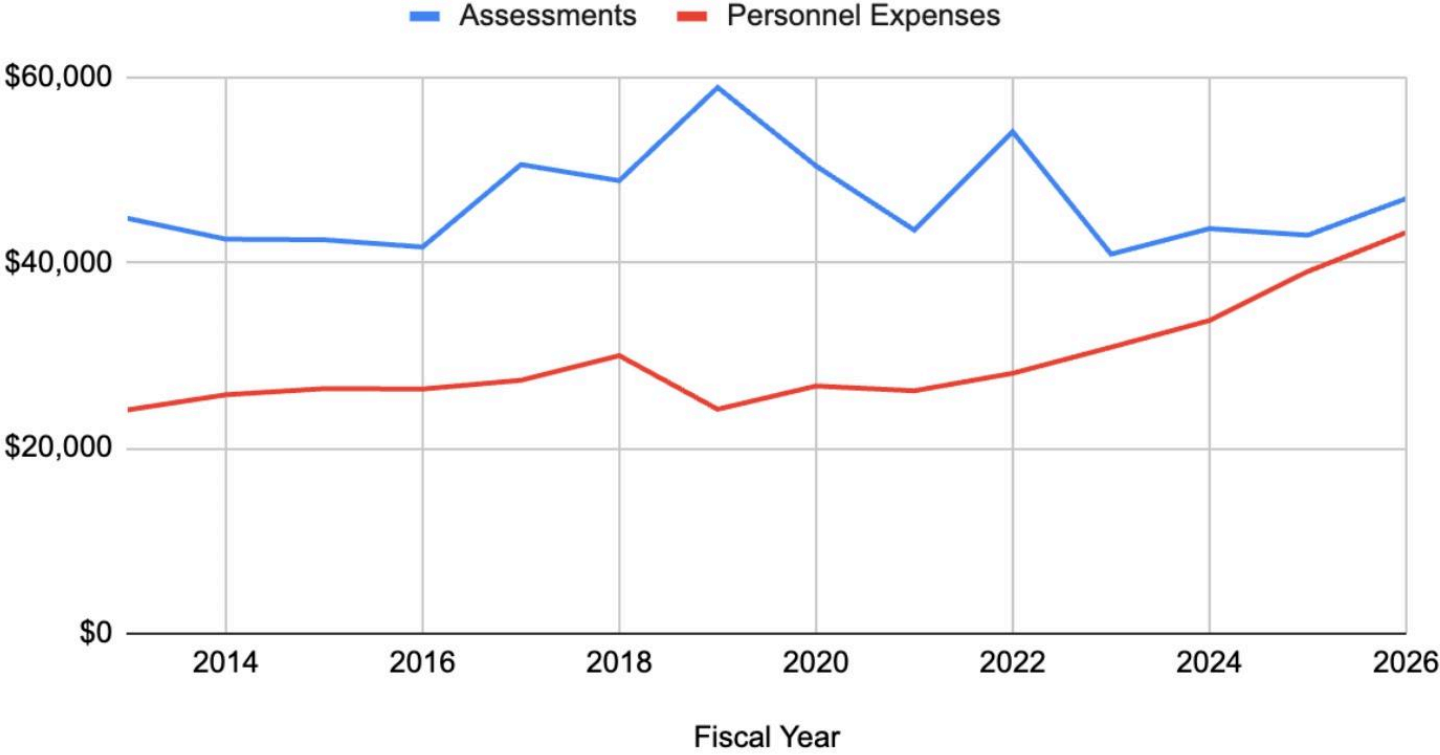
## FY 26 Proposed Budget: General Funds excluding YM Expenses



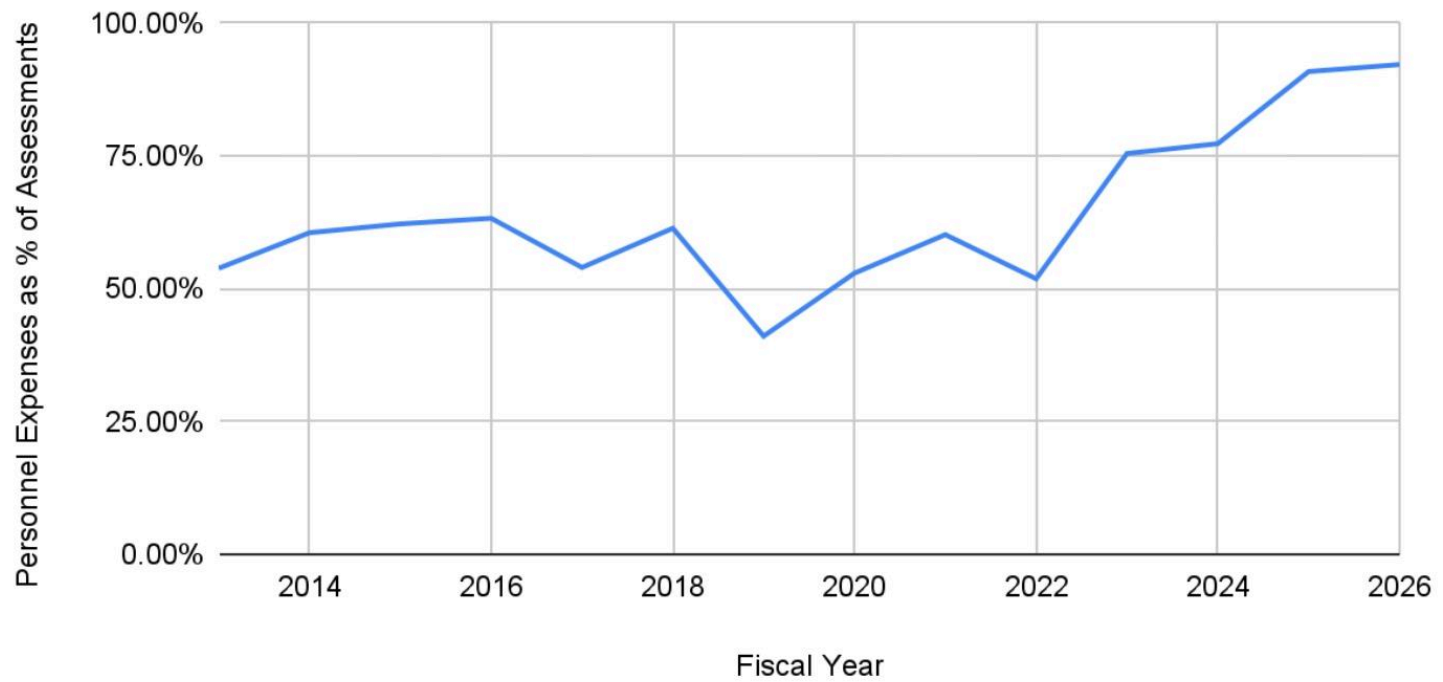




# Assessments and Personnel Expenses



## Personnel Expenses as Percentage of Assessments vs. Fiscal Year



## Attachment D: Finance Committee Clerk's Report

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

### SAYMA Finance Committee Report for Sessions June 14 and June 22, 2025

The Finance Committee is thankful to SAYMA monthly meetings for timely assessments and donations from SAYMA individuals in FY 2025. As the treasurer has noted, we expect to finish the year in the black with a small surplus.

The Racial Conflict Transformation (RCT) program is in its 3<sup>rd</sup> year. Last year we reported that we were reaching out to 4 Yearly Meetings, New York, Baltimore, Philadelphia, and New England, with a request for grants for the RCT program. New York informed us that their funds were only for Meetings under their care. Baltimore and New England asked for more information, however, neither has followed up with a reply. We did not hear from Philadelphia. Donations from individuals and participant registration fees funded the program, which continues into early fall of 2025. The fourth year is in the planning stages.

Saturday, June 14, during the first Meeting for Business for 2025 YM sessions is when the Fiscal Year 2026 budget is presented for the first reading. The proposed 2026 budget and a letter from me were sent in early May to the Monthly Meeting Clerks, Treasurers, and Representatives asking for comments before the end of May. I received no comments or questions. If your Meeting did not receive this information, please share the names, emails and/or phone numbers with the SAYMA Administrative Assistant Rob Collins so that the list is correct.

The second reading will be at SAYMA sessions in Berea, on Sunday June 22. Questions and comments about the proposed budget may be shared at an **open hybrid meeting** with the Finance committee on Saturday, June 21, at lunch, in the side room, Hutchins, which is a large room for people to bring in their lunches for “eating while meeting.”

### Background info

1. For several years, the annual budgets have intentionally been spending down the undesignated funds line which had approximately \$35,000.
2. For FY 2026, we have depleted the Undesignated funds.
3. The FY 2026 budget has a negative balance in Undesignated funds of about \$10,000. We will need to draw those funds from our Reserves.
4. How to manage this deficit budget:
  - a. **Assessments** – the rate for assessments increased for FY 2025. Currently we do not know what each MM will be contributing as only 2/3 of the fiscal year

- has been completed. Consequently, we do not yet have an accurate figure for the total of the 2026 Assessment income – our primary source of budget funds.
- b. **Donations to the General Fund** by individuals and Meetings
  - c. **Decreasing budgeted allotments**
5. **About 90% of the assessments go toward employee salaries.**
  6. **Nearly 50% of the budget supports the future of SAYMA, i.e., the SAYF and Junior Yearly Meeting programs.**
  7. **The General Funds category supports the SAYF program** which includes the annual SAYF allotment, the program coordinator salary, FICA, payroll costs, and volunteer background checks. **SAYMA joyfully supports the SAYFers!**
  8. SAYMA Young Adult Friends are currently supported by funds from a grant from the Kenworthy family.
  9. Travel costs have increased for Wider Quaker Organizations (WQO) representatives. SAYMA needs our representatives to attend WQO meetings and to share information with us about Friends' activities in the world.

The Finance committee welcomes **contributions by check, credit card (through SQUARE), Zelle, and by stock**, in an account with the Quaker-led organization, Friends Fiduciary. We chose Friends Fiduciary because of their strong commitment to “investing with values: rigorously screened investments in unity with Friends beliefs in peace, social justice, and the environment.” (You can read about this company online, [friendsfiduciary.org](https://www.friendsfiduciary.org).) Donation information is on the SAYMA website. **Contact the Treasurer ([saymatreasurer@gmail.com](mailto:saymatreasurer@gmail.com)) if you wish to use Zelle or you have stock to contribute.**

Many thanks to the Finance committee members, the Treasurers, the SAYMA clerk and assistant clerk, for your attention and care for the well-being of SAYMA. **Thanks, also, for our Monthly Meetings, without whom SAYMA would not exist.**

Respectfully submitted,

Karen terHorst Morris, SAYMA clerk (Atlanta Monthly Meeting)

[finance@sayma.org](mailto:finance@sayma.org)

Finance Committee members: Daryl Bergquist (Birmingham), SAYMA Treasurer ex officio; Kendall Ivie (West Knoxville), SAYMA assistant treasurer ex officio; Margaret Farmer, (Asheville), SAYMA assistant clerk, ex officio; Tribal Raine, (Paul Cuffee Worship Group); Stacey Sharer, (Atlanta)

## Attachment E: Proposed Budget

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

A	B	Y	Z	AA	AB	AC	AD
		FY24 Budget 1.1 Approved 6/21/2024	FY24 Actual 9/30/2024	FY25 Budget 1.0 Approved 6/22/2024	FY25 Actual YTD 5/31/2025	FY26 Budget 1.0 proposed 6/14/2025	Notes
1	<b>SAYMA FY 2026 Budget</b>						
2	<b>V1.0 proposed</b>						
3	Income	\$83,842	\$96,530	\$84,655	\$32,623	\$88,600	Totals are in Black
4	Adjustments to Income						Individual Items are in Blue
5	Assessments	\$42,142	\$43,664	\$42,955	\$30,793	\$46,900	
6	Asheville	\$4,050	\$4,125	\$4,050		\$4,050	
7	Athens	\$600	\$600	\$600	\$620.00	\$600	
8	Atlanta	\$14,250	\$14,250	\$14,250	\$14,785.00	\$22,000	
9	Berea	\$2,700	\$3,000	\$2,700	\$1,700.00	\$2,700	
10	Birmingham	\$2,100	\$2,100	\$2,100	\$2,179.25	\$2,100	
12	Celo	\$2,925	\$3,038	\$3,225	\$2,162.50	\$1,100	
13	Charleston						
14	Chattanooga	\$1,960	\$2,269	\$1,960		\$0	
15	Columbia	\$1,800	\$1,800	\$1,800	\$1,530.00	\$1,530	
16	Cookeville	\$500	\$675	\$500	\$680.00	\$500	
17	Crossville		\$0	\$0		\$0	
19	Greenville	\$825	\$825	\$825		\$825	
20	Huntsville	\$1,120	\$1,120	\$1,120	\$560.00	\$1,120	
21	Memphis	\$3,000	\$3,000	\$3,000	\$1,500.00	\$3,000	
22	Nashville	\$3,375	\$3,375	\$3,375	\$2,400.00	\$3,375	
23	Oxford	\$200	\$0	\$0		\$0	
24	Swannanoa Valley						
25	West Knoxville	\$2,737	\$3,488	\$3,450	\$2,676.50	\$4,000	
26	Contributions – General	\$3,000	\$16,029	\$3,000	\$1,145.00	\$3,000	
27	Interest - CD						
28	Interest - Money Mkt	\$600	\$1,323	\$600	\$684.93	\$600	
29	Publication Sales	\$0	\$31	\$0		\$0	
32	YM Income	\$38,100	\$35,482	\$38,100	\$0	\$38,100	
33	YM Adjustments to Income (Kenworthy)	\$4,500	\$5,785	\$4,500		\$4,500	
34	YM Bookstore Inc	1,300	252	1,300		1,300	
35	YM Receipts	31,100	29,179	31,100		31,100	
36	YM Scholarship Contrib	1,200	266	1,200		1,200	
37							
38	Expenses	\$100,977	\$94,151	\$100,424	\$32,470	\$106,204	

A	B	Y	Z	AA	AB	AC	AD
		FY24 Budget 1.1 Approved 6/21/2024	FY24 Actual 9/30/2024	FY25 Budget 1.0 Approved 6/22/2024	FY25 Actual YTD 5/31/2025	FY26 Budget 1.0 proposed 6/14/2025	Notes
1	SAYMA FY 2026 Budget						
2	V1.0 proposed						
39	Adjustments to Expenses						
40	SAYMA Operations	\$49,977	\$44,337	\$49,274	\$32,470	\$57,054	
41	SAYF Operational Transfers	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	
57	Bookkeeping Costs - QuickBooks Online	\$960	\$841	\$960	\$821.70	\$960	
42	Liability Insurance	\$925	\$830	\$925	\$1,351.00	\$1,500	
43	Office Admin	\$3,150	\$1,545	\$3,150	\$249	\$1,950	
44	Banking Fees		\$79		\$79.78	\$100	Square processing fees
45	Office - Duplication	\$50	\$0	\$50	\$0.00	\$50	
46	Office - Guilford Archiving	\$150	\$150	\$150		\$150	
47	Office - Supplies, Equip, Misc	\$50	\$0	\$50	\$100.31	\$50	
48	Office - Officer Exp	\$150	\$0	\$150	\$0.00	\$150	
49	Office - Electronic Services	\$1,500	\$430	\$1,500	\$39.90	\$200	
50	Office - Postage	\$50	\$4	\$50		\$50	
51	Office - Volunteer Bkgrd Chks	\$400	\$251	\$400	\$28.98	\$400	
52	Travel - Office Staff	\$800	\$631	\$800		\$800	
53	Payroll Expenses	\$36,242	\$33,755	\$39,039	\$25,870	\$43,244	
54	Payroll Costs		\$1,475		\$2,751.50		Friends Journal ads \$1,250 pd FY25 for previous years
55	Salaries Exp		\$30,978		\$21,475.44		
56	Tax Payments		\$1,302		\$1,642.86		
58	Publications Expenses	\$500	\$0	\$500	\$0	\$800	
59	Pub Exp - Directory						
60	Pub Exp - Faith & Practice	\$0	\$0	\$0	\$0	\$0	
61	Pub Exp - Newsletter						
62	Pub Exp - Web & Hosting Srvc	\$500	\$0	\$500	\$0	\$800	
63	SAYMA Committees	\$4,200	\$3,650	\$700	\$320	\$2,100	
64	Cmte Exp – Contingency Pool	\$300	\$0	\$300	\$159.90	\$300	
65	Cmte Exp - Faith & Practice Rvsn	\$0	\$0	\$0	\$0.00	\$0	
66	Cmte Exp - Finance	\$0	\$0	\$0	\$0.00	\$1,000	financial relview
67	Cmte Exp - Ministry & Nurture	\$200	\$0	\$200	\$0.00	\$200	
68	Cmte Exp - Nominating	\$0	\$0	\$0	\$0.00	\$0	
69	Cmte Exp - Outreach	\$0	\$0	\$0	\$0.00	\$0	



A	B	Y	Z	AA	AB	AC	AD
		FY24 Budget 1.1 Approved 6/21/2024	FY24 Actual 9/30/2024	FY25 Budget 1.0 Approved 6/22/2024	FY25 Actual YTD 5/31/2025	FY26 Budget 1.0 proposed 6/14/2025	Notes
1	<b>SAYMA FY 2026 Budget</b>						
2	<b>V1.0 proposed</b>						
70	Cmte Exp - Peace & Social Concerns	\$0	\$0	\$0	\$0.00	\$0	
71	Cmte Exp - SAYMA Earth Justice						
72	Cmte Exp - Uplifting Racial Justice	\$0	\$0	\$0	\$0.00	\$200	
73	Cmte Exp - WQO Allotments						
74	Cmte Exp - Operational Handbook	\$0	\$0	\$0	\$0.00	\$0	
75	Cmte Exp - JYM Support						
76	Cmte Exp - Personnel						
77	Cmte Exp - SAYF Support						
78	Cmte Exp - SAYF Steering						
79	Ad Hoc Exp - URJ Support						
80	Cmte Exp - Yearly Meeting Planning	\$200	\$150	\$200	\$159.90	\$200	
81	Ad Hoc Exp - Racial Conflict Training	\$3,500	\$3,500			\$200	Donations should cover FY25
82	Travel Reimbursements	\$2,500	\$2,217	\$2,500	\$2,358	\$5,000	
83	Travel - Rep Meetings	\$0	\$0	\$0	\$0	\$0	
84	Travel - WQO Delegates	\$2,500	\$2,217	\$2,500	\$2,358.45	\$5,000	
85	Set-aside Fund Annual Allotments	\$5,150	\$5,150	\$4,800	\$0	\$4,800	
86	Boone MM In Trust						
87	FWCC 3rd World Delg Annl Exp	\$750	\$750	\$400		\$400	Hold until Near EOY
88	FWCC Conference Annl Exp	\$400	\$400	\$400		\$400	Hold until Near EOY
89	Released Friend Annl Exp	\$2,000	\$2,000	\$2,000		\$2,000	Hold until Near EOY
90	Spiritual Development Annl Exp	\$500	\$500	\$500		\$500	Hold until Near EOY
91	Uplifting Racial Justice Annl Exp	\$1,500	\$1,500	\$1,500		\$1,500	Hold until Near EOY
92	YAF Scholarships Annl Exp						
93	Youth Enrichment Fund Annl Exp						
94	Yearly Meeting Gathering	\$38,100	\$34,150	\$38,100	\$0	\$38,100	JYM no longer sums here
95	Facilities & Services Exp	\$35,800	\$32,967	\$35,800	\$0	\$35,800	
96	YM Accommodations & Meals	\$34,200	\$26,524	\$34,200		\$34,200	
97	Financial Services Fees (Eventbrite)	\$0	\$2,133	\$0		\$0	
98	YM Honoraria and Speaker Travel	\$500	\$700	\$500		\$500	
99	YM Services	\$700	\$3,610	\$700		\$700	
100	YM Supplies	\$400		\$400		\$400	
101	YM Bookstore Exp	\$1,300	\$396	\$1,300		\$1,300	

A	B	Y	Z	AA	AB	AC	AD
		FY24 Budget 1.1 Approved 6/21/2024	FY24 Actual 9/30/2024	FY25 Budget 1.0 Approved 6/22/2024	FY25 Actual YTD 5/31/2025	FY26 Budget 1.0 proposed 6/14/2025	Notes
1	SAYMA FY 2026 Budget						
2	V1.0 proposed						
102	YM Print Post Phone & Misc	\$1,000	\$788	\$1,000		\$1,000	
103	Junior Yearly Meeting Exp	\$6,500	\$5,013	\$7,000	\$0	\$5,000	
104	JYM Asst Coordinator(s)		\$2,700				
105	JYM Coordinator(s)		\$1,980				
106	JYM Supplies, Sitters, Misc		\$333				
107	Quaker Membership Orgs Annual Contribns	\$1,250	\$2,500	\$1,250	\$0	\$1,250	
108	WQO - FGC	\$625	\$1,250	\$625		\$625	Restore if funds are available
109	WQO - FWCC - Direct Contrbn	\$625	\$1,250	\$625		\$625	Restore if funds are available
110	WQO - FWCC - Capital Campaign	\$0	\$0	\$0	\$0	\$0	Restore if funds are available
111	Other WQO Annual Contribns	\$0	\$3,000	\$0		\$0	Restore if funds are available
124	Net(Surplus/Deficit) before Reserve Change:	-\$17,134	\$2,379	-\$15,769	\$153	-\$17,604	
125	Yearly Gathering Net:	\$0	\$1,332	\$0	\$0	\$0	
126							
127	Reserve Change:	\$0	\$0	\$0	\$0	\$0	
128	Net(Surplus/Deficit) with Reserve Change	-\$17,134	\$2,379	-\$15,769	\$153	-\$17,604	
131							
132	Reserve	\$22,208	\$22,208	\$22,208	\$22,208	\$22,208	
133	Undesignated Funds	\$1,883	\$19,332	\$3,563	\$19,486	-\$14,041	AC133 Based on AA133
135	AB135 projected EOY Undesignated fund				\$7,000	-\$10,604	AC135 Based on AB135
137	File: FY26 Budget - V1.0 proposed						



## Attachment F: Nominating Committee Report

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

Open Positions 6/14/2025

Colors: None: no change  
 Colors: New Continuing Open Discerning  
 Colors: Term ends Mtg Appointee

	First Name	Last Name	Position	Current Ter	Position Term
<b>OFFICERS AND INDIVIDUAL POSITIONS</b>	Officers and Individual Positions		Assist Clerk		1-2-1
			Recording Clerk		2
			Asst Treasurer		1-2-1
	Finance Committee		Clerk	2025-2027	2
			member	2022-2024	2
	WQO Allocations		member		2
			member		2
	SAYF Support		Clerk		2
			member		2
	JYM Support		member		2
<b>STANDING COMMITTEES</b>	Yearly Meeting Planning Committee		Co-registrar		2
			SAYF Rep		2
			member		2
	Web Manager Support		member		2
					2
					2
	Digital Services Committee				2
					2
					2
					2
					2
					2
	Peace and Social Concerns		Clerk		2
			member		2
			member		2
			member		2
			member		2
			member		2
	Earth Justice		Clerk	2022-2024	2
			member	2022-2024	2
			member		2
	Outreach		member		2
			member		2
			YAF member		2
	Southern Appalachian Friend		editor		2
					2
					2
	Operational Handbook		Clerk	2022-2024	2
			member	2022-2024	2

			3
	AFSC Corp		
			3
	FCNL	2022-2025	3
			3
	FGC	2023-2026	3
			3
Representatives to Wider Quaker Organizations	FLGBTQC	2022-2025	3
			3
	FWCC	2022-2025	3
	Friends Peace Teams	2021-2024	3
	Q Earth		3
	Witness		3
	Quaker House		3
			3
	RSWR		3

Positions to be Approved 6/14/2025

Colors:		New	Continuing	Open	Discerning		
			Term ends	Mtg Appointee			
OFFICERS AND INDIVIDUAL POSITIONS	Officers and Individual Positions	First Name	Last Name	Position	Current Term	Meeting	Position Term
		Robert	Collins	Archivist	2025-2027	Birmingham	2
	Ministry and Nurture	Blake	Burr	member	2025-2027	Memphis	2
		Margaret	Farmer	member	2025-2027	Asheville	2
	Finance Committee	Kendall	Ivie	member	2025-2027	West Knoxville	2
		Karen	Morris	member	2025-2026	Atlanta	2
		Tribal	Raine	member	2025-2027	Paul Cuffee W	2
	WQO Allocations	Charlie	Wilton	Clerk	2025-2027	Berea	2
		Geeta	McGahey	member	2025-2027	Celo	2
	STANDING COMMITTEES	Personnel Committee	Melissa	Preast	member	2025-2027	West Knoxville
Jennifer			Killen	Supervisor	SAYF PC	Durham	
SAYF Steering		Jennifer	Killen	Clerk	2025-2027	Durham	2
		Beth	Meyers	member	2025-2027	Lexington	2
		J ulia	Hudson	member	2025-2027	Celo	2
		Asa	Kramer-Dickie	member	2025-2026	Atlanta	2
		Stoph	Hallward	member	2025-2027	Atlanta	2
		Emma	Yockey	member	2025-2027	Nashville	2
		Danielle	Capillo	member	2025-2027	Berea	2
SAYF Support		Jennifer	Dickie	member	2025-2027	Atlanta	2
		Lee Ann	Swarm	member	2025-2027	West Knoxville	2
							2
JYM Support		Rose	Black	member	2025-2027	Cookeville	2
Yearly Meeting Planning Committee		Lee Ann	Swarm	Adult Program	2025-2027	W. Knoxville	2
		Braden	Mills	Co-registrar	2025-2027	Berea	2
		Judy	Geary	Bookstore	2025-2027	Boone	2
		Kim	Saderholm	On-Site Coordi	2025-2027	Berea	2
		Judy	Geary	Layout Editor	2025-2027	Boone	2
		Kendall	Ivie	FC Rep	FC Rep	West Knoxville	
Web Manager Support Committee		Annie	Black	member	2025-2027	Cookeville	2
		Susan	Phelan	member	2025-2027	Huntsville	2

Representatives to Wider Quaker Organizations	FCNL	Jane	Hiles	2025-2028	Birmingham	3
						3
	FWCC					3
		Alison	Mawle	2025-2028	Atlanta	3
		Star	Smith	2025-2028	Paul Cuffee W	3
Colors:		None: no char	New	Continuing	Open	

To be presented at a later session...

**54-x Acceptance of Committee Reports ([Attachment H: Junior Yearly Meeting Support Committee Report](#); [Attachment I: Southern Appalachian Young Friends Steering Committee Report](#); [Attachment J: Ministry & Nurture Committee Report](#); [Attachment K: Racial Conflict Transformation Team Report](#); [Attachment L: SAYMA Uplifting Racial Justice Committee Report](#))**

The Clerk noted that the following reports had been submitted and asked that they be accepted into the minutes.

- JYM (Junior Yearly Meeting) Support Committee Report
- SAYF (Southern Appalachian Young Friends) Steering Committee Report
- Ministry and Nurture Committee Report
- Racial Conflict Transformation Team Report
- SAYMA URJ (Uplifting Racial Justice) Committee Report

All accepted reports will be available for review on the SAYMA web site and at the registration area for the June 20-23 annual sessions. **The reports were accepted.**

Time remained for brief comments from several committees.

Lissa Place (Atlanta), clerk of Ministry & Nurture, shared....

On behalf of the Racial Conflict Transformation Team....

Star Smith (Paul Cuffee), clerk of SAYMA URJ, shared....

**These minutes were read in the face of the meeting and were approved.** Following a brief break, Session I continued.

**54-x Acceptance of Wider Quaker Organization (WQO) Reports ([Attachment M: Friends Peace Teams Report](#); [Attachment N: Quaker House Report](#); [Attachment O: Friends Committee on National Legislation - SAYMA Representative Report](#); [Attachment P: Friends General Conference - SAYMA Representative Report](#); [Attachment Q: American Friends Service Committee - SAYMA Representative Report](#); [Attachment R: Friends World Committee on Consultation - SAYMA Representative Report](#))**

The Clerk noted that the following reports on Wider Quaker Organizations (WQOs) had been submitted and asked that they be accepted into the minutes.

- Friends Peace Teams Report (an invited guest at YM 2025)
- Quaker House Report (an invited guest at YM 2025)
- FCNL (Friends Committee on National Legislation) - SAYMA Representative Report (an invited guest at YM 2025)
- FGC (Friends General Conference) - SAYMA Representative Report
- AFSC (American Friends Service Committee) - SAYMA Representative Report
- FWCC (Friends World Committee on Consultation) - SAYMA Representative Report

All accepted reports will be available for review on the SAYMA web site and at the registration area for the June 20-23 annual sessions. **The reports were accepted.**

Time remained for brief comments.

Margaret Farmer (Asheville), representative to FGC, shared....

**These minutes were read in the face of the meeting and were approved.**

#### **54-x Clerk's Items**

The Clerk brought Friends' attention to several matters.

As reported at Representative Meeting 154 in May 2025, the ad-hoc Faith and Practice Committee has been temporarily suspended. The committee welcomes additional nominees or volunteers led to help the committee resume its work.

Additionally, Boone Monthly Meeting has indicated an intent to restart. SAYMA, at its Yearly Meeting sessions in 2018, minuted the laying down of Boone Monthly Meeting (Minute 48-21 in the minutes available [online](#) on the SAYMA web site):

At the request of the only remaining member of Boone Monthly Meeting of the Religious Society of Friends (Quakers), the Southern Appalachian Yearly Meeting and Association (SAYMA) hereby discontinues the meeting and instructs the treasurer to take possession of the records, physical property and investments belonging to the meeting, except when otherwise determined by deed or other legal obligation.

As approved in May 2019 at Representative Meeting 142, SAYMA has held funds for the meeting in order to protect those funds from being taken by the state. Below is the approved minute (142-07-01) from RM 142 (available [online](#) on the SAYMA web site):

Boone Friends Meeting having been laid down according to SAYMA minute 48-21, and Boone Friends Meeting's funds of \$2,677.08 having been recovered on SAYMA's behalf as directed in that same minute, the finance committee recommends that these funds be put into a Boone Set-aside Fund until March 16, 2024. If at that date there is a Worship Group in the Boone area under the care of a SAYMA Monthly Meeting, the Boone Set-aside Fund will be extended to allow time for the possible development of a Monthly Meeting associated with SAYMA. If there is no Worship Group in the Boone area under the care of a SAYMA Monthly Meeting as of March 16, 2024, the treasurer will close the Boone Set-aside Fund and return the money to the SAYMA General Fund.

If the Boone Set-aside Fund still exists and a new Preparative Meeting associated with SAYMA is established in the Boone area before March 16, 2029, the clerk of SAYMA Ministry and Nurture is authorized to direct the disbursement of the funds to the new Preparative Meeting in the Boone area. If no Preparative Meeting associated with SAYMA is established in the Boone area before March 16, 2029, the SAYMA treasurer will close the Boone Set-aside Fund and return the money to the SAYMA General Fund.

## **Attachment H: Junior Yearly Meeting Support Committee Report**

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

### **Junior Yearly Meeting (JYM) Support Committee Report to SAYMA**

**Submitted by Laura Lane, clerk**

**June 2025**

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Due to anticipated lower numbers, we again offered a combined JYM and Playcare program for ages 2-12. We also offered babysitting for children under 2 years of age.

Children's attendance was down a bit this year. There are 10 children registered, ages 2-11. They represented 6 different monthly meetings or worship groups and included a couple first time attendees. Most of the children attending have been with SAYMA since the time they were toddlers, and it has been a joy to see their friendships grow and deepen over the years.

Our staff this year includes program coordinator Laura MacNorlin (Atlanta) with assistants Connor McMahon (Atlanta), Hugh Thomforde (Cookeville), and J Thomas (Atlanta). We are grateful that three of our four staff are returning from previous years and already have relationships with most of the children. We are also supported by the JYM committee and volunteers and families from the broader SAYMA community.

The JYM support committee continued meeting through zoom this year, meeting monthly through the winter and spring.

We had hoped to continue our momentum with the JYM family retreats. Our fall retreat was to be held in Asheville and had to be cancelled due to the impacts of Hurricane Helene. In the spring, the Atlanta meeting was already hosting the QREC (Quaker Religious Education Collaborative) annual conference. We invited our SAYMA families to attend that conference, but did not have a separate family retreat. We hope to rekindle these retreats next year, as we believe these retreats will continue strengthening connections between children and parents and grow our JYM community in SAYMA. We are hearing from many meetings that they are finally beginning to have families and young children return, post COVID. We hope to continue our outreach to these new attenders to pull them into our larger SAYMA family community.

We continue to believe that childcare at SAYMA creates opportunities that nurture the spiritual life of children and adults that will encourage families and other Friends to continue to attend as their children grow.

Laura Lane (Asheville), clerk

Alexis Hamnett (from Nashville, continues to be involved with our committee on her own)

Rose Black (Cookeville)

Laura MacNorlin (attending as JYM coordinator)



## **Attachment I: Southern Appalachian Young Friends Steering Committee Report**

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

### **SAYF Steering Committee Report Yearly Meeting 2025**

SAYF has had a wonderful year, continuing to rebuild and deepen in connection, despite some unique challenges this year. SAYMA at Berea last year was an excellent start, with an opportunity for SAYFers to share their lived experience with the wider community during the plenary session. Several SAYFers presented on how they build community, even when there are disagreements and varied perspectives. We heard from many members of the community that it was an inspiring point of connection. As a part of SAYMA we work to minimize costs as much as possible, so we are pleased that as our numbers have grown and with careful stewardship we have been able to cover the basic retreat costs of groceries and activities with registration fees. This year we have directed funds and planning time to make sure that young friends from Western North Carolina have been able to participate as they are able, despite the devastation that Hurricane Helene brought to that region in late September. We had to adjust the retreat locations for the fall and had volunteer drivers from other areas assist in getting youth to the retreats. We were so glad that we could return to Celo for our March retreat, a milestone in the recovery efforts. We had our first retreat in several years at Nashville this spring, and the local FAN and nurturers did a stellar job.

I am also particularly pleased that in addition to growth in our young friends, we have grown our base of adult volunteers. It is an enormous amount of work to drive youth from multiple states to meet at a location, bring enough food for 20-30 people, and (in collaboration with the youth) cooking, cleaning and keeping everyone with the same number of fingers and toes as when they arrived. Beyond the logistics, the Steering committee and our program coordinator Autumn Woodward do faithful work in supporting the growth and development of the youth nurturers and considering how to shepherd SAYF so it can continue to be a beacon for youth for decades to come.

Inspiring is a word that frequently comes up for the adult volunteers that have the privilege to be with these young friends during their retreats. As clerk of Steering Committee for the last three years, and as a Steering Committee member and FAN for many years prior, I have borne witness to the transformation that occurs as young friends practice over and over again what it means to be a community – to explicitly work to include those who may feel excluded, to encourage each member to self-advocate for their own needs while also caring for the needs of others, to do the work of cooking, cleaning, and setting a schedule, to find time to play, time to serve others and time to worship in silence. I can also speak as a parent whose now young adult child spent many of her formative years in SAYF and continues to speak of the impact it had on her

as she steps into other communities. I know I speak for all of us – youth, parents, volunteers, when I say we are so grateful for the support of SAYMA – financial and otherwise. It has been a truly life-shaping event to be clerk of the SAYF Steering committee, and I am beyond grateful to be passing the torch to the able hands of Jennifer Killen, the upcoming clerk who I am positive will bring new energy to the role.

Peace,

Christopher de Beer

Clerk, SAYF Steering Committee

## Attachment J: Ministry and Nurture Committee Report

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

### Ministry and Nurture Report to Annual Sessions 2025

Ministry and Nurture had a full year working hard to live into the Spirit. We started with an in-person retreat where we worked to support SAYMA by studying *The Little Book of Conflict Transformation* by John Paul Lederach. This book helped guide our discussions about how to support SAYMA and Monthly Meetings as we practice conflict transformation. We discussed strategies to support the clerk in business meeting, as well as how to provide space for Ministry and Nurture to become a place where Friends are able to bring conflict and work it out together. We allowed space for our committee to heal together from past harms. We felt closer after the retreat.

Ministry and Nurture has tried to re-establish face-to-face connections among Friends and Meetings after a period of diminished intervisitation due to the pandemic. We have attempted to respond in this way to the needs of Meetings that have said they were struggling with their relationship with SAYMA. We visited two of these Monthly Meetings and listened to their concerns. As a group, we would like to visit Meetings in SAYMA more regularly, particularly at this time when Meetings are feeling tension with SAYMA. It is our hope that this will help Meetings to a more open understanding of what is happening in SAYMA now. We remain committed to hearing all voices and helping Friends gain clarity about their relationship to SAYMA. We are aware of the different dynamics of in-person and virtual gatherings, and encourage Friends to engage in more frequent intervisitations between yearly sessions.

During the virtual Spring Representative Meeting, three Friends from Ministry and Nurture were present at the Clerk's table holding the meeting in the Light and providing support in any way that was needed. The Clerk indicated that this presence was helpful, particularly when challenges arose.

As always, Ministry and Nurture managed the Released Friends Fund and the Spiritual Development Fund. We had less money to distribute than in the past and hope that this will be remedied in the future.

All in all, our committee worked this year to get our act together. We maintained a spirit of growing together and being willing to share differing views with each other, while being open to criticism. We met regularly with good attendance all year. We look forward to continued spiritual growth, and representation from every Monthly Meeting in the coming year.

Lissa Place, Clerk

June 2025

## **Attachment K: Racial Conflict Transformation Team Report**

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

### **Racial Conflict Transformation Team Report, SAYMA Sessions & Retreat 2025**

Identify Quaker resources available to aid us in this work.

iii. To implement the process as needed to address racial conflict.

The committee consists of:

- i. Interested SAYMA Friends of Color
- ii. SAYMA Presiding clerk(s)
- iii. Clerks or representatives from M&N Committee, Yearly Meeting Planning Committee, the Racial Justice Working Group, and the Finance Committee and/or SAYMA Treasurer
- iv. Additional members may be added as needed for the work.

The committee meets monthly, calling additional meetings as necessary.

One of the RCT's primary goals is working to decenter racial conflicts from being about individuals and personalities to focus on the systemic nature of racism among Friends as the source of our racial problem, thereby laying the path to resolutions. We have come to see that racial conflict largely derives from white Friends struggling with their internalized racism, and not from Friends of Color who point out the racism they experience among us. Our work as white Friends on the committee is to analyze the racial power dynamics we see in racial conflict, and to work with white Friends who may have gaps in their understanding of what racism is and how it functions within our society. We hope that doing so will avoid the problem of placing the burden of said cultural incompetence onto Friends of Color and causing further harm and/or Injustice. We believe this struggle is SAYMA's spiritual opportunity to grow into being a truly anti-racist, multicultural community that Quaker Testimonies would have us be.

This involves:

- Responding to racial issues when they arise.
- Providing anti-racist analysis, perspective, and support to all concerned parties, and working to build pathways for mutual understanding and growth.
- Generating opportunities for Friends to engage with racial conflict as an opportunity for growth, rather than seeing it as an intractable state.
- Offering strategies and practices to address racial conflict, such as restorative justice circles, to Monthly Meetings.

The Racial Conflict Transformation Team has been reaching out to those who have lingering concerns since last year's Yearly Meeting offering transformation or restorative practices. We are also working to address racial conflict within our YM by assisting the Yearly Meeting Planning Committee to hold spaces for racial "healing" at annual sessions. We are sponsoring this year's plenary, "Twenty Years of Racial Justice Ministry Among Friends: Star's Story," during which Star Smith, clerk of SAYMA Uplifting Racial Justice (URJ), will share her experience and

insights as a Friend of Color led to engage in racial justice ministry that challenges white Friends on their racism and racism denial. This program will include affinity group work for white Friends and Friends of Color to explore their reactions to Star's story. Hopefully, hearing and reflecting upon Star's story will enable us to move forward, rather than remaining stuck in painful moments of the past. The program also includes opportunities for Friends to engage in a restorative community-building activity together designed to move us beyond our racial fears and anger, toward a healthy racial conflict transformation process. We are hoping to have a community building circle in the next few months to continue this process throughout the year.

SAYMA's Racial Conflict Transformation Team (RCTT) is committed to seeing SAYMA through its racial conflicts, which, in our view, has been allowed to fester for too many years without resolution. We are committed to exploring strategies to nurture racial justice among Friends in an ethical and compassionate manner.

Racial Conflict Transformation Team

Lissa Place, Clerk

June 2025

## Attachment L: SAYMA Uplifting Racial Justice Committee Report

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

### SAYMA.URJ Report. June 2025

Uplifting Racial Justice (URJ) is a standing committee of the Southern Appalachian Yearly Meeting and Association (SAYMA), comprised entirely of Friends of color.

#### Who We Are

Mission: ***SAYMA Uplifting Racial Justice (URJ)*** provides space for Friends of color to bring issues and concerns regarding racism and to find support and advocacy. The committee also works to raise awareness about white supremacy/racism among Friends by compiling and disseminating educational resources.

#### How URJ Fulfills its Mission:

**URJ established the Paul Cuffee Worship Group (PGWG)** for people of color who wish to worship in the manner of Friends in fellowship with other Friends of color. The PCWG meets virtually for worship twice a month, on New Moons and Full Moons. Friends of color who wish to join us in worship can contact us at [urj@sayma.org](mailto:urj@sayma.org) to request a schedule.

**The Interactive Racial Justice Resource List at sayma.org** was created in collaboration with the SAYMA Racial Justice Working Group. Find the full interactive list on the SAYMA website at [www.sayma.org](http://www.sayma.org), under Committees/Racial Justice. (URJ feels that the resource list is not easy to find on the SAYMA website; therefore, URJ requests that it be made accessible from the front page.)

**Racial Conflict Transformation Program: Understanding Racism/White Supremacy: What it IS, How it WORKS, and What Friends Can DO About it.** This program is a unique opportunity to engage in meaningful conversations and transformative experiences aimed at expanding our capacity to hold space for uncomfortable conversations about race and racism in Quaker circles and what it takes to resolve racial conflicts between Friends.

#### Program Details:

3-Module Systemic Racial Analysis Training Series: thoughtfully curated and led by the SAYMA Racial Conflict Transformation team, and monthly facilitated worship/study Affinity groups.

Module #1 What IS Racism/White Supremacy/Racism and How it Works?

Module #2 How to Do Your Own Anti-Racism Audit

Module #3 Where Quaker Social Change Theory Meets Anti-Racist Praxis

The systemic racial analysis training sessions provide invaluable insights and practical tools for identifying, analyzing, and addressing racial conflict in Quaker spaces, toward understanding and dismantling systemic racism as part of the process of becoming an anti-racist faith community, competent to welcome diverse peoples of color and families.

We have already observed dynamic outcomes from this program, which was developed by Quakers for Quakers. Though we are still laboring through SAYMA's racial conflict, we are witnessing a loving and growing power of embodied anti-racist praxis in our meetings as a result of this racial conflict transformation program.

**The Racial Justice Fund:** Offers mutual aid for Friends of color experiencing racism—ALL people of color experience racism.

In past years, URJ has been fortunate to provide mutual aid to Friends of color in need. We paid rent during the pandemic, helped several Friends repair vehicles, and covered moving and travel expenses. We have given aid to start-up businesses, emergency operating funds to a FOC-led non-profit, and contributed to bail funds for a young Friend in need of legal support. We are proud of our record.

URJ started with a healthy budget of over \$20,000 in 2018. Yet after five (5) plus years of organized opposition from a few Friends in positions of authority standing in the way of URJ funding, URJ has less than \$2,000 left to fulfill its mission to provide mutual aid support and advocacy for Friends of color experiencing racism.

Point of Information:

In a rogue white supremacist colonial settler state, founded on crimes against humanity such as genocide, slavery, rape and theft, maintained by ongoing and relentless racially motivated violence, ALL BIPOC experience racism 24/7/365. In other words, all day, every day, and every hour, there is an individual, a family, or community adversely impacted by settler colonial white supremacy. And now there are actual Nazis in control of our government.

Therefore, SAYMA Uplifting Racial Justice (URJ) asks Friends—individuals and meetings—to contribute according to your capacity as generously as you can to URJ's Racial Justice Fund. Thereby fulfilling your commitment to our Quaker testimonies of Integrity, Equality, and Community. We aim to raise \$20,000 in mutual aid funds for Friends of Color this year.

## **Why?**

We are living in unprecedented times—even for white people. As the old saying goes, “When the rest of America catches a cold, Black folks end up with pneumonia.”

White supremacists in power are deliberately violating the Constitution, the Bill of

Rights, and the civil and economic rights of Black and Indigenous Americans. Ever since what Bishop William Barber calls “that twice impeached criminally convicted felon-in-chief” was inaugurated, racism, xenophobia, exploitation, and corporate greed have run amok amid “epidemic poverty in the wealthiest country in the world”. Corporate greed has gone unchecked, exacerbating already extreme inequality, as “our political leaders abdicate their moral and civic responsibilities.”

**DATA:** Supplied by Bishop William Barber (Not for the faint of heart.)

Poverty is the 4<sup>th</sup> largest cause of death in America. 800 people die every day from poverty. Out of 140 million poor and low-income people, 60% are Black (26 million), and 30% are white (66 million).

Meanwhile, according to Musk, all jobs will be replaced by computers and smart machines by 2035, while cutting the nation’s social safety net. Social Security, Medicare, Medicaid, SNAP, and HUD are being cut, in the name of waste and abuse, to give tax breaks to billionaires and even more money to the military-industrial complex. 3.9 million families receive eviction notices in a typical year, and now those numbers will only go up.

68 million people receive Social Security and Medicare benefits. As of 2021, 42% of Americans aged 56 -64 have zero retirement savings, and BIPOC have always had lower median incomes in their retirement years than white Americans.

72 million people are enrolled in Medicaid as of October 2024. 7 million are enrolled in CHIP (Children’s health Insurance program). 60% of nursing homes depend on Medicaid. (36 million people are impacted).

Food Assistance: 230 billion in cuts. In 2024, SNAP and WIC served 41 million people: 1 in 5 children, 37% white, 26% Black, 16% Latino, 3% Asian, and 2% Native American.

Head Start: serves 650 thousand children.

Assaults on Diversity, Equity, and Inclusion (DEI) is a blatant attack on federal workers in the name of eliminating waste and abuse, intentionally targeting the Black Middle class: 1 in 5 federal employees are African American. Qualified and often overqualified BIPOC are being fired or forced to resign and replaced by unqualified white supremacists.

Violations of First Amendment rights to freedom of speech and peaceful assembly, attacks on the Voting Rights Act, due process, and 14<sup>th</sup> Amendment birthright citizenship are blatant assaults on the Black, Latino, and Native American communities.

Each day brings more alarming news for everyone, especially Friends of Color, who tend to be predominantly Black and middle class. This is just not a good time for



feel-good performative allyship. IF you care to be in right relationship with our most impacted community members, now is the time for comfortably middle-class white people to put your money where you say your values are.

“In the end, we will remember not the words of our enemies, but the silence of our Friends.” --Martin Luther King, Jr.

**How YOU Can Help:** Speak out, speak up. Demand more from your elected officials: Call this # 202.224.3120, and give them a piece of your mind, regularly.

Use your economic power: Boycott organizations, institutions, and corporations with no working Diversity, Equity, and Inclusion policies in place. Boycott Walmart, Target, Amazon, and Starbucks. (NO DEI =NO BUY!) DO support small local BIPOC owned businesses, buy second-hand, reuse, recycle, repurpose, instead.

Generously support the SAYMA Uplifting Racial Justice Fund.

### **Ways to Support URJ**

Remember, SAYMA Uplifting Racial Justice (URJ) provides support and advocacy for Friends of Color experiencing racism--ALL Friends of color are experiencing racism. To that end, URJ established an Uplifting Racial Justice Fund in 2019. It is a donor-restricted, tax-exempt fund. Donors may specify the purpose of donor-restricted contributions to the URJ Racial Justice Fund in one of three ways:

1. Memo line of check
2. Note or letter accompanying check
3. SAYMA Square Contribution: [Link](#)

*For finance questions about URJ, please email [treasurer@sayma.org](mailto:treasurer@sayma.org).*

For questions about URJ's operations, contact the URJ clerk at [urj@sayma.org](mailto:urj@sayma.org).

In Friendship,

Star Smith, clerk of URJ

Approved by URJ on March 11, 2025

## Attachment M: Friends Peace Teams Report

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

### Friends Peace Teams Report to SAYMA 2025

At Friends Peace Teams (FPT), we work "grassroots to grassroots, person to person" with communities affected by violence, oppression, and trauma. We believe that there is good in every person. When we connect through that goodness, healing and transformation become possible—even in the hardest circumstances.

Our justice and peace work grows out of long-term relationships grounded in friendship, respect, and mutual learning. We accompany people as they recover from harm and take courageous steps toward justice and peace in their own communities. We don't arrive with answers. We listen, we learn, and we stay present for the long haul.

We are grateful that Southern Appalachian Yearly Meeting and Association (SAYMA) is focusing on FPT this year. Your care, attention, and solidarity strengthen our work in powerful ways.

To see a broad and detailed view of FPT's global justice and peace work, please read our most recent [Epistle](#) at the boom of this report. It reflects spiritual grounding and shared discernment from all five of our regions:

- African Great Lakes Initiative (AGLI)
- Asia West Pacific (AWP)
- Europe Middle East (EME)
- North American (NAmerica)
- Peacebuilding en Las Américas (PLA)

In the U.S., FPT continues to support vibrant justice and peace work. [Toward Right Relationship with Native Peoples](#) offers workshops and contributes to the Quaker Indigenous Boarding School research, bringing to light the history of Quaker Meetings' participation in the forced assimilation of Native children. Other active justice and peace work includes [Alternatives to Violence Project](#), [Cultures of Justice and Peace](#), and [Children's Peace Libraries](#).

We invite you to take part in our Conscientious Objection to War project. Whether as an individual, a meeting, or a community, you can write or share your own statement of conscience. Visit the FPT website on [Conscientious Objection to War](#)

for a guide on writing those statements, and post them on the website.

Power of Goodness offers an excellent resource for Quaker religious education for all ages, sharing stories of how nonviolence, healing, and reconciliation work in real lives. We also offer internships for students in Quaker high schools and colleges, and host an economic justice discussion group online.

We're grateful for the time and care Steve Olszewsky and others before him spent connecting us with SAYMA. Because we are volunteer-led, we appeal to you for volunteers and we ask you to find a Friend to join us, representing you in FPT. Other ways you can get involved:

Donate, <https://friendspeaceteams.org/donate/>. Donations go directly to work on the ground because we are minimally-staffed.

Join us, <https://friendspeaceteams.org/get-involved/>.

Read further on our website, <https://friendspeaceteams.org/>.

Please continue to share the deep and abiding confidence we hold that justice and peace are possible.



1001 Park Avenue  
St. Louis, MO 63104-3720 USA  
+1 (314) 588-1122  
A 501(c)3 U.S. Non-profit  
friendspeaceteams.org April 2025 Epistle

## *Celebrating a Diversity of Voices*

**F**riends Peace Teams celebrates a diversity of voices across five continents. Join us to learn about and

support justice and peace work around the world. We would love to hear about your justice and peace work and what you're learning, as well.

**The African Great Lakes Initiative** (AGLI) works inclusively with individuals of all ethnicities, tribes, and clans at the grassroots level. This inclusivity fosters active participation in diverse programs such as Healing and Rebuilding Our Communities (HROC), Alternatives to Violence Project (AVP), peer mediation, peace debates, women's economic empowerment, caring for people living with HIV, improving women's reproductive health, supporting rape survivors, scholarships for vulnerable children, and climate resilience workshops for youth.

AGLI's facilitators conducted workshops with South Sudanese refugees in Kenya's Kakuma Refugee Camp, one of the world's largest, and in Uganda. These workshops emphasized healing, reconciliation, and resilience among displaced communities.

In Rwanda, 60 farmers learned conservation agriculture methods through Farmer Field Schools. Additional self help groups focusing on savings and community support were established in Rwanda and Burundi.

In Uganda in November 2024, AGLI convened peacebuilders from the Democratic Republic of Congo, Burundi, Rwanda, Kenya, and Uganda. Participants shared experiences and strategies to promote peace and justice regionally.

The Children's Peace Libraries introduced Digital Peacebuilding, integrating iPads and computers. Rural children and educators praised this innovation for its impact on literacy and peace education. AGLI celebrates Africa's diversity as a source of strength. Embracing varied per

spectives fosters unity, honors cultural contributions, and builds collaborative pathways to peace.

**Asia West Pacific** cries out for liberation from colonization, corruption, exploitation, and climate vulnerability. Yet—when we listen—people building regenerative societies call out across the region:

- » Kins collaborates with climate walkers, Plastic Free Bohol, and Student Catholic Action in the Philippines to call for climate justice and reducing single-use plastics.
- » Raissa built Mayâ Community Learning Center to preserve the unique language and culture of Bantayan Island.
- » Jungjoo supports the anti-military base movement and preserves Jeju Island's historic culture of peace. » Petrus coaches vulnerable children and youth exposed to religious extremism, expanding the Indonesian peace movement.
- » Ida helps children in Bima, Indonesia, recover from religious extremism and domestic violence to deepen their faith and culture.
- » Running from mortar fire, Kwi Kwi organizes primary healthcare with youth leadership in Karenland. » Nanik creates a just, peaceful preschool helping families in Java, Indonesia, recover from colonization, and Ratih searches for storybooks that illustrate justice and peace practices in local Indonesian languages. » Selly brings children out of the Papuan forests after communities flee from armed conflict.
- » Melanie visits indigenous and migrant people building skills for community in Malaysia.

» Ram helps teachers in Nepal reduce school violence and introduce interactive learning.

Mutual discernment and high-quality training inspire thriving communities of practice.

**Peacebuilding en Las Américas** supports peace workers who work with children, teens, young adults, adults, families in crisis, incarcerated individuals, people with disabilities, war survivors, and indigenous peoples across El Salvador, Guatemala, Honduras, Colombia, and Ecuador—where persistent inequities and violence prevail.

We are excited to nurture children as young as four years old through the Power of Goodness stories, instilling the values of justice, peace, cooperation, and the dignity of all people. We work with families to end domestic violence. We help teens and young adults build self-love and resilience so that they might resist pressure to join gangs and other criminal groups. We work with people with disabilities, building strength to overcome societal prejudices. In Ecuador, we work with Kichwa women who are studying midwifery to build respect and compassion for themselves and girls and women who are survivors of gender-based violence. In Cuba, we have trained new facilitators and support them in continuing workshops on both ends of the country. Together with the diverse populations we serve, we build justice and peace, resilience, creativity, and the capacity to transform our realities into a vision of inclusion and hope. Please hear the diverse voices of some of our peace workers here: [FPT Work in Latin America](#).

**Europe and Middle East** supports Power of Goodness, gender equality, and AVP-based work in Ukraine, North Caucasus, northern Iraq, and Palestine. Ukraine and Gaza are currently experiencing the horror of all-out war, while people in Chechnya and Kurdistan still feel the impact of war through continued repression, daily violence, and military drafts. Our team in Ukraine supports psychologists and trainers who help communities heal from trauma and spread the message of peace and nonviolence through psychosocial workshops.

Our team in Kurdistan/Iraq joined Friends Peace Teams (FPT) just over a year ago and conducts AVP workshops in the region. Our team in Chechnya brings the Power of Goodness stories of nonviolence and reconciliation to schools and the AVP workshops special topic series Cultures of Justice and Peace to universities.

Our team from Gaza and the West Bank in Palestine joined FPT in May of 2024 and conducts AVP workshops

and other community projects.

In July 2025, Muslim and Christian peace workers from these regions will come together in person to learn from each other and practice our peacebuilding tools at a Cultures of Justice

## Opportunities for you!

We depend on your active participation, prayers, abiding concern, outreach, and financial support. As an organization made up primarily of volunteers, we distribute 100% of funds designated to a specific region directly to the people in that region.

**Share this FPT Epistle** with your meeting, church, family, and friends.

**Write to [Office@friendspeaceteams.org](mailto:Office@friendspeaceteams.org) to:**

» **Share your ministry for Justice and Peace**

» **Join a Regional Team:** African Great Lakes, Asia West Pacific, Europe and Middle East, North America, or Peacebuilding en las Américas

» **Join a Global Support Team:** Communications, Organization, Peace Ministries, or Resource Sharing

» **Invite a speaker** from Friends Peace Teams to join your community online or in person

**Go to [Friends Peace Teams](#) to:**

» **Register for events** or workshops: Alternatives to Violence Project, Power of Goodness, or Toward Right Relationship with Native Peoples

» **Sign up** for e-news, and then share the news with your meeting, church, group, or community and Peace Gathering in Armenia. To experience the diversity of voices from our region, please watch [FPT Europe and Middle East](#).

The **North America** Regional Team recognizes that meaningful peace is rooted in justice and equity, which are, in turn, rooted in respect for all life and the inclusion of diverse perspectives. Join us in this transformative work, which takes many forms.

As a step toward justice, we acknowledge the harms to generations of Native families caused by Quaker Indian Boarding Schools, and we support healing in Native communities today by documenting both historical and ongoing harm. We also confront the wars and ecological destruction perpetuated by U.S. tax dollars, striving to build relationships where we speak authentically and develop our consciences. We invite you to listen to your

conscience, write a statement of conscience, and share your statement on the FPT website.

We are excited to be identifying children's books introducing the practical skills of justice and peace at every reading level and to edit stories to add to the Power of Goodness Story Collection. This developmental work supports FPT's Children's Peace Libraries and Power of Goodness teams globally.

Additionally, we are honored to be amplifying contemporary Indigenous voices, such as Mona Polacca, Candi Brings Plenty, and Jordan Decker, through webinars hosted by Towards Right Relationship with Native Peoples.

» **Read our news** and reach out to the authors to offer encouragement and feedback

» **Read [Power of Goodness stories](#)**

» **Find storybooks** in the [Peace Libraries](#).

» **[Donate online](#)**.

**Donate by** transferring funds or sending a check/cheque:

» **USA (tax-deductible):** Friends Peace Teams, Inc., 1001 Park Avenue, St. Louis, MO 63104 USA

» **Australia:** Friends Peace Teams AWP Inc, Elizabeth J. Drexler, 5/5 Que Court, Riverside, TAS 7250 Australia.

**BSB:** 032 086 **Acct No:** 366770 **SWIFT:** WPACAU2S

» **United Kingdom (tax-deductible):** Friends Peace Teams Europe, Thurlibeer, Stratton, Bude, Cornwall EX23 9NP, United Kingdom. **Sort Code:** 20-04-59 **SWIFT:**

BUKBGB22 **GBP Account:** 03290352 **IBAN:**

GB70BUKB20045903290352 **Euros Account:** 83753644

**IBAN:** GB89BUKB20045983753644

**The needs are great, the Spirit is moving.**

**Thank you for your generosity!**



## Attachment N: Quaker House Report

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223 Hillside Avenue, Fayetteville, NC 28301  
[execdirector@quakerhouse.org](mailto:execdirector@quakerhouse.org)

910-323-3912  
[quakerhouse.org](http://quakerhouse.org)

### 2025 Annual Report

Quaker House's core mission is to work towards the day when there are no more wars, and so no need for a military. Until that day, Quaker House works to lessen the harm done to individuals, families, communities, and our nation by the military-industrial complex. We respond to requests for assistance made to the GI Rights Hotline, we provide free and confidential counseling to people coping with the emotional damage from their experiences, and we bring the challenges and concerns of the military personnel to a broader community that is often far removed from the day-to-day experience.

Like so many other organizations and individuals, Quaker House watched the developments of the past year with increasing concern. The results of the 2024 election cycle on the local, state, and national levels have created new concerns seemingly every day. We are working along with many allied organizations to rise to these new concerns and to attempt to predict the coming needs of those we serve.

We have restarted the *Holding The Line* series of online posts about the ongoing challenges faced by military participants and expanded it to include discussions about the likely effects of the new leadership of the Defense Department and related agencies. All the posts can be found on the Quaker House website at <https://quakerhouse.org/blog-2/>. These posts also get sent by email and social media to those who have subscribed, and we welcome additions to our contact lists. We are also stepping up the frequency of the *On The Homefront* newsletter from twice or three times a year to bi-monthly. These efforts are important, but costly, and we are seeking ways to limit the additional expenses.

The Quaker House Board continues to be active and strong. The members of the board are drawn from appointments by several yearly meetings and monthly meetings across a wide area, and each member brings valuable insights. In the past year they have led an effort to consider what new opportunities could be started to expand our outreach and mission. One notable success was our first-time book fundraiser last summer. Donors were given the opportunity to receive a copy of *Tell It Slant*, a new biography of former Executive Director Chuck Fager. In the first six months of this project, we mailed out 135 books and we continue to receive new requests. We are looking for new publications for future efforts.

Decades of careful stewardship of the donations received by Quaker House has placed us in a strong financial condition. We have been able to effect important repairs to the building at 223 Hillside Avenue to assure that it will be able to serve us for years to come. These have included installation of foundation reinforcements to take the literal load off of the 100-year-old pilings under Quaker House as well as repairs to the side porch that presented a hazard to the children who now worship weekly with Fayetteville Friends Meeting.

Executive Director Wayne Finegar continues his travels, both physically and electronically, to share the work of Quaker House and help strengthen the work of all who seek peace. In April 2025 he will visit with South Central Yearly Meeting for the first time and is looking forward to returning to many of the yearly meetings he has been with in the past. Board member Curt Torell and Wayne are going to be presenting an online session to members of Northern Yearly Meeting about draft registration and ways for young people considering conscientious objection to respond to the requirements of registration now and in the future.

Our work with the GI Rights Hotline continues as well. All of the counselors who work with the Hotline have experienced a rise in callers simply asking to verify that the contact points are correct, and that the Hotline is completely independent of the military. None of us know what this means for sure, but it seems to suggest the same sense of foreboding being felt by so many outside the military of what is coming next. These callers may be planning how they may react in the future and creating lists of potential contacts. In anticipation of this, Quaker House is working with several groups to create materials (both electronic and printed) that can give guidance to members of the military faced with orders that they consider illegal. We are also assisting the Military Law Task Force of the National Lawyers Guild in identifying civilian attorneys and resources to provide counsel if needed for participants who refuse those unlawful orders.

Many people across the nation, and the world, are being affected by the attempts to radically change how the United States operates. The military as an institution, and the individuals who participate either directly or through their families, are very much being affected as well. Quaker House continues to address the needs of those individuals and families. The support of so many people, both Friends and friends, across the country makes it possible for us to continue that work.



## Attachment O: Friends Committee on National Legislation - SAYMA Representative Report

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

Report on FCNL to SAYMA from your representative, Jane Hiles  
Yearly Meeting, June 2025

### Still speaking Truth to Power!

Greetings, Friends. This traditional phrase speaks volumes to where we are now as a nation and as a world in conflict. As your representative on the FCNL General Committee and as the clerk of FCNL's Annual Meeting Planning Committee, I'm proud to report that Still speaking Truth to Power is an accurate description of FCNL's work in the last year. Many of you may not have seen Susan Penn's and my comprehensive report after the November Annual Meeting, so here is an update and some highlights.

I invite you to attend FCNL's Annual Meeting, held virtually on November 14-16. Registration will open soon. Our theme this year is **Still Speaking Truth to Power**. We are fortunate to host a live conversation with noted historian and scholar of authoritarianism, **Timothy Snyder**, whom you may know from news broadcasts, TED Talks and an imposing list of published books that have been reprinted in dozens of languages. He has recently left Yale to lead a new department of Modern European History at the Munk School of Global Affairs and Public Policy at the University of Toronto. ( [AM '25 link](#) )

At a time when the political climate is stressful, complex and even frightening, FCNL and other Quaker organizations are acting on Quakers' historic claim to bravery by joining in a lawsuit to prevent ICE and Homeland Security from invading houses of worship. As a recent *Washington Newsletter* reminds us, "In the face of tyranny, every act of democratic participation is an act of moral courage."

As the horror continues in Gaza, FCNL staff and Advocacy Teams across the country continue to petition the legislature to speak out against our government's continued delivery of the tools of war to Israel, our government's intransigent refusal to negotiate effective shipments of food to Gaza to prevent mass starvation, and its refusal to recognize the situation as the crime against humanity it truly is. ( [link here](#) )

FCNL continues to lobby against the administration's budget proposal that would severely cut Medicaid and SNAP to attempt to offset tax cuts for high-income Americans. General Secretary Bridget Moix responded, "this budget resolution takes from the poor to fund tax cuts for the rich, mass deportation, and the continued militarization of our world." This was the lobbying ask for over 300 young adults who attended Spring Lobby Weekend. ( [link here](#) )

Thank you to my joyful and efficient co-worker, Susan Penn, who has stepped away from this work for now. I'll miss her good humor and creativity. However, I hope another SAYMA Friend will join me in this needed work. Please contact Nominating to volunteer.

## **Attachment P: Friends General Conference - SAYMA Representative Report**

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

### **Friends General Conference Report for YM2025 Annual Sessions**

Southern Appalachian Yearly Meeting and Association (SAYMA) is a member of Friends General Conference (FGC), a wider Quaker organization of 16 yearly meetings and 12 directly affiliated monthly meetings across the United States and Canada. Its purpose is, with Divine guidance, to nurture the spiritual vitality of the Religious Society of Friends by providing programs and services for Friends, meetings, and seekers. FGC's website is [fgcquaker.org](http://fgcquaker.org).

The 2025 Gathering of FGC was held virtually in February. An in-person Gathering centering Young Adults, Youth, and children will be held this July 2-6 in Clarkston, Michigan. The 2026 Gathering of FGC on July 7-12 next year in Burlington, Vermont, and is an in-person event for all ages. Hybrid options have been found to be too labor intensive for FGC staff, so there will be no virtual opportunities.

This year FGC joined with a multifaith coalition and the Institute for Constitutional Advocacy and Protection in opposition to the rescission of ICE's sensitive location policy. An injunction has not been granted, and the suit is still going forward.

FGC began the process of working on a change in its governance structure in February of 2024. The Governance Working Group submitted their proposal for change to the Central Committee last fall who united in accepting a proposal to continue this work.. The plan is for the working group's final proposal to go to FGC's Executive and Central Committees for discernment. The current governing body is too large and unwieldy at 115 members who only meet annually. A smaller Governing Board meeting at least 6 times a year, can function more effectively, In keeping with boards of other wider Quaker organizations studied.) A more diverse Representative Council is also recommended, for input from yearly and affiliated monthly meetings to provide communication between the member organizations, FGC staff, and the Governing Board.

FCG has expanded its outreach to those who are newcomers to Quakerism. There are many resources on the FGC website, including a virtual meeting for worship for newcomers and seekers held every second Monday each month at 8 pm ET. There is time for questions and sharing. There is a wealth of suggestions for those who want to know more about Quaker practices. The Spiritual Deepening program offers several e-retreats over the year.

Respectfully submitted, Margaret Farmer

## Attachment Q: American Friends Service Committee - SAYMA Representative Report

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

### Corporation Meeting of American Friends Service Committee,

#### Spring 2025

The American Friends Service Committee corporation meeting took place April 24-26, 2025, at Friends Center, Philadelphia and online.

The **plenary session on April 24** featured susan abulhawa, a Palestinian American scientist, writer and activist. She spoke at length about the inhuman actions, many of which are not captured in the western press, carried out by Israeli forces in Gaza. She then discussed issues of the unchecked use of power throughout the world, corporate media's acquiescence to portrayals of the war in Gaza and destruction of human rights in other places that align with the ruling elite. She called on Quakers to take action, to once again speak truth to power to address the world domination by a powerful minority that shred norms and values. Her talk can be viewed on YouTube, <https://www.youtube.com/watch?v=3nKJA1lw2qs>.

On **April 25, Meeting for Worship with Attention to Business** was held from 9am to 3:15pm. In addition to approving committee reports, there was a panel discussion on AFSC's responses to new federal policies on detention and deportation (Just responses to forced displacement and migration is one of AFSC's three strategic goals for 2020-2030. The other goals are Just and sustainable peace and just economies). The presiding clerk, Alvaro Alvarado, presented 3 business items to the corporation. The first item, changes in the by-laws was without controversy.

There was a lively discussion of the second item, options for the board composition. The current by-laws limit the board to 25 members and 80% must be Quakers. During the April 2024 corporation meeting the by-laws were changed to add representatives from each US and international regional to the board. Since many regional directors are not Quakers this change resulted in the board not meeting the 80% Quaker requirement. Several options were discussed for remedying this situation. The corporation requires additional time for decision making.

The third item was a proposal to experiment with holding the spring corporation meeting online every other year. I think the decision was to continue the current format for the spring. However, a fall meeting of the corporation will be online.

Also to be noted was a discussion of the change in federal policies on funding organizations that support Diversity, Equity and Inclusion. AFSC has not be affected

because it does not receive federal funds and because it is a religious organization that is governed by the Corporation, representatives appointed by yearly meetings and some Quakers at-large.

**Workshops** were held from 3:30 to 5pm and were repeated the afternoon of April 26. These workshops are designed by the AFSC regional and central staff. Two workshops were hybrid and can be accessed, NY/NJ Healing Justice: From the Inside Out ([https://www.youtube.com/watch?v=\\_J2kauEMS14](https://www.youtube.com/watch?v=_J2kauEMS14)) and Sowing the Seeds of Justice in New Orleans, <https://www.youtube.com/watch?v=tCrLOvnPFU>

**6:00pm dinner** was an *Eastern State Penitentiary Bus Trip: Private Tour, Sit-Down Dinner & Programmed Worship with Francisco Burgos, Executive Director at Pendle Hill.*

The April 26 meeting consisted of a continuation of **Meeting for Worship with Attention to Business, Workshops and an evening session.** The evening session, Courage to Resist: Commemorating 50 Years Since Vietnam included corporation members recounted their activities in Vietnam. Claudia Krich read excerpts from her new book, Those Who Stayed, a personal account of the collapse of the South Vietnam government and the beginning of the new Provisional Revolutionary Government.

*Submitted 8 June 2025 by Diane Rowley*

(Diane serves on the Community Equity Justice Committee of the AFSC board. The committee initiated a joint staff governance working group charged with “formulating a workplan and structure to embody Beloved Community and to support thriving for Black staff and volunteers within AFSC because Black cultures can and should have an impact on the way AFSC operates, and because Black staff and volunteers need space to be innovative and creative. This initiative also addresses the lingering effects of colonialism, slavery, white supremacy, and other forms of oppression against Black people that we are currently experiencing both within the organization and externally.” Diane is the co-convenor of the working group.)

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Thanks to Diane Rowley you may view susan abulhawa’s plenary address. I suggest to skip the first 10 minutes to the point where her discussion becomes substantive. And I want you to know that her novel titled Mornings in Jenin provides compelling reading. Like her plenary talk, it is well documented with historical facts, but also provides susan’s more hopeful and gentle, more humane and compassionate perspective on the Arab-Israeli conflict.

Throughout the Corporation meeting AFSC’s support for diversity, equity and inclusion were refreshingly evident. At a time when AARP was requiring volunteer tax preparers to remove data regarding sexual orientation from the forms they use to document their

work, AFSC was doubling down to ensure that everyone present be known by their pronouns of choice. Presentations by AFSC staff, including General Secretary Joyce Ajlouny, exemplified how AFSC was created to provide leadership for this time and place, challenging Trump Term Two. I have the sense that AFSC converts my cash donations into social justice. Serving on several governance committees during the past year, I gave enthusiastically of my time to AFSC as an expression of faith in action.

*Submitted by 10 June 2025 by Hugh Thomforde*

## Attachment R: Friends World Committee on Consultation - SAYMA Representative Report

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

### 2025 FWCC Report, Geeta Jyothi McGahey

It's been a big year for FWCC Section of the Americas; the capital campaign is finished and new projects are underway: Quaker Connect, a participatory program to grow meetings, An Interactive map to locate meetings in the whole section of the Americas, and a Digital English-Spanish Quaker glossary almost ready. We also have a new Executive Director Evan Welkin who was educated at Gilford and returns here from service to the Europe Middle East section of FWCC.

The theme for **World Quaker Day, Sunday 5 October 2025**, will be *Love your neighbour* with the supporting Bible passage Galatians 5:14: 'For the whole law can be summed up in this one command: "Love your neighbour as yourself."' In times when environmental crisis and conflict, untruths and unfairness seem to dominate, let us see what Love can do – both through our words and as 'doers of the word' (James 1:22). There are linked ideas for how to participate.

Quaker Connect involves both urban and rural Friends Meetings from across the Americas to determine how each individual meeting could better connect with the local community. It is a revitalization program designed to benefit meetings, communities and individuals. There are groups or cohorts of about 10 congregations which work together, with each congregation supplying two or three "apprentices" to serve as contact persons. Each apprentice's involvement would require no more than 2-4 hours per week, with someone from outside assigned as a "companion" to offer guidance. Each meeting will--with help--design three-month experiments on connecting with the local community. These could involve various projects. Experiments do not always succeed. It's OK to fail, since even failure teaches something. The next cohort begins in 2026-27, with a retreat in March 2026. Applications will be available this summer. Through generous grants, there is no cost for a meeting to participate..

The World Plenary Meeting was a hybrid event, held in August 2024 in Johannesburg, South Africa, and online. The theme was *Living the spirit of Ubuntu: Responding with hope to God's call to cherish creation – and one another*. Friends considered three interrelated themes: ubuntu, care for creation, and healing and repairing relationships in light of historic and continuing injustice. Four friends in attendance at our SAYMA sessions attended - Star Smith, Jackson Napier, Alison Mawle (virtual) and Myron Guachalla Montaña from Bolivia. Please welcome Myron.

In Tapestry, a document from the Plenary, is the following quote appropriate for our time, "We need to identify and name the underlying causes of injustice in the world. Only then can we work for repair, through prayerful deep listening. And once we've named the issues, we need to listen to that of God in others, and only then speak our truth with humility, in ways which others can hear. As Friends we are called to action in the world, as individuals and as communities .... 'What canst thou say? What canst thou do?' Let us be a faith community, different from the kingdoms of this world – through the work of the Holy Spirit."

In the coming year, FWCC is putting attention on developing younger leaders to take the message of Friends into the World. There were young adult Friend gatherings before both the World Plenary and the Section of Americas meeting. "*Building the Future as Way Opens*," which I attended. We came away from this gathering excited about projects that inspire and unite us, energized by the possibilities that lie ahead. We are also clear-eyed about the clear and present challenges in the world around us today.