

Suggestions for Restructuring and Rightsizing the Pacific Yearly Meeting Organization

PYM M&O, July 2017

Background and Introduction

The following proposal was developed considering the work of the former Futures, Visioning, and Experimentation & Implementation (sub-)committees (of Ministry & Oversight), and by listening with the Pacific Yearly Meeting community over the last five years or so at Annual Sessions, meetings of Representative Committee, committee meetings, casual conversations, and other opportunities. M&O has received and incorporated feedback on this document from PYM Nominating Committee (Feb 2017) and other PYM committees (Mar-June 2017). Consideration was also given to current concerns regarding stretching the Yearly Meeting's resources (both human and financial) beyond what is reasonably needed to maintain a healthy structure for our organization as it currently stands with around 1,300 members.

This proposal distinguishes between the year-round organization from the efforts specifically required for Annual Session and the meeting of Representative Committee (RepCom). We note that although some committees, such as the Children's Program Committee, meet year-round, their work is focused on Annual Session. It also proposes to re-assign various tasks and responsibilities. This proposal is not intended to address concerns related to the PYM delegates and observers.

Membership changes over time:

2016: 1,292 members

2011: 1,417 members

2006: 1,518 members

1996: 1,513 members

1986: 1,507 members

Overview

	Current structure according to the NomCom Slate ¹	Actual current positions occupied	Proposed Structure
Officer Positions	10	10	Year-Round: 6 Annual Session/RepCom: 4
# of People (Officers)	15	15	Year-Round: 7 Annual Session/RepCom: 7
Committees	17	17	Year-Round: 11 Annual Session / RepCom: 4
# of People ² (Committees)	106	92	Year-Round: 60 Annual Session / RepCom: 21
Staff (Paid + Volunteer)	2	3	Year-Round: 2 Annual Session / RepCom: 1
Total No. of People Involved	123	110	Year-Round: 69 Annual Session / RepCom: 29

¹ 2016-2017 Final Nominations Report. Includes Young Adult Friends Clerks and Committees. Does not include Junior Yearly Meeting teen clerks or members of the JYM teen M&O committee. Does not include PYM Delegates and Observers.

² Does not include ex officio members, representatives from the 3 projects in Latin America, youth members of the Youth Programs Coordinating Committee.

Proposal³

Pacific Yearly Meeting (year-round)

Officers

Presiding Clerk
Assistant to the Clerk
Historian-Archivist
Statistical Clerk(s)
Treasurer
Assistant to the Treasurer (when requested)

Staff⁴

Youth Programs Coordinator
Web Coordinator

PYM Standing Committees

Communications Committee	5 members + Web Coordinator <i>ex officio</i> ⁵ + Asst. to the Clerk <i>ex officio</i> + Youth Programs Coordinator <i>ex officio</i>
Discipline Committee	6 members + Historian-Archivist <i>ex officio</i>
Finance Committee	6 members + Treasurer(s) <i>ex officio</i> + Statistical Clerk(s) <i>ex officio</i>
Latin American Concerns Committee	8 members + <i>a member is named by each of the Latin American programs: Casa De Los Amigos, El Salvador Project and Guatemala Friends Scholarship Program</i>
Ministry & Oversight Committee	9 members + Presiding Clerk <i>ex officio</i>
Naming Committee	3 members
Nominating Committee	9 members
Peace & Social Order Committee	5 members + SCQM PSO Clerk <i>ex officio</i> + relevant delegates <i>ex officio</i>
Unity with Nature Committee	6 members + QEW delegates <i>ex officio</i>
Youth Programs Coordinating Committee	6 members + 4 youth members
Holding Corporation	6 members + Treasurer(s) <i>ex officio</i> + Presiding Clerk <i>ex officio</i>

Annual Session / Representative Committee⁶

Officers

Recording Clerks
Registrars
Reading Clerk
Young Adult Friends (YAF) Co-Clerks

Staff

Children's Program Coordinator

Committees

Arrangements Committee	6 members + Registrars
Epistle Committee	3 members (this committee is created each spring by M&O)
Children's Program Committee	6 members + Children's Program Coordinator (past and present) <i>ex officio</i> + Youth Programs Coordinator <i>ex officio</i>
JYM Adult Committee	8 members + Youth Programs Coordinator <i>ex officio</i>

³ Includes Young Adult Friends. Does not include JYM Teen Clerks or M&O Committee.

⁴ Staff positions are appointed by the committee relevant to their work instead of Nominating Committee, whether paid or volunteer.

⁵ *Ex officio* means that one serves as a member of the committee by virtue of another office. An *ex officio* member is a full member of the committee.

⁶ While these officers, staff, and committees may do work year-round, their organizing function is primarily for Annual Session and Representative Committee.

Committees and Officers to be laid down

Arrangements Clerks - folded into the new Arrangements Committee

Secretariat Committee - tasks currently assigned will be folded into Communications Committee

Site Committee - tasks currently assigned will be folded into Arrangements Committee

Religious Education for Children Committee - becomes a subcommittee of Ministry & Oversight

Here's another way to look at it: (highlighted officer/committees are not nominated by Nominating Committee)

Current Officer / Committee Roster	Proposal
Presiding Clerk	no change
Assistant to the Clerk	no change
Arrangements Clerks	incorporate into Arrangements Committee under Annual Session/RepCom
Historian-Archivist	no change
Reading Clerk	Annual Session/RepCom
Recording Clerks	Annual Session/RepCom
Registrars	Annual Session/RepCom
Statistical Clerk(s)	no change
Treasurer	no change
Assistant to the Treasurer (when requested)	no change
Young Adult Friends Co-Clerks	Annual Session/RepCom
Ministry & Oversight Committee (9 members) + Presiding Clerk <i>ex officio</i>	no change
Children's Program Committee (6 members) + current and past Children's Program Coordinators <i>ex officio</i>	Annual Session/RepCom; 6 members + Children's Program Coordinator (current and past) <i>ex officio</i> + Youth Programs Coordinator <i>ex officio</i>
Discipline Committee (6 members) + Historian-Archivist <i>ex officio</i>	no change
Finance Committee (6 members) + Treasurer(s) <i>ex officio</i> + Statistical Clerk(s) <i>ex officio</i>	no change
Holding Corporation (6 members) + Treasurer <i>ex officio</i> + Presiding Clerk <i>ex officio</i>	no change
Junior Yearly Meeting Adult Committee (9 members) + Youth Programs Coordinator <i>ex officio</i>	Annual Session/RepCom; 8 members + Youth Programs Coordinator <i>ex officio</i>
Latin American Concerns Committee (9 members) + 3 project representatives	8 members + a <i>member is named by each of the Latin American programs: Casa De Los Amigos, El Salvador Project and Guatemala Friends Scholarship Program</i>
Peace & Social Order Committee (9 members) + SCQM PSO clerk <i>ex officio</i> , 1 PYM FCNL rep, 1 PYM FCL rep <i>ex officio</i>	5 members + SCQM PSO clerk <i>ex officio</i> + 1 PYM delegate for each relevant organization <i>ex officio</i>
Religious Education for Children Committee (9 members)	becomes a subcommittee of Ministry & Oversight as the Religious Education Subcommittee
Secretariat Committee (3 members) + Asst. to the Clerk <i>ex officio</i>	folds into the Communications Committee
Site Committee (6 members) + Arrangements Clerks	lay down, but tasks folded into Arrangements Committee
Unity with Nature Committee (9 members) + QEW delegates <i>ex officio</i>	6 members + QEW delegates <i>ex officio</i>
Youth Programs Coordinating Committee (6 members + 4 youth members)	no change
Nominating Committee (9 members)	no change
Naming Committee (3 members)	no change
Epistle Committee (3 members)	no change
New Additions	
Arrangements Committee	6 members + Registrars
Communications Committee	5 members + Web Coordinator <i>ex officio</i> + Asst. to the Clerk <i>ex officio</i> + Youth Programs Coordinator <i>ex officio</i>

Notes on proposed changes:

1. The work of the year-round organization is separated from the tasks that are specifically (and only) related to the Annual Session and/or the meeting of Representative Committee (RepCom) (even though many of the Annual Session/RepCom committees meet year-round) for two main reasons: 1) clarification and acknowledgment, and 2) possible financial and/or budget implications.
2. The creation of an Arrangements Committee is proposed, which would be responsible for all the logistics surrounding Annual Session, including without limitation, selection of the site, registration-related tasks, housing assignments, pre-event arrangements, and on-site arrangements, including running the information booth. This committee would have the tasks of the Site Committee, the Arrangements Clerks, and some registration-related tasks. The Arrangements Committee would work on the task of exploring potential alternate sites for the Annual Session, possibly during the fall/winter to bring proposals to RepCom.
3. Due to dwindling attendance at committee meetings and participation in committee work, it is proposed that the Peace & Social Order committee have 5 members and Unity with Nature committee have 6 members plus the same additional and *ex officio* members as they currently have.
4. Religious Education for Children Committee has not been active for three years and names were not brought for empty slots last year (2016-2017) because of this. It is proposed that this committee be redefined as a Religious Education Committee (not necessarily only for children) and become a subcommittee of Ministry & Oversight.
5. The creation of a Communications Committee is proposed as a standing committee of the Yearly Meeting. This committee could initially be created with the current Electronic Communications Subcommittee of Ministry & Oversight and the Secretariat Committee. As the name states, this committee would be responsible for communications within the Yearly Meeting (electronic and other) and would take on some of the related tasks currently performed by the Assistant to the Clerk (who would serve on this committee *ex officio*). Communications Committee would be responsible for the Yearly Meeting's online presence, including the PYM website, social media and other presences as these are developed. It would also be responsible for the Daily Miracle and the secretariat office duties related to Annual Session.
6. Adding the Web Coordinator and Children's Program Coordinator to the roster merely recognizes two positions that are already in place.
7. Note that M&O sub-committees are not included in this accounting of the number of positions that PYM Friends occupy.

Notes about nominations and appointments

Highlighted here are the positions that are NOT nominated by the Nominating Committee:

- All Young Adult Friend positions (clerks and any committees) as these are made by the Young Adult Friend community
- All Junior Yearly Meeting positions (clerks and Ministry & Oversight, not Junior Yearly Meeting Adult Committee) as these are made by the Junior Yearly Meeting community
- The four youth members of Youth Programs Coordinating Committee (1 year terms) are nominated by the Youth Programs Coordinating Committee, then brought forward as part of the slate the Nominating Committee prepares to be considered for approval by the body
- Youth Programs Coordinator is selected and hired by Youth Programs Coordinating Committee
- Web Coordinator is selected (and hired if being paid) by the Communications Committee
- Children's Program Coordinator is selected and hired by the Children's Program Committee
- Epistle Committee is nominated by Ministry and Oversight
- Holding Corporation appoints its own members