Packet of Advance Materials

Pacific Yearly Meeting
Representative Committee Meeting
March 6-8, 2020

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Documents that were not submitted in time for this Packet or that needed revision may be found on the PYM website at:

George Mills, PYM Secretariat, February 21, 2020, rev 11:20 AM
Clerk’s Call to
PYM Representative Committee 2020
the theme of our Annual Session in July will be
Radical Inclusivity: Responding to the Persistent and Insistent Love of God

- **WHEN/WHERE:**
  RepCom will be hosted by Quaker Oaks Farm (QOF), meeting at the Visalia Friends' Meetinghouse (VFM) on the ancestral land of the Wukchumni Tribe from **6pm on Friday, March 6, through Saturday March 7 and continuing to Sunday March 8 if necessary.**

- **REGISTRATION:**
  Please register for RepCom by **SATURDAY, FEBRUARY 15** by filling out the form on the PYM website:
  
  www.pacificyearlymeeting.org/committee-newsletters-and-reports/representative-committee/2020-repcom-reports-and-minutes/

  *(Persons registering after Friday February 15 cannot be assured of overnight hospitality.)*

  **Before coming to RepCom, please review the advance documents on the website carefully.**

**HOSPITALITY:**
Overnight accommodations will be provided in nearby homes and there is plenty of camping and floor sleeping space available at QOF, adjacent to VFM. There are also inexpensive hotels/airbnbs in Visalia and Exeter. Friday dinner through Sunday lunch will be provided (along with snacks/tea/coffee) for a suggested donation to QOF of $40. Please note any food restrictions in your registration.

**TRAVEL & REIMBURSEMENT:**
Visalia is easily accessible by car, bus, or train and shuttles to the Meetinghouse will be provided. Travel expenses of officers, clerks, and Representative Committee members (Monthly Meetings’ representatives to PYM) are reimbursed 25¢ per mile for round trip road atlas mileage between the member’s Home Meeting and the location of the Meeting being attended or actual expenses up to $.25 per mile. Round trip travel from Mexico or Hawaii is reimbursed up to $600. Members are encouraged to reduce costs by taking advantage of special bargain rates (early reservation, two for one, special offers, etc.).

**PRESENTING AND REPORTING:**
Please submit written reports by February 15 to Sharon Gates, Assistant to the Clerk (email address below). Guidelines for reports are on the PYM web page. Reports sent after 2/15 might not be posted prior to RepCom. Contact Sandy Kewman, Presiding Clerk (email address below) if your committee is presenting at RepCom.

**Interest Groups at the 2020 Annual Session:**
The process for getting Interest Groups scheduled for Annual Session is on the PYM website at www.pacificyearlymeeting.org/2017/documents/how-to-schedule-an-interest-group-at-pym-annual-session/ . Please submit your proposals by **SUNDAY, MARCH 7** to Sharon Gates, Assistant to the Clerk (email address below).

**Junior Yearly Meeting:** The youth leadership of Junior Yearly Meeting (JYM) and JYM Adult Committee members will meet at QOF March 6-8 to plan for JYM 2020 at Walker Creek Ranch. JYM planners look forward to worshiping and sharing meals with Friends attending RepCom. If you have questions, please contact the clerk of the JYM Adult Committee, Dan Strickland danstrickland2001@yahoo.com.

Sandy Kewman, Presiding Clerk of PYM, will preside at RepCom. She and I will send you further information, including an agenda, in one or more follow-up mailings.

*If you have questions for the Presiding Clerk, contact Sandy at PYMclerk@gmail.com*

We look forward to seeing you in Visalia,
Sharon Gates, Assistant to the Clerk, PYMAssistanttotheClerk@gmail.com

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SUMMARY
We invite RepCom and Friends to read all this report, but if time is limited, please especially see the following: The section below titled “Anticipated committee work mid-February - June/July, 2020” -- for items where the Children’s Program Committee (CPC), at this time, anticipates needing assistance from others. Thank you for your support.

Children’s Program Committee (CPC) activities July, 2019, through mid-February, 2020
The CPC has met three times since the last annual session (via Zoom). It is anticipated that these Zoom-facilitated meetings will be more frequent from March - June/July, 2020.

In these meetings, committee members have started getting to know each other, reviewed input from parents and teachers about the 2019 annual session children’s program (CP), reviewed recommendations from the Ad Hoc Committee on the CP, and walked through a tasks list that is divided into a three-month-segmented timeline. In addition, the Committee Clerk has become the CP Administrative Coordinator for the 2020 annual session.

Also, the Clerk/CPC have been in contact with liaisons, the Youth Programs Coordinator and Youth Programs Coordinating Committee (YPC and YPCC), and Finance Committee. Via this, the CPC has the PYM Child Abuse Prevention Policy, lists of at least some prior teachers, and budget numbers.

The following documents, which help guide committee work and thus are an indication of some of the CPC focus thus far, have been drafted and are available from the Committee Clerk upon request:
- CP input from annual session 2019 (input from parents and teachers, grouped by themes);
- Ad hoc Committee on CP recommendations, 2020 items;
- Notes from 8/22/19, 10/20/19, 2/16/2020 CPC Zoom-facilitated meetings;
- CPC/CP detailed tasks document, divided into three-month segments and with the status of items noted (so this tasks document is updated regularly and also serves as a to-do list);
- Input given thus far about the PYM website children’s page (primarily asking that redundancies be reduced, some items be grouped differently, and revision of a sub-heading for clarity);
- Theme/curricula ideas (that will be offered to teachers as draft suggestions);
- CP annual session daily schedule (draft to be supplied to teachers and coordinators).

More on themes/curricula
The draft themes/curricula document, written to help and not hinder teachers (and which is still being reviewed by the CPC), encourages teachers to teach at least one unit on each of the following:
- Quaker tradition (e.g., history, process, etc.);
- Inclusivity/Diversity;
- Conflict resolution/AVP; and
- Stillness/silence practice -- which also of course is a major part of Quaker tradition.
These suggestions are based on input from parents and teachers in 2019 and the annual session theme. In addition, the themes/curricula draft document includes a longer list of possible themes brainstormed by the CPC (e.g., broadened to include earth care).
Divided into categories, the curricula document lists potential sources for materials. Also, there is an exciting possibility for a child-centered daily AVP focus, brought to the CP by experienced AVP Quakers.

**Anticipated committee work mid-February - June/July, 2020**

As we enter late winter/early spring, the CPC will be concentrating more on the following, while also continuing to work on and augment some of the items listed above:

- Outreach to Monthly Meetings to (1) encourage and also get a feeling for children’s projected attendance at 2020 annual session, and (2) inquire about interests in teaching in the CP. **Any assistance in gathering this information, from Meeting Reps and others, would be greatly appreciated.**
- Outreach to recruit teachers and the two on-site coordinators (and to plan at least one Zoom-facilitated pre-annual session teacher training). Teacher/coordinator screening/interviewing. **If Meeting Reps or others know about possible teachers or on-site coordinators, please let the CPC clerk know ASAP.**
- Further review of the PYM website’s children’s page. **The CPC needs clarity about how recommended modifications of the website will be achieved.**
- Editing parent, teacher, and other PYM documents on the PYM website children’s page. **The CPC needs clarity about how these edited documents will be posted on the website.**
- Design a system for volunteers to help teachers. **The CPC needs advice about doing this.**
- Also, the CPC has struggled with little historical depth on the committee (the CPC greatly appreciates advice received from people outside the Committee). **The CPC encourages people to review the detailed tasks document noted above -- in case major items are missing, etc.**

**Annual session evening child care**

The CPC has informed the YPCC, M&O, etc., about a request from parents for which the CPC cannot assume responsibility, but there may be a facilitating presence within PYM: Parent request for evening child care. To be helpful, the CPC Clerk has suggested the following possible system, for consideration by M&O, RepCom, and others:

1. Perhaps this could be addressed fairly easily via a parent cooperative:
   - Provide a space for the evening child care (probably CP space) with the understanding it will be cleaned up every evening; and
2. Provide a communication mechanism for parents who are interested in volunteering for the child care co-op -- e.g. lunch together among interested parents on the first day -- and a volunteer sign-up sheet parents can circulate.

Then also have a couple important guidelines:

1. There must be at least two adults with the children at all times and more as needed; and
2. Anyone dropping off a child must sign a sign-in sheet that includes where they will be and cell phone number (though of course cell phone coverage is imperfect).

CPC members: Vivian Carlson, Honolulu; Maia Wolff-Ostrum, Agate Passage in NYP; Amy Donovan Blondell, Monterey; Anita McCormick, Grass Valley; and Suellen Lowry, Humboldt (clerk).
Summary

Communications Committee is requesting a budget augmentation of $13,811 for FY2019-20 to support the hiring of an IT administrator and the implementation of a directory/database. We are also recommending a new position of Daily Miracle Editor be created and that we amend our data privacy policy to cover our proposed directory/database.

Dear beloved Friends:

Communications Committee (ComCom) began our committee ministry with an in-person retreat, where we worshiped on the spiritual basis for our work, reviewed and updated our task list, and discerned where we felt most called to put our energies. We became clear that the ministry of ComCom was to nurture and grow the “beloved community” primarily by facilitating communication within PYM, during and outside our gatherings at Annual Session and Representative Committee. We also affirmed our belief that the spiritual work of the Yearly Meeting has been negatively impacted by the lack of infrastructure to support communication. We prioritized the following tasks: update our committee description to emphasize our work as ministry; hire an IT Administrator to fill a position previously filled by a volunteer; implement our privacy and data breach policies; recommend that a new position of Daily Miracle Editor be created; migrate our website to a new platform; adopt software that would allow us to create a PYM directory/database that could facilitate communications within the Yearly Meeting; and assume oversight of existing social media presences. Below we provide a brief update on these and other tasks.

1. We updated our committee description to emphasize our work as ministry.
2. We developed and approved a job description for the IT administrator, are recruiting for this position, and are requesting an augmentation to our budget to support this position.
3. We created a position description for the editor of the Daily Miracle and sent it to Nominating and the PYM Clerk for consideration.
4. We migrated our website to a new and less expensive platform.
5. We continued to refine a “directory requirements” document for a directory/database, decided that our requirements could be best met with a contact management software system, and used this document to evaluate different options, including CiviCRM, a home-grown system created by NPYM, and Salesforce. We considered the importance of going with open source vs. proprietary software, ease of implementation and use, potential overlap with our registration system, and cost. We hired Espenshade Consulting, a Quaker owned and run consulting company to assist us. After much discernment, ComCom is in unity that we should proceed with implementing the non-profit version of Salesforce for our directory/database needs, and that we hire Espenshade Consulting to assist us with the transition and first year of support.
6. We are recommending a minor amendment to our data privacy policy to be applicable to our directory/database efforts; and continue to work on implementing our privacy and data breach policies and expanding our social media presence. We recognize that we may need to further
amend our data privacy policy as work on the directory/database proceeds. We have brought PYM’s Facebook group under the care of ComCom.

7. We continue our never-ending work of posting and updating information on the PYM website. In addition, we have begun a project to make scanned, searchable images of archived paper minutes from PYM business meetings available on the website. As of this writing years 1947-1959 and 1968-1976 are available.

ComCom is requesting the following augmentation to the committee’s budget for fiscal year (FY) 2019-20: $2,160 for 6 months of an IT administrator; $10,901 for database implementation, and $750 for additional committee expenses, for a total of $13,811. We include as attachments to this report for informational purposes the following documents:

A. Proposal and budget from Espenshade consulting for Salesforce implementation
B. FAQ on why we chose Salesforce and what it involves for monthly meetings
C. Suggested minor amendment to the data privacy policy
D. “Dear Monthly Meetings” letter

We make these documents and the draft directory requirements document available on the ComCom page of the PYM website.

Members of our committee include: Lawrence Alderson, Arthur Kegerris, Allison Kirkregaard, George Mills and Kate Watkins (Clerk). Sharon Gates (Assistant to the Clerk), Jan Tappan (Historian/Archivist), the IT Administrator (currently vacant), and the YPC are ex officio on the committee. DJ Bloom (Statistical Clerk) and a member of the YPCC often also participate.
Pacific Yearly Meeting
Salesforce Estimated Costs – Rev A
Espenshade Nonprofit Consulting, LLC
2/7/2020

Initial Implementation Costs Anticipated for FY19/20:
Salesforce NPSP 10-user License .................................................. $0
Espenshade Nonprofit Consulting (100 hrs).......................... $8,500
Purchased companion products ............................................ $1,410
Contingency (10%) .................................................................... $991
Total ..................................................................................... $10,901

Estimated/Proposed Budget for FY20/21:

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<th>Annual Cost</th>
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<td>Salesforce NPSP 10-user License</td>
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</tr>
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<tr>
<td>Cazoomi Mailchimp Connector</td>
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</tr>
<tr>
<td>50% nonprofit discount; Basic Plan</td>
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<tr>
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<tr>
<td>Ongoing Support</td>
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<td>Espenshade Nonprofit Consulting @ 5 hrs/mo</td>
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</tr>
<tr>
<td><strong>Annual Cost Estimate:</strong></td>
<td><strong>$6,510</strong></td>
</tr>
</tbody>
</table>

Assumptions/Open Issues:
- Assumes between 2500 and 5000 people (PYM members and Monthly Meeting attenders)
- ENC effort will depend on options for accessing the data.
- Pacific Yearly Meeting will be responsible for procedures and processes for user access, and will work directly with Monthly Meetings to acquire needed data.
- Salesforce built-in database export is assumed; third-party database backup and restore is not included.
Communications Committee Report - Attachment B

Frequently Asked Questions about the proposed PYM Directory/Database

Why do we need a PYM directory/database?

A PYM directory and database would allow us to communicate via phone, email and distribution lists to all members of the community, specific committees, and clerks or other groups/individuals within PYM, the Quarterly meetings and monthly meetings. A Yearly Meeting directory (which could also be used to produce Quarterly and Monthly Meeting directories) would also facilitate identification and communication with individuals in specific roles. Today, those seeking to contact PYM clerks and officers have limited resources to identify those individuals and obtain contact information. The absence of this resource makes the work of many PYM committees more difficult and labor-intensive.

Why do we need a contact management system (CMS\(^1\)) to support our directory/database efforts?

A contact management system is a type of software that would enable PYM to easily store and find contact information, and to use this information for communication activities linked to contacts. The Communications Committee (ComCom) believes that a CMS would greatly facilitate the work of PYM and be of use to Monthly and Quarterly meetings as well. Additionally, we look to the experience of other Quaker organizations who have successfully implemented their directory and related communications systems using a CMS.

Why did we choose the non-profit version of Salesforce as our CMS?

With consultation from Friends who manage directories for various large Quaker organizations, we brainstormed and considered several options for our CMS, including Salesforce NPSP (Non-Profit Success Pack), CiviCRM, and a home-grown solution used by North Pacific Yearly Meeting. We evaluated our choices based on cost, ease of use and feasibility, need for additional customization, availability of resources to support implementation, and whether the software was open source or proprietary. Salesforce NPSP is used by several Yearly Meetings and Friends’ organizations (including AFSC, FGC, Philadelphia YM, Australia YM and Friends Journal). Although Salesforce NPSP uses proprietary software, it is open access and the company has a long history of supporting non-profits. There is a large community of users and many free training materials. It is also flexible, customizable, and can adapt to future needs through separately available and/or built-in features.

How much will it cost?

Salesforce NPSP is free for nonprofits needing 10 or fewer user licenses. A license grants a specific person access and use the database, according to the permission level granted to the user. The only costs to us are for the initial implementation (~$10,000), ongoing end-user support (~$1-5,000/ per year) and the cost of some plug-ins (additional software, ~$1,500 per year) to make the program more usable/useful.

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\(^1\) Not to be confused with a Content Management System, as this abbreviation is sometimes used.
Security and privacy
Salesforce uses industry standard security solutions and standards both for its commercial and its nonprofit versions. Data is stored securely in ‘the cloud’ on Salesforce servers, and a limited and defined number of PYM individuals will have editing privileges or be able to download the information. ComCom will establish and enforce processes and procedures that will restrict access levels and ensure that users who are granted licenses are approved and have the level of access appropriate for their work, and that this will be limited for security and privacy reasons. ComCom’s current thinking is that 1-2 individuals will be authorized to download and share reports, and that these reports will be shared with PYM committee clerks and the Clerks & Assistant Clerks of the Quarterly Meetings, on a need to know basis. Information such as PDFs of directories will be made available in a secure folder (e.g. a Google Drive) to Monthly Meetings, Quarterly meetings and members of the Yearly Meeting.

Will F(f)riends be able to opt in or out of providing their information?
Yes and no. Individuals with a specific Yearly or Quarterly Meeting role will not be able to opt out of providing their name and contact information. Everyone else can decide whether or not to participate or how much information to provide. Monthly Meetings will be responsible for collecting the data that will go into the directory; individuals can decide if they want to submit any, all, or a limited amount of data.

Can we have access to data from previous years? Is there an audit trail?
Yes. It is possible to create reports using data from previous years, if we decide we want to do this. In addition, when changes get made, there is an audit trail.

Support
We have hired Espenshade Nonprofit Consulting (ENC) to help us with our discernment process. If ComCom’s request for budget augmentation is approved, then ENC will work with us to implement and customize Salesforce NPSP for our needs. We expect that after the initial implementation we will need to budget for ongoing technical support as we become familiar with the system, but that this will decrease over time as we become more familiar with how it is used.

Will meetings who have an existing directory system need to migrate to the PYM directory?
Meetings who supply data to the PYM directory will have the option of having a directory created for their Meeting and worship groups. Data can be supplied either through an export file format, (potentially avoiding duplication of effort) or by having individual members submit their data for inclusion through a google form.
Communications Committee Report - Attachment C
Proposed Amendments to PYM Personal Data Privacy Policy

The full PYM Personal Data Privacy Policy (version 4.2) as approved at Annual Session 2019 is available at http://www.pacificyearlymeeting.org/wordpress/wp-content/uploads/2020/01/PYM-Personal-Data-Privacy-Policy-4.2-As-Approved.pdf. Communication committee proposes the following underlined additions to the policy so that it more explicitly covers certain issues related to the database/directory as well as the PYM website.

What Personal Data we collect, and why we collect it

Personal data collection principally occurs and is managed through the website and the PYM directory database. Personal data that is extracted from the website, such as event registration records, are also governed by this policy.

Membership data and online directory

The Yearly Meeting has plans to implement an online directory, which would house all of the relevant information found in monthly and quarterly meeting directories, plus information on yearly meeting committee members, officers, representatives and liaisons. Data within the directory will be restricted for access by authorized users. Authorized users for each monthly meeting would have access to all of the directory information for their own meeting, plus more limited information on the Quarterly and Yearly meeting clerks, committees and so on. Authorized monthly, quarterly and yearly meeting delegates would be able to maintain and distribute directory information for their respective constituencies.

The data gathered and managed for the PYM directory will be used for publishing the directory, and individual contact information in the directory will only be shared with approved recipients within PYM and its affiliated organizations. Additionally, information within the directory system may be used for communications, including email, phone calls or correspondence by Yearly, Quarterly and Monthly Meeting committees and officers in carrying out their service in their respective roles.
Dear PYM Representatives,

Pacific Yearly Meeting (PYM) covers the largest geographic area of any Yearly Meeting in North America, making communication between Friends challenging. Friends travel long distances to attend in-person meetings, and much of the work of the Yearly Meeting happens by phone, email or other forms of remote communication. Friends’ ministry has been hindered by not being able to easily access and use contact information to reach each other.

At the 2020 Representative Committee of PYM, ComCom requested an augmentation to the budget to implement a PYM directory database, using the Salesforce NPSP contact management system. In the attached FAQ, we describe our reasons for this solution and address some of the questions Friends may have around privacy and security. With this contact management system, we will be able to develop PYM and Quarterly Meeting directories (and Monthly Meeting directories for those meetings that want this), and to facilitate communication between yearly meeting and quarterly meeting committee members, and between committees and the larger body of Friends. While we are still working out many of the details, we wanted to give Friends a preview of what is coming, and to ask you to share this with your Meeting.

At this time, we are asking PYM Representatives to do the following:

- Inform your Monthly Meeting that over the next six months PYM will begin implementing a directory/database system for the entire Yearly Meeting
- Ask each meeting to designate a contact person to be the “monthly meeting directory manager.” This should be a position filled by your nominating committee and could be the person currently responsible for updating your directory.
- Make Friends aware that ComCom will be sending the directory manager a request for Meeting members’ contact information and communication preferences for publication in the directory. This information could be supplied using a spreadsheet that has all the requested information in the correct format. Alternatively, the directory manager could invite individual meeting members and attenders to enter their data into a Google Form provided by ComCom, similar to the forms used by Friends to register for the annual session. Parents will enter their children’s information. Friends who do not have access to a computer would need assistance to enter their data and select their communication preferences. Friends would be able to provide as much or little contact information as they would like.
- ComCom will also be sending the directory manager a list of common meeting roles (eg. “Clerk”, “Treasurer”, “Clerk of Committee XX”). We ask that the directory manager populate this form with the names of the individuals in the meeting filling these roles.

We see our ministry as one of growing our beloved community by strengthening our ability to communicate and connect with each other. ComCom welcomes your questions and ideas as we implement this process. Please email us at PYM.ComCom@gmail.com

Kate Watkins, Clerk of Communications Committee
SUMMARY
This is a report from the Elder of the Presiding Clerk of Pacific Yearly Meeting. In this report, I offer a
description of the Elder-Clerk relationship for the second year of the Clerk’s service, from post Annual
Session July 2019 to Representative Committee, March 2020.

When I wrote the report on my first year as Elder for Sandy Kewman, the Presiding Clerk of Pacific Yearly
Meeting, I spoke of having to lay our long-term friendship aside in order to discern if I was being called
to the role of Elder. At that time Sandy and I had been friends for almost 40 years and close neighbors
for the past 15, seeing each other almost daily. Laying aside our friendship was not trivial, nor, as it
turned out, possible. This became clear in September of 2019 when Sandy told me she and Don had
bought a house in a retirement community an hour away and were moving.

It is not an exaggeration to say I was stunned. As friends, as Friends, as neighbors, as dailies, Don and
Sandy had become our family. I was distraught at their leaving.

When Sandy called, we had just completed our first Annual Session and I felt an abiding commitment to
the work we were doing together. Now we would no longer be meeting weekly in my loft. We would be
meeting on Zoom. I did not know what it would mean to our partnership as Elder and Clerk. In
particular, what it would mean to my commitment and experience as Elder.

It has been almost six months since our friends stopped being our neighbors. Our friendship has made
adjustments and we are finding our way. Clearly this longtime friendship has survived the transition with
our love still intact.

I have been surprised to find that my experience and commitment as Elder has not only survived, but
has strengthened. There is a simplicity to our meetings now, and there seems to be less need for the
extra conversation that goes with a neighborly exchange. It is almost as though the losses that I
experienced in Sandy’s moving have been gains in my experience of eldering. As we sit in worship
online, I have a sense of being quietly present, with nothing extraneous. I feel a Presence in the room.
Our Zoom worship can be a gathered worship. Our meetings are held.

As we have continued into this second year of her clerkship, I am witness to Sandy’s increasing strength
and clarity as a clerk, her ability to draw from a deep well of spiritual truth to minister to our
community. The blessing of being an elder can be the opportunity to go beyond witnessing to
partnership, drawing from one’s own deep well to nurture and bring forth that ministry.

Jesus commanded that we not simply love one another, but that we love one another as he loves us.
That love goes beyond being close neighbors, is deeper than friendship and finds its way to the heart
beyond our knowing. This eldering work is calling me into that mystery.

Respectfully submitted,
Dorothy Henderson, Elder to the Presiding Clerk
The Faith and Practice Revision committee has held one face-to-face meeting and two Zoom meetings so far this year. We spent time acquainting new members with our “continuing revelation revision” circulating drafts of sections as we are led and working with comments received from Meetings to revise our drafts. We also re-acquainted ourselves with how to use Google docs as a method of circulating drafts among ourselves.

We are finalizing our draft on Death and Dying (working title, “A Friendly Death”) and expect to circulate it to Meetings for feedback soon after Representative Committee. We believe that we will not circulate other drafts this year because we are aware that Meetings will be asked to season a minute from College Park Quarterly Meeting on Earthcare and Climate Change and we do not want to overload Meetings. We have been very happy with how seriously Meetings have been participating in discerning drafts and want to encourage such engagement rather than overwhelming Friends.

Other drafts in the making include Advices and Queries on Personal Relationships, Advices and Queries on Equality, another revision on concerns and leadings, and a possible separate section on eldering.

We have three possible topics for interest groups, and will decide on two of these before Rep Com: Where are We With Inclusive Language: Pronouns, Gender Fluidity, and Personal Authenticity?; Being Quaker in a Time of Technology; and How Meetings Care for Marriages, to be presented jointly with Ministry and Oversight (or whatever name we are using for that committee).

The Committee consists of Carl Magruder and Laura Magnani (co-clerks), Margaret Mossman, Patricia Portillo, Sue Scot, Sarah Tyrell, and Jan Tappan, who is ex officio as archivist.
SUMMARY
Finance Committee requests approval of the following action items:

1. Adoption of Pay-As-Led for Annual Session 2020 registration.
2. Addition of $1000 for “RepCom Support” to the 2020-21 General Budget.
3. Combining the Young Friends Travel fund with the Vogel Youth Work Reserve fund.
4. Augmentation of $13,811 to the Communications Committee budget.

Overview of the Finance Committee’s work:
The Finance Committee prepares two budgets for Pacific Yearly Meeting. The Annual Session Budget is prepared in advance of Representative Committee for its approval, and the General Fund Budget for Pacific Yearly Meeting is prepared in advance of Annual Session for its approval. It is up to the Yearly Meeting or its Representative Committee to discern what the expenditures within those budgets should be. Finance Committee manages our funds and arranges to meet our obligations. The Committee sometimes offers advice on how to handle some situations where financial experience seems needed.

The Finance Committee has met twice, via Zoom, since Annual Session.

Annual Session 2020 Budget and the Pay-As-Led approach
The Finance Committee is proposing the adoption of a Pay-As-Led approach for Annual Session 2020 which invites attenders to consider for themselves how much they are led to pay towards the cost of Annual Session. This proposal was created after considering input from a joint M&O and Finance Committee interest group at our 2019 Annual Session and with input from PacYM’s Treasurer and a former registrar. The document Implementing ‘Pay As Led’ for PYM’s 2020 Annual Session (Attachment A) explains in detail the various aspects of this approach and how they would affect the budgeting process. Given that the Annual Session reserves are now at a level that would allow PacYM to absorb the risk of a one-year experiment, Finance Committee recommends the adoption of this proposal.

We encourage all Representatives to read the proposal as it clarifies both the concept and the details of implementation of the “Pay As Led” approach. (All those questions coming to mind are addressed in the proposal!)

The proposed Annual Session 2020 Budget (Attachment B) reflects the adoption of the Pay As Led proposal. The estimated sources of income have shifted slightly, with less coming from attenders payments and more coming from donations from individuals and meetings. The expenses reflect a slight increase in facilities cost and an increased request from the Children’s Program Committee for the purchase of new curricula, supplies and equipment. These expenses are offset by the elimination of the registration discounts for long distance travel, which are no longer needed with Pay As Led financing.

General Operations Budget
Line Item for Rep Com Support
Ongoing discussions with Assistant to the Clerk Sharon Gates and others have illuminated the concern that meetings in the Southern Quarter (SCQM) are finding it a burden to continually host RepCom, while Annual Session continues to be held in the north at Walker Creek. It may in future be necessary to host RepCom at locations other than home meetings, so a small fund to assist meetings with expenses associated with hosting RepCom would be helpful. Finance Committee proposes that a “RepCom Support” line item in the amount of $1000 be considered the 2020-21 general budget, to be administered by the Assistant to the Clerk. It was not felt that the 2019-20 budget needed to be augmented for this purpose as no one was aware of unmet expenses for RepCom 2020.
Line Item for Contingency Spending
Finance Committee discussed the possibility of creating a line item for contingency spending if needs arise in the period after Annual Session and before Rep Com, as there are no funds in the general budget that can be used in this way except for the Clerk's Discretionary funds. This idea was prompted by a request from Communications Committee to fund work they were pursuing in the fall. (See their proposal for RepCom 2020.) Members of Finance felt that large expenses should come before either RepCom or Annual Session for approval. Our current Treasurer and a past PacYM Treasurer agreed that this has not otherwise come up in their combined experience of over 10 years, so we agreed not to propose such a line item.

Young Friends Travel and Reserve funds
In their report to Annual Session 2019, the Youth Programs Coordinating Committee asked Finance Committee to consider combining the Young Friends Travel fund with the Vogel Youth Work Reserve fund. As a result, Finance Committee proposes the following:

Beginning with the 2020-21 budget, PYM approves replacing line item 5288 - Young Friends Travel with an annual budgeted contribution to line item 2782 - Vogel Youth Work Reserve, with the understanding that the Youth Programs Coordinating Committee will continue to use a portion of the Vogel Youth Work Reserve fund each year to support Young Friends travel (children, teens, young adults). The $500 budgeted for 2019-20 for 5288 - Young Friends Travel will be transferred to the Vogel Youth Work Reserve, after which the accounting details for this annual transfer will be left to the Treasurer in consultation with the Finance Committee. A one-time transfer of the remaining balance of $752 in line item 2742 – Young Friends Travel Reserve will be made to the Vogel Youth Work Reserve for 2019-20, after which line 2742, and its corresponding $2500 cap, will be eliminated.

Casa de los Amigos support
For many years, Orange Grove Meeting has been serving as a conduit for financial contributions to Casa de los Amigos in Mexico City. They recently wrote a letter to PacYM stating that “...due to problems at the Casa de los Amigos, Orange Grove Meeting can no longer serve as the financial conduit for funds from donors to the Casa.” OGM returned to PacYM $1500 for our donations from FY 2016-17, 2017-18, and 2018-19. Finance Committee agreed to keep the line item in our budget, but to make no further disbursements until we have a better idea about the situation at the Casa. We will seek further clarification and guidance from M&O on what to do with the returned funds and with future donations.

Augmentation Request to 2019-20 Budget from Communications Committee
The Communications Committee has requested an augmentation of $750 for travel (line item 5239) and $2,160 for an Information Technology Administrator for the PacYM website. In addition, they have requested $10,901 for a consulting contract for implementation of a contact management system for PacYM. They will present a proposal at RepCom.

2020-21 Budget Increases
It was noted that because PacYM is now affiliated with Friends General Conference line item 5264 - Support for FGC will increase to reflect a contribution of $1.50 per member. Line item 5278 - FGC Central Committee Travel will also be increased to support the travel of two delegates. Those increases will be included in the proposed 2020-21 budget which will be presented to Annual Session in July.

The Finance Committee consists of Sharon Shen, Emma Castanedo, Robert Levering, Sherri Sisson, Doug Smith, Roy Allen (Treasurer, ex officio), DJ Bloom (Statistical Clerk, ex officio), Martha Hunkins (Clerk)
Finance Committee Report – Attachment A  
Implementing “Pay As Led”  
for PYM’s 2020 Annual Session  
A Proposal

For many years, Pacific Yearly Meeting’s Annual Session expenses have been paid for primarily by charging fees based on each individual attender’s number of days attended, number of meals taken, and type of lodging accommodations requested, with the fee schedule intended to recover most of the costs of putting on the annual session. Over time, we have devised an increasingly complex body of adjustments, primarily to address concerns of equity with respect to differences in individuals’ and families’ financial resources, and differences in travel costs to a central location for Friends traveling for distances ranging from a few miles to several thousand miles.

A number of yearly meetings in the United States report that they have replaced their previous methodologies for attender payments with an approach inviting Annual Session attenders to determine for themselves how much they are led to pay towards the cost of the annual session. These pay as led methodologies do not all take the same form, varying in their implementation details depending on the differing circumstances of each yearly meeting.

At our 2019 Annual Session, PYM’s Ministry and Oversight and Finance committees led an interest group that explored the possibility and desirability of experimenting with a Pay as Led approach to the finances of our future Annual Sessions. A degree of financial risk would be entailed, as there would be no advance certainty about whether Friends’ perceived leadings would, in aggregate, suffice to cover the full cost of the Annual Session. The reception of the idea at the interest group was generally strongly favorable, with recognition that many details that could affect the success of such an approach were not yet known.

The Finance Committee, noting that the Annual Session reserves are now at a level which we think would allow PYM to absorb the risk of a one-year experiment, now proposes that the finances of the 2020 Annual Session be managed on a Pay As Led basis. The remainder of this document describes in detail how current practices would be changed for this experiment. If the Yearly Meeting approves proceeding with this plan, the Finance Committee will evaluate the financial and functional results of this one-year experiment and report to RepCom 2021 its recommendation as whether to continue the process for the 2021 and subsequent Annual Session, and if so, any adjustments to the process that might be advisable.

Basic Registration Fee Replacement Process

The current registration fee process involves establishing a detailed fee schedule based on such considerations as the length of each attender’s stay, overnight stays versus daily commuting, the type of lodging accommodations selected (for example, camping, dormitory, or semi-private room), and age group, with adjustments to subsidize family attendance, and with provision for non-residents to partake of meals at the Session. The fee schedule is structured to recover, in addition to the direct costs of each individual’s participation, the other budgeted costs of the Annual Session, such as overall facility expenses, Children’s’ and Junior Yearly Meeting (JYM) programs, secretariat operations and supplies, arrangements expenses, insurance, guest speakers and the like. This fee schedule is proposed each year by the Finance Committee in consultation with the Registrars, for approval at the RepCom immediately preceding the Annual Session.

The online registration process leads each registrant through their selection of the various factors, then applies their choices in combination with the fee schedule to tell the registrant their net fee payable.
For Pay As Led, we propose that a similarly structured schedule of allocated costs be prepared, and a similar online registration process will

- lead the registrant through the relevant choices,
- apply their choices in combination with the schedule of allocated costs to estimate the total cost to the Yearly Meeting of the registrant’s participation, then
- show the registrant their estimated allocated cost, and
- invite the registrant to specify and pay whatever amount they are led to pay, which may be less than, equal to, or greater than the stated allocated cost.

Choosing to pay more than the stated allocated cost will be treated as a tax-deductible charitable contribution to the Yearly Meeting; see “Donations at Registration Time” below.

**Most Subsidies and Discounts Discontinued**

Currently the Yearly Meeting includes in its annual operating budget two amounts available as grants to assist attenders with their costs of registration: one specifically for young adults, and one for all attenders. People who want such grants first register for the Annual Session, then apply to their respective monthly meetings for financial assistance, which forward approved requests to PYM’s Ministry & Oversight Committee, which customarily matches the amount of the monthly meeting’s grant, subject to budget limitations.

With Pay As Led, this subsidy process will be completely eliminated; registrants in effect determine their own attendance assistance when needed, to the extent that they feel led to pay less than their allocated cost. We propose that the amounts previously budgeted by PYM for Attendance Assistance grants (General accounts 5213 and 5206) be simply provided as a subsidy to the Annual Session; this provision may be reviewed for future years after we develop experience as to the extent of subsidy needed for Annual Sessions.

Similarly, the program implemented in recent years to provide registration fee discounts for people traveling long distances to the Annual Session will be eliminated in a Pay As Led system.

The retention of the structured schedule of allocated costs would continue the subsidy of children’s attendance and, to a lesser degree, young adult Friends’ attendance. (Under the current fee structure, only adults staying in semi-private accommodations cover the full cost of their attendance.)

Discontinuing the two PYM Attendance Assistance programs will implicitly mean that monthly meetings will no longer be asked to provide grants for people from their meetings who want to attend the Annual Session but need financial assistance. This reduces the financial burden on monthly meetings; it also means that the Annual Session will no longer receive that attendance assistance income from monthly meetings. In 2019 Monthly Meetings directly paid attenders’ fees of about $13,000. In addition, some Meetings reimbursed attenders directly. These monthly meeting contributions do not appear explicitly in either the budget or the financial reports, as they have been treated as part of registration fee income from (or in this case on behalf of) registrants. We encourage monthly meetings that in the past have provided attendance assistance grants to their members and attenders to consider replacing those grants with donations directly to the Yearly Meeting to help make Pay As Led possible.

**Donations at Registration Time**

The current registration process includes two invitations to make donations to the Yearly Meeting over and above registration fees: a voluntary Carbon Offset “Tax” that contributes to the Unity With Nature Committee’s Project Fund in recognition of the adverse environmental impact of travel such as that to Annual Session, and a contribution to support financial assistance to attenders. Any such contributions
are reflected in Contribution Acknowledgement letters sent to donors by the Treasurer after the end of the calendar year.

The Carbon Offset “Tax” program will not be affected by **Pay as Led**.

With **Pay As Led**, donations other than a Carbon Offset “Tax” will be implied by the registrant’s choice to pay more than their stated allocated cost, and will be acknowledged as described above. We encourage those designing online registration pages to do so in ways that will encourage and facilitate those who are able to do so to pay more than their own allocated cost, in order to help support those who need to pay less than their cost.

**Waived Registration Costs**

Currently, registration fees are waived for certain individuals in appreciation for their special services at the Annual Session: registration fees up to those for dormitory accommodations are waived for Children’s Program staff, and for JYM Friendly Responsible Adult Presences (FRAPs); invited guests of the Presiding Clerk (typically keynote speakers) may also have their registration fees waived. Such waived fees are budgeted as expenses of the respective programs, and credited as registration income from Session accounts.

With **Pay As Led**, for each of those people, the amount that would be the allocated cost for an adult full-time attender with dormitory lodging will be treated as an expense to the corresponding program and as registration income from Session accounts.

The online registration process will need to identify people eligible for such waivers at the time they register, showing their allocated cost to be zero. For anyone who becomes eligible for the waiver after their registration has been completed and paid, the Treasurer will issue a refund in the amount of either the amount the individual actually paid, or the cost for a full-time adult registrant with dormitory accommodations, whichever is less.

**Budgeting for Annual Session**

The following changes will be made to budgeting for the Annual Session with **Pay As Led**:

**Renamed budget lines:**

- 8220 Fees from Attendees → **Attenders’ Payments for Registration**
- 8230 Fees from Session Accounts → **Registration Waivers from Session Accounts**
- 8240 Fees paid from PYM General Funds → **AS Subsidy from PYM General Funds**

**Discontinued budget line:**

- 8520 – Registration discounts – long-distance travel.
## PROPOSED BUDGET
### 2020 Annual Session

<table>
<thead>
<tr>
<th>Income</th>
<th>2019 Budget</th>
<th>2019 Actual</th>
<th>(PROPOSED)</th>
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</thead>
<tbody>
<tr>
<td>8210 — Miscellaneous session income</td>
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<tr>
<td>8220 — Attendees’ Payments for Registration</td>
<td>96,000</td>
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<td>8230 — Registration Waivers from Session Accts.</td>
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<td>8240 — AS Subsidy from PYM General Funds</td>
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<td>8250 — Interest on PYM Sessions Accts</td>
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<td>128</td>
<td>100</td>
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<tr>
<td>8271 — Carbon Offset donations received</td>
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<tr>
<td>8272 — Carbon Offset donations pd to UWN Project Fund</td>
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<tr>
<td>8280 — Donations received for Annual Session</td>
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<td><strong>123,668</strong></td>
<td><strong>121,550</strong></td>
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<table>
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<th>Expense</th>
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<th>2019 Actual</th>
<th>(PROPOSED)</th>
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<td>8410 — Registrar’s Expenses</td>
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<td>790</td>
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<td>8420 — Secretariat Expenses</td>
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<td>8430 — Arrangements Expenses</td>
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<td>8450 — Cost of Facilities</td>
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<td>8460 — Junior Yearly Meeting</td>
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<td>8470 — Young Adult Friends</td>
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<td>8480 — Breakage and Equipment</td>
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<td>8490 — PYM Clerk’s Invited Guests</td>
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<td>8500 — Insurance</td>
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<td>8520 — Registration discounts - long-distance travel</td>
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<td>8530 — Bank fees</td>
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<td>8531 — Online payment service fees</td>
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In 1997, PYM Annual Session established the standing committee Latin America Concerns to gather and disseminate information to Pacific and other Yearly Meetings regarding Friends groups and service projects in Latin America with special attention to Casa de los Amigos in Mexico City, El Salvador Project and Guatemala Friends Scholarship Program (Progresa). The intention is to support rather than replace spirit-led projects already supported by Monthly Meetings, Worship Groups, and individual Friends. In 2017, the Undocumented Student Program of Sacramento Meeting became the fourth project in LACC.

**Casa de los Amigos**
For the last year, there have been serious difficulties in the Casa de los Amigos organization. As there is not agreement among those in Mexico City (such as 2 different boards claiming to be in charge), Ministry and Oversight has been monitoring the situation. As of now, there is no clarity or unity. Acknowledging the important work that the Casa has been involved with over many years, we continue to hold those in Mexico in the Light.

**El Salvador Project**
*Pafmelsalvadorprojects.org*
Report pending

**Guatemala Friends Scholarship Program (Progresa)**
*www.guatemalafriends.org*
Progresa is currently supporting 87 students. Most are studying at the university level. In January, 30 North Americans joined 30 students in our annual Teaching English Work (TE) Tour in Antigua. Following TE, 11 were taken on a tour of the Highlands. Our next Teaching English will be December 1-8, 2020 and we already have 10 enrolled. We continue to provide our students with four leadership development trainings each year. We have established several mini-libraries for the preservation of Mayan language and culture. A committee comprised of staff, board members and health professional alumni was established to assist students with health conditions that interfere with their studies.

**Sacramento Friends Meeting Undocumented Student Scholarship Project**
*www.quakerundocumentedstudentscholarship.org*
Our current Undocumented Student Scholarship Project Committee chose seven recipients for the Sacramento State University scholarship. We had one returning graduate student carry over from the previous year because ours is a renewable $1,000 annual scholarship. In an effort to have some contact and better understand the needs of the students we reach out to them and have at least one gathering at Patricia Portillo and Alvaro Alvarado’s home during the year. We are planning a fundraising dinner for the end of March, where some students will share their experiences with our community.

The Committee consists of Patricia Portillo, Paty Constantino, Hulda Muaka, Linda Rowell (Co-Clerk), and Donna Smith (Co-Clerk)
SUMMARY
Ministry and Oversight Committee met in joyful service at Humboldt Friends Meeting October 25-27, 2019 and at San Jose Friends Meeting on January 31-February 2, 2020. The M&O Committee seeks to nurture the spiritual wellbeing of Pacific Yearly Meeting by supporting the Presiding Clerk in her duties, including preparation for Representative Committee and Annual Session. We also work with the other Yearly Meeting committees, the Quarterly Meetings, and the independent Monthly Meetings when difficult issues arise that require additional seasoning and faithful discernment.

Working towards Radical Inclusion
The committee is grateful for the work of the Racial Justice Subcommittee in helping us discern how best to prepare for our 2020 Annual Session, the theme of which is Radical Inclusivity: Responding to the Persistent and Insistent Love of God. We see great value in having a shared language as we reflect on the opportunities and barriers to radical inclusion in our yearly meeting. To facilitate this discussion, M&O requests that Friends and attenders at every Monthly Meeting read and reflect on the book *White Fragility: Why It’s So Hard for White People to Talk About Racism* by Robin DiAngelo. We welcome reports from Meeting Representatives on their Meeting’s experiences with this request.

Naming Committee
Last year M&O worked with the Clerk to develop an explicit process for appointing the Naming Committee. In the recent past, the Clerk has invited names from the floor at the beginning of RepCom. That process has not always resulted in a list of candidates who reflect the geographic and demographic diversity of the Yearly Meeting. In addition, it has been difficult to reach people who are not present to see if they are willing to serve. Last year, we experimented with having the Presiding Clerk along with the Clerks of M&O and Peace & Social Order meet ahead of time to develop a list of potential candidates, checking in advance that they are willing to serve, and bringing that list to RepCom, in addition to allowing nominations from the floor.

   M&O recommends that we continue this experiment one more year and that RepCom appoint an ad hoc committee to evaluate the results of this experiment and recommend how to proceed in the future in appointing Naming Committee.

Mexico City Meeting & Casa de los Amigos
In November one of our committee members attended the Reunion General de los Amigos in Ciudad Victoria, Tamaulipas. He met with a delegation of six Friends from Mexico City Monthly Meeting at the Reunion and also visited the Casa de los Amigos in Mexico City to try to gain deeper understanding of the situation regarding the two competing Casa boards and the relationship between the Casa and Mexico City Monthly Meeting. Pacific Yearly Meeting does not have any formal role with the Casa which is now an independent nonprofit corporation in Mexico. However, Mexico City Friends have been struggling with the consequences of the complex and confusing situation at the Casa and the Clerks of M&O are preparing letters in Spanish and English to offer our support. When we only communicate in English, we privilege the expatriate members of Mexico City Monthly Meeting over the native Mexican members. We have agreed that we need to do more to bring Mexico City Friends to RepCom and Annual Session and to provide Spanish language interpretation at these meetings. We will also explore the possibility of holding an M&O meeting in Mexico City in the coming year. This has been important outreach to our most far flung monthly meetings, as we experienced when we met last year in Hawai’i.

Pay as Led and Yearly Meeting Fundraising
We will experiment with Pay as Led at the upcoming Annual Session. Pay as Led raises questions around the scholarships that have been provided to some Annual Session attenders through Monthly Meetings
and PacYM M&O. Other yearly meetings that have experimented with Pay as Led have supplemented
their revenues with annual appeals for donations from individual Friends.
M&O is in unity with the Presiding Clerk piloting a fundraising campaign to support the work of
the Yearly Meeting. We will work with the Presiding Clerk to draft an appeal and develop a
process for reaching out to individual Friends and attenders.

Youth Programs Coordinator Position
The Youth Programs Coordinating Committee consulted frequently with the M&O Co-Clerks and the
Presiding Clerk in their discernment about how to proceed with the Youth Programs Coordinator. M&O
also provided a prayerful presence on calls between the Youth Programs Coordinator and the Personnel
and Administrative Subcommittee of Youth Programs Coordinating Committee (YPCC). M&O supports
the caring and thorough process followed by YPCC and the decision that resulted.
M&O asks Friends to respect the strict confidentiality required in personnel matters and asks
that Friends refrain from pushing members of YPCC for additional information.

Community Night/Family Night
M&O has been laboring with how to respond to the incident that occurred at Community Night two
years ago when a skit involving slavery raised concerns among Friends. We now see two separate issues.
First, how do we design Annual Session and other meetings so that we can remind each other in the
moment how to be truly inclusive and caring for all? While unconscious racism is one important area
where we need to improve, there have also been examples of misgendering people or allowing ministry
that was hurtful to LGBTQI people.
On this issue, M&O will continue to work with the Presiding Clerk and the Racial Justice
Subcommittee to establish ways during Annual Session to lovingly intervene when there are
inevitable stumbles and joyfully celebrate when we live up to our intention of providing a truly
safe, loving and inclusive space for all.

Second: What is the purpose of Community Night (also called Family Night) at Annual Session? Is it to
create opportunities for real intergenerational engagement? What is the best way to encourage
participation from Children’s Program and JYM? To showcase talents of individuals? Is night the best
time to schedule an activity that intends to include young children?
M&O would like to work with Children’s Program, JYM, YPCC and Racial Justice Subcommittee to
transform Community Night into an afternoon Community Fair. The Fair could include a plenary
opportunity to welcome new children or that could be done elsewhere in the schedule. The Fair
could include multiple locations offering a variety of intergenerational opportunities: board games,
active games, story-telling, group singing, open mic, crafts or other activities like kite flying or tie
dying. Friends would be invited to propose an activity and bring the supplies and materials they
would need to Annual Session. The fair might end with a scavenger hunt that brings everyone
together for ice cream and socializing.

Unity with Nature Committee
While many individuals in PacYM have passion for and are active in work around Unity with Nature,
there is not yet unity about what the distinctive role of the PacYM Unity with Nature Committee should
be.
M&O recommends that current Unity with Nature Committee funds be used to hold a retreat
for those engaged in and concerned about environmental and climate concerns to gather in
extended worship, seeking to discern the right role for PacYM Unity with Nature Committee.
The question is not what do we want to do but what does Spirit require of us as a yearly meeting? What
is Spirit leading Unity with Nature Committee to do at the Yearly Meeting level to support and nurture
the ongoing critical work on environmental and climate justice? The gathering may or may not reach
unity on the charge to the Unity with Nature Committee, but we hope extended worship on this topic would help us discern the best a way forward. Invitation would go out to all Quarterly Meetings and Monthly Meetings. The Yearly Meeting Presiding Clerk has agreed to clerk the retreat. Eldering Subcommittee will be asked to provide 3 elders to participate.

In addition to the above items, we continue to track the progress of our affiliation with Friends General Conference. Nominating Committee Clerk and the Presiding Clerk are already engaging with peer groups. At our spring meeting, we will prepare for Annual Session, and return to the questions of the best name for our committee and the role of RepCom in yearly meeting decision-making.

The Committee consists of Kylin Navarro Burger, Gail Eastwood, Jorge Morales, Valerie Nuttman, Elena Rosales-Anderson, Eric Sableman, Thistle West, Shan Cretin (Co-Clerk), and Jim Summers (Co-Clerk)
SUMMARY
Naming Committee brings the names of Julie Harlow, Davis, and Sue Torrey, Central Coast for a second reading as Co-Clerks. Naming Committee brings the following names for a first reading:

- 2020 Winnie Sunshine, La Jolla (2018)
- 2020 Heather Levien, Berkeley (2018)

Below is the Nominating Committee as approved at Annual Session 2019 (AS 2019). The number at the start of each line is the year the term ends and the number in parentheses is the year the Friend began their current service on the Committee.

- 2020 Julie Harlow, Davis (2017)
- 2020 Gail Thomas, Santa Monica (2019)
- 2021 Sue Torrey, Central Coast (2016) Clerk
- 2021 Joe Magruder, Berkeley (2018)
- 2022 Trudy Friedel, Inland Valley (2019)
- 2022 Cody Lowry, Orange Grove (2019)

Winnie Sunshine and Heather Levien both served on Nominating Committee from 2018 to 2019. They both agreed to continue to serve on Nominating Committee at AS 2019, but an error was made and their names were not read. This error was not noticed until quite recently. Both the individuals involved and the rest of Nominating Committee thought that their continued service on Nominating Committee had been approved. Technically, participation in the work of Nominating Committee is restricted to those who have been approved by the Yearly Meeting. Winnie and Heather have faithfully served on this committee since AS 2019, unaware that their service was not in good order. Naming Committee brings their names at this time for terms ending in 2020.

Naming Committee brought the names of Julie Harlow, Davis, and Sue Torrey, Central Coast, to serve as Co-Clerks of Nominating Committee to the final plenary of Annual Session 2019. Naming Committee brings these two names to Representative Committee for their second reading. Naming Committee also brings the name of Hulda Muaka, Palo Alto, to serve a term ending in 2022.

The Committee consists of Kylin Navarro-Burger, Charlie Shaw, George Gastil, and Elizabeth Baker (Convener)
Nominating is bringing the following for approval:

Second Reading of Names read at final plenary, PYM 2019

Martha Hunkins (Humboldt)  Clerk, Finance committee (interim appointment made)
Melissa Lovett-Adair (Central Coast)  Clerk, Youth Program Coordinating Committee (interim appointment made as Co-Clerk)
Peni Hall (Strawberry Creek)  Arrangements Committee, term ending in 2022
Nancy Wilkinson (Strawberry Creek)  Representative, Friends Bulletin, term ending 2022 (interim appointment made)
Patricia Constantino (Mexico City)  Representative, Quaker Earthcare Witness Term ending in 2020 (interim appointment made)

First Reading

Ramona Hussey (Honolulu)  Representative, American Friends Service Committee, term ending in 2021 (interim appointment made)
Heather Levien (Berkeley)  Representative, Friends General Conference term ending in 2020. Originally approved as observer, changed to representative after notification from FGC (interim appointment made)
Jorge Morales (San Jose)  Observer, Reunion General de los Amigos en Mexico, term ending in 2020 (interim appointment made)
Anita McCormick (Grass Valley)  Children’s Program Committee term ending in 2022

Committee Members:  Joe Magruder (Berkeley), Heather Levien (Berkeley), Gail Thomas (Santa Monica), Trudy Freidel (Inland Valley), Cody Lowry (Orange Grove), Winnie Sunshine (La Jolla), Julie Harlow (Davis) Co-Clerk, Sue Torrey (Central Coast) Co-Clerk
Summary
The Peace and Social Order Committee (PSO) recognizes the need to balance the outward work in the world with the inward work of self-examination and growth. PSO supports initiating widespread reflective work to implement multicultural awareness. We request PacYM leadership implement institutional changes in our Quaker culture that targets deconstructing white supremacy culture and provides antiracism resources and trainings.

Key items for Meeting Representatives to convey:
PSO recognizes the Quaker voice of conscience is needed! We want to highlight the need for us, people led by Spirit, to make political comments addressing the issues of our time.

Specifically, at the Pacific Yearly Meeting level, PSO looks forward to increased capacity for communication, networking within ourselves, our own communities and families more effectively. Thank you to those who have emailed PSO and shared minutes of concerns passed by their monthly meetings.

Narratives matter, and providing minutes of concern that not only name injustice but articulate visions of a preferred future can provide hope, inspire action, and give ourselves and the world a sense of direction. Whether minutes are aimed at economic justice, a world of peace maintained by justice, right relationship with nature and with the original inhabitants of the land, or changing the culture of ourselves as Quakers to account for the reality of truly creating multicultural worshipful spaces (to name a few), our minutes provide narratives that need to be heard. We recommend wide dissemination and the use of social media.

PSO appreciates the insights of the Ministry & Oversight Committee that processing the wording of minutes of concern during annual session is not the best use of time at our gathering. We are considering the possibility that approved minutes of concern from Monthly or Quarterly Meetings be distributed by PSO to all Monthly Meetings within PacYM with the intention that individual Monthly Meetings can review and sign on if they so choose. Might it be that the communications improvements being proposed would facilitate this option in the future? This would take into account the fact that PSO learned in the past that when minutes were approved at Annual Session, they represented the views of those in attendance and not the views of all members of PacYM. In addition to being a voice of conscience, PSO supports Monthly Meeting taking actions that address the issues identified in approved minutes of concern. Therefore, we endorse the creation of minutes of concern with specific recommendations that meetings can then use to measure their own accountability. For example, PSO recognizes that youth consider Climate Justice a priority. Recommendations might include divesting from any investments in the fossil fuel industry, and Monthly Meetings working towards accomplishing zero carbon footprints.

In addition to Climate Justice - Racial Justice, Just Immigration, Economic Equality and Housing issues are the top priorities identified by various Monthly Meetings.

The committee consists of Elizabeth Guthrie, Brian Johnston, Graciela Martinez, Zae Illo, Linnea Hanson, and Shannon Frediani (Clerk).
SUMMARY

Your registrars are preparing for Annual Session 2020 with an improved system for registration. This will address some of the operational and process issues encountered with the registration, check-in and event management processes. We will be inviting friends to view a walkthrough and demo of the new system in mid-March, with an intent to be prepared to start registration at least two months ahead of annual session.

2020 CHANGES

Here are the material differences in the registration system being used for 2020:

1. The new system will be more effective supporting the data and operational elements in the registration process. Our prior solution was limited in our ability to define and manage all of the information and activities involved, requiring substantial added manual processes with spreadsheets to handle most of the functions of the Registrar. This has resulted in some operational errors and many added hours for the registrars.

2. We have moved to a new registration system platform (from a WordPress-based platform to a system based on Wagtail, Python and MySQL). We have been able to implement a design for the system that matches our needs more fully, versus working within the constraints of WordPress, which is excellent for informational content management, but has proved not well suited for a relatively complex system like annual session registration and management.

3. Issues identified in 2019 with the registration process and operation will be addressed with the 2020 solution.

Your Registrars are Lawrence Alderson and Brylie Oxley.
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUE</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4100 — Miscellaneous Contributions to PYM</td>
<td>4,000</td>
<td>4,410</td>
<td>4,000</td>
</tr>
<tr>
<td>4101 — Contributions from Member Meetings</td>
<td>143,508</td>
<td>140,622</td>
<td>142,814</td>
</tr>
<tr>
<td>4102 — Miscellaneous Income</td>
<td>168</td>
<td>168</td>
<td>0</td>
</tr>
<tr>
<td>4104 — Return on Invested Capital</td>
<td>0</td>
<td>119</td>
<td>0</td>
</tr>
<tr>
<td><strong>TOTAL REVENUE</strong></td>
<td>147,508</td>
<td>145,319</td>
<td>146,814</td>
</tr>
</tbody>
</table>

**Expected contribution (aka assessment) per member**
(Calif. and Nev., Hawaii, Mexico City)

| Revenue | $122, $52, $30 | $122, $52, $30 |

| **EXPENSES** |                                |              |                     |
| General Expenses |                                |              |                     |
| 5202 — Clerk's Travel & Discretionary | R2713 | 500 | 940 | -440 | 500 |
| 5203 — Expenses of Officers | R2715 | 750 | 1,051 | 1,100 |
| 5204 — Website Hosting | 840 | 844 | 2,000 | 2,000 |
| 5206 — Young Friends PYM Attendance Assistance | 2,000 | 1,941 | 2,000 | 2,000 |
| 5207 — Equipment Purchase | R2722 | 0 | 0 | 0 |
| 5208 — Travel - RepCom & Ann. Sess. | 14,000 | 11,915 | 14,000 | 14,000 |
| 5209 — Young Friends Officers' Expense | 200 | 200 | 200 | 200 |
| 5210 — Audit Account | R2723 | 0 | 0 | 0 |
| 5212 — Latin America Concerns Outreach | R2749 | 500 | 604 | -104 | 500 |

**PYM Attendance Assistance Fund (M&O)**

| Expense | 9,000 | 8,456 | 9,000 | 9,000 |

**SUBTOTAL GENERAL EXPENSES**

| Expense | 40,510 | 38,283 | -544 | 40,920 | 486 |

| Committee Expenses |                                |              |                     |
| Ad Hoc Committees | 50 | 50 | 50 |
| Children's Program | 300 | 300 | 300 |
| Fath and Practice Revision | 1,900 | 760 | 900 | 500 |
| Finance | 1,600 | 316 | 1,600 | 1,600 |
| Junior Yearly Meeting | 1,500 | 1,425 | 3,000 | 3,000 |
| Ministry & Oversight | 5,000 | 4,635 | 5,000 | 5,000 |
| Nominating | 2,000 | 1,173 | 2,000 | 2,000 |
| Peace & Social Order | 800 | 445 | 800 | 420 |
| Unity with Nature | 500 | 500 | 500 | 500 |
| Committee Supplemental Expense | R2714 | 1,300 | 767 | 1,300 | 67 |
| Latin American Concerns | 360 | 5 | 360 | 360 |
| Communications | 700 | 150 | 700 | 700 

**SUBTOTAL COMMITTEE EXPENSES**

| Expense | 16,010 | 9,675 | 0 | 16,510 | 2,515 |

| Support of Friends Organizations |                                |              |                     |
| Friends Committee on National Legislation | 500 | 500 | 500 | 500 |
| Friends Committee on Legislation of California | 500 | 500 | 500 | 500 |
| FWCC | 500 | 500 | 500 | 500 |
| Quaker United Nations Office NY | 500 | 500 | 500 | 500 |
| William Penn House, Washington | 250 | 250 | 250 | 250 |
| AFSC | 500 | 500 | 500 | 500 |
| Friends House Moscow Support Ass'n | 500 | 500 | 500 |
| Casa de los Amigos | 500 | 500 | 500 -1,500 |
| Friends General Conference | 500 | 500 | 500 | 500 |
| Quaker Earthcare Witness | 500 | 500 | 500 | 500 |

**SUBTOTAL SUPPORT OF FRIENDS ORGS.**

| Expense | 4,750 | 4,750 | 4,750 | 2,250 |
### General Operations Budget vs. Actual

<table>
<thead>
<tr>
<th>Description</th>
<th>FY 2018-2019 (ending 9/30/2019)</th>
<th>FY 2019-2020 (ending 01/31/2020)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CONFERENCE TRAVEL/PYM DELEGATES</strong></td>
<td>Budget: 1,500 Actual: 691 Transfer to Reserves: -41</td>
<td>Budget: 1,500 Actual: 1,200 Transfer to Reserves: -1,380</td>
</tr>
<tr>
<td>5271 — Western Friend Board R2748 (3)</td>
<td>1,500</td>
<td>1,500</td>
</tr>
<tr>
<td>5275 — AFSC (2)</td>
<td>1,200</td>
<td>1,200</td>
</tr>
<tr>
<td>5277 — FCNL (2) &amp; William Penn House (1)</td>
<td>3,400</td>
<td>3,400</td>
</tr>
<tr>
<td>5278 — FGC Central Committee R2744 (1)</td>
<td>1,000</td>
<td>1,000</td>
</tr>
<tr>
<td>5279 — FWCC, Section of the Americas R2743 (2)</td>
<td>1,500</td>
<td>1,500</td>
</tr>
<tr>
<td>5280 — Friends United Mtg. (Triennial) R2745 (1)</td>
<td>400</td>
<td>400</td>
</tr>
<tr>
<td>5281 — Gen. Reunion of Friends Mexico R2746 (1)</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>5283 — Evangelical Friends Church Southwest (1)</td>
<td>250</td>
<td>250</td>
</tr>
<tr>
<td>5286 — Quaker Earthcare Witness (2737) (2)</td>
<td>1,700</td>
<td>1,700</td>
</tr>
<tr>
<td>5287 — FWCC World Plenary R2747</td>
<td>800</td>
<td>800</td>
</tr>
<tr>
<td>5288 — Young Friends Travel R2742</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>5289 — Friends Peace Team Board (1)</td>
<td>750</td>
<td>750</td>
</tr>
<tr>
<td><strong>SUBTOTAL CONFERENCE TRAVEL/PYM DEL.</strong></td>
<td>13,500</td>
<td>13,500</td>
</tr>
<tr>
<td><strong>YOUTH PROGRAMS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6105 — Youth Program Supervisory Committee</td>
<td>1,500</td>
<td>1,500</td>
</tr>
<tr>
<td>6110 — Personnel Costs</td>
<td>77,603</td>
<td>71,187</td>
</tr>
<tr>
<td>6140 — Insurance</td>
<td>610</td>
<td>610</td>
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<tr>
<td>6150 — Professional Development</td>
<td>600</td>
<td>800</td>
</tr>
<tr>
<td>6160 — Office</td>
<td>2,700</td>
<td>2,700</td>
</tr>
<tr>
<td>6170 — Events</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6190 — Administration &amp; Travel</td>
<td>7,550</td>
<td>7,500</td>
</tr>
<tr>
<td><strong>SUBTOTAL YOUTH PROGRAMS</strong></td>
<td>90,563</td>
<td>84,297</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td>165,333</td>
<td>159,977</td>
</tr>
<tr>
<td><strong>TRANSFER TO (FROM) GENERAL RESERVES</strong></td>
<td>-17,825</td>
<td>-13,163</td>
</tr>
</tbody>
</table>

Expense accounts with a bold face **R27xx** following the account name have that associated reserve fund (see Balance Sheet). Transfers from these special reserves are negative (enclosed in parentheses) in the Transfers column. A positive transfer means that funds remaining in the expense account at the end of the year were transferred to the associated reserve; a negative number indicates transfers from the reserve to cover over-budget expense. In Conference Travel account names, (n) is the number of representative or delegate trips funded.

### COMMENTS ON ACCOUNT LINES HIGHLIGHTED ABOVE

**5213 - Attendance Assistance Fund**

The actual total of attendance assistance grants for AS 2019 was $10,567.60. Contributions by Annual Session attendees paid $2,101.90 towards these grants.

**5279, 5280, 5281, 5287**

For less-than-annual events, we budget a portion of anticipated expenses each year.
### General Operations Balance Sheet

<table>
<thead>
<tr>
<th>Account Number and Title</th>
<th>9/30/2018</th>
<th>9/30/2019</th>
<th>1/31/2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1701.1 — General Acct checking (WF-&gt;Redwood Credit Union)</td>
<td>24,672</td>
<td>7,490</td>
<td>30,458</td>
</tr>
<tr>
<td>1701.2 — General Acct savings - Redwood Credit Union</td>
<td>25,515</td>
<td>41,168</td>
<td>84,566</td>
</tr>
<tr>
<td>1704.01 — Invested Capital (Friends Fiduciary)</td>
<td>100,447</td>
<td>103,007</td>
<td>109,510</td>
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<tr>
<td>1704.7 — Vogel Endowment (Friends Fiduciary)</td>
<td>516,884</td>
<td>517,836</td>
<td>541,891</td>
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<tr>
<td>1706 — Prepaid Expenses</td>
<td>0</td>
<td>0</td>
<td></td>
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<tr>
<td>1705-1710 — Accounts Receivable</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Payroll refunds</td>
<td></td>
<td></td>
<td>180</td>
</tr>
<tr>
<td>1720 — Inventory of Faith &amp; Practice</td>
<td>2,068</td>
<td>2,068</td>
<td>2,068</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>669,587</td>
<td>671,569</td>
<td>768,673</td>
</tr>
<tr>
<td><strong>LIABILITIES AND RESERVES</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2400 — Payroll Withholdings</td>
<td>1,617</td>
<td>0</td>
<td>570</td>
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<tr>
<td>2500 — Payroll Taxes Payable</td>
<td>320</td>
<td>570</td>
<td>320</td>
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<tr>
<td>2701 — Accounts Payable</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>2704 — Credit Cards</td>
<td>201</td>
<td>110</td>
<td>152</td>
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<tr>
<td>2712 — Student Conscience Fund</td>
<td>17,843</td>
<td>17,843</td>
<td>17,843</td>
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<tr>
<td>2713 — Clerk's Travel &amp; Discretionary (5202) Reserve</td>
<td>1,803</td>
<td>1,363</td>
<td>1,363</td>
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<tr>
<td>2714 — Committee Supplement (5237) Reserve</td>
<td>2,000</td>
<td>2,000</td>
<td>2,000</td>
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<tr>
<td>2715 — Incoming Clerk Shadowing (5203) Reserve</td>
<td>0</td>
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<tr>
<td>2721.1 — Pre-Publishing Reserve (F&amp;P)</td>
<td>4,318</td>
<td>4,318</td>
<td>4,318</td>
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<tr>
<td>2722 — Equipment Purchase (5207) Reserve</td>
<td>1,500</td>
<td>1,500</td>
<td>1,500</td>
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<tr>
<td>2723 — Account Audit (5210) Reserve</td>
<td>3,590</td>
<td>3,590</td>
<td>3,590</td>
</tr>
<tr>
<td>2732 — PYM Traveling Friend Fund (M&amp;O)</td>
<td>2,321</td>
<td>2,321</td>
<td>2,321</td>
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<tr>
<td>2733 — Fund for Concerns (M&amp;O)</td>
<td>5,561</td>
<td>5,733</td>
<td>5,963</td>
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<tr>
<td>2734 — Sharing Fund (M&amp;O)</td>
<td>2,236</td>
<td>2,236</td>
<td>2,236</td>
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<tr>
<td>2735 — FGC Scholarship</td>
<td>828</td>
<td>828</td>
<td>828</td>
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<tr>
<td>2736 — Unity with Nature Project Fund</td>
<td>3,403</td>
<td>4,447</td>
<td>4,447</td>
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<tr>
<td>2737 — QEW Travel (5288) Reserve</td>
<td>191</td>
<td>1,348</td>
<td>1,348</td>
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<tr>
<td>2742 — Young Friends Travel (5288) Reserve</td>
<td>752</td>
<td>752</td>
<td>752</td>
</tr>
<tr>
<td>2743 — FWCC, Sect of Amer Travel (5279) Reserve</td>
<td>1,500</td>
<td>489</td>
<td>489</td>
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<tr>
<td>2744 — FGC Travel (5278) Reserve</td>
<td>500</td>
<td>500</td>
<td>500</td>
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<tr>
<td>2745 — FUM Travel (5280) Reserve</td>
<td>1,789</td>
<td>2,189</td>
<td>2,189</td>
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<tr>
<td>2746 — Gen. Reunion Fr. Mex. Travel (5281) Reserve</td>
<td>1,000</td>
<td>969</td>
<td>969</td>
</tr>
<tr>
<td>2747 — FWCC World Plenary Travel (5287) Reserve</td>
<td>1,600</td>
<td>2,400</td>
<td>2,400</td>
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<tr>
<td>2748 — Western Friend Board Travel (5271) Reserve</td>
<td>1,000</td>
<td>1,000</td>
<td>1,000</td>
</tr>
<tr>
<td>2749 — Latin Amer. Concerns Outreach (5212) Reserve</td>
<td>278</td>
<td>174</td>
<td>174</td>
</tr>
<tr>
<td>2781 — Bob Vogel Endowment</td>
<td>516,884</td>
<td>517,836</td>
<td>541,891</td>
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<tr>
<td>2782 — Vogel Youth Work Reserve</td>
<td>13,572</td>
<td>11,069</td>
<td>19,739</td>
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<tr>
<td>2783 — Employees Health Reserve Account Reserves</td>
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<td>0</td>
<td>3,194</td>
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<tr>
<td>Uncommitted General Reserves</td>
<td>79,564</td>
<td>85,985</td>
<td>149,773</td>
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<tr>
<td><strong>TOTAL LIABILITIES AND RESERVES</strong></td>
<td>666,171</td>
<td>671,569</td>
<td>771,867</td>
</tr>
</tbody>
</table>
### 2019 Annual Session Budget vs. Actual

<table>
<thead>
<tr>
<th></th>
<th>2019 Budget</th>
<th>2019 Actual</th>
<th>2020 Budget</th>
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<tbody>
<tr>
<td><strong>Income</strong></td>
<td></td>
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</tr>
<tr>
<td>8210 — Miscellaneous session income</td>
<td>96,000.00</td>
<td>95,988</td>
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<tr>
<td>8220 — Fees from (or on behalf of) Attenders</td>
<td>8,200.00</td>
<td>8,355</td>
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<tr>
<td>8230 — Fees paid from Session Accts.</td>
<td>12,000.00</td>
<td>15,355</td>
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<tr>
<td>8240 — Fees paid from PYM General Funds</td>
<td>11,000.00</td>
<td>12,250</td>
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<tr>
<td>8250 — Interest on PYM Sessions Accts</td>
<td>100.00</td>
<td>128</td>
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<tr>
<td>8271 — Carbon Offset donations received</td>
<td>840</td>
<td></td>
<td></td>
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<tr>
<td>8272 — Carbon Offset donations pd to UWN Project Fund</td>
<td>-840</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8280 — Donations received for Annual Session</td>
<td>1,500.00</td>
<td>-53</td>
<td></td>
</tr>
<tr>
<td><strong>Total Income:</strong></td>
<td><strong>120,600.00</strong></td>
<td><strong>123,668</strong></td>
<td><strong>0</strong></td>
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<tr>
<td><strong>Expense</strong></td>
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<tr>
<td>8410 — Registrar’s Expenses</td>
<td>1,000.00</td>
<td>790</td>
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<tr>
<td>8420 — Secretariat Expenses</td>
<td>100.00</td>
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<tr>
<td>8430 — Arrangements Expenses</td>
<td>2,400.00</td>
<td>1,467</td>
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<tr>
<td>8440 — Children’s Program</td>
<td>9,000.00</td>
<td>7,300</td>
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<tr>
<td>8450 — Cost of Facilities</td>
<td>95,000.00</td>
<td>99,153</td>
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<tr>
<td>8460 — Junior Yearly Meeting</td>
<td>5,000.00</td>
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<tr>
<td>8470 — Young Adult Friends</td>
<td>200.00</td>
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<tr>
<td>8480 — Breakage and Equipment</td>
<td>100.00</td>
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<td></td>
</tr>
<tr>
<td>8490 — PYM Clerk’s Invited Guests</td>
<td>2,500.00</td>
<td>2,500</td>
<td></td>
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<tr>
<td>8500 — Insurance</td>
<td>1,100.00</td>
<td>999</td>
<td></td>
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<tr>
<td>8520 — Registration discounts - long-distance travel</td>
<td>3,000.00</td>
<td>4,525</td>
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<tr>
<td>8530 — Bank fees</td>
<td>50.00</td>
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<tr>
<td>8531 — Online payment service fees</td>
<td>800.00</td>
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<tr>
<td>8540 — Miscellaneous expense</td>
<td>1,300.00</td>
<td>381</td>
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<td><strong>Total Expense:</strong></td>
<td><strong>121,550.00</strong></td>
<td><strong>120,605</strong></td>
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<tr>
<td><strong>EXCESS (DEFICIT):</strong></td>
<td><strong>-950</strong></td>
<td><strong>3,063</strong></td>
<td><strong>0</strong></td>
</tr>
</tbody>
</table>

### Session Balance Sheet

<table>
<thead>
<tr>
<th></th>
<th>9/30/2018</th>
<th>9/30/2019</th>
<th>1/31/2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8002 — Checking account - Redwood Credit Union</td>
<td>51,461.61</td>
<td>30,040</td>
<td>30,062</td>
</tr>
<tr>
<td>8003 — Friends Fiduciary investment account</td>
<td>41,461.24</td>
<td>68,133</td>
<td>72,435</td>
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<tr>
<td>8020 — Accounts Receivable</td>
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<td></td>
</tr>
<tr>
<td>8025 — Loan Receivable from General Acct</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8035 — Deposits on Future Sessions</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>92,922.85</strong></td>
<td><strong>98,173</strong></td>
<td><strong>102,497</strong></td>
</tr>
<tr>
<td><strong>Liabilities and Reserve</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8040 — Accounts Payable</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8050 — Loan Payable to General Acct</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>8900 — PYM Session Reserve</strong></td>
<td><strong>92,922.85</strong></td>
<td><strong>98,173</strong></td>
<td><strong>102,497</strong></td>
</tr>
<tr>
<td><strong>Total Liabilities and Reserve</strong></td>
<td><strong>92,922.85</strong></td>
<td><strong>98,173</strong></td>
<td><strong>102,497</strong></td>
</tr>
</tbody>
</table>

### SOURCES OF DIRECT INCOME - AS 2019

<table>
<thead>
<tr>
<th>Source</th>
<th>Percentage</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registration fees other than attendance assistance grant</td>
<td>76%</td>
<td>83,000</td>
</tr>
<tr>
<td>Attendance assistance from monthly meetings</td>
<td>12%</td>
<td>13,000</td>
</tr>
<tr>
<td>Attendance assistance from PYM General budget</td>
<td>10%</td>
<td>10,600</td>
</tr>
<tr>
<td>Attendance assistance contributions from registrants</td>
<td>2%</td>
<td>1,900</td>
</tr>
<tr>
<td>All other sources</td>
<td>0%</td>
<td>100</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>100%</strong></td>
<td><strong>108,600</strong></td>
</tr>
</tbody>
</table>
SUMMARY
The Unity with Nature Committee remains in a state of ongoing discernment. Progress has been made in the form of enlisting a *de facto* working group, to whom background material, proposals and queries have been distributed for their consideration. Interest groups and potential plenary presentations at 2020 Annual Session are planned, as well as a series of retreats to encourage worshipful listening.

Status with respect to nominating new Unity with Nature Committee members
Although since 2018 a dedicated group of Pacific Yearly Meeting (PacYM) members has held the concern for our Yearly Meeting’s efforts to address climate change and the larger concern of right relationship of humankind to Creation, we have not approached unity on a way forward for the PacYM Unity with Nature Committee (UwN)

- **Available alternatives:** Although good order may prescribe waiting for a new UwN job description to be approved by the whole of PacYM at an Annual Session before recruiting members of the committee, the need to move more quickly may prompt either of two different decisions: (1) appointment of an interim body to conduct UwN business while concurrently developing its mission and scope of action, or (2) appointment of a group of Friends already engaged in UwN-like work under a mandate to “act as led.” The latter is unfortunately quite close to the situation that resulted in dysfunction of the UwN Committee, prompting this period of discernment. An approach to explore is having Friends interested in serving on UwN submit a written statement of willingness to serve the Yearly Meeting regardless of their own predilection.

- **Reflection on 2019 PacYM Annual Session:** Last year the two Unity with Nature interest group slots were set aside for topics related to reviving a functional UwN Committee. While well-attended, the intensity of attenders’ feelings diverted the intended agenda of reviewing the UwN Committee’s past accomplishments and comparing it to other Quaker and non-Quaker religion-based environmental work. The resulting focus on urgent action contributed little toward a sense of unity about the mandate of PacYM UwN in the future. See also the report to Annual Session [http://www.pacificyearlymeeting.org/wordpress/wp-content/uploads/2019/07/Unity_with_Nature_Report_to_AS_2019.v4.pdf](http://www.pacificyearlymeeting.org/wordpress/wp-content/uploads/2019/07/Unity_with_Nature_Report_to_AS_2019.v4.pdf)

Discussion/working group
This is an informal working group starting with Friends who signed up at 2019 Annual Session to help re-establish the UwN committee.

- **Composition of working group:** There are 49 members, of whom 29 signed up at 2019 interest groups and 15 later in the session or afterward. An additional 5 comprise PacYM Clerks, M&O Co-Clerks and CPQM Clerk. The 2019 sign-up form asked if, in addition to being informed of progress, individuals wished to take on the role of liaison to their Monthly Meeting and/or participate actively in the discernment process; the numbers were 13 and 12 respectively.

- **Communications to working group:** In order to engage a wide group of Friends in the process, we intended to send surveys and queries to those in the group who opted-in, and also to Clerks of Meetings not represented in this list. This has not happened to the extent necessary to keep recipients engaged and in conversation with each other. Rather than continue using email, we are considering setting up a Google group or a sub-group on the contact management system “Salesforce NPSP” being tested by PacYM Communications Committee.
Actions Friends can take in the meantime

Friends should be aware that PacYM UwN is not the only outlet for demonstrating their concern. More involvement with these organizations can be reported back to the working group, informing us how the concern is being addressed on a larger scale than PacYM’s biogeographic region.

- **QEW**: Quaker EarthCare Witness will hold its 2020 Spring Steering Committee Meeting in Durham, North Carolina, April 23 - 26th. PacYM has two representatives to QEW (Patricia Constantino, Mexico & Yumi Kawano, Big Island. [https://www.quakerearthcare.org](https://www.quakerearthcare.org)

- **FCNL**: Friends Committee on National Legislation Spring Lobby Weekend, Saturday, March 28 to Tuesday, March 31 in Washington, D.C., will focus on advocating a price on carbon emissions. [https://www.fcnl.org/updates/spring-lobby-weekend-2020-739](https://www.fcnl.org/updates/spring-lobby-weekend-2020-739)

- **FWCC**: Friends World Committee for Consultation is holding “How does God call us to act: An Online Conference with Friends Worldwide” a Zoom conference lasting 11 hours on the topic of sustainability. [http://fwcc.world/sustainability/conference2020](http://fwcc.world/sustainability/conference2020). While this event will be over before Representative Committee, a summary will be taken to the world plenary in 2023.

- **Quarterly Meetings**: College Park Quarterly Meeting’s Fall and Winter sessions were on topics related to “Harmony with Creation,” resulting in a minute and queries for consideration by PacYM Monthly Meetings. Heightened interest within CPQM is a model for reviving the PacYM UwN Committee, and some of the same Friends are likely candidates for a new UwN Committee.

Preparation for 2020 PacYM Annual Session

- **Interest group proposals**: Last year the 2 UwN interest group slots were set aside for topics related to reviving a functional UwN Committee. One of this year’s slots should continue this theme, hopefully working on a draft for a new PacYM UwN charter. Another topic could be reports from Monthly Meetings on UwN actions within their Meetings, possibly including the minutes they have recorded and transmitted to CPQM. At the request of CPQM Clerk Barbara Babin, Shelley Tanenbaum (General Secretary of QEW) and Eric Sabelman (appointed by PacYM Nominating Committee to facilitate UwN re-visioning) will season proposals for submission.

- **Plenary time**: UwN has been on a downward spiral of attention during PacYM Annual Sessions for at least 10 years, to the extent that some former members of the Committee no longer attend. This is in contrast to other YMs granting increased attention to the concerns represented by UwN, such as the 2019 gathering of North Pacific Yearly Meeting [https://npym.org/AS2019/](https://npym.org/AS2019/).

Retreats

- With the encouragement of PacYM M&O Committee, we are resuming plans for a series of retreats to bring participants in discernment together for in-person deliberation in a worshipful atmosphere.
- Planning is in early stages, and will depend on the level of interest among the working group, as well as site availability. The first opportunity is June 5-7, 2020, at Sierra Friends Center, which would allow outcome from the retreat to be considered at 2020 PacYM Annual Session. A second retreat could be at Ben Lomond Quaker Center in May through early July, before 2021 Annual Session.

The Committee consists of:

Continuing members: Andrea Beane, Santa Monica (appointed 2017 through 2020), Lora Powell, Berkeley (appointed 2017 through 2021)

Discernment facilitator: Eric Sabelman, Palo Alto (appointed by Nominating Committee 2018)
SUMMARY

This has been a period of transition for the Youth Programs Coordinating Committee (YPCC). Alyssa Nelson left the Youth Programs Coordinator (YPC) position in May, Javaughn Fernanders started in July and our co-clerk Rebekah Percy resigned in January. The YPCC has worked diligently since Annual Session to train and supervise the new Youth Programs Coordinator (YPC), as well as to perform the functions of the YPC during the gap between employees and while our new YPC was learning the role. We also faithfully administered the Youth fund.

After months of effort and an evaluation process that included individuals and committees that interact with the YPC and a YPC self-evaluation, we realized our current arrangement was not working. The YPC position is demanding and requires strong administrative skills as well as skills in youth ministry. Our volunteer committee did not have the capacity to train and support Javaughn in the ways that were needed to meet the needs of the Yearly Meeting. After careful and faithful deliberation, with the support of the Presiding Clerk and M&O Clerks, the decision was made to release Javaughn Fernanders from the YPC position.

• Moving forward the YPCC will support JYM and Children’s Program in preparation for Annual Session.
• We will hire a short term interim YPC to serve through Annual Session (AS) if we are able to find someone who can fill that position in a timely manner.
• YPCC will appoint an ad hoc committee that will take an expansive look at the current YPC job description, lessons learned, and current needs of the youth of the Yearly Meeting. We will include a wide range of perspectives, including M&O, Communications, youth and Friends of color in this review to develop a proposal for moving forward. Friends who are interested in participating in this review process should contact the YPCC.

Action Items for RepCom:

• Transfer of the YAF travel fund to the Bob Vogel endowment. The endowment continues to grow, and the interest is managed by the YPCC to fund opportunities for youth to grow in Spirit and service. Using systems that are already in place will provide one location where people can go to seek travel assistance, as well as other project funding.

Requests to Monthly Meeting Reps and PYM Committee Clerks: Please share this report with your meetings and committees. In particular, the information directly below:

○ Spring Youth Service-Learning Camp, April 6-10, 2020 at Quaker Oaks Farm with the Wukchumni Tribe. YPCC is a co-sponsor, and this is our 7th year of camp! Camper applications due March 9th. Donations needed to support campers to attend. [https://www.pacificyearlymeeting.org/category/documents/ypc/](https://www.pacificyearlymeeting.org/category/documents/ypc/)

○ Funding available for the Youth Programs Fund of the Bob Vogel Endowment: We have a preference for new programs, new outreach, new connections, and novel experiments, such as regional gatherings or special intergenerational events. Funds can also help your Meeting send children, teens, young adults, and adult allies to youth to workshops and gatherings. See funding guidelines and application at [pacificyearlymeeting.org/youth/resources-funding/](http://pacificyearlymeeting.org/youth/resources-funding/)

○ Wanted: Children’s Program Teachers & Friendly Responsible Adult Presences (FRAPs), aka “Youth Workers” at Annual Session - for teen (JYM) and children’s programs. Please encourage
potential adult volunteers to contact those committees or the PYM YPCC at pym.youthcoordinator@gmail.com, for referral. Application form for “Youth Workers” will be posted on PYM website and emailed out after RepCom. pacificyearlymeeting.org/youth/adults/

- **Programs & Calendar Highlights:** Please inform Friends about Spring Camp (see above) and point them to the existence of our Youth & Intergenerational Calendar: pacificyearlymeeting.org/youth/calendar/. Please let the YPCC know if there are events that could be added.

- For more information, see our YPCC Webpage (and links there to our Reports, Goals & Objectives, Youth Pages, and Calendar): pacificyearlymeeting.org/committee-newsletters-and-reports/youth-programs-coordinating-committee/

**ADDITIONAL DETAILS**

What else the Committee has been working on:

- **Actions of the YPCC since Annual session:**
  The Committee’s work since last Annual Session has reiterated and confirmed the importance of the YPC to the life of PYM. Some of the vital functions the YPC serves include orienting newly formed committees to the resources and tools available to help them in their work. Having continuity year to year can build our capacity as a faith community, provide “institutional memory. We can conserve energy by avoiding reinventing the wheel. When the logistical foundation is stable, we are able to become more creative in our programs. The YPC can hold the big picture of the needs of youth across the Yearly Meeting (YM), promote intergenerational opportunities, train adults as Friendly Responsible Adult Presences (FRAPs), connect folks who have shared interests and concerns, and support youth into leadership. Our experience of the value of this role has been demonstrated many times over the past 10 years. **We still need a Youth Programs Coordinator.**

  The process of hiring, training, supervising and ultimately releasing the YPC has provided many learning opportunities. Some things the YPCC did well, and some things we could have done better. We have attempted to capture this learning to improve the process next time. A detailed document will be made available to any discernment or hiring committee.

**Key lessons learned include:**

- **Hiring:** Process should include structures that support Friends process, interests of affected groups, address possible unconscious biases in advance, clearly define and articulate all the functions and expectations of the position, and accurately assess candidates’ skill levels in those areas.

- **Training:** Develop a syllabus of training goals for the initial 6-month period, with a time-line for implementation. Break those goals down into increments which can be reviewed with the employee at the regular check-ins with the supervisor.

- Include in the training an orientation to the roles and structures of the YM, who is responsible for what, what are the expectations and cultural elements that may not be stated explicitly anywhere.

- Clarify who is responsible for conducting or initiating training and what the employee is expected to do or know as a result of that training.

- Support of an Elder and anchor committee from the first months of the position would provide support to the YPC in what can be an overwhelming time.

- **Supervision and evaluation process:** Evaluate objectively at 6 months and then annually with input from other committees and people who have had interactions with YPC.
There are structural issues related to Human Resources that are difficult for an ever-changing volunteer YPCC to deal with:

- Managing medical and other benefits
- Staying up to date on current employment law changes
- Avoiding potential hiring or firing errors that could create liability for PYM
- Lack of institutional memory when Treasurer retires and current committee changes
- Always having someone with supervisory experience on the YPCC who is willing to take on that role.

The administrative tasks of the YPC provide essential glue in our community. These tasks include facilitating communication between committees regarding youth and children’s needs, updating website information, fielding questions, and gathering registration information, among others.

Administrative work is needed, not only for youth programs, but also across the Yearly Meeting. Perhaps now is the time to consider changing the structure of this position to provide for administrative needs of the YM as a whole as well. The administrative work of the YM relates to the needs of the Youth Programs (YP), but also extends far beyond YP.

- **Youth Programs Fund of the Bob Vogel Endowment**
  **Reporting on and Providing Examples of Projects we Fund and Support**: A link to a summary sheet is on our Resources & Funding webpage to make these projects more visible.
  [pacificyearlymeeting.org/youth/resources-funding/](pacificyearlymeeting.org/youth/resources-funding/)

  - The YPCC was excited to fund several projects this year, both new and ongoing. One of these has been a series of [Young Adult Friends backpacking and camping trips](pacificyearlymeeting.org/youth/resources-funding/).
  - [Scholarship funds for the El Salvador trip](pacificyearlymeeting.org/youth/resources-funding/) of Palo Alto Meeting has been approved and funds were provided to support PYM’s Clerk in sending delegates to New England Yearly Meeting to experience and learn how NEYM is responding to systemic racism [as we seek new ways to respond and promote Racial Justice in PYM and the Society of Friends](pacificyearlymeeting.org/youth/resources-funding/).

  - YPCC is also proud to continue in its [Co-Sponsorship role in the Spring Youth Service Learning Camp at Quaker Oaks Farm](pacificyearlymeeting.org/youth/resources-funding/). This week-long gathering strives towards reconciliation between non-native and native communities, and unites both Wukchumni (native community in the Visalia area) and Quaker youth of a variety of backgrounds, providing opportunities for cultural and spiritual growth, exposure to different practices, and a chance to come together despite any differences.

  - The YP Fund [supported JYM Clerks to attend Quaker Center Clerking workshop](pacificyearlymeeting.org/youth/resources-funding/) and youth to attend camp. We encourage youth to apply for funds to attend camps, workshops, conferences, and intervisitation when other funding is not available.

- **Interest Group at AS**: YPCC would like Interest Group (IG) time at Annual Session. We are excited to work with the clerk to develop a possible Speak Out experience similar to the one George Lakey lead at Quaker Center. We imagine this as a plenary experience followed by IG time to process and go deeper.

- **What the Coordinator (YPC) has been working on since Annual Session**:
  - Updated Google groups for PYM youth committees after PYM 2019
  - Conducted background checks for SCQM JYM
- Worked on outreach materials for Monthly Meetings: Young Adult Friends, tips for increasing family involvement
- Provided calendar of Youth Events for PYM Website
- Attended planning meetings for CPQM and SCQM teens and children
- Attended Annual Session 2019 and fall sessions of CPQM and SCQM
- Participated in various PYM committee meetings including YPCC, JYM, and Communications Committee
- Researched new opportunities for youth workshops
- Started planning for Southern California teen retreat

**YPCC** consists of Alvaro Alvarado, Barbara Babin, Ann Baier, Kiernan Colby, Chamba Cooke, Gail Eastwood (M&O Liaison, ex officio), Natasha Herrera Hillman, Nathan Secrest, Arianna Standish, Melissa Lovett-Adair (Clerk)
SUMMARY
Involvement of PYM Friends in the work of Friends Committee on National Legislation has continued to broaden and deepen in the last year through grassroots lobbying on issues related to traditional Quaker concerns about peace, the environment, economic justice, and democracy.

FCNL Advocacy Teams
In the past few years, FCNL has developed a network of 123 local groups in 41 states to lobby their Congressional Representatives and Senators. There are currently eight Advocacy Teams within PYM (San Jose, Santa Cruz, Irvine, Pasadena, Berkeley, Davis, Sacramento, Sonoma County). Two more teams are being formed (Santa Monica and Las Vegas). Each year, the teams work on a specific issue that has bipartisan support. In 2019 FCNL’s Advocacy Teams urged Congress to take the first step towards ending endless war by repealing the 2002 Iraq Authorization for Use of Military Force (AUMF). FCNL’s efforts appeared to succeed when both houses of Congress voted for the repeal. This was a major victory, however the repeal did not become law because of last-minute pressure from the Pentagon. Undeterred, the Advocacy Teams will again focus on the same issue this coming session of Congress.

FCNL Annual Meeting
A total of 30 Friends from California and Hawaii joined more than 400 other Quakers and others at FCNL’s annual meeting held in Washington, DC, in November. One day was spent on Capitol Hill where Friends visited a total of 227 offices of members of Congress to lobby for the repeal of the 2002 AUMF. Highlights of the annual meeting included presentations by East Bay Congresswoman Barbara Lee and New York Senator Kirsten Gillibrand, as well as a well-received talk by Diana Olhlbaum, FCNL’s senior foreign affairs staff member. Her talk focused on how the “Military Paradigm” has dominated not only our foreign policy but also has permeated our culture. Characteristic of the FCNL approach to political issues, she stressed the spiritual dimension of the problem. She concluded her talk with these words: “Love is more potent than anger and hate. Together we have the power to change the world, to heal the world, and to achieve the culture of peace that is our highest calling.”

https://www.fcnl.org/updates/building-the-movement-for-a-new-peaceful-foreign-policy-2465

Update of the “The World We Seek” policy document
At the Annual Meeting, FCNL’s governing board (General Committee) meets to conduct business. It is composed of approximately 180 Friends, the majority of whom have been appointed by 26 Yearly Meetings (including the delegates from PYM) and seven national Friends’ organizations. This year the General Committee updated the “The World We Seek” document that functions as FCNL’s statement of legislative policy. Friends meetings and churches throughout the country were asked to provide input for the update. Many PYM meetings met to provide their ideas and suggestions, which were taken into consideration by the FCNL committees which met during the year to incorporate them into a draft document that was considered by the General Committee. Those of us who were in attendance were impressed with how Bridget Moix, FCNL’s Clerk, conducted the meeting in the manner of Friends.

https://www.fcnl.org/updates/the-world-we-seek-25

The Committee consists of Klara East, Alison Kirkegaard, Carolyn Levering, Michele Shields, Julia Thompson, and Robert Levering (Clerk).
First of all, in case anyone has not yet heard, Pacific Yearly Meeting is now officially affiliated with Friends General Conference (FGC) after many, many years of carefully considering this move. FGC was delighted to welcome us, and we will now have representatives, rather than an observer, to the FGC Central Committee and to the Executive Committee Meetings.

FGC has continued to work on racial issues this past year. The Institutional Assessment Working Group helped FGC to perform assessment of the ways in which the thought processes and institutional structures of white supremacy persist within Friends General Conference. They have now asked to be laid down in the past year, and the continuing work left by the assessment is being carried on by an Implementation Committee. This Implementation Committee reported on the ways that they have been supporting Friends of color. At the Central Committee meeting the Implementation Committee also provided a couple of extensive exercises helping everyone to experience what it feels like to be a person of color in a meeting and how white allies might be supportive when they witness moments in which people of color are experiencing micro (or macro!) aggressions. I should also mention again that there are a number of Spiritual Deepening online courses that you can use in your meetings, available from FGC, and one of those is on Understanding and Healing White Supremacy.

FGC’s Finance Committee presented a budget that had expenses exceeding income by nearly $70,000. Some members of the Central Committee expressed strong concerns, because we had passed a minute in 2017, saying that we would reach a sustainable budget by 2019. The Finance Clerk argued that with the amount of money that FGC has in reserve, drawing out 5% every year is sustainable. He said that to bring the budget to $0, FGC would need to cut more programs than they already have cut in the past few years, and they didn’t want to do that. If Friends are interested in this issue, a number of us were at Central Committee this year and can help make the materials available to you. We will also be looking for new FGC representatives from PYM this year, since this was my last year in the position, and you can let me know if you’re interested.

Finally, please don’t forget that Friends General Conference for their annual gathering is coming up quickly. You can see the workshops now on their website, and early registration usually starts April 1. The gathering will be June 28 to July 4 in Radford, Virginia.

The Representative to FGC is Heather Levien
Friends Peace Teams (FPT) in Asia West Pacific is incorporating sustainable earth care to its other efforts. Peacebuilding in Latin America is cooperating with Sisters of Mercy to spread Alternatives to Violence in South America. The African Great Lakes Initiative is bringing peace libraries to villages. These are only a few of FPT's efforts. Go to friendspeaceteams.org to see the many efforts of Friends Peace Teams.

Pacific Yearly Meeting’s Representative to Friends Peace Teams is Gay Howard
The calling of the Friends World Committee for Consultation is to bring Quakers together from all our branches: Liberal, Conservative, Friends Church, and Evangelical. One way we do that is to bring together different types of Quakers in face to face meetings. Another way is to bring us together to do important work. FWCC is involved in two major, ongoing projects.

1. The Traveling Ministry Corps is a project of our own FWCC section, the Section of the Americas, which includes the entire Western Hemisphere. Information is available on the section website https://fwccamericas.org/. Friends from all branches are recruited and trained, and sent to meetings and churches. They are sent to meet "face-to-face and heart-to-heart. The goal is to share both that which unites us and that which divides us in the life of the Spirit." Please invite a traveling minister to your meeting! Ministers are being recruited both in Latin America and here up North. So, Volunteer! Please contact Hulda Muaka from Palo Alto Meeting for more information.

2. An example of bringing all kinds of Friends to do important work is a worldwide sustainability project. This is a project of the world FWCC organization. According to the world website, http://fwcc.world/, this is a "project working with Friends around the world to strengthen our environmental commitment and amplify our voices" as Quakers. Participating in this project would benefit both PYM and climate activists around the world. One thing for sure, we will know that we are not alone in our efforts—we will be coordinating with people of like minds and hearts. We would be working with people around the world, crossing boundaries of language, culture, economic status, theology, and worship styles. My experience in attending the gatherings of the Section of the Americas is that when such barriers come down, Spirit flows.

One example of how this sustainability expands our world view is a video of three Third World Quakers talking about how climate change is affecting their lives. Friends from the Philippines and one from Kenya speak of how the unpredictability of the rain has decreased crop yields. It's very affecting to watch these Friends share. (You can find this video on the "World Quaker Day 2019" website under "resources." A worldwide conference on sustainability is taking place on February 22 of this year. I'll be sending a report of that, too.

So you can see that the FWCC is involved in some exciting projects. As we in PYM involved in them we will be enriched.

The Representative to FWCC is Emelyn Buskirk.