

Southern Appalachian Yearly Meeting and Association
Representative Meeting 154
Third Month, 15-16, 2024
Via Zoom

Session I, Saturday, March 15, 2025, 9:00 am ET - 1:00 pm ET

154-01 Opening Worship and Centering for Session I of Representative Meeting 154

After a period of fellowship, Friends settled into silent worship at 9:00 am ET.

152-02 Agenda Review

The agenda was reviewed. There were no amendments.

The agenda was approved.

154-03 Roll Call ([Attachment A: Attendance Roster](#))

The roll of meetings was called. Twelve monthly meetings and two worship groups were represented. One associated Friend was also present. Visitor Bonnie Jackson lives outside Atlanta and found the Representative Meeting information through a web search.

154-04 Meeting Schedule

Presiding Clerk Jennifer Dickie (Atlanta) clarified the meeting schedule for today (9-1 ET/ 8-12 CT) and tomorrow (1-4 ET/12-3 CT).

154-05 Review of Guidance ([Attachment B: Guidance](#))

The Presiding Clerk invited Friends to review the guidance for Meeting for Worship with Attention to Business. This guidance draws on guidelines developed for the Yearly Meeting sessions in June 2024 but has been updated for this Zoom-only meeting scheduled to take place over two days.

154-06 A Reflection on Reports

The Presiding Clerk noted that the agenda for this meeting reflects primarily reports of committees, with only a single item for discernment. Friends were encouraged to listen open-heartedly to the reports, holding in the Light the committees as they seek to accomplish their work and being open to leadings for their own future committee involvement. The Nominating Committee continues to seek to identify Friends to support committee work. Committee Clerks were asked to read the reports verbatim as submitted and as posted on the SAYMA web site.

A Friend asked if the Young Adult Friends (YAF) were prepared to make a report. The Presiding Clerk clarified that a YAF Representative attended the planning committee for this Representative

Meeting but YAF has not yet met to approve a report. At Yearly Meeting sessions, a YAF report will be made.

154-07 Ministry & Nurture Committee ([Attachment C: Ministry & Nurture Committee Report](#))

Committee Clerk Lissa Place (Atlanta) presented the committee's report.

The report was accepted.

154-08 Nominating Committee, First Reading of the Slate ([Attachment D: Nominating Committee Report](#))

Committee Clerk Kendall Ivie (West Knoxville) presented the Nominating Committee's report and proposed slate. The following slate was presented to come forward for approval on Sunday afternoon during its second reading:

The Nominating Committee brings forward the following to serve on Yearly Meeting Planning Committee (YMPC) as Young Adult Friends (YAF) Representatives to YMPC for two-year terms ending in 2026:

Madison Dyer (West Knoxville)

Vivian Rhodes (Memphis)

The Presiding Clerk noted that the agenda includes an update from the Naming Committee, addressing the need of the Nominating Committee for additional SAYMA-approved membership on their committee.

Friends asked that all acronyms be spelled out in the minutes.

The Committee Clerk noted that he will seek to have a summary of open positions and expiring position terms ready for posting on the SAYMA web site prior to Sunday's session.

Friends were encouraged to reach out to members of the Nominating Committee with any questions prior to the second reading of the slate. Contact information for the Committee Clerk was provided in the Zoom chat. Emails may also be sent via nominating@sayma.org.

The report was accepted.

154-09 Finance Committee ([Attachment E: Finance Committee Report](#))

Committee Clerk Karen Morris (Atlanta) presented the committee's report.

A Friend asked how mutual aid will be reflected in the budget. The Finance Committee will be in dialogue with the Treasurer about options. One option, for quick turnaround to meet emerging needs, is that we may be able to use existing donor-restricted and set-aside funds (i.e., Spiritual Development and Released Friends funds under the purview of Ministry & Nurture or M&N as well as the SAYMA Uplifting Racial Justice or URJ Fund). The contribution form on SAYMA's website lists donor-restricted funds that are available (<https://www.sayma.org/donate.htm>).

Lissa Place, as Committee Clerk for M&N, invited Friends to offer input on how M&N can support urgent response to requests of funds.

The Presiding Clerk clarified that as a body SAYMA may decide to create an emergency fund (a new set-aside or donor-restricted fund). Such an option was considered in the aftermath of the recent hurricane. At the time of Representative Meeting 153, SAYMA did not choose to establish a separate emergency fund.

A Friend spoke of the long-standing Quaker "Fund for Sufferings" tradition. SAYMA Friends have experience with this terminology through the existing fund operated by Friends for Lesbian, Gay, Bisexual, Transgender, and Queer Concerns (FLGBTQC), which was originally established in support of people impacted by AIDS.

The Presiding Clerk observed that M&N carries a concern for creation of a Fund for Sufferings. She asked that this committee take up the matter, with a recommendation to come forward at Yearly Meeting sessions.

The Presiding Clerk also noted that additional reports to be presented at Representative Meeting 154 also address a concern for nimble mutual support in these times.

The report was accepted.

Following a short break, the meeting continued. A Friend from the twelfth Monthly Meeting joined the meeting and was greeted.

154-10 Treasurer's Report ([Attachment F: Treasurer's Report](#))

Treasurer Daryl Bergquist (Birmingham) presented the Treasurer's report.

Regarding the Balance Sheet portion of the report, the Assistant Treasurer noted that SAYMA's Friends Journal advertisements began in 2023 and continued in 2024; however, Friends Journal delayed in invoicing SAYMA.

A Friend asked if any of SAYMA's currently budgeted funds would potentially be applied to a Fund for Sufferings. The Presiding Clerk clarified that the potential Fund for Sufferings would be a new set-aside or donor-restricted fund.

Regarding the Budget v. Actual portion of the report, the Treasurer emphasized that payments to Southern Appalachian Young Friends (SAYF) and Wider Quaker Organizations (WQOs) have not yet been made for the current year.

In response to a Friend's question about individual meetings' contributions, the Presiding Clerk noted that meetings have a wide array of practices about when they pay their assessments.

A Friend asked why the QuickBooks subscription fee is so high. The Assistant Treasurer noted that while it is easy for individual congregations to qualify for TechSoup's discounted subscription fee, SAYMA has not yet qualified for the discount as a regional organization. A Friend noted that previously a SAYMA Friend's non-profit affiliation aided us in acquiring this discount.

The Presiding Clerk thanked the Treasurer, Assistant Treasurer, and bookkeeper for their work to simplify the Treasurer's report format.

The report was accepted.

154-11 Yearly Meeting Planning Committee ([Attachment G: YMPC Report](#))

Committee Clerk Melissa Preast (West Knoxville) presented the committee's report.

This year, the theme of Yearly Meeting sessions will be *Nurturing Community in our Broken Worlds*. As was the case for the last two years, sessions will be held at Berea College in Berea, KY, and also virtually, with Aaron Ruscetta providing technical support. The sessions will run from Friday, June 20, 2025, through Monday, June 23, 2025. The committee encourages pre-reading of bell hooks' book *all about love* (available through many Black-owned online stores including [BlackLit](#) and [Reparations.Club](#)). There will be opportunities for Friends to discuss this book at the Yearly Meeting sessions.

A Friend asked how to provide input on ways workshops can be made more accessible and participatory for virtual attenders. The Committee Clerk noted that the primary problem last year was the attempt to centrally manage Zoom links. The committee hopes they have found a good de-centralized solution for the upcoming sessions.

The Presiding Clerk encouraged Friends to emphasize to their meetings and worship groups that this year the sessions will run from Friday to Monday.

The report was accepted.

154-12 SAYMA Uplifting Racial Justice ([Attachment H: SAYMA URJ Report](#))

Committee Clerk Sharon Star Smith (Paul Cuffee WG) presented the committee's report. She clarified that the current balance of the URJ Fund is \$2,122.22.

The Presiding Clerk thanked the Committee Clerk for her service on this committee.

The Committee Clerk asked Friends to share URJ donor-restricted fund information within their meetings and worship groups. Details about how to make donations are provided within the committee report and on SAYMA's website (https://www.sayma.org/racial_justice.htm).

The report was accepted.

154-13 Ad Hoc Racial Conflict Transformation Team ([Attachment I: RCT Team Report](#))

Team Clerk Lissa Place (Atlanta) presented the team's report, including the team's charge.

The Presiding Clerk thanked the team for its work. This ad hoc team is new, approved at Representative Meeting 153. The Presiding Clerk noted that the team is a resource for any monthly meeting or worship group seeking support or resources in its own racial conflict transformation work. Lissa Place may be reached via email at lissaplace@yahoo.com. Emails should also be cc'd to clerk@sayma.org.

The report was accepted.

Following a short break, the meeting continued.

154-14 Ad Hoc Committee for Faith & Practice Revision ([Attachment J: Faith & Practice Revision Report](#))

Committee Clerk Melissa Preast (West Knoxville) prefaced her report noting that the ad hoc committee was stood up at Representative Meeting 151 and played a key role in the 2024 Yearly Meeting sessions in collaboration with youth from SAYF.

She presented the ad hoc committee's report.

The Presiding Clerk issued an invitation to all Friends to communicate directly to the Presiding Clerk a desire to serve on this ad hoc committee. Emails can be sent to clerk@sayma.org.

The 2021 “pink version” of Faith & Practice reflects the addition of queries. Other content is largely the same as the older 2012 “blue version.” Both versions of Faith & Practice are available on the SAYMA web site (https://www.sayma.org/online_documents.htm).

A Friend asked if there are opportunities for input or support in addition to service of the ad-hoc committee, for example, accessibility support or technical support. The Committee Clerk welcomed all inquiries, suggesting Friends may be led to focus on a specific section, for example, SAYMA history. A [copy of the document with suggested revisions in red](#) was made available to Friends, who were invited to add comments or email their comments to fandp@sayma.org. Artwork and poetry are also being sought and may be sent to fandp@sayma.org.

The report was accepted.

154-15 Peace and Social Concerns Committee

In response to a Friend’s query, the Presiding Clerk offered Committee Clerk Hank Fay (Berea) the option of presenting the committee’s report first or beginning with an overview of a prior conversation about the report. The Committee Clerk asked to present the report as submitted. The report was read.

After hearing a description of the mission of the Peace and Social Concerns Committee as presented in the report, a Friend asked how Peace and Social Concerns’ mission is different from the missions of other committees that carry similar concerns. The Committee Clerk stated that minutes are developed in spiritual communities and his understanding of the charge of the Peace and Social Concerns Committee is that it is a facilitating committee and not an action committee.

Another Friend questioned the personal nature of some statements in the report. This Friend observed that the report does not appear to be the work of a functioning committee. The Committee Clerk later clarified that his personal statements were not intended to be part of the report and were submitted in error.

SAYMA’s [handbook](#) provides these guidelines for the committee:

Peace and Social Concerns Committee (F&P pgs.27-28)

Guidelines for the work of the Peace and Social Concerns Committee

- A. The committee is not expected to generate minutes of concern.
- B. The committee may be called to present a minute once it has been seasoned.
- C. The committee may help friends discern or understand the importance or impact of a minute, or actions that may arise from the minute

- D. The committee's work is based on holding in the Light the concerns and proposals that are brought to it
- E. The committee may facilitate the seasoning of a minute by encouraging opportunities for all monthly meetings to examine proposals and concerns in the Light.
- F. We affirm the role of the Peace and Social Concerns to facilitate yearly meeting concerns. We expect the committee to take leadership to encourage the implementation of minutes approved by the yearly meeting. The Committee is to convene gatherings of concerned Friends twice a year to follow up on minutes and concerns. YM 2011, minute number: 41-42-01

The Presiding Clerk thanked the current Committee Clerk for his ongoing labor related to peace and social concerns.

A Friend noted that other Friends have considered themselves committee members. The Presiding Clerk clarified that currently there are no active Committee members. The Presiding Clerk will follow up with the Nominating Committee for further clarification and potential action.

The report was sent back to the committee for seasoning. The report was not accepted.

Another Friend asked that, moving forward, committees include in their reports a list of all committee members who helped season a report.

Friends with long tenure in SAYMA provided historical context for the development of the Peace and Social Concerns Committee in 2002 and its activities in the early days including dissemination of minutes among SAYMA meetings.

Friends expressed surprise and disagreement with the current description for the Peace and Social Concerns Committee within the handbook, which appears to be very different from descriptions and practices of Peace and Social Concerns Committees in other yearly meetings and Quaker spaces.

The Presiding Clerk encouraged all Friends to provide handbook input (regardless of membership on a committee) through handbook@sayma.org.

The minutes of Session I of Representative Meeting 154 were read in the face of the meeting, amended as needed, and approved.

154-16 Closing Worship for Session I of Representative Meeting 154

Friends entered silent worship to close the first session of Representative Meeting 154.

Session II, Sunday, March 16, 2025, 1:00 pm ET - 4:00 pm ET

154-17 Opening Worship and Centering for Session II of Representative Meeting 154

After a period of fellowship, Friends settled into silent worship at 1:02 pm ET.

154-18 Roll Call and Agenda Review

Presiding Clerk Jennifer Dickie (Atlanta) asked Friends if any in attendance had not attended Session I. All those in attendance had been at Session I. The Presiding Clerk invited Friends to review the updated agenda to see if changes were needed based on anything rising from Session I. She noted that based on a suggestion from a Session I participant, she would like to review and approve the minutes after each item, allowing worshipful silence as needed while the Recording Clerk prepared the minutes for review. She asked Friends if that process sat well with them. A former SAYMA Recording Clerk confirmed that this process has been used by SAYMA in the past. Friends supported this experiment. In response to a Friend's question, the Presiding Clerk confirmed that the Representative Meeting would close with silent worship.

154-19 Review of Guidance ([Attachment B: Guidance](#))

The Presiding Clerk invited Friends to review the guidance and identify any changes needed for Session II.

She thanked Friends for holding the meeting in worship during Session I and following the guidance thoughtfully. Some of her noticings were that she had felt personally held in worship, that Friends had intentionally lowered their hands when other Friends were speaking, that Friends had helped the Clerk stay focused on the topic at hand, and that Friends had leaned in to the reality of discomfort on some topics. The Clerk provided a personal note that after the session, she had reached out to begin repair for one such moment of discomfort.

Other Friends shared their noticings. One Friend expressed appreciation for Friends' effort to direct their comments to the Clerk. Another Friend expressed appreciation for the focus on discussing the topic at hand and being concise.

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

154-20 Nominating Committee, Second Reading and Approval of the Slate ([Attachment D: Nominating Committee Report](#))

The slate as prepared by the Nominating Committee was read for a second time. Committee Clerk Kendall Ivie (West Knoxville) clarified that it had been the intent of the Nominating Committee

to bring forth these nominees at a prior meeting; however, “the ball got dropped.” Both of the YAF Representatives have already begun working on the Yearly Meeting Planning Committee.

The following proposed minute was brought forward a second time for approval:

154-20-01 Minute: Nominees are approved to serve on Yearly Meeting Planning Committee (YMPC) as Young Adult Friends (YAF) Representatives to YMPC for two-year terms ending in 2026:

Madison Dyer (West Knoxville)

Vivian Rhodes (Memphis)

Friends approved.

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

154-21 Nominating Committee ([Attachment K: Nominating Committee Report, Part 2](#))
Committee Clerk Kendall Ivie (West Knoxville) reviewed the addendum posted to the web site, indicating open positions (in blue) and appointments scheduled to end at the close of Yearly Meeting sessions in June 2025 (in tan). Friends serving in appointments scheduled to end in 2025 will be contacted by the Nominating Committee in the spring to gauge their ongoing interest in those appointments.

The Committee Clerk stressed the critical positions of Assistant Clerk and Assistant Treasurer, which are essentially four-year commitments (with the first year being an assistant position to the Presiding Clerk or Treasurer in their final year of service, the second and third years being the Presiding Clerk or Treasurer, and the fourth year being an assistant for the subsequent officer in the first year of that officer’s term). The Nominating Committee is prioritizing identifying nominations for a new Assistant Clerk and a new Assistant Treasurer to be reviewed and approved at the Yearly Meeting sessions.

Sharon Star Smith (Paul Cuffee WG), as Clerk of SAYMA Uplifting Racial Justice (URJ), noted that URJ will stand in the way of any nominations for key positions of responsibility if URJ feels that those nominees are not able to work well with URJ.

The Presiding Clerk noted her appreciation of this reminder of our shared charge to work with integrity towards becoming an anti-racist organization and to lean into repair when needed.

Because the addendum will be included in publicly available minutes on the SAYMA web site as Part 2 of the Nominating Committee Report, actual names have been hidden. To facilitate the

conversation, the Presiding Clerk shared a version of the spreadsheet with names included. This spreadsheet is held by just a few Friends, but information can be shared as needed, especially with Committee Clerks. Requests for more information can be directed to clerk@sayma.org, adminasst@sayma.org, or nominating@sayma.org.

In response to a request for easier access to information about Nominating Committee needs, the Committee Clerk offered to make a regularly updated public version of the spreadsheet available on the SAYMA web site. A Friend offered to assist in preparing this spreadsheet.

The Committee Clerk emphasized two committees that currently have significant vacancies:

- Nominating Committee - two SAYMA positions are currently unfilled, and the committee also seeks members approved by their own meetings or worship groups
- Ministry & Nurture Committee - two SAYMA-approved positions are currently unfilled, and the committee also seeks members approved by their own meetings or worship groups

Sharon Star Smith, as Clerk of SAYMA URJ, asked about the committee's placement on the spreadsheet. It is included among the Standing Committees. In the current version with names, Star Smith is the only member listed. Star noted that not all members of URJ wish to be identified because of past aggression against members of URJ. Friends in attendance at Representative Meeting 154 were asked if they want to be recorded as members on the spreadsheet. One Friend indicated yes, while another Friend indicated no.

Friends asked for clarity about the Digital Services Committee, which is not currently active and which has no members. The committee became a standing committee at the recommendation of a previous ad-hoc committee addressing digital services. However, no description of the committee was added to the SAYMA handbook, and the committee made no reports during the period when it was active. The more recently approved Web Manager position is not in sync with the original description of the Digital Services Committee. Friends noted evolving technologies since that time as well as evolving needs within SAYMA, especially in the wake of the pandemic that altered how we remain in community. A Friend suggested that prior to the laying down of this committee, SAYMA may want to consider a re-envisioning of the committee to reflect these emerging realities, perhaps with an increased focus on community-building and access through technology for SAYMA events. The Presiding Clerk invited Friends with questions or concerns about this committee to reach out to her via clerk@sayma.org.

Friends noted the wide expanse of the Nominating Committee's task and encouraged individual meetings and worship groups to explore how they can help shoulder some of the weight of this work.

A Friend asked for clarification about acronyms used in the addendum. The following list is provided as a key to that addendum:

AFSC	American Friends Service Committee
FCNL	Friends Committee on National Legislation
FGC	Friends General Conference
FLGBTQC	Friends for Lesbian, Gay, Bisexual, Transgender, and Queer Concerns
Friends Peace Teams	Friends Peace Teams
FWCC	Friends World Committee for Consultation
JYM	Junior Yearly Meeting
Q Earth Witness	Quaker Earthcare Witness
Quaker House	Quaker House (Fayetteville, NC)
RSWR	Right Sharing of World Resources
SAYF	Southern Appalachian Young Friends
SAYMA-URJ	SAYMA Uplifting Racial Justice Committee
WQO	wider Quaker organization

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

154-22 Clerk's Items

The Presiding Clerk noted three items to be brought forward from the clerking table:

- A request from the Ad hoc Committee for Faith & Practice Revision
- An update from the Ad hoc Naming Committee
- An update from the Handbook Committee

The Presiding Clerk reminded Friends that the report by the Ad hoc Committee for Faith & Practice Revision includes a concern that the current committee does not have capacity to carry forward this work now. Since the report, the Presiding Clerk has heard from one Friend who has capacity to join the committee. She is awaiting a second volunteer to allow the work of the ad hoc committee to continue.

The Ad hoc Naming Committee is continuing to seek two members of the Nominating Committee. The Naming Committee has not been laid down since its approval at the June 2024 Yearly Meeting sessions.

The Handbook Committee is currently on pause as its previous clerk addresses health issues. Members of the committee have also communicated to the Presiding Clerk that it has been challenging to update the handbook as the Faith & Practice is also being updated. However, Friends are welcome to send potential handbook updates, particularly with regard to committee processes, to handbook@sayma.org. Several Friends remain in place on the committee and will

respond when able. A Friend noted that the handbook is a cumbersome document that should not necessarily be brought to business meeting each time it is updated. A paper-and-pen system for keeping the handbook in sync with Faith & Practice is outlined in the handbook but may now be antiquated. One Friend suggested a track-change version of the handbook for those who are led to suggest updates. The Presiding Clerk invited this Friend to consider service on the Handbook Committee.

A Friend expressed a concern about the handbook's description of the Peace & Social Concerns Committee. This Friend noted that many drawn to the work of peace and social concerns are drawn by Spirit-led activism and the current charge and handbook description do not reflect that focus. The Clerk of SAYMA-URJ welcomes interaction with Friends on this topic via urj@sayma.org.

The Clerk of the Ad hoc Committee for Faith & Practice Revision, Melissa Preast (West Knoxville), noted that the handbook should be in as close alignment as possible with Faith & Practice, which is the document that contains the charges for the committees. She suggested that once the new clerk of the Handbook Committee is identified, the two committee clerks may need to meet regularly to facilitate this alignment.

Friends offered two examples of the complexity and potential for harm when Faith & Practice and the handbook are not fully in sync and not developed or revised with transparency and tenderness: information about the Released Friends process and budgeting oversight for SAYMA-URJ. The Presiding Clerk noted that these examples will be minuted; however, these matters are beyond the scope of the current item brought forward by the Presiding Clerk. She encouraged Friends to bring these matters to the relevant committees and to consider bringing forward related business items to future business meetings.

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

154-23 Announcements

The Presiding Clerk noted that she and the SAYMA Administrative Assistant, Rob Collins (Birmingham), have been discussing how to introduce an e-newsletter on the SAYMA web site. In the meantime, *SAYMA Notes* are being shared via email with meetings and worship groups, drawing on information that has been shared with the Presiding Clerk. The following announcements will be included in the next *SAYMA Notes*:

- The Justice Working Group of Memphis Friends Meeting has offered to coordinate hospitality for any SAYMA Friends wishing to visit Memphis to see the Bayard Rustin exhibit, which will run from March 28, 2025, through December 31, 2025. More [information about the exhibit](#) can be found on the web site of the National Civil Rights

Museum. The Justice Working Group may be contacted through the meeting's email address (memphisfriendsmeeting@gmail.com).

- SAYMA's Junior Yearly Meeting will be participating in the Quaker Religious Education Collaborative annual conference in Atlanta (April 11-13, 2025). More information about the conference can be found at <https://quakerrecollaborative.org/qrec-annual-conference-april-2025>. Registration for hospitality closed March 14. Conference registration will close April 4.
- Asheville Friends Meeting has joined with Fayetteville Friends Meeting's "[Minute of Intent To Protect](#)" (immigrants and other marginalized populations). Inquiries can be directed to clerk@ashevillefriends.org.
- The Friends General Conference (FGC) is a plaintiff in the [lawsuit filed by Georgetown's Institute for Constitutional Advocacy and Protection \(ICAP\)](#) to protect freedom of religion from actions of the Trump administration. The hearing for the preliminary injunction motion is scheduled for April 4 at 10 am Eastern. If you are moved to do so, please consider being in prayer for a few minutes the morning of April 4.

The Clerk of SAYMA-URJ reminded Friends that through the SAYMA-URJ Racial Justice Fund Friends can provide protection and support to marginalized populations in a way that honors the agency of impacted people - "Nothing about me, without me."

The minutes for Representative Meeting 154 were reviewed and approved in the face of the meeting.

The Presiding Clerk thanked Friends for the Spirit-led worship of Representative Meeting 154. She will follow up with Friends to see if they recommend the continued use of a two-day format for future Representative Meetings.

154-24 Closing Worship for Session II of Representative Meeting 154

Friends entered silent worship at 4:05 pm EST, after which RM154 was closed.

Respectfully submitted,

Jennifer Dickie
Clerk
(Signature in the archived version)

Blake Burr
Recording Clerk
(Signature in the archived version)

Attachment A: Attendance Roster

[\(return to the minutes\)](#)

The roster is included in the archived version.

Attachment B: Guidance

[\(return to the minutes\)](#)

Some Guidance for Meeting for Worship with Attention to Business

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 - Raise your hand only after a message has been completed
- Wait for guidance from Spirit before speaking

On Speaking

- Wait to be recognized by the clerk before speaking and speak to the clerk;
- 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 in disagreement.
- The clerk may hold space for silent worship if something potentially hurtful is said.
- The clerk may intervene if a Friend lays blame or a Friend feels hurt.
- The clerk will reserve a time to address the hurt 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 challenging or challenged by the discernment process.
- Be open to assisting if you notice someone challenging or challenged by the discernment process.

Sources

~ *Quaker Process for Friends on the Benches* by Mathilda Navias

~ *Vocal Ministry* by Barry Crossno and J. Brent Bill

~ *Meeting for Worship for Business Atlanta Friends Meeting document*

Attachment C: Ministry & Nurture Report

[\(return to the minutes\)](#)

Report for Ministry and Nurture for RM 154

Ministry and Nurture has spent a lot of time this winter deepening our relationships and understanding our charge in helping SAYMA through this difficult time. We had a retreat in November where we looked at conflict transformation and considered options for how to implement these strategies in SAYMA. We have addressed Chattanooga Friends Meeting's letter by visiting them in early January to allow them space to express themselves fully and feel supported by SAYMA. We are hoping to travel there again in the coming months. We have also discussed Nashville Friends Meeting and how to support them from a distance during their time of discernment. We have worked with SAYMA's clerk to come up with strategies for helping Business Meeting to go more smoothly. We anticipate the implementation of some of these ideas at this and future SAYMA gatherings.

Attachment D: Nominating Committee Report

[\(return to the minutes\)](#)

Nominating Committee Report to SAYMA Representative Meeting 154

The Nominating Committee should consist of a clerk and 4 members brought forth by the Naming Committee to be approved by the Yearly Meeting. In addition each Monthly Meeting should send a representative to serve on the Nominating Committee. Currently there are four people on the Nominating Committee, 2 approved by Yearly Meeting and 2 sent by Monthly Meetings.

The Nominating Committee requests that each Monthly Meeting send a representative to the Nominating Committee to help us do our work.

The Nominating Committee brings forth the following to serve on YMPC as YAF Representatives to YMPC for 2 year terms ending in 2026:

Madison Dyer	West Knoxville
Vivian Rhodes	Memphis

Respectively submitted by:

Kendall Ivie, Clerk, Representative West Knoxville
Wes Morris, Member, Nashville
Ian (Big Softy) Wells, Member, Atlanta
Shannon Roberts Smith, Representative Berea

Attachment E: Finance Committee Report

[\(return to the minutes\)](#)

Finance Report to SAYMA RM 154

The finance committee is working on a draft budget for the fiscal year 2026. The completed budget will be sent to Monthly Meetings (MMs) in early May for comments. When your monthly meeting receives the draft 2026 budget, the Finance committee asks for comments to be received by the end of May. We count on Meetings giving us input.

The treasurer has noticed that SAYMA's representatives to Wider Quaker Organizations (WQOs) are experiencing much higher costs than in the past for travel, lodging and conference fees. The budget line for WQO representative travel was lowered during the years of the pandemic, and not subsequently raised back. Representation from our Yearly Meeting is very important, both for us and for the organizations. It is important to the finance committee that representatives to WQOs not be chosen based on their ability to pay for themselves. We will need to increase the budget line for travel costs for these representatives for the current fiscal year 2025 and for subsequent years.

In these uncertain times many people are losing their jobs and many federal programs that help to alleviate hardship and suffering for families and individuals are being drastically cut. The finance committee is aware of increased interest in SAYMA in the practice of mutual aid to help people in need very quickly. The treasurer and committee will be looking at ways to send funds in less than two week's time, the current turnaround time.

The budget planning committee is asking Meetings to tell us what your anticipated assessment will be for 2025, given the changes approved in YM sessions 2024. We need this information now to know the amount of SAYMA's income for 2025.

Thank you, Karen Morris, Finance clerk

Committee members: Tribal Raine; Stacey Sharer; ex officio -Treasurer, Daryl Bergquist; ex officio - Assistant Treasurer, Kendall Ivie; Bookkeeper, Brianna Kempe

Attachment F: Treasurer's Report

[\(return to the minutes\)](#)

Treasurer's Report to RM 154
Submitted by Daryl Bergquist, Treasurer

Assistant Treasurer Kendall Ivie, Bookkeeper Brianna Kempe and I have the bookkeeping records up to date. We are working toward making future reports easier to understand. A further task is better documenting the record keeping processes.

SAYMA's fiscal year is October – September. The attached reports are for the fiscal year 2025 which began October 1, 2024 and ends September 30, 2025. The reports are current as of February 28, 2025.

SAYMA is spending down reserves as budgeted. Donations to General and Restricted funds are welcomed.

Balance Sheet Comparison Report

The comparative balance sheet shows SAYMA's assets, liabilities, and equity as of the end of FY2024 (September 30, 2024) and last month (February 28, 2025).

Report items of note:

- \$ Total Accounts payable of \$5,968.90 for FY 2024 is because we sent many checks near the end of FY 2024 that had not been processed by the recipients before the end of FY2024.
- \$ A bill for \$1,250 from Friends Journal for hiring advertisements from previous fiscal years was received and paid this fiscal year. This should have come from the previous years budgets, therefore, the Total Equity for the end of FY2024 and the beginning of FY2025 of \$76,852.38 should be reduced by that \$1,250 and should be \$75,602.38.
- \$ This changed Total Equity results in a changed Undesignated Equity of \$19,662.52 - \$1,250 = \$18,412.52 for the end of FY2024 and the beginning of FY2025.
- \$ This change reduces the Net Revenue for FY2025 from -\$2,244.38 to -\$994.38. Net Revenue is the equivalent of the change in the Undesignated Equity, all else being the same. The resulting Undesignated Equity as of 2/28/25 is \$17,218.14. These changes do not affect the reported Total Equity of \$72,556.68.

Budget vs Actuals Report

This report compares the actual income and expenses to budgeted amounts. Funds income and expenses do not show here.

- \$ Yearly Meeting Sessions income and expenses have not occurred.
- \$ Payment to SAYF, WQO memberships and contributions, and set aside annual allotments have not been made.
- \$ Assessment income is currently 40% of budget which is in line with the budget amounts. Some meetings have lowered and others increased their payments.
- \$ Liability insurance has increased substantially from last year and from the amount budgeted.
- \$ The \$1,250 Friends Journal advertising bill from previous years was categorized as a Payroll Service Expense raising the amount in that categor

SAYMA

Balance Sheet YTD Comparison

As of February 28, 2025

	TOTAL	
	AS OF FEB 28, 2025	AS OF SEP 30, 2024 (PP)
ASSETS		
Current Assets		
Bank Accounts		
Checking - PNC	9,738.61	20,292.98
Friends Fiduciary	21,443.67	21,443.67
Money Mkt - Self Help	41,374.40	40,907.98
Total Bank Accounts	\$72,556.68	\$82,644.63
Total Current Assets	\$72,556.68	\$82,644.63
TOTAL ASSETS	\$72,556.68	\$82,644.63
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
Accounts Payable	0.00	5,343.90
Total Accounts Payable	\$0.00	\$5,343.90
Other Current Liabilities		
Payroll taxes payable	0.00	0.00
AL payroll taxes due	0.00	30.59
Federal PR taxes due	0.00	415.36
OH Income Tax	0.00	2.40
Total Payroll taxes payable	0.00	448.35
Total Other Current Liabilities	\$0.00	\$448.35
Total Current Liabilities	\$0.00	\$5,792.25
Total Liabilities	\$0.00	\$5,792.25
Equity		
Donor-Restricted Funds	0.00	0.00
Kenworthy Charitable Trust	7,594.50	7,594.50
Racial Conflict Transformation	2,891.73	4,443.05
URJ Fund	277.30	277.30
YAF Scholarships	2,500.00	2,500.00
Total Donor-Restricted Funds	13,263.53	14,814.85

	TOTAL	
	AS OF FEB 28, 2025	AS OF SEP 30, 2024 (PP)
Funds Designated by SAYMA	0.00	0.00
Reserves	22,208.00	22,208.00
Set-Aside Funds	0.00	0.00
Fund - Boone MM in Trust	2,677.00	2,677.00
Fund - FWCC 3rd World Delegates	1,500.00	1,500.00
Fund - FWCC SAYMA Intl Delegate	5,600.00	5,600.00
Fund - Released Friend	2,859.00	2,859.00
Fund - Spiritual Development	1,398.04	1,898.04
Fund - Uplifting Racial Justice	2,122.22	2,122.22
Fund - YAF Scholarship	814.75	814.75
Fund - Youth Enrichment	2,696.00	2,696.00
Total Set-Aside Funds	19,667.01	20,167.01
Total Funds Designated by SAYMA	41,875.01	42,375.01
Undesignated Equity	19,662.52	30,111.44
Unrestricted Net Assets	0.00	-10,448.92
Net Revenue	-2,244.38	0.00
Total Equity	\$72,556.68	\$76,852.38
TOTAL LIABILITIES AND EQUITY	\$72,556.68	\$82,644.63

SOUTHERN APPALACHIAN YEARLY MEETING AND ASSOCIATION

Budget vs Actuals Report through 2/28/25

October 2024 - September 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
Assessments				
Asheville		4,050.00	-4,050.00	
Athens		600.00	-600.00	
Atlanta	9,173.75	14,250.00	-5,076.25	64.38 %
Berea	850.00	2,700.00	-1,850.00	31.48 %
Birmingham	1,406.00	2,100.00	-694.00	66.95 %
Celo	1,612.50	3,225.00	-1,612.50	50.00 %
Chattanooga		1,960.00	-1,960.00	
Columbia		1,800.00	-1,800.00	
Cookeville	680.00	500.00	180.00	136.00 %
Crossville		0.00	0.00	
Greenville		825.00	-825.00	
Huntsville		1,120.00	-1,120.00	
Memphis	750.00	3,000.00	-2,250.00	25.00 %
Nashville	1,125.00	3,375.00	-2,250.00	33.33 %
Oxford		0.00	0.00	
West Knoxville	1,725.00	3,450.00	-1,725.00	50.00 %
Total Assessments	17,322.25	42,955.00	-25,632.75	40.33 %
Contributions to SAYMA				
Contrib to DR RCT	2,950.00		2,950.00	
Contrib to General Fund	1,000.00	3,000.00	-2,000.00	33.33 %
Contrib to SAYF	0.00		0.00	
Contributions Released from Restrictions	2,051.32		2,051.32	
Total Contributions to SAYMA	6,001.32	3,000.00	3,001.32	200.04 %
Interest - Money Mkt	466.42	600.00	-133.58	77.74 %
YM Sessions Income				
YM Bookstore		1,300.00	-1,300.00	
YM Registration Receipts		31,100.00	-31,100.00	
Scholarships Applied to Fees		4,500.00	-4,500.00	
Total YM Registration Receipts		35,600.00	-35,600.00	
YM Scholarship Contributions		1,200.00	-1,200.00	
Total YM Sessions Income		38,100.00	-38,100.00	
Total Revenue	\$23,789.99	\$84,655.00	\$ -60,865.01	28.10 %
GROSS PROFIT	\$23,789.99	\$84,655.00	\$ -60,865.01	28.10 %
Expenditures				
CC Processing Fee	18.30		18.30	
DR or Set-Aside Fund Expense Grant	4,275.00		4,275.00	
DR or Set-Aside Fund Expense Reimbursement	1,108.02		1,108.02	
Junior Yearly Mtg Exp		7,000.00	-7,000.00	
SAYMA Operations				
Banking Costs	0.00		0.00	
Bookkeeping Costs	495.00	960.00	-465.00	51.56 %

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Liability Insurance	1,351.00	925.00	426.00	146.05 %
Office Admin				
Office - Duplication		50.00	-50.00	
Office - Electronic Services	39.90	1,500.00	-1,460.10	2.66 %
Office - Guilford Archiving		150.00	-150.00	
Office - Officer Expense		150.00	-150.00	
Office - Postage		50.00	-50.00	
Office - Supplies, Equip, Misc		50.00	-50.00	
Office - Volunteer Bkgrnd Chks	28.98	400.00	-371.02	7.25 %
Travel - Office Staff		800.00	-800.00	
Total Office Admin	68.88	3,150.00	-3,081.12	2.19 %
Personnel				
Payroll Service Expenses	2,196.00	3,599.00	-1,403.00	61.02 %
Payroll Taxes - SAYMA share	1,049.32	2,520.00	-1,470.68	41.64 %
Salaries - gross	13,716.60	32,920.00	-19,203.40	41.67 %
Total Personnel	16,961.92	39,039.00	-22,077.08	43.45 %
Publication Expenses				
Pub Exp - Web & Hosting Svcs		500.00	-500.00	
Total Publication Expenses		500.00	-500.00	
SAYMA Committees				
Cmte Exp - Contingency Pool	159.90	300.00	-140.10	53.30 %
Cmte Exp - Ministry & Nurture		200.00	-200.00	
Cmte Exp - YM Planning	159.90	200.00	-40.10	79.95 %
Total SAYMA Committees	319.80	700.00	-380.20	45.69 %
Transfer to SAYF		1,500.00	-1,500.00	
Travel Reimbursements				
Travel - WQO Delegates	1,156.45	2,500.00	-1,343.55	46.26 %
Total Travel Reimbursements	1,156.45	2,500.00	-1,343.55	46.26 %
Total SAYMA Operations	20,353.05	49,274.00	-28,920.95	41.31 %
Set-aside Fund Annl Allotments				
FWCC 3rd World Delegate Allot		400.00	-400.00	
FWCC SAYMA Intl Delegates Allot		400.00	-400.00	
Released Friend Annl Allotment		2,000.00	-2,000.00	
Spiritual Devt Annl Allotment		500.00	-500.00	
Uplifting Racial Justice Allot		1,500.00	-1,500.00	
Total Set-aside Fund Annl Allotments		4,800.00	-4,800.00	
WQO Annual Contributions				
WQOs - Membership				
WQO - FGC		625.00	-625.00	
WQO - FWCC		625.00	-625.00	
Total WQOs - Membership		1,250.00	-1,250.00	
WQOs - Other				
WQO - BQEF	0.00		0.00	
WQO - Quaker Earthcare Witness	0.00		0.00	
Total WQOs - Other	0.00		0.00	
Total WQO Annual Contributions	0.00	1,250.00	-1,250.00	0.00 %
YM Sessions Expense New				
Audio Visual - zoom. internet, equipment rental, staff		1,100.00	-1,100.00	

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Bookstore				
Books, Supplies, Shipping		1,300.00	-1,300.00	
Total Bookstore		1,300.00	-1,300.00	
Printing, Phone, etc.		1,000.00	-1,000.00	
Speakers, Guests and Entertainment				
Honoraria, etc.		500.00	-500.00	
Total Speakers, Guests and Entertainment		500.00	-500.00	
Venue				
Facilities and Conference Fees		34,200.00	-34,200.00	
Total Venue		34,200.00	-34,200.00	
Total YM Sessions Expense New		38,100.00	-38,100.00	
Total Expenditures	\$25,754.37	\$100,424.00	\$ -74,669.63	25.65 %
NET OPERATING REVENUE	\$ -1,964.38	\$ -15,769.00	\$13,804.62	12.46 %
NET REVENUE	\$ -1,964.38	\$ -15,769.00	\$13,804.62	12.46 %

Attachment G: YMPC Report

[\(return to the minutes\)](#)

Yearly Meeting Planning Committee Report To SAYMA Representatives Meeting March 15-16, 2025

The Yearly Meeting Planning Committee began meeting with the clerk, Melissa Preast, on November 19, 2024. The committee agreed to meet regularly once a month through March with extra meetings for the theme and subcommittees meeting as needed. We will begin meeting twice a month in April and weekly or as needed in May and June in preparation for the Yearly Meeting sessions. Meetings are conducted virtually via Zoom. The committee consists of 20 members with nine of us meeting regularly. Our theme for 2025 is **Nurturing Community in our Broken Worlds**. This report summarizes our meetings through March 3, 2025.

In November the committee met to introduce ourselves and confirm our roles. Most roles are filled by returning committee members who serve cheerfully and with a dedication to SAYMA I am grateful to experience. We confirmed the dates for Annual Sessions with Berea College as June 20 - 23, 2025, meeting Friday to Monday this year. We also confirmed Aaron Rushetta will provide IT support again this year.

In December the YMPC spent time reflecting on various challenges being faced across our Meetings related to natural disasters, racial tension, and political angst to name a few. This led us to focus on how we could nurture each other and build community. Through numerous hours of discernment we found unity in the theme “Nurturing Community in our Broken Worlds”. Using the plural for world highlighted how we all have different experiences and walk in multiple worlds like concentric circles, and some of our worlds overlap with others like a venn diagram. We also described images of a broken bridge with people from all walks of life helping to rebuild it. In January we validated our theme and focused on how we want it reflected by our workshops and plenary speakers. We are led to leave discernment and interpretation on what the theme means to individuals and allow them to share with us as led.

In February we asked the plenary subcommittee to focus on contacting some options for speakers and we asked the query subcommittee to begin the work of drafting queries for Ministry & Nurture to discern further for worship sharing at annual sessions. We sent a letter to the Ministry and Nurture Committee asking them to take under their care, the finalizing of queries from our draft list. Transforming our broad discussions into usable queries is one of the mystical things M&N accomplishes in support of the Annual Sessions and we are grateful for their faithfulness.

YMPC is sending the call for workshop presenters now. We invite Friends to consider how they might offer a workshop for our yearly meeting sessions. The committee will arrange for technology as needed. An idea the committee is seasoning is how to incorporate the work bell hooks did on love with a suggestion to read her book All About Love before sessions and offer

time and space for a discussion group during sessions. We are also working on assessing costs for YM 2025 as we consider what charge might be appropriate for this year's event. Our goal is to complete the budget and open registration in April.

Our committee is a cheerful and dedicated group that freely gives their service to SAYMA so we might have spiritually uplifting, thought provoking, and fun annual sessions.

With Gratitude and In Harmony,
Melissa Preast
YMPC Clerk

Attachment H: SAYMA URJ Report

[\(return to the minutes\)](#)

SAYMA URJ Report, RM 154

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 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, under Committees/Racial Justice.

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 be in a position 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. 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 4th 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 14th 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 Contribution form: [PDF](#)

For finance questions about URJ, please email treasurer@sayma.org.

For questions about URJ's operations, contact the URJ clerk at urj@sayma.org.

In Friendship,

Star Smith, clerk of URJ

Approved by URJ on March 11, 2025

Attachment I: RCT Team Report

[\(return to the minutes\)](#)

Ad hoc Racial Conflict Transformation Team Report RM 154

The Racial Conflict Transformation Team had a busy winter considering its charge and working to fulfill it. We have met monthly since November and have engaged with issues of racial justice and conflict transformation. We met specifically to address a response to Chattanooga Friend's letters. We considered ways to continue supporting Nashville and Chattanooga meetings. We are currently discussing ways to continue the racial conflict transformation work that began at the yearly meeting gathering, last year. We look forward to further engaging with issues of importance to SAYMA.

In Gratitude,
Lissa Place
Clerk RCT Team

Ad hoc Racial Conflict Transformation Committee/Team Charge (RM 153)

- a. Charge:
 - i. To develop processes that can effectively address racial conflict in the yearly meeting;
 - ii. Identify Quaker resources available to aid us in this work;
 - iii. To implement the process as needed to address racial conflict.
- b. Members:
 - 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 Finance Committee and/or SAYMA Treasurer;
 - iv. Additional members may be added as needed for the work.

Attachment J: Faith & Practice Revision Committee Report

[\(return to the minutes\)](#)

Ad Hoc SAYMA Faith and Practice Revision Committee
Report to Representative Meeting 154

The Ad Hoc Committee has been meeting faithfully each month and have accomplished much despite our small numbers.

We have completed a draft edit of the introduction, requested revisions from SAYMA Committees and received one so far, collected a list of definitions to be discerned, and began updating the history section.

Unfortunately, we struggle to have enough people to carry out this major effort. Of the five committee members: one member has had to resign due to serious health reasons, another member is limited in participation due to her health, and another member has changes in his life and young family that require him to take a break from providing support. I have taken on the role of YMPC clerk which I saw as a greater short-term need for SAYMA. Despite giving it my best effort, I cannot maintain the necessary attention to both committees. As a result of these extenuating circumstances, our committee can only rely on a member or two being present at each meeting and not always the same members. All members expressed their support for the work, they are just limited in what they can do at this time.

As Clerk, I feel there is not sufficient representation across SAYMA to continue the work at this time. I request the SAYMA Clerk consider adding additional people or put the committee on hiatus until more Friends are able to dedicate their time to assist in this effort.

In Harmony,

Melissa Preast
Ad Hoc Faith & Practice Committee Clerk

Attachment K: Nominating Committee Report, Part 2 - Open Positions

[\(return to the minutes\)](#)

Colors:		None: no change	New	Continuing	Open	Discerning
Colors:				Term ends	Mtg Appointee	
		First Name	Last Name	Position	Current Term	Position Term
OFFICERS AND INDIVIDUAL POSITIONS	Officers and Individual Positions				Clerk	2024-2026 1-2-1
					Assist Clerk	2024-2025 1-2-1
					Recording Cler	2024-2025 2
					Treasurer	2024-2026 1-2-1
					Asst Treasurer	2024-2025 1-2-1
					Admin Asst	
					SAYF PC	
					Bookkeeper	
					Archivist	2023-2025 2
					Web Manager	2024-2026 2
					Clerk	2024-2026 2
					member	2024-2026 2
			member	2024-2026 2		
	Ministry and Nurture			member	2025-2027 2	
				member	2025-2027 2	
				ex-officio	SAYMA Clerk	
				ex-officio	SAYMA Asst Clerk	
				Clerk	2024-2025 2	
				member	2023-2025 2	
				member	2022-2024 2	
	Finance Committee			member	2022-2024 2	
				member	2023-2025 2	
				member	2023-2025 2	
				Asst Treassurer		
				Treasurer		
				Clerk	2023-2025 2	
	WQO Allocations			member	2023-2025 2	
				member	2025-2027 2	
				member	2025-2027 2	
				member	2025-2027 2	
				Clerk	Asst Clerk	
				member	2023-2025 2	
	Personnel Committee			member	2023-2025 2	
				Supervisor	Bookkeeper	
				Supervisor	SAYF PC	
				Supervisor	Admin Asst	
				Co-clerk	2023-2025 2	
				Co-clerk	2023-2025 2	
				member	2023-2025 2	
				member	2023-2025 2	
	SAYF Steering			member	2023-2025 2	
				member	2024-2026 2	
				member	2024-2026 2	
				member	2024-2026 2	
				member	2023-2025 2	
				member	2025-2025 2	
				ex-officio	SAYF PC 2	
				Clerk	2	
				member	2023-2025 2	
	SAYF Support			member	2024-2026 2	
				member	2024-2026 2	
				member	2023-2025 2	

		member	2025-2027	2
		Clerk	2024-2026	2
JYM Support		member	2023-2025	2
		member	2024-2026	2
		member	2025-2027	2
		member	2025-2027	2
		Clerk	2024-2046	2
		Adult Program	2023-2025	2
		Workshops	2024-2026	2
		Worship Coord	2024-2026	2
		Co-registrar	2025-2027	2
		Co-registrar	2025-2027	2
		Recording Reg	Admin Asst	2
		Bookstore	2023-2025	2
		On-Site Coordi	2023-2025	2
Yearly Meeting		JYM Rep	2024-2026	2
Planning		YAF Rep	2024-2026	2
Committee		YAF Rep	2024-2026	2
		Layout Editor	2023-2025	2
		SAYF Rep		2
		FC Rep	FC Rep	
		member	2024-2026	2
		member	2024-2026	2
		member	2024-2026	2
		member	2023-2025	2
		member	2025-2027	2
		member	2023-2025	2
			2024-2026	2
Nominating		member	2024-2025	2
Committee		member	2024-2025	2
		member		2
		member		2
Web Manager		Clerk	2023-2025	2
Support		member	2023-2025	2
Committee		member	2023-2025	2
		member	2023-2025	2
			2025-2027	2
Digital Services			2025-2027	2
Committee			2025-2027	2
		Clerk		2
		member		2
		member		2
Peace and Social		member		2
Concerns		member		2
		member		2
		member		2
		member		2
		member		2
		Clerk	2022-2024	2
		member	2022-2024	2
Earth Justice		member	2023-2025	2
		member	2023-2025	2
		member	2025-2027	2
		member	2024-2026	2
		Clerk	2024-2026	2
Outreach		member	2025-2027	2

		member	2025-2027	2
		YAF member	2025-2027	2
Southern Appalachian Friend		editor		2
				2
		Archivist ex-officio		2
		Clerk	2022-2024	2
Operational Handbook		member	2022-2024	2
		Member	2023-2025	2
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SAYMA-URJ		Clerk		
			2022-2025	3
AFSC Corp			2023-2026	3
			2024-2027	3
				3
			2022-2025	3
FCNL			2022-2025	3
				3
			2023-2026	3
FGC			2024-2027	3
			2025-2028	3
Representatives to Wider Quaker Organizations	FLGBTQC		2022-2025	3
				3
			2024-2027	3
	FWCC		2023-2026	3
			2022-2025	3
	Friends Peace Teams		2021-2024	3
				3
	Q Earth Witness			3
				3
	Quaker House			3
				3
	RSWR			3

Colors: None: no change New Continuing Open Discerning

Colors: Term ends Mtg Appointee