

# Suggestions for Restructuring and Right-Sizing the Pacific Yearly Meeting Organization

*PYM M&O, March 2017*

## ***Background and Introduction***

The following proposal was developed considering the work of the former Futures Committee, Visioning Committee, and Experimentation & Implementation Subcommittee, and by listening with the Pacific Yearly Meeting community over the last 4 years or so at Annual Sessions, meetings of Representative Committee, committee meetings, casual conversations, and other opportunities. Feedback has also been received and incorporated from PYM Nominating Committee (Feb 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 1300 members.

This proposal separates 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 focussed 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 <sup>1</sup>	Actual current positions occupied	Proposed Structure
Officer Positions	10	10	Year-Round: 6 Annual Session/RepCom: 2
No. of People (Officers)	15	15	Year-Round: 8 Annual Session/RepCom: 3
Committees	17	17	Year-Round: 12 Annual Session / RepCom: 5
No. of People <sup>2</sup> (Committees)	106	92	Year-Round: 68 Annual Session / RepCom: 23
Staff (Paid + Volunteer)	2	3	Year-Round: 2 Annual Session / RepCom: 1
Total No. of People Involved	123	110	Year-Round: 78 Annual Session / RepCom: 27

<sup>1</sup> 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.

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

## **Proposal<sup>3</sup>**

### **Pacific Yearly Meeting (year-round)**

#### *Officers*

Presiding Clerk  
Assistant to the Clerk  
Historian / Archivist  
Statistical Co-Clerks  
Treasurer  
Assistant to the Treasurer (when requested)  
Young Adult Friends Co-Clerks

#### *Staff*

Youth Programs Coordinator  
Web Coordinator (currently volunteer)

#### *PYM Standing Committees*

Communications Committee	5 members + Web Coordinator + Asst. to the Clerk
Discipline Committee	6 members + Historian/Archivist
Finance Committee	6 members + Treasurer + Statistical Co-Clerks
Latin American Concerns Committee	5 members + 3 project reps
Ministry & Oversight Committee	9 members
Naming Committee	3 members
Nominating Committee	9 members
Peace & Social Order Committee	5 members + CPQM & SCQM PSO + relevant delegates
Unity with Nature Committee	5 members
Youth Programs Coordinating Committee	6 members + 4 youth
Holding Corporation	6 members + Treasurer + Presiding Clerk

### **Annual Session / Representative Committee**

#### *Officers*

Recording Clerks  
Registrars  
Reading Clerk

#### *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	5 members + Program Coordinator
Junior Yearly Meeting Adult Committee	5 members + Youth Programs Coordinator

### **Committees to be laid down**

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

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

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

<b>Current Officer / Committee Roster</b>	<b>Proposal</b>
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	only required for Annual Session/RepCom
Recording Clerks	only required for Annual Session/RepCom
Registrars	Move to Annual Session/RepCom
Statistical Clerks	no change
Treasurer	no change
Assistant to the Treasurer (when requested)	no change
Young Adult Friends Clerks	no change
Ministry & Oversight Committee (9 members)	no change
Children's Program Committee (6 members) + current and past program coordinators	only required for Annual Session/RepCom; 5 members + current and past program coordinators
Discipline Committee (6 members) + Historian-Archivist	no change
Finance Committee (6 members)	no change
Holding Corporation (6 members) + Treasurer	no change
Junior Yearly Meeting Adult Committee (6 members) + Youth Programs Coordinator	only required for Annual Session/RepCom; 5 members + Youth Programs Coordinator
Latin American Concerns Committee (5-9 members) + 3 representatives for the projects	5 members + 3 representatives for the projects
Peace & Social Order Committee (9 members) + CPQM & SCQM PSO clerks, 1 PYM FCNL rep, PYM FCL rep	5 members + QM PSO clerks + 1 PYM delegate for each relevant organization
Religious Education for Children Committee (9 members)	becomes a subcommittee of Ministry & Oversight as a Religious Education Committee
Secretariat Committee (3 members) + Asst. to the Clerk	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)	5 members
Youth Programs Coordinating Committee (6 members + 4 youth members)	no change
Nominating Committee (9 members)	no change
Naming Committee (3 members)	no change
Young Adult Friends Arrangements Committee	only required for Annual Session/RepCom
Young Adult Friends Spiritual Nurture	no change
Epistle Committee (3 members)	no change
<b>New Additions</b>	
Arrangements Committee	6 members + Registrars
Communications Committee	5 members + Web Coordinator + Asst. to the Clerk

#### 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 Latin American Concerns, Peace & Social Order, and Unity with Nature committees have 5 members each plus the same additional and ex officio members as they currently have.
4. Religious Education for Children Committee has not been active for 2 years and names were not brought for empty slots this year (2016-2017) because of this. It is proposed that this committee be redefined as a Religious Education Committee (not necessarily 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 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 roster merely recognizes two positions that are already in place but are not acknowledged on our roster.
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

All nominations to the positions above would be made by the Nominating Committee except:

- All Young Adult Program positions (clerks, spiritual nurture, arrangements committee) as these are made by the Young Adult Friend community
- Youth Program Coordinating Committee (YPCC) nominates their own members
- Web Coordinator is nominated by the Communications Committee
- Children's Program Coordinator is selected by the Children's Program Committee
- Epistle and Reading Committee is nominated by Ministry and Oversight