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THE MINUTES
Friday, March 6, 2020

Welcome and introductions
Darlene Franco, Chairperson of the Wukchumni Tribal Council of Tulare County, welcomed us, introducing herself and sharing words about her land, her community and their history. After singing we settled into worship and Clerk Sandy Kewman welcomed us. We introduced ourselves.

Representative Activities
Ministry and Oversight Co-clerk Shan Cretin then led Monthly Meeting Representatives in activities.

Saturday, March 7, 2020

Worship

1. Clerk’s welcome and host comments
After worship, Clerk Sandy Kewman welcomed us. Sharon Gates, Assistant to the Clerk, made a few preliminary announcements. Melissa Lovett-Adair welcomed us to Quaker Oaks Farm and reminded us that we meet on the land of the Wukchumni people, who were welcomed to continue holding ceremony on this land during the Lovett’s residence here. She described the Quaker Oaks Farm organization that at present stewards this land, a 23 acre plot now owned by Visalia meeting. The spring work camp for youth is one of the programs of Quaker Oaks Farm, and a number of other sustainable projects are underway here as well. Friends were invited to join in the good work of Quaker Oaks Farm, and can find further information on the web site.

2. Agenda review
Clerk Sandy drew attention to our agenda, and called our attention to the divine spirit that will work among us in the course of the day. We are called to radical inclusivity, to call one another into awareness of the roots of exclusion that pervade our society and our Quaker institutions. How can we use our gifts and honor the gifts of others in addressing this condition? God’s insistent and persistent love will be with us.

3. Roll Call
Sharon Gates led us in roll call. She invited those present who have come before to RepCom to be welcoming and supportive of those attending for the first time. [Attachment 12: Roll Call of Meetings and Worship Groups]

4. Ministry and Oversight Committee
Shan Cretin, Co-clerk of M&O, brought attention to some elements of her written report. The committee encourages us to continue with the newly developed process for appointing our naming committee, where the Presiding Clerk, Clerks of M&O and P&SO, and Assistant to the Clerk bring to Representative Committee names for us to consider. A subcommittee of M&O will be appointed to review this process in the coming year. Shan welcomed Enrique Esqueda from Mexico City, noting that while Enrique’s English is excellent, Jorge Morales is serving to help as needed as Enrique gathers in the information we share here.
The committee encourages the proposed Pay-as-Led approach to funding our annual session attendance. The committee also supports on a pilot basis a practice—employed by a number of other Yearly Meetings—in which the Presiding Clerk may independently appeal for funds for certain yearly meeting purposes and needs. M&O is also working to make radical inclusivity a reality at our annual session, drawing on a number of suggestions about how we might support this. Community night is another area of work, and the committee is working with other committees to revise and restructure this event to benefit all of us, and to reflect the radical inclusivity named as our theme. The mode of a community fair will be one experiment to be tried. We are invited to contribute additional ideas that support inclusion. M&O continues to work on the review, guided by Eric Sabelman, of the Unity with Nature Committee. The funds currently in the budget for this committee may be used for a retreat exploring the purpose and new directions of unity with nature work. A number of questions were raised about the work of Ministry and Oversight Committee, to which Shan responded. Sandy reminded us, in thanking the committee, that members M&O are here among us and can respond to further questions.  

[Attachment 7: Ministry and Oversight]

5. Naming Committee

Clerk Sandy noted that she, the Assistant to the Clerk, and Clerks of M&O and P&SO consulted about naming committee and have found two Friends willing to serve if asked: George Gastil [San Diego], willing to convene, and David Lederman [Orange County]. We settled into silence to consider these and other names for Naming Committee, whose task is to seek out Friends willing to serve on our Nominating Committee. Friends volunteered to contact those whose names were proposed, about availability.

Liz Baker, Naming Committee, brought to us for a second reading the names of Julie Harlow [Davis], and Sue Torrey [Central Coast], to serve as Co-clerks of Nominating Committee.

**Minute RC 2020-1: Nominating Committee Co-clerks**

We appoint Julie Harlow [Davis] and Sue Torrey [Central Coast] to serve one-year terms as Co-clerks of Nominating Committee.

Liz then presented for a first reading the following names of Friends proposed to serve on Nominating Committee for terms indicated:


6. Nominating Committee

Sue Torrey and Julie Harlow, Co-clerks of the committee, brought nominations to us for a second reading, which we approved as follows:

**Minute RC 2020-2: Approved Nominations**

Having heard the names of the following Friends for a second time, we approve them for the service listed below:

- Martha Hunkins [Humboldt] Clerk, Finance Committee
- Melissa Lovett-Adair [Central Coast] Clerk, Youth Program Coordinating Committee
- Peni Hall [Strawberry Creek] Arrangements Committee, term to 2022
- Nancy Wilkinson [Strawberry Creek] Representative, Friends Bulletin, term to 2022
Patricia Constantino [Mexico City] Representative, Quaker Earthcare Witness, term to 2020

We heard for the first time the following Friends’ names proposed for listed positions:

Ramona Hussey [Honolulu], Representative, American Friends Service Committee, term to 2021
Heather Levien [Berkeley], Representative, Friends General Conference, term to 2020.
[Originally approved as Observer, changed to Representative after notification from FGC]
Jorge Morales [San Jose], Observer, Reunion General de los Amigos en Mexico, term to 2020
Anita McCormick [Grass Valley], Children’s Program Committee, term to 2022
Rhea Farley [Strawberry Creek], Children’s Program Committee, term to 2022
Ray Rischpater [Palo Alto], Faith and Practice Revision Committee, term to 2021

7. Communications Committee

Kate Watkins, Clerk of Communications Committee, introduced other members of the committee. Her committee is grounded in the ministry of building beloved community, and she shared words describing that vision. The committee met in a retreat last fall to come together around this ministry.

Their committee brings to us several action items:

- A revision to a privacy policy
- Creation and funding of an IT administrator position
- Creation of a Daily Miracle editor position
- Funding for an online database and communication system

Discussion arose in response to the proposal that an IT administrator be contracted. The committee has used volunteers to manage these needs in the past but this has been inadequate and it has become clear that a contracted administrator is needed. After some discussion, we came to unity on the following minute:

**Minute RC 2020-3: IT Administrator Position**

Recognizing that the work of Communications Committee sometimes requires specialized skills, we approve the committee’s contracting with an IT administrator to provide technical services formerly done by volunteers.

Kate then described the proposal that a “Daily Miracle” position become part of the nominating slate, beginning next year. A period of transition in recent years has altered the Secretariat work and the committee feels this step is called for. Nominating committee has reviewed this proposal and is not yet in unity on this step. While appreciating the proposal brought forward and the needs there reflected, we decided that this matter should be carried over for further seasoning.

After a period of worship, Kate then brought us a proposal for implementing a directory/database system to provide for communications needs not being adequately met in our community at present. The committee feels this is a crucial step in the creation of the beloved community and the strengthening of bonds among us. Kate offered a number of specific examples of how this step would serve us. A careful and thorough process, including consultation with other yearly meetings, has led to the committee’s selection of a specific system for this work. The committee has distributed a body of information to educate us and answer questions arising. Kate then reviewed the costs of taking on this system. Finally, she spoke to the benefits to monthly
meetings of this system. Questions followed. Some accented the need for this and its timeliness; others proposed that waiting until annual session to make the decision would give us more time to explore additional questions. We decided to carry this matter over until the afternoon session. [Attachment 2: Communications, with Attachments]

8. Treasurer
Roy Allen, Treasurer, delivered his report, calling attention to certain sections. Our contributions and balances are generally encouraging. We gratefully accepted the Treasurer’s report. [Attachment 13: Treasurer]

9. Youth Programs Coordinating Committee
Melissa Lovett Adair, Co-clerk of the committee, gave the report. She first addressed the recent release of the Youth Programs Coordinator Javaughn Fernanders from that position. While details of this decision are confidential, she did share that the process was deep, caring, and thorough, and was made in the interest of the yearly meeting. We are asked to hold Javaughn in loving care, aware that this development has been very difficult for her. Rebecca Percy of La Jolla Meeting has agreed to serve as a short term interim YPC, and will begin her work this month. Her service will end August 31st. A subcommittee is in considerable discernment now regarding the YPC position and its future direction, consulting with a range of committees and persons. They anticipate hiring a long-term person later this year. Melissa then encouraged us to consider the opportunity of the spring work camp, and to be aware of the Bob Vogel Fund grants available to fund youth projects. She reminded us also of the needs for assistance with youth programs at the annual session. Finally, she encouraged us to consult the web site for further learning about youth work. Some sharing of responses to the release of Javaughn Fernanders followed Melissa’s report. Friends expressed both care for Javaughn, and trust in and support for those who made this difficult decision. There is currently a support committee in place for Javaughn. [Attachment 15: Youth Programs Coordinating]

10. Children’s Program Committee
Suellen Lowry, Clerk of CPC, reported to us. She and her committee are quite new to this work. They sense the nearness of the annual session and the relative unfamiliarity of the territory they must traverse. She is approaching her work with humility. She encourages us to review her written report and contact her with questions or concerns. She is aware that the Children’s page on the PYM website is in need of revision to become easier to negotiate. Curriculum and theme ideas appear there and comments to the committee are welcome. She told us of ways in which teachers will draw on these for their work, and how parents will be participants as well. Finally, she reviewed some of the remaining help she invites from us, such as the seeking out of teachers for annual session. We were informed then that the YPCC is also working in support of the CPC work; in particular we were given a few cautions against the use of old forms now being revised, and some words in favor of protocols for volunteers working with children. [Attachment 1: Children’s Program]

We adjourned for lunch.
Upon re-gathering, Co-Recording Clerk Jim Anderson read the minutes up to this point, which were approved with minor corrections.
11. Finance Committee

Martha Hunkins, Finance Committee Clerk, presented the report from Finance Committee, offering the following action items that need to be considered:

- Adoption of a Pay-As-Led financing for Annual Session 2020.
- Adoption of the proposed budget for AS 2020.
- Adoption of an allocated cost schedule for AS 2020 identical to 2019.
- Combining of the Young Friends Travel fund with the Vogel Youth Work Reserve fund.
- Augmentation of the Communications Committee's 2019-20 budget to include $750 for travel, $2160 for contracting with someone to provide IT administration services, and $10,901 for implementation of a contact management system (Salesforce NPSP).

We started with a discussion of the “pay as led” proposal. The committee has considered feedback from the interest group at Annual Session, and the state of meeting reserves, which are strong enough that PYM is in a good position to absorb any shortfalls. Martha briefly summarized the document describing the pay as led proposal. Under this proposal, a schedule will still exist for the costs of various levels of accommodation, but individuals will be free to discern for themselves how much they feel called to pay. There will no longer be travel or other subsidies. The scholarship process, which has been awkward and cumbersome, will also go away. We encourage meetings which have scholarship funds to donate those to PYM, for general support of the session rather than for individuals. We will still have the carbon offset tax.

Ministry and Oversight and Finance Committees have reviewed the proposal and are in agreement.

There was a question of whether this covers both travel and scholarships. For people coming to Annual Session not in an official role, we have never reimbursed travel, but have reimbursed and will continue to reimburse travel for official roles. In addition, the Latin American Concerns budget has an outreach line which can be used to reimburse travel.

**Minute RC 2020-4: Pay-As-Led financing**

We approve “pay as led” financing for this coming annual session, as described in Attachment A of the attached Finance Committee report.

We encourage Representatives to recommend to their meetings that they donate their travel and scholarship fund, indicating “for Annual Session” on the check. After Annual Session, the Finance Committee will evaluate how well the pay as led system worked, and anticipates having a report to present at Representative Committee.

Martha then presented the Annual Session 2020 budget, which is very similar to last year’s. The budget has moved approximately $10,000 of registration income to donations, in accordance with expected outcomes from the pay as led proposal. The Children’s Program budget is increased by approximately $2000, to support curriculum and resources for an active committee.

**Minute RC 2020-5: Annual Session budget**

We approve the Annual Session budget of $121,550 as presented.

Normally at this point we would adopt a fee schedule. This year it will be called an “allocated cost schedule,” so that people know what the costs are, but it is not a fee per se. We are proposing that it be the same as 2019, as that schedule worked well, with a very small surplus.
The question was raised of whether we might have fewer campers and more people wanting rooms as a result of pay-as-led. The committee has considered this and is easy with that outcome, but is slightly concerned about semi-private accommodations, as there aren’t quite enough. They encourage people not to request semi-private rooms unless an important consideration moves them to do so.

Based on attendance figures, the travel subsidy (to encourage Friends from Southern California) doesn’t seem to have had a significant effect on attendance.

**Minute RC 2020-6: Annual Session Cost Schedule**

We approve the allocated cost schedule for Annual Session 2020 as presented.

Regarding the request from YPCC regarding the line item Young Friends Travel, there has been confusion about how this fund was administered, so YPCC asked for this to be simplified. In their recommendation, the $500 currently allocated for YF travel would instead be added to the Bob Vogel reserve, which is already administered by YPCC, with the understanding that YPCC would allocate the funds for travel of Young Friends.

**Minute RC 2020-7: Transfer of Young Friends Travel Fund**

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.

Three augmentations to the Communications Committee budget were then proposed: $750 for travel for committee meetings, $2160 for support of someone to provide IT services, and $10,901 for implementation of a contact management system, for a total of $13,811.

We approved two of these requests and laid over consideration of the augmentation for the contact management system to a later point in the day.

**Minute RC 2020-8: Augmentation to Communications Committee Budget for Travel**

We approve an augmentation to the Communications Committee budget of $750.

**Minute RC 2020-9: Augmentation to Website hosting budget**

We approve an augmentation of $2160 to the Website hosting budget.

We expect a further item, $1000 for Rep Com support, to be considered at Annual Session. Donations for three years of support to Casa de los Amigos collected by Orange Grove Meeting have been returned. The Committee is consulting with Ministry and Oversight to discern what should be done with these funds. Line items for donations to FGC and travel are expected to go up, as we are now affiliated with FGC. [Attachment 5: Finance, with Attachments]

12. Communications Committee

We considered and approved the proposed changes to the privacy policy to support the directory.
Minute RC 2020-10: Privacy Policy

We approve the amendment of certain sections of our Personal Data Policy document, as indicated by underlined sections in the proposal submitted by Communications Committee and attached to these minutes.

There was discussion of who is “approved” for accessing the directory information according to the data privacy policy. This part of the language was in the privacy policy as approved last summer. We were reminded that policies generally don’t go into that level of detail regarding process.

Many were in favor of the contact management system, but because of the size of the expenditure, there was some reluctance to approve it in Representative Committee rather than holding it over to Annual Session. We considered the general question of what matters are to be decided at Representative Committee, what at Annual Session. Many have expressed a desire to spend more time at Annual Session in fellowship and worship, and less on business. There was passionate and worshipful discussion of the proposal, some speaking to the harm to the work of our meetings caused by barriers to communication, and of the deep need for reliable communication resources; others expressing concerns about the magnitude of the budgetary change. Because of the need to replenish reserves and ongoing costs, adopting this proposal would increase the amount we ask from monthly meetings. The clerk asked us to consider the question: Can we make the decision here?

One Friend originally felt like the request was not in good order and not respectful of Finance Committee, but now is in support. Some observed we have great difficulty making decisions in plenary meetings at Annual Session, and we seem to respond differently to each other here at Representative Committee. Which of the two gatherings is better able to make the decision well for the sake of the Yearly Meeting?

In considering the proposal itself, some noted that our expectations should be realistic: the system needs to start small, as just a directory and distribution lists. It will take time to build it into the system we envision. This system’s effective function will depend on our doing the work, going to the monthly meetings and gathering the information. Further discussion explored the process and details of such coordination and effort.

The clerk tested whether we have unity in approving the proposal. Faith and Practice describes the function of Rep Com as conduct of, among other matters, any business that cannot be delayed. Approving this proposal here would seem to depart from the way we have conducted Rep Com business in recent years. At the same time, the complexity of this proposal would require an enormous amount of work to prepare Friends who come to Annual Session to be sufficiently informed and capable of making a good decision. We learned that M&O committee, aware of these issues, is considering a proposal to change the language in Faith and Practice about the role of Representative Committee.

After some further discernment, mindful of the role and responsibilities of Representative Committee as well as of its current function described in Faith and Practice, we united in the sense that Spirit was leading us to take this step.

Minute RC 2020-11: Data base and Communication System Implementation

Having heard and considered the recommendation of our Communications Committee, we approve their implementation of the non-profit version of Salesforce for our
directory/database needs, and their engaging of Espenshade Consulting to assist with the transition and first year of support.

We took then this following step:

**Minute RC 2020-12: Budget Augmentation for Database**

We approve an augmentation of $10,901 to the Communications Committee budget, so the committee can implement the contact management database, as proposed in their report.

After our decision, Friends spoke further to this matter. One Friend spoke of a concern that decisions made without the input of the wider body might cause more fear and undermine trust, taking a step backwards in our efficiency. Another observed that not every decision needs a spirit-based process; some decisions are housekeeping, even when the decision is to further the needs of the spirit. We asked M&O and the Presiding Clerk to consider further the question of the role of Representative Committee in decision making for our yearly meeting.

13. **Faith and Practice Revision, FGC Representative**

The Presiding Clerk announced to us that Faith and Practice Revision Committee has no action items but refers those interested in their work to their written report. She announced also that the Friends General Conference representative similarly advises us to consult her written report.  

[Attachment 4: Faith and Practice Revision] [Attachment 18. FGC Representative]

14. **Registrar**

Lawrence Alderson, Co-registrar, presented a report. The Registrars are creating a new registration system. They’re moving from Wordpress to a new technology platform, for operational reasons impacting the Registrars. The details of this change, along with a list of things needing to be improved, are in their report. The Registrars have not yet incorporated the “pay as led” system. Doing so will affect primarily the messaging and communication, and the Registrar does need help with that. Registrars also need help in meeting needs around gender identification and privacy. They will be working with Ministry and Oversight. There are opportunities to combine some of the functions of registration with the contact management database to be implemented.  

[Attachment 11: Registrar]

15. **Latin American Concerns**

Donna Smith, Co-clerk, presented the Latin American Concerns Committee report. The report is attached. Unfortunately, the committee still hasn’t gotten a report from El Salvador, but hopefully will have this by Annual Session. The committee is planning two interest groups for Annual Session, one from the Sacramento Meeting program supporting Dreamers, and one on the Guatemala Scholarship program. The committee has struggled to get the word out regarding immigration concerns, and looks forward to improvements in infrastructure to communication.  

[Attachment 6: Latin American Concerns]

16. **Unity with Nature Discernment**

Eric Sabelman, Discernment Facilitator for the Unity with Nature Committee review, presented his report. In 2018, Nominating Committee asked Eric to look into the dysfunction of the Unity with Nature Committee, initiating a discernment process, asking questions: Why do we have this committee? What does it do? Does it concern the whole meeting, or only a small subset of those interested in the topic? About a dozen people are volunteering to be part of a working group to
determine a new charge for the committee. There is a lot of emotion attached to climate change, which tends to drive the language that people use and where they put their efforts. There are other avenues for people to put their energy. There are a number of other Quaker groups actively working on climate change. This leaves open the question of what exactly the committee is to do. The working group is planning two interest groups for Annual Session, one on the mandate of the committee, and another, coming from College Park Quarterly Meeting, on how we involve intergenerational relationships in this work. The working group will ask for time at plenary session to discern the future direction of Unity with Nature Committee. To prepare, they are proposing retreats, one in early June at Sierra Friends Center. Representatives are invited to help serve on committees to organize these retreats. A potential part of the Unity with Nature Committee’s work might be disaster preparedness response, as disasters are likely to become more frequent and serious as a consequence of climate change. The committee might also address how we should educate children, in particular to show positive examples of people bearing witness, as opposed to only seeing examples of environmental destruction. [Attachment 14: Unity with Nature Discernment]

17. Peace and Social Order

Shannon Frediani, Clerk of Peace and Social Order Committee, presented the committee’s report and summarized a few items Representatives are encouraged to bring to their meetings. One query posed: How to balance the outward work of social justice in the world, with racial justice within monthly meetings? The committee would like to encourage monthly meetings to produce as many minutes of concern as possible. The committee would like to be more aware of what minutes of concern monthly meetings are approving. The committee encourages monthly meetings to take additional steps to get the message out after approving minutes of concern, including letters to the editor and social media. We want our moral imagination voiced in this world. The committee also encourages action items, including asking other groups to sign on to such minutes of concern. FCNL also has a repository for minutes of concern. One friend cautioned that minutes of concern that only express a concern without action may undercut their potential effectiveness, and that it is important to commit ourselves to living a certain way in addition to speaking it to the world. [Attachment 10: Peace and Social Order]

18. Junior Yearly Meeting

The Junior Yearly Meeting teens presented a report, beginning by introducing themselves: Callum Standish, Berkeley [Co-clerk]; Langston Prince, no meeting, [M&O]; Adam Kerr, Live Oak, [M&O]; Robin Johnson, Santa Cruz, [Co-clerk]. Their last meeting was a review of what worked and what didn’t work. They are awaiting the schedules of other groups so they can adjust their schedule to them. Given that the present schedule worked pretty well, they don’t anticipate large changes. They also managed to name all their committees.

19. Nominating Committee

The Nominating Committee read a number of names for the second time and we approved their appointments as follows:

Minute RC 2020-13: Nominations
We appoint the following Friends for service as indicated:
Ramona Hussey [Honolulu], AFSC Representative, term to 2021
Heather Levien [Berkeley], Friends General Conference Representative, term to 2020
Jorge Morales [San Jose], Observer, Reunion General de los Amigos en Mexico, term to 2020
Anita McCormick [Grass Valley], Children’s Program Committee, term to 2022
Rhea Farley [Strawberry Creek], Children’s Program Committee, term to 2021
Ray Rischpater [Palo Alto], Faith and Practice Revision Committee, term to 2021

We were informed that FCNL has absorbed William Penn House, and there is no longer a William Penn House Observer appointment from our yearly meeting.

**Minute RC 2020-14: William Penn House**
We lay down the position of Observer to William Penn House, since William Penn House is now folded into FCNL.

**20. Naming Committee**

We heard from Naming Committee a second reading of Friends proposed to serve on our Nominating Committee and approved their service:

**Minute RC 2020-15: Nominations to Nominating Committee**
We appoint the following Friends to service on Nominating Committee, for the terms indicated:
- Winnie Sunshine [La Jolla], term to 2020
- Heather Levien [Berkeley], term to 2021
- Hulda Muaka [Palo Alto], term to 2022

**21. Appointments to Naming Committee**

We heard and approved the names of Friends nominated to serve on our Naming Committee for the coming year.

**Minute RC 2020-16: Naming Committee Appointments**
We appoint George Gastil [San Diego] as convener, Amy Cooke [Grass Valley], and David Lederman [Orange County] to Naming Committee, as well as one of two additional Friends named earlier, still to be contacted by our Clerk, to serve as alternate. If neither is available to serve, we ask the Presiding Clerk, Assistant to Clerk, the two Co-clerks of Ministry and Oversight, and the Clerk of Peace and Social Order, to consult and appoint an additional person to serve as alternate.

**22. Mexico City Meeting**

Enrique Esqueda, visiting from Mexico City, presented a brief report from Mexico City meeting. He is grateful for the opportunity to share experiences from Mexico City and other locations in Latin America. There is a real challenge there. He is looking forward to meeting with a small group to discuss the issues that are happening with the board of directors of the Casa de los Amigos. It will take a lot of patience to work through these issues, taking care to understand each other’s point of view. Enrique observed how we work with conflict and difference in this meeting and looks forward to bringing what he has learned back to his meeting.
23. Closing

We closed our meeting with worship.

Sandy Kewman, Presiding Clerk
Jim Anderson, Co-recording Clerk
Raph Levien, Co-recording Clerk
George Mills, Secretariat Clerk

THE ATTACHMENTS
Committee and Officer Reports

1. Childrens Program
2. Communications, with Attachments
3. Elder to the Presiding Clerk
4. Faith and Practice Revision
5. Finance, with Attachments
6. Latin American Concerns
7. Ministry and Oversight
8. Naming
9. Nominating Roster of Officeholders as Approved
10. Peace and Social Order
11. Registrar
12. Roll Call of Meetings and Worship Groups
13. Treasurer
14. Unity with Nature Discernment
15. Youth Programs Coordinating

Representative Reports

16. FCLCA
17. FCNL
18. FGC
19. Friends Peace Teams
20. FWCC
21. Quaker Earthcare Witness
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 Coordinatingr 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 re 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 $\textdollar13,811$. 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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<tr>
<td><strong>Annual Cost Estimate:</strong></td>
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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.

\(^1\) 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](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.
Communications Committee Report - Attachment D

A message from Pacific Yearly Meeting’s Communications Committee

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 Attenders → **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>2020 Budget (PROPOSED)</th>
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<tr>
<td>8210 — Miscellaneous session income</td>
<td>8220 — Attendees' Payments for Registration</td>
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<td>8230 — Registration Waivers from Session Accts.</td>
<td>8240 — AS Subsidy from PYM General Funds</td>
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<td>8271 — Carbon Offset donations received</td>
<td>8280 — Donations received for Annual Session</td>
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<table>
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<th>2019 Budget</th>
<th>2019 Actual</th>
<th>2020 Budget (PROPOSED)</th>
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<td>8420 — Secretariat Expenses</td>
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<td>8430 — Arrangements Expenses</td>
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<td>8470 — Young Adult Friends</td>
<td>8480 — Breakage and Equipment</td>
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<td>8490 — PYM Clerk's Invited Guests</td>
<td>8500 — Insurance</td>
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<td>8520 — Registration discounts - long-distance travel</td>
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<td>121,550</td>
<td>120,605</td>
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</tbody>
</table>

**EXCESS (DEFICIT):**

-950 3,063 0
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**
Pafemelsalvadorprojects.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)
Pacific Yearly Meeting
Ministry and Oversight Committee
Report to Representative Committee 2020

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 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)
  2022 Hulda Muaka, Palo Alto (2019)

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)
This is a listing of all Pacific Yearly Meeting personnel (officers, appointees, committee members and delegates) with updates through 19 March 2020. The date to the left of each name is the year the current appointment expires (at the end of that year’s annual session unless otherwise indicated). Each name is followed by the individual’s monthly meeting or worship group, and, in parentheses, the year of initial appointment. Committee clerk and delegation convener appointments are for one year. Vacant positions are indicated by an underscore ______ next to the term-expiration year.

### PYM OFFICERS

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<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>Group</th>
</tr>
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<tbody>
<tr>
<td>Presiding Clerk</td>
<td>Sandy Kewman, Grass Valley</td>
<td>(2018)</td>
</tr>
<tr>
<td>Assistant to the Clerk</td>
<td>Sharon Gates, Orange Grove</td>
<td>(2017)</td>
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<tr>
<td>Historian-Archivist</td>
<td>Jan Tappan, Orange Grove</td>
<td>(2013)</td>
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<tr>
<td></td>
<td>Callum Standish, Berkeley</td>
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<td>Santiago Myers, San Francisco</td>
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<tr>
<td>Reading Clerk</td>
<td>Kim Lacey, Central Coast</td>
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</tr>
<tr>
<td>Recording Clerks</td>
<td>Jim Anderson, Chico</td>
<td>(2016)</td>
</tr>
<tr>
<td></td>
<td>Raph Levien, Berkeley</td>
<td>(2019)</td>
</tr>
<tr>
<td>Registrars</td>
<td>Lawrence Alderson, Orange County</td>
<td>(2017)</td>
</tr>
<tr>
<td></td>
<td>Brylie Oxley, Grass Valley</td>
<td>(2019)</td>
</tr>
<tr>
<td>Statistical Clerk</td>
<td>David (DJ) Bloom, Appleseed</td>
<td>(2018)</td>
</tr>
<tr>
<td></td>
<td>Sherri Sisson, Orange County</td>
<td>(2017)</td>
</tr>
<tr>
<td>Treasurer</td>
<td>Roy Allen, Berkeley</td>
<td>(2013)</td>
</tr>
</tbody>
</table>

### PYM APPOINTEES

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>Group</th>
</tr>
</thead>
</table>
| Children’s Program Coordinators | Suellen Lowry, Humboldt | (2019)| Administrative C
|                           |                             |       |
| IT Administrator          |                             |       |
|                           |                             |       |
| Website Editors           | George Mills, Palo Alto     | (2017)|
|                           | Arthur Kegerreis, Orange Grove | (2019)|
|                           | Sharon Gates, Orange Grove  | (2019)|
| Youth Programs Coordinator| Rebekah Percy, La Jolla and Orange Grove | (2020) |

### PYM COMMITTEES

<table>
<thead>
<tr>
<th>Committee</th>
<th>Chair</th>
<th>Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arrangements Committee</td>
<td>Jan Turner, Humboldt</td>
<td>(2018)</td>
</tr>
<tr>
<td></td>
<td>Kate Connell, Santa Barbara</td>
<td>(2018)</td>
</tr>
<tr>
<td></td>
<td>Ann Fuller, Santa Monica</td>
<td>(2018)</td>
</tr>
<tr>
<td></td>
<td>Emily Walden, Central Coast</td>
<td>(2018)</td>
</tr>
</tbody>
</table>
|                           | Bronwen Hillman, Mexico City| (2017)| Clerk
|                           | Peni Hall, Strawberry Creek  | (2020)|
|                           | Ex Officio: Registrars       |       |
| Children’s Program Committee | Vivian Carlson, Honolulu    | (2017)|
|                           | Suellen Lowry, Humboldt     | (2019)| Clerk
|                           | Rhea Farley, Strawberry Creek| (2020)|
|                           | Amy Blondel, Monterey Pen.  | (2019)|
|                           | Anita McCormick, Grass Valley| (2019)|
|                           | Ex Officio: Children’s Program Coordinator, Youth Programs Coordinator |       |
Roster of Officeholders for 2019-2020

Communications Committee
2020  ________________________________
2021  Lawrence Alderson, Orange County (2018)
2021  Kate Watkins, Santa Monica (2019) Clerk
2022  George Mills, Palo Alto (2016)
2022  Allison Kirkegaard, Claremont (2019)
Ex Officio: Website Editors, IT Administrator,
Assistant to the Clerk, Youth Programs Coordinator

Faith and Practice Revision Committee
2020  Carl Magruder, Str. Ck. (2014) Co-clerk
2020  Laura Magnani, Berkeley (2016) Co-clerk
2021  Sue Scott, Inland Valley (2018)
2021  Ray Rischpater, Palo Alto (2020)
2022  Patricia Portillo, Sacramento (2016)
2022  Margaret Mossman, Berkeley (2019)
2022  Sarah Tyrrell, Berkeley (2018) IT Specialist
Ex Officio: Historian-Archivist

Finance Committee
2020  Emma Castanedo, La Jolla (2017)
2021  Robert Levering, Santa Cruz (2018)
2021  Martha Hunkins, Humboldt (2019) Clerk
2022  Sherri Sisson, Orange County (2018)
2022  Doug Smith, Reno (2019)
Ex Officio: Treasurer, Statistical Clerk

Holding Corporation  → see PYM Holding Corporation

Junior Yearly Meeting (JYM) Committee
(adult committee)
2020  Sarah Armstrong Jones, Big Island (2017)
2020  Don McCormick, Grass Valley (2017)
2020  ________________________________
2021  Austin Stanion, Orange Grove (2018)
2021  David Ledderman, Orange County (2018)
2021  Dan Strickland, Orange Grove (2013), Clerk
2022  Evan Nelson, La Jolla (2019)
2022  Suzanne Doss, Orange Grove (2013)
2022  Bertha Pena, unaffiliated (2019)
Ex Officio: Youth Programs Coordinator

JYM Ministry and Oversight Committee
(teen committee, app’d by JYM)
Serenity Cordova, Santa Cruz
Cassidy George, La Jolla
Adam Kerr, Live Oak
Langston Prince, Santa Monica

Latin American Concerns Committee
2020  Patricia Portillo, Sacramento (2017)
2021  Graciela Martinez, Visalia (2018)
• Appointed by Casa de los Amigos:
  Patricia Constantino, Mexico City (2016)
• Appointed by El Salvador Project:
  Hulda Muaka, Palo Alto (2019)
• Appointed by Guatemala Scholarship Program
  Donna Smith, Redwood For (2014) Co-clerk

Ministry and Oversight Committee
2020  Shan Cretin, Santa Monica (2017) Co-clerk
2020  Thistle West, Strawberry Creek (2017)
2020  Gail Eastwood, Humboldt (2018)
2021  Elena Anderson, Redwood Forest (2018)
2022  Valerie Nuttman, Santa Cruz (2016)
2022  Jim Summers, La Jolla (2016) Co-clerk
2022  Jorge Morales, San Jose (2019)

Subcommittees of Ministry and Oversight

Eldering Subcommittee
Mica Estrada, Strawberry Creek
Gordon Bishop, Grass Valley
Elaine Emily, Strawberry Creek
Dorothy Henderson, Grass Valley, Co-clerk
Valerie Nuttman, Santa Cruz
Thistle West, Strawberry Creek, Co-clerk
Carl Magruder, Strawberry Creek

Racial Justice Subcommittee
Marlene Coach-Eisenstein, Honolulu
Mica Estrada, Strawberry Creek
Laura Magnani, Strawberry Creek
Carl Magruder, Strawberry Creek
Deborah Marks, Strawberry Creek
Juanita Mora-Malerva, Santa Cruz
Maryanne Michaels, Redwood Forest
Diego Navarro, Santa Cruz, Clerk
Kylin Navarro Burger, Berkeley
Bertha Peña, unaffiliated
Roster of Officeholders for 2019-2020

Religious Education Subcommittee
Gail Eastwood, Humbolt, Convener
Elena Anderson-Williams, Redwood Forest
Sue Ellen Lowry, Humboldt (Liaison from Children’s Program)

Respectful Relationships Subcommittee
Thistle West, Strawberry Creek, Convener

Worship Sharing Logistics Subcommittee
Kylin Navarro Burger, Berkeley, Convener
Julie Harlow, Davis
Claudia Kirkpatrick, Sacramento

Representative Support Subcommittee
Shan Cretin, Santa Monica, Convener
Jim Summers, La Jolla
Eric Sabelman, Palo Alto

Visiting Subcommittee is currently fallow and has no members.

Naming Committee (aka Committee to Nominate the Nominating Committee)
(term through end of RepCom of year indicated)
2021 Amy Cooke, Grass Valley (2020)
2021 David Lederman, Orange County (2020)
2021 One Alternate, to be named

Nominating Committee
2020 Julie Harlow, Davis (2017) Co-clerk
2020 Gail Thomas, Santa Monica (2019)
2020 Winnie Sunshine, La Jolla (2018)
2021 Sue Torrey, Central Coast (2016) Co-clerk
2021 Heather Levien, Berkeley (2018)
2021 Joe Magruder, Berkeley (2018)
2022 Trudy Friedel, Inland Valley (2019)
2022 Cody Lowry, Orange Grove (2019)
2022 Hulda Muaka, Palo Alto (2019)

Peace and Social Order Committee
2020 Betty Guthrie, Orange County (2019)
2020 Linnea Hanson, Chico (2017)
2021 Graciela Martinez, Visalia (2017)
2021 Brian Johnson, Santa Monica (2018)
2022 Shannon Frediani, Santa Cruz (2016) Clerk
2022 Zae Illo (David B.), San Francisco (2017)
Ex Officio: SCQM Peace and Social Order Comm Clerk (Arthur Kegerreis); one PYM AFSC Rep; one PYM FCLCA Rep (Shannon Frediani); one PYM FCNL Rep (Robert Levering)

PYM Holding Corporation
2020 Jennifer Carr, Las Vegas (2014)
2020 Sharlene Roberts-Caudle, Visalia (2014)
2021 Paul Harris, Redwood Forest (2018)
2021 Margaret Mossman, Berkeley (2018)
2022 Genie Stowers, Berkeley (2019)
2022 Stratton Jaquette, Palo Alto (2016)
Ex Officio: Treasurer, Presiding Clerk
(PYMHC appoints its own officers. Officers continuing from 2018-19 are:
Clerk: Stratton Jaquette, Palo Alto
Recording Clerk: Jeff Kroeber, San Jose
Treasurer: Roy Allen, Berkeley)

Unity with Nature Committee
(Engaged in a discernment process)
2020 Andrea Beane, Santa Monica (2017)
2020 ____________________________
2021 Lora Powell, Berkeley (2017)
2021 ____________________________
2022 ____________________________
2022 ____________________________

Youth Programs Coordinating Committee
2020 Ann Baier, Live Oak (2019)
2020 Chamba Cooke, Grass Valley (2019)
2021 ____________________________
2021 Barbara Babin, Redwood Forest (2016) YPC Supervisor
2022 Melissa Lovett-Adair, Ctrl. Coast (2016)
2022 Clerk
2022 Kiernan Colby, Santa Cruz (2019)
Youth members (nominated by YPCC, ap’vd by PYM):
2020 Nathan Secrest, Redwood Forest (2019)
2020 Alvaro Alvarado, Sacramento (2019)
2020 Arianna Standish, Berkeley (2019)
2020 Natasha Herrera Hillman, Mexico Cty (2019)
PYM DELEGATES (REPRESENTATIVES AND OBSERVERS) TO OTHER ORGANIZATIONS

REPRESENTATIVES

American Friends Service Committee (AFSC)
Corporation
2021 Ramona Hussey, Honolulu (2019)

Friends Bulletin Corp. (Western Friend) Board of Directors
2020 Claire Gorfinke, Orange Grove (2016)
2022 Nancy Wilkinson, Strawberry Creek (2019)

Friends Committee on Legislation of California (FCLCA)
(appointed by Peace & Social Order Committee)
2020 Shannon Frediani, Santa Cruz

Friends’ Committee on National Legislation (FCNL)
2020 Klara East, Visalia (2017)
2020 Julia Thompson, Palo Alto (2017)
2021 Michelle Shields, Honolulu (2019)
2021 Allison Kirkegaard, Claremont (2019)
2022 Carolyn Levering, Santa Cruz (2016)
2022 Robert Levering, Santa Cruz (2016) Convener

Friends General Conference (FGC)
2020 Heather Levien, Berkeley (2016)
20?? _________________________

Friends Peace Team Coordinating Council
2021 Gay Howard, Central Coast (2009)

Friends World Cmte. for Consultation (FWCC)
Section of the Americas
2020 _________________________
2020 _________________________
2021 _________________________
2022 _________________________
2022 _________________________

Quaker Earthcare Witness (QEW)
(normally appointed by Unity with Nature Committee, this year nominated by Nominating Committee)
2020 Patricia Constantino, Mexico City (2019)
2021 Yumi Kawano, Big Island (2019)

OBSERVERS

Evangelical Friends Church Southwest
2022 _________________________

Friends United Meeting (FUM)
The next Triennial is in 2020
2022 _________________________

Reunión General de los Amigos en México
2020 Jorge Morales, San Jose (2019)
Pacific Yearly Meeting
Peace and Social Order
Report to Representative Committee 2020

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 divestment 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.
## Roll Call of Meetings and Worship Groups

<table>
<thead>
<tr>
<th>Read Order</th>
<th>Present?</th>
<th>Meeting or Worship Group</th>
<th>Read Order</th>
<th>Present?</th>
<th>Meeting or Worship Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td>Kauai WG</td>
<td>28</td>
<td></td>
<td>Sacramento MM</td>
</tr>
<tr>
<td>2</td>
<td>y</td>
<td>Honolulu MM</td>
<td>29</td>
<td></td>
<td>Carson City WG</td>
</tr>
<tr>
<td>3</td>
<td></td>
<td>Molokai’ WG</td>
<td>30</td>
<td></td>
<td>Inland Valley MM</td>
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<tr>
<td>4</td>
<td></td>
<td>Maui WG</td>
<td>31</td>
<td></td>
<td>Berkeley MM</td>
</tr>
<tr>
<td>5</td>
<td></td>
<td>Big Island MM</td>
<td>32</td>
<td></td>
<td>Strawberry Creek MM</td>
</tr>
<tr>
<td>6</td>
<td></td>
<td>Oaxaca WG</td>
<td>33</td>
<td></td>
<td>Oakland WG</td>
</tr>
<tr>
<td>7</td>
<td>y</td>
<td>Mexico City MM</td>
<td>34</td>
<td></td>
<td>San Mateo WG</td>
</tr>
<tr>
<td>8</td>
<td>y</td>
<td>Humboldt MM</td>
<td>35</td>
<td></td>
<td>Marloma Long Beach MM</td>
</tr>
<tr>
<td>9</td>
<td></td>
<td>Southern Humboldt WG</td>
<td>36</td>
<td>y</td>
<td>Claremont MM</td>
</tr>
<tr>
<td>10</td>
<td></td>
<td>Redding MM</td>
<td>37</td>
<td></td>
<td>Whitleaf WG</td>
</tr>
<tr>
<td>11</td>
<td></td>
<td>Mendocino MM</td>
<td>38</td>
<td>y</td>
<td>Palo Alto MM</td>
</tr>
<tr>
<td>12</td>
<td></td>
<td>Ukiah WG</td>
<td>39</td>
<td>y</td>
<td>Santa Monica MM</td>
</tr>
<tr>
<td>13</td>
<td>y</td>
<td>San Diego MM</td>
<td>40</td>
<td></td>
<td>Livermore WG</td>
</tr>
<tr>
<td>14</td>
<td></td>
<td>Lake County WG</td>
<td>41</td>
<td>y</td>
<td>Orange Grove MM</td>
</tr>
<tr>
<td>15</td>
<td>y</td>
<td>Chico MM</td>
<td>42</td>
<td></td>
<td>Sierra Foothills WG</td>
</tr>
<tr>
<td>16</td>
<td></td>
<td>La Jolla MM</td>
<td>43</td>
<td>y</td>
<td>San Jose MM</td>
</tr>
<tr>
<td>17</td>
<td></td>
<td>Apple Seed MM</td>
<td>44</td>
<td>y</td>
<td>Santa Cruz MM</td>
</tr>
<tr>
<td>18</td>
<td>y</td>
<td>Redwood Forest MM</td>
<td>45</td>
<td></td>
<td>Delta MM</td>
</tr>
<tr>
<td>19</td>
<td>y</td>
<td>Friends House WG</td>
<td>46</td>
<td></td>
<td>Conejo Valley WG</td>
</tr>
<tr>
<td>20</td>
<td>y</td>
<td>Las Vegas WG</td>
<td>47</td>
<td>y</td>
<td>Monterey Peninsula MM</td>
</tr>
<tr>
<td>21</td>
<td></td>
<td>Reno MM</td>
<td>48</td>
<td></td>
<td>Santa Barbara MM</td>
</tr>
<tr>
<td>22</td>
<td>y</td>
<td>Grass Valley MM</td>
<td>49</td>
<td>y</td>
<td>Live Oak MM</td>
</tr>
<tr>
<td>23</td>
<td></td>
<td>Napa Sonoma MM</td>
<td>50</td>
<td></td>
<td>Ojai WG</td>
</tr>
<tr>
<td>24</td>
<td>y</td>
<td>Davis MM</td>
<td>51</td>
<td></td>
<td>Soledad WG</td>
</tr>
<tr>
<td>25</td>
<td></td>
<td>Placer County WG</td>
<td>52</td>
<td>y</td>
<td>Central Coast MM</td>
</tr>
<tr>
<td>26</td>
<td>y</td>
<td>Orange County MM</td>
<td>53</td>
<td></td>
<td>Fresno MM</td>
</tr>
<tr>
<td>27</td>
<td></td>
<td>San Francisco MM</td>
<td>54</td>
<td></td>
<td>Visalia MM</td>
</tr>
</tbody>
</table>
# Pacific Yearly Meeting
## Treasurer's Report to Representative Committee 2020

## General Operations Budget vs. Actual

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Budget</td>
<td>Actual</td>
</tr>
<tr>
<td><strong>REVENUE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4100 — Miscellaneous Contributions to PYM</td>
<td>4,000</td>
<td>4,410</td>
</tr>
<tr>
<td>4101 — Contributions from Member Meetings</td>
<td>143,508</td>
<td>140,622</td>
</tr>
<tr>
<td>4102 — Miscellaneous Income</td>
<td>168</td>
<td>168</td>
</tr>
<tr>
<td>4104 — Return on Invested Capital</td>
<td>0</td>
<td>119</td>
</tr>
<tr>
<td><strong>TOTAL REVENUE</strong></td>
<td>147,508</td>
<td>145,319</td>
</tr>
<tr>
<td>Expected contribution (aka assessment) per member (Calif. and Nev., Hawaii, Mexico City)</td>
<td>$122, $52, $30</td>
<td>$122, $52, $30</td>
</tr>
</tbody>
</table>

## EXPENSES

<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Budget</td>
<td>Actual</td>
</tr>
<tr>
<td><strong>GENERAL EXPENSES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5202 — Clerk's Travel &amp; Discretionary</td>
<td>R2713</td>
<td>500</td>
</tr>
<tr>
<td>5203 — Expenses of Officers</td>
<td>R2715</td>
<td>750</td>
</tr>
<tr>
<td>5204 — Website Hosting</td>
<td></td>
<td>840</td>
</tr>
<tr>
<td>5206 — Young Friends PYM Attendance Assistance</td>
<td></td>
<td>2,000</td>
</tr>
<tr>
<td>5207 — Equipment Purchase</td>
<td>R2722</td>
<td></td>
</tr>
<tr>
<td>5208 — Travel - RepCom &amp; Ann. Sess.</td>
<td></td>
<td>14,000</td>
</tr>
<tr>
<td>5209 — Young Friends Officers' Expense</td>
<td></td>
<td>200</td>
</tr>
<tr>
<td>5210 — Audit Account</td>
<td>R2723</td>
<td></td>
</tr>
<tr>
<td>5212 — Latin America Concerns Outreach</td>
<td>R2749</td>
<td>500</td>
</tr>
<tr>
<td>5213 — PYM Attendance Assistance Fund (M&amp;O)</td>
<td>9,000</td>
<td>8,456</td>
</tr>
<tr>
<td>5214 — Holding Corporation Expenses</td>
<td></td>
<td>20</td>
</tr>
<tr>
<td>5215 — Western Friend</td>
<td></td>
<td>12,500</td>
</tr>
<tr>
<td>5216 — Misc. Operating Expenses</td>
<td></td>
<td>200</td>
</tr>
<tr>
<td><strong>SUBTOTAL GENERAL EXPENSES</strong></td>
<td>40,510</td>
<td>38,283</td>
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<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Budget</td>
<td>Actual</td>
</tr>
<tr>
<td>5221 — Ad Hoc Committees</td>
<td></td>
<td>50</td>
</tr>
<tr>
<td>5222 — Children's Program</td>
<td></td>
<td>300</td>
</tr>
<tr>
<td>5224 — Fath and Practice Revision</td>
<td></td>
<td>1,900</td>
</tr>
<tr>
<td>5225 — Finance</td>
<td></td>
<td>1,600</td>
</tr>
<tr>
<td>5227 — Junior Yearly Meeting</td>
<td></td>
<td>1,500</td>
</tr>
<tr>
<td>5228 — Ministry &amp; Oversight</td>
<td></td>
<td>5,000</td>
</tr>
<tr>
<td>5229 — Nominating</td>
<td></td>
<td>2,000</td>
</tr>
<tr>
<td>5230 — Peace &amp; Social Order</td>
<td></td>
<td>800</td>
</tr>
<tr>
<td>5235 — Unity with Nature</td>
<td></td>
<td>500</td>
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<tr>
<td>5237 — Committee Supplemental Expense</td>
<td>R2714</td>
<td>1,300</td>
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<tr>
<td>5238 — Latin American Concerns</td>
<td></td>
<td>360</td>
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<tr>
<td>5239 — Communications</td>
<td></td>
<td>700</td>
</tr>
<tr>
<td><strong>SUBTOTAL COMMITTEE EXPENSES</strong></td>
<td>16,010</td>
<td>9,675</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Budget</td>
<td>Actual</td>
</tr>
<tr>
<td>5251 — Friends Committee on National Legislation</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>5252 — Friends Committee on Legislation of California</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>5254 — FWCC</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>5255 — Quaker United Nations Office NY</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>5256 — William Penn House, Washington</td>
<td>250</td>
<td>250</td>
</tr>
<tr>
<td>5260 — AFSC</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>5261 — Friends House Moscow Support Ass'n</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>5262 — Casa de los Amigos</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>5264 — Friends General Conference</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>5265 — Quaker Earthcare Witness</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td><strong>SUBTOTAL SUPPORT OF FRIENDS ORGS.</strong></td>
<td>4,750</td>
<td>4,750</td>
</tr>
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</table>
### General Operations Budget vs. Actual

#### FY 2018-2019 (ending 9/30/2019)

<table>
<thead>
<tr>
<th>Account Number</th>
<th>Description</th>
<th>Budget</th>
<th>Actual</th>
<th>Transfer to Reserves</th>
</tr>
</thead>
<tbody>
<tr>
<td>5271 — Western Friend Board</td>
<td>R2748 (3)</td>
<td>1,500</td>
<td>691</td>
<td></td>
</tr>
<tr>
<td>5275 — AFSC (2)</td>
<td></td>
<td>1,200</td>
<td>1,016</td>
<td></td>
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<tr>
<td>5277 — FCNL (2) &amp; William Penn House (1)</td>
<td></td>
<td>3,400</td>
<td>496</td>
<td></td>
</tr>
<tr>
<td>5278 — FGC Central Committee</td>
<td>R2744 (1)</td>
<td>1,000</td>
<td>1,000</td>
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<tr>
<td>5279 — FWCC, Section of the Americas</td>
<td>R2743 (2)</td>
<td>1,500</td>
<td>2,512</td>
<td>-1,012</td>
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<tr>
<td>5280 — Friends United Mtg. (Triennial)</td>
<td>R2745 (1)</td>
<td>400</td>
<td>400</td>
<td></td>
</tr>
<tr>
<td>5281 — Gen. Reunion of Friends Mexico</td>
<td>R2746 (1)</td>
<td>500</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5283 — Evangelical Friends Church Southwest</td>
<td>(1)</td>
<td>250</td>
<td>250</td>
<td></td>
</tr>
<tr>
<td>5286 — Quaker Earthcare Witness</td>
<td>( 2737) (2)</td>
<td>1,700</td>
<td>542</td>
<td>1,700</td>
</tr>
<tr>
<td>5287 — FWCC World Plenary</td>
<td>R2747</td>
<td>800</td>
<td>800</td>
<td></td>
</tr>
<tr>
<td>5288 — Young Friends Travel</td>
<td>R2742</td>
<td>500</td>
<td>574</td>
<td></td>
</tr>
<tr>
<td>5289 — Friends Peace Team Board</td>
<td>(1)</td>
<td>750</td>
<td>750</td>
<td></td>
</tr>
<tr>
<td><strong>SUBTOTAL CONFERENCE TRAVEL/PYM DEL.</strong></td>
<td></td>
<td>13,500</td>
<td>5,830</td>
<td>1,889</td>
</tr>
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</table>

#### YOUTH PROGRAMS

<table>
<thead>
<tr>
<th>Account Number</th>
<th>Description</th>
<th>Budget</th>
<th>Actual</th>
<th>Transfer to Reserves</th>
</tr>
</thead>
<tbody>
<tr>
<td>6105 — Youth Program Supervisory Committee</td>
<td></td>
<td>1,500</td>
<td>1,492</td>
<td></td>
</tr>
<tr>
<td>6110 — Personnel Costs</td>
<td></td>
<td>77,603</td>
<td>76,179</td>
<td></td>
</tr>
<tr>
<td>6140 — Insurance</td>
<td></td>
<td>610</td>
<td>610</td>
<td></td>
</tr>
<tr>
<td>6150 — Professional Development</td>
<td></td>
<td>600</td>
<td>600</td>
<td></td>
</tr>
<tr>
<td>6160 — Office</td>
<td></td>
<td>2,700</td>
<td>2,285</td>
<td></td>
</tr>
<tr>
<td>6170 — Events</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6190 — Administration &amp; Travel</td>
<td></td>
<td>7,550</td>
<td>5,335</td>
<td></td>
</tr>
<tr>
<td><strong>SUBTOTAL YOUTH PROGRAMS</strong></td>
<td></td>
<td>90,563</td>
<td>86,500</td>
<td></td>
</tr>
</tbody>
</table>

#### TOTAL EXPENSES

<table>
<thead>
<tr>
<th></th>
<th>FY 2018-2019</th>
<th>FY 2019-2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>165,333</td>
<td>145,039</td>
<td>1,344</td>
</tr>
<tr>
<td><strong>TRANSFER TO (FROM) GENERAL RESERVES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-17,825</td>
<td>-1,064</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>
</tr>
<tr>
<td>1704.7 — Vogel Endowment (Friends Fiduciary)</td>
<td>516,884</td>
<td>517,836</td>
<td>541,891</td>
</tr>
<tr>
<td>1706 — Prepaid Expenses</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>1705-1710 — Accounts Receivable</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Payroll refunds</td>
<td></td>
<td>180</td>
<td></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>
</tr>
<tr>
<td>2500 — Payroll Taxes Payable</td>
<td>320</td>
<td>570</td>
<td>320</td>
</tr>
<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>
</tr>
<tr>
<td>2712 — Student Conscience Fund</td>
<td>17,843</td>
<td>17,843</td>
<td>17,843</td>
</tr>
<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 Supplemental (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>
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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>
</tr>
<tr>
<td>2733 — Fund for Concerns (M&amp;O)</td>
<td>5,561</td>
<td>5,733</td>
<td>5,963</td>
</tr>
<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>
</tr>
<tr>
<td>2745 — FUM Travel (5280) Reserve</td>
<td>1,789</td>
<td>2,189</td>
<td>2,189</td>
</tr>
<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>
</tr>
<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>
</tr>
<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 Reserve</td>
<td>0</td>
<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>
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</table>
### 2019 Annual Session Budget vs. Actual

<table>
<thead>
<tr>
<th>Income</th>
<th>2019 Budget</th>
<th>2019 Actual</th>
<th>2020 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>8210 — Miscellaneous session income</td>
<td>8220 — Fees from (or on behalf of) Attenders</td>
<td>96,000.00</td>
<td>95,988</td>
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<tr>
<td>8230 — Fees paid from Session Accts.</td>
<td>8240 — Fees paid from PYM General Funds</td>
<td>12,000.00</td>
<td>15,355</td>
</tr>
<tr>
<td>8250 — Interest on PYM Sessions Accts</td>
<td>8271 — Carbon Offset donations received</td>
<td>11,000.00</td>
<td>12,250</td>
</tr>
<tr>
<td>8260 — Donations received for Annual Session</td>
<td>8272 — Carbon Offset donations pd to UWN Project Fund</td>
<td>100.00</td>
<td>128</td>
</tr>
<tr>
<td>8280 — Donations received for Annual Session</td>
<td>8281 — Carbon Offset donations received</td>
<td>1,500.00</td>
<td>-53</td>
</tr>
<tr>
<td>Total Income:</td>
<td></td>
<td>120,600.00</td>
<td>123,668</td>
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</table>

<table>
<thead>
<tr>
<th>Expense</th>
<th></th>
<th>121,550.00</th>
<th>120,605</th>
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</thead>
<tbody>
<tr>
<td>8410 — Registrar's Expenses</td>
<td>8420 — Secretariat Expenses</td>
<td>1,000.00</td>
<td>790</td>
</tr>
<tr>
<td>8430 — Arrangements Expenses</td>
<td>8440 — Children's Program</td>
<td>2,400.00</td>
<td>1,467</td>
</tr>
<tr>
<td>8450 — Cost of Facilities</td>
<td>8460 — Junior Yearly Meeting</td>
<td>9,000.00</td>
<td>7,300</td>
</tr>
<tr>
<td>8470 — Young Adult Friends</td>
<td>8480 — Breakage and Equipment</td>
<td>5,000.00</td>
<td>3,145</td>
</tr>
<tr>
<td>8490 — PYM Clerk's Invited Guests</td>
<td>8500 — Insurance</td>
<td>2,500.00</td>
<td>2,500</td>
</tr>
<tr>
<td>8520 — Registration discounts - long-distance travel</td>
<td>8550 — Insurance</td>
<td>1,100.00</td>
<td>999</td>
</tr>
<tr>
<td>8530 — Bank fees</td>
<td>8560 — Registration discounts - long-distance travel</td>
<td>3,000.00</td>
<td>4,525</td>
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<tr>
<td>8531 — Online payment service fees</td>
<td>8570 — Insurance</td>
<td>50.00</td>
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<tr>
<td>8540 — Miscellaneous expense</td>
<td>8580 — Insurance</td>
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</tr>
<tr>
<td>Total Expense:</td>
<td></td>
<td>121,550.00</td>
<td>120,605</td>
</tr>
</tbody>
</table>

**EXCESS (DEFICIT):**

<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>Total Assets</strong></td>
<td>92,922.85</td>
<td>98,173</td>
<td>102,497</td>
</tr>
<tr>
<td><strong>Liabilities and Reserve</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>8040 — Accounts Payable</td>
<td></td>
<td></td>
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</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>92,922.85</td>
<td>98,173</td>
<td>102,497</td>
</tr>
<tr>
<td><strong>Total Liabilities and Reserve</strong></td>
<td>92,922.85</td>
<td>98,173</td>
<td>102,497</td>
</tr>
</tbody>
</table>

**SOURCES OF DIRECT INCOME - AS 2019**

- Registration fees other than attendance assistance grant: 76% 83,000
- Attendance assistance from monthly meetings: 12% 13,000
- Attendance assistance from PYM General budget: 10% 10,600
- Attendance assistance contributions from registrants: 2% 1,900
- All other sources: 0% 100
- **TOTAL**: 100% 108,600
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

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 (YP) position in May, Javaunghn 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 (YP), 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 Javaunghn 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 Javaunghn 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/](https://www.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. pacifyearlymeeting.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: pacifyearlymeeting.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): pacifyearlymeeting.orgcommittee-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 timeline 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.
  - Scholarship funds for the El Salvador trip 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.
  - YPCC is also proud to continue in its Co-Sponsorship role in the Spring Youth Service Learning Camp at Quaker Oaks Farm. 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 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)
Friends Committee on Legislation of California and the FCL Education Fund are grateful for all who have supported FCLCA. Your activism, involvement, and contributions through Meetings, fundraisers and individual giving really made a difference. Because of you, last year we were able to successfully cosponsor sentencing reform, play an important role in the campaign to end child poverty, organize interfaith support of environmental and social justice legislation, and weigh in on over 100 bills. The new year of the Legislature, year two of the 2019-2020 session has begun as FCLCA begins its 68th year of lobbying and bringing your voice to the state Capitol.

This year, we will work on bills to curb plastic pollution, to end child poverty, supporting bills to expand the California Earned Income Tax Credit to immigrant taxpayers, and expand childcare and paid family leave. We’ll also be weighing on criminal justice reform bills and developing our recommendations on the many crucial ballot initiatives we expect to see this year. And we’re providing coordination to the California Interfaith Coalition, which brings together Catholic, Muslim, Protestant, Lutheran, Jewish and Quaker statewide advocacy organizations to collaborate on issues of mutual concern.

One of our goals this year to increase support for activists in our circle both through online action alerts and through in-district visits. If you are interested in meeting with your state legislators or helping to coordinate a team, please let your FCLCA General Committee representative know or contact Kevan directly at kevan@fclca.org. Because FCLCA is your lobbying and advocacy organization, we want to be transparent and forthcoming about our future. While our program and results are still strong thanks to contributions from our current supporters and generous bequests, we struggle to raise the funds to keep our work at its current level. You may recall that last year we launched our Champion Campaign. The Campaign will be ongoing, with a goal of developing a circle of supporters who donate approximately $400,000 a year to cover annual expenses and begin the following year with sufficient operating funds. Our interim goal for 2020 is to raise $300,000 to fund our impact in 2020 and begin strong in 2021. We still need to widen our circle to include 135 more supporters, including 50 who are able to contribute $1,000 or more a year. Without additional support, FCLCA may soon face the prospect of downsizing its program and effectiveness. We ask everyone to consider the importance of having a state lobbying and advocacy organization that speaks with your values. Please consider becoming a monthly sustainer, increasing your contribution if your circumstances permit, or becoming a champion of FCLCA or FCL Education Fund, if you are not currently contributing. We appreciate donations of any size.

FCLCA works on state level legislation, funded separately through direct donations to FCLCA. The FCL Education Fund, which receives tax-deductible donations, provides trainings, educational presentations and materials. With your help, FCLCA can continue to work with others to make a significant difference in California, which in turns inspires change throughout our country. Thank you again for all your support, activism and involvement. If you have any questions or suggestions please feel free to talk with your General Committee representative or contact us.

(Excerpted by Vicki Carroll from a letter from Kevan Insko, February 5, 2020.)

The Representative to FCLCA is Shannon Frediani.
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 Olhbaum, 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.
I was very happy and grateful for my nomination to serve PYM as a Representative to Quaker Earthcare Witness (QEW) Annual Gathering at Pendle Hill, October 3-6, 2019. I have never had the chance to attend it before and it was an excellent opportunity to visit that wonderful place. I chose to arrive the previous day, though due to my flights, I got to Pendle Hill on early evening and I had to walk in the darkness and find my way from the train station. The facilities are very beautiful and peaceful. We were 37 Friends gathered for the Fall Steering Committee Meeting of QEW, from Canada, Mexico, Kenya, and many parts of the United States. I met wonderful, inspiring, and very committed Friends. We enjoyed very kind hospitality and delicious fresh meals. We had very active days with early morning worship time, working groups, and committees. It was amazing the range of topics that we were sharing, like the awareness of microbes that live beneath our feet, the impact of climate change, the beauty of the Earth, acknowledgement and gratitude to the First Nations who are long-standing guardians of the Earth, and many others.

At Swarthmore College, we attended a public lecture on fracking by Sandra Steingraber, biologist, activist, and member of Ithaca Monthly Meeting. She emphasized the need to end dependence on fossil fuels. Her presentation was very interesting, accurate, and backed by scientific data. Her activism is an example for young students attending her lecture. On another day, Also Kallan Benson, 15-year-old Friend was invited to Pendle Hill to talk about her experience as a leader of youth climate change activists, she presented “Climate and Youth Rising”, she shared about the Friday demonstrations (“Fridays for Future”), “extinction rebellion”. I felt very moved and sad, as well as inspired, about our role in the future of our Earth and the negative impact that our(my) actions are producing. I wished the Religious Society of Friends had more young members!

We watched 3 videos: a film clip of a Scottish Friend addressing the Scottish Parliament; Quaker Earthcare Witness: A Panorama, telling our story produced by Barb Adams; and a film presenting views on the care of Earth by leaders from different branches of Friends. We also read the Kabarak message from the 2012 Sixth World Conference of Friends at Kabarak University in Nakuru, Kenya. I love that deep, spiritual, and ever-lasting message.

The standing committees (Finance, Nominating, Publications, Spiritual Nurturance, and Outreach) and working groups (Population, United Nations, FCNL Support Committee, No Name, and Mini-Grants) met individually to discuss their work and plans. A minute was approved from FCNL working group to lobby for: ban on fracking, no new fossil fuel infrastructure, end of fossil fuel subsidies, increased support for public mass transportation, and increased subsidies for clean renewable energy. It was clear the urgency to support activities to decrease the negative impact of the human behavior on Earth. There were very worrying comments like: “We only have a decade left to change the trend of climate warming,” “Information is knowledge, and therefore empowerment and agency,” “We are called to protect what we love,” “We are living a spiritual crisis.”

I was impressed by the commitment and work of Shelley Tanenbaum, whom I had met before in PYM and IMYM. When QEW’s appeal to donate was mentioned, I was moved to donate regularly a small amount of money.

The PacYM Representative to QEW is Paty Constantino, Mexico City Monthly Meeting