Pacific Yearly Meeting
of the Religious Society of Friends

2021
Representative Committee Meeting
Minutes and Reports

Held online via Zoom
February 27&28 and March 6, 2021

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SCHEDULE

Friday, February 26, 7:00 to 8:30 PM
Meeting for Monthly Meeting Representatives to PacYM.
All Monthly Meeting Reps are encouraged to attend this meeting. We will be sharing ideas on how to connect our Monthly Meetings with the Yearly Meeting, as well as having an opportunity to get to know each other better.

Saturday February 27
10:00-11:30 AM Plenary I
1:00-2:30 PM Plenary II
3:30-5:00 PM Plenary III

Saturday March 6
10:00-11:30 Plenary IV
1:00-2:30 PM Plenary V
3:30-5:00 PM Plenary VI (not needed)

All meetings will take place in the same Zoom room, which will be open all day on 2/27 and on 3/6. Time between Plenaries is available for socializing and discussing issues raised during the Plenaries.
LIST OF ACTION MINUTES

Minute RC 2021-01: Approval of Nominations
We approve the following Friends for service as indicated:
Latin American Concerns Committee: Paty Constantino (Mexico City) for a term ending in 2021 and Sirgei Agalzoff (Orange Grove) for a term ending in 2023.
Board of Friends Bulletin: Kate Connell (Santa Barbara) for a term ending in 2023
Unity with Nature Committee, co-clerking: Keith Runyan (Santa Cruz) for a term ending in 2021 and Michael Dunn (Inland Valley) for a term ending in 2022.

Minute RC 2021-02: General Budget Augmentation
We approved a $3,000 augmentation for the Communications Committee, from the 2020-2021 general operations budget, to continue work with the database.

Minute RC 2021-03: Annual Session 2021 Budget
We approved the 2021 Annual Session budget proposed by Finance Committee. This budget includes the requested $2,000 for JYM.

Minute RC 2021-04: Annual Session 2021 Suggested Donations
We approved the pay-as-led approach for Annual Session 2021 and the suggested donation amounts of $30 for adults and $10 for children.

Minute RC 2021-05: Approval of Nominations
We approve the following Friends for service as indicated:
Nancy Mellor (Sacramento), YPCC for a term ending in 2023.
Jay Cash (Strawberry Creek), Ministry for a term ending in 2021.
Marge Gianelli (La Jolla), Unity with Nature for a term ending in 2021.
Andrea Harman (Palo Alto) Communications, for a term ending in 2023.

Minute RC 2021-06: Appointments to Naming Committee
We appoint the following Friends to serve on Naming Committee for a one year term:
George Gastil, San Diego; Sue Torrey, Central Coast; David Lederman, Orange County, convener; Sarah Tyrrell from Berkeley, as alternate.

Minute RC 2021-07: Appointment to Nominating Committee
We approved Bronwen Hillman to serve on Nominating Committee, for a term ending in 2021.
THE MINUTES

Plenary I - Saturday February 27

We opened with silent worship at 10am.

Clerk Sandy Kewman acknowledged the work of Sharon Gates, Assistant to the Clerk, and of Raph Levien (Berkeley) and Tom Yamaguchi (Berkeley), recording clerks. She also acknowledged the elder accompanying her, Dorothy Henderson, and all who are accompanying us, as well as Bronwen Hillman, who will be translating between English and Spanish, using the closed caption function.

Representative Committee is a gathering of meeting representatives, committee clerks, representatives of other Quaker organizations, and others. All members of Pacific Yearly Meeting are welcome. We will hear reports of progress and plans.

Agenda Review

After roll call, there will be a few remarks from the clerk about the vision, theme, and schedule of 2021 Annual Session. We may also hear from JYM throughout the day. We will then have reports from Ministry, Treasurer, Finance, Nominating, and Naming.

If there are any problems with the web site (as there have been some issues with stale pages), email pym.website@pacificyearlymeeting.org. Email announcements to assistanttotheclerk@pacificyearlymeeting.org.

Roll Call

The chat was opened for people to post their meeting name. The Assistant to the Clerk will make this into a nice graphic. The final roll call is reported in [Attachment A]

Notes on the Theme

The events of this year have shed a light on racism and inequality in the United States and other countries represented here. The opioid crisis and other mental health issues have also affected our meeting. Clerk Sandy Kewman asked us to breathe in the light of Christ, Spirit.

Our theme this year for the annual session is “Love and Justice: Heeding the Spirit’s Power Within and Among Us”. The dominant culture, including Pacific Yearly Meeting, has centered whiteness for too long. It is time to recenter. We will have two keynoters: Avocja Jiltonilro from Strawberry Creek and Gabriela Portillo Alvarado, a Young Adult Friend from Sacramento.

Ministry

Gail Eastwood (Humboldt) reported for the Ministry Committee [Attachment B]. We will hear first from the Ministry subcommittees, and then a discussion of the proposal for the half time administrative position. We will consider this topic in worship next Saturday.

Much energy is bubbling up in the subcommittees. The committee approved the Indigenous Peoples Concerns subcommittee in February 2021 and the Friends of Color Subcommittee in November 2020.
Diego Navarro (Santa Cruz) spoke about work of the Racial Justice Subcommittee [Attachment C]. The subcommittee is planning a series of workshops continuing dialogs about racism, after a call to meetings last year to read and discuss writings on racism. Following the death of George Floyd and other events, meetings got very involved in this topic. Goals of the workshops are to facilitate more dialogs, bring more cohesion, and facilitate cross-meeting discussions.

The worship sharing process has many wonderful properties but doesn’t always prevent hurt from discussion of very sensitive topics, such as race. Many Friends of color face uncomfortableness constantly in their lives. Friends often aspire to “safe space,” but sometimes we need to be uncomfortable. Vanessa Julye has a poem about “brave space.” When an “ouch” happens, when some hurt or deeper conflict occurs, we should aspire to move to sacred space. The subcommittee is working on a process to augment worship sharing.

Jorge Morales (San Jose) spoke about the People of Color subcommittee, which has been very busy since annual session. It coordinates with the FGC Friends of Color group. It is co-led by Bertha Peña and Marlene Coach-Eisenstein, and has a rotating membership. The committee decided to restrict membership to people who identify as people of color, to create a safe space. There is also a well-attended Spanish language worship group, not under the care of Ministry Committee,¹ which is open to all who speak Spanish.

Lisa Hubbell (unaffiliated) spoke about the work of the Indigenous Peoples Concerns² subcommittee [Attachment D]. It began after a discussion of concerns. A number of people were interested in returning the land of the Sierra Friends Center to the Nisenan People. Since then, things have changed because of Sierra Friends Center’s insurance settlement from the Jones fire in fall 2020, so Sierra Friends Center is not currently considering selling their land. The subcommittee’s discussions have shifted from the Sierra Friends Center land to concerns among monthly meetings about land acknowledgements and right relationships. The subcommittee will be considering the job description and the name. The co-convenors are Alyssa Nelson (Davis) and Lisa Hubbell (unaffiliated). Other members are Rebekah Percy (La Jolla) and Sophie Brinker. Jim Summers (La Jolla) is liaison from the Ministry Committee, and Barbara Babin (Redwood Forest) plans to join after Annual Session. There are indigenous friends in Pacific Yearly Meeting and in Quakers, but none currently on the committee. The committee is interested in their participation and plans to do outreach. The work of this subcommittee is related to that of the Racial Justice Subcommittee, but it was felt that a group specific to indigenous concerns would shed light. The subcommittee plans to collaborate extensively with other committees and groups working toward racial justice.

Eric Sabelman (Palo Alto) has taken on the task of revitalizing the Religious Education Subcommittee, which has education of children and adults in its scope. Eric invites people who are interested in the work of the committee.

The Eldering Subcommittee continues its work.

¹ This phrase was added for clarity after approval of the minutes.
² Subsequent to RepCom it was decided the name of this subcommittee will be simply Indigenous Concerns Subcommittee.
During silence, Lisa Hubbell acknowledged the land of the Lisjan Ohlone people, who speak the Chochenyo language.

**Paid Administrative Position**

One of the criticisms that came up during the threshing session on February 6 was: how can we spend so much time and energy on our administrative needs, and not spend enough time and energy on racial justice. How do these two things intersect?

The idea of a paid administrative position has been floated for years, and we have been hearing a lot of needs, especially from the Youth Programs Coordinating Committee. We have been pushing the Assistant to the Clerk and other people too hard. Most other yearly meetings have some administrative position. The proposal is a two-year trial for a half-time position for an expected cost of around $35,000. The cost could be met by monthly meeting contributions of $30 per member or possibly other funding sources. Many details about the rationale and practical questions were discussed at the threshing session in February.

The larger question is: how are we changing as a yearly meeting? How do we want to change? What is needed to support that change?

There is a need for human resources support for both this position and the Youth Programs Coordinator. Hopefully, having the support in one place will simplify things. There will be an opportunity to discuss the issues more informally during breaks in the plenary sessions. The proposal and notes from the threshing session are all on the Pacific Yearly Meeting website³. A worshipful consideration will take place at the Saturday, March 6th session of RepCom.

**Treasurer’s Report**

Roy Allen (Berkeley) presented the Treasurer’s report [Attachment E]. He acknowledged the land of Berkeley Meeting, the Chochenyo Ohlone people.

The fiscal situation is very healthy, largely because we’ve been spending much less than usual on travel, while monthly meetings have continued their generous support. The uncommitted reserves are at $115,000, which is an historically healthy amount. Annual Session reserves are $113,000. The Zoom format turned out to be less expensive than anticipated, so there was a surplus of around $9,000. We are in a position to take financial risks if needed.

Clerk Sandy Kewman acknowledged Roy’s work in making our income and expenses understandable.

**Finance Committee Report**

Martha Hunkins (Humboldt) presented the report from Finance Committee [Attachment F]. Humboldt Meeting is from the land of the Wiyot.

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We had adopted a pay as led approach, which worked well because of the lesser expenses due to the pandemic. The real test will come when we have a more normal annual session. The Finance Committee looks toward that, perhaps in 2022.

There is one augmentation request from the Communications Committee for $3,000 to continue the work on the database. Formerly, our investments through Friends Fiduciary have been in a green fund, but they have phased out all investments in fossil fuels, so that has been rolled over to a different fund.

Emma Castanedo, CPA, a former member of PacYM Finance Committee, will work with Roy to review our processes and procedures, which we try to do every few years.

The 501(c)3 group determination process has been stalled by the IRS, but Finance plans to move forward in coming months as they reopen the process.

The committee projects a cost for the part time administrative position at approximately $30,000, which would imply a $24 per member contribution from monthly meetings, if that route is chosen for funding. The committee will present the proposed 2021 Annual Session Budget for approval in a future plenary.

We accepted the Treasurer’s report.

**Minutes**

With a number of suggestions, we approved the minutes of Plenary I.

We closed in worship at 11:46am.

**Plenary II - Saturday February 27**

Plenary started at 1:05 pm with silent worship. Sandy Kewman clerked Plenary II.

**Finance Committee**

Martha Hunkins (Humboldt), who is residing on Wiyot Land, presented the report for Finance Committee, which is attached to these minutes [Attachment F]. She presented the proposed budget for the Annual Session [later revised as Attachment G], which will be held via Zoom. A new line item has been added for the position of Virtual Meeting Coordinator. Registration will be using the “Pay As Led” model. The suggested registration fees are $30 for adults and $10 for attenders under 18. There was a concern on the proposed line item for the children’s program. More information is needed before we can approve the Annual Session budget. The budget will be brought back next Saturday. The budget and proposed fees will be approved separately.

**Naming Committee**

George Gastil (San Diego), Convener, brought the report for the Naming Committee [Attachment H]. The committee brought the name of Bronwen Hillman (Mexico City) to fill the vacancy on Nominating Committee that was created by the resignation by Sue Torrey (Central Coast). The term ends in 2021. The name will be brought back next Saturday for a second reading.
The other members of the Naming Committee are Amy Cooke (Grass Valley), David Lederman (Orange County), and Rolene Walker (San Francisco), Alternate.

**Nominating Committee**

DJ Bloom (Apple Seed) presented the report for the Nominating Committee, which is attached to these minutes [Attachment I]. DJ resides on land of the Pomo and Coast Miwok peoples.

The committee brought the following names for a second reading:

- Latin American Concerns Committee: Paty Constantino (Mexico City) for a term ending in 2021 and Sirgei Agalzoff (Orange Grove) for a term ending in 2023.

The following Friends are serving as interim appointments:

- Board of Friends Bulletin: Kate Connell (Santa Barbara) for a term ending in 2023
- Unity with Nature, co-clerking: Keith Runyan (Santa Cruz) for a term ending in 2021 and Michael Dunn (Inland Valley) for a term ending in 2022.

The following names were brought for a first reading:

- Youth Programs Coordinating Committee: Nancy Mellor (Sacramento) for a term ending in 2023
- Ministry Committee: Jay Cash (Strawberry Creek) for a term ending in 2021,
- Unity with Nature: Marge Gianelli (La Jolla) for a term ending in 2021.
- Communications Committee: Andrea Harman (Palo Alto) for a term ending in 2023.
  (Andrea’s name was not on the original advance report.)

The meeting approved the names brought for the second reading and those already serving as interim appointments.

**Minute RC 2021-01: Approval of Nominations**

We approve the following Friends for service as indicated:

- Latin American Concerns Committee: Paty Constantino (Mexico City) for a term ending in 2021 and Sirgei Agalzoff (Orange Grove) for a term ending in 2023.
- Board of Friends Bulletin: Kate Connell (Santa Barbara) for a term ending in 2023
- Unity with Nature Committee, co-clerking: Keith Runyan (Santa Cruz) for a term ending in 2021 and Michael Dunn (Inland Valley) for a term ending in 2022.

The names for the first reading will be brought back next Saturday for approval. Lisa Hubbell and DJ Bloom can answer questions on the nominations.

Nominating brought three proposed minutes. The first minute creates a protocol for approving job descriptions. The second minute defines the roles and functions of committee clerks. The third minute provides guidance for Representatives to Organizations. The proposed minutes are in the Nominating Committee Report attached to these minutes [Attachment I].

If approved, these minutes will be incorporated into the revised Faith and Practice and added to the Pacific Yearly Meeting website. A Friend asked if the clerk can designate someone to submit a report without the final approval of the committee. DJ Bloom will bring the question back to the committee for clarification.
The Revision Committee will consider how much detail for the job descriptions should be published in Faith and Practice. Job descriptions change frequently and are kept current on the web site.

The Nominating Committee consists of Liz Baker, David Bloom, Trudy Freidel, Joe Magruder, Lisa Hubbell, Hulda Muaka, Gail Thomas, and Julie Harlow (clerk).

**New Naming Committee**

David Lederman (Orange County) has agreed to serve as convener of the Naming Committee and George Gastil (San Diego) has agreed to continue his service on the committee. The clerk asked for the names to fill two remaining positions, including an alternate from College Park Quarterly Meeting. The names, including those who agreed to continue service, will be brought for approval for a one-year term. Six names were brought forth out of the silence. These Friends will be contacted on their willingness to serve, if asked.

**Children’s Program Committee**

Suellen Lowry (Humboldt), who is on the traditional land of the Wiyot people, made the report for the Children’s Program Committee, which is attached to these minutes [Attachment J].

CPC has a huge job. They need to recruit many individuals, including teachers, and put together a specific multi-component program with deadlines for all of this. The committee needs help from meeting representatives to reach out to families with children in the monthly meetings and to recruit teachers, as needed.

Any person recruited needs to be within the guidelines of AB 5. The committee cannot navigate the guidelines on its own.

The committee is asking families what they want for the program. They are grateful for last year’s Registrar’s help and will need Registrar help again.

The committee will survey families about preferences for the annual session. In addition, they will send a mailing to every family to encourage attendance at Annual Session and to help them feel valued by their Quaker community.

In response to requests, they have created four intergenerational activities.

The committee created budget estimates. The most expensive item is for the mailing. The estimated range of the expenses is between $8200 to $12,950. The committee is asking for $11,000. It was suggested that we consider how to compensate FRAPs. A Friend suggested virtual field trips, such as to the beach or a community garden.

**Minutes**

The minutes for Plenary II were read and approved with revisions.

The plenary ended at 2:45 pm.

**Plenary III - Saturday February 27**

Plenary started at 3:32 pm with silent worship. Sandy Kewman clerked Plenary III.
Communications Committee

Kate Watkins presented the Communications Committee report [Attachment K] coming from the Gabrielleno/Tongva native lands. Her slide show (available on the PacYM website\(^4\)) opened with a quote from the Pacific Yearly Meeting 2016 epistle: “Throughout the year, between our annual sessions, we struggled to find ways to stay connected with each other.”

Regarding providing data for the contact database, meetings are more or less evenly split between having data complete, in process, planning to soon, having been contacted, and pending being contacted. One meeting has declined to participate.

Kate gave a brief overview of the current status of the work on the communications database, work on which was approved at RepCom 2020. The Racial Justice Subcommittee asked for information about racial identity. As preliminary statistics, about 93% report as white, with other representation among Latinx, Asian American, African American, Middle Eastern, and multiracial.

The Communications Committee is asking for an augmentation of $3000 to continue the database work. It reminds meetings to be timely; the longer it takes to get the information, the more expensive the work will be.

The committee is bringing four policies for seasoning during Representative Committee and hopes to bring them to Annual Session for consideration. The text of the proposals, as presented in the attached written report [Attachment K], was read and discussed.

The committee was asked whether there is preliminary information that might be helpful to the Children’s committee, to send a mailing to all families. The committee hopes so, and encourages people to fill out their information in the Google form, if they haven’t already.

While the database is a major project, the attached report has much information about the other work being done by the committee. Most of the work is being done by volunteers, but the committee may spend some of its budget for paid help with the data-in process. Additional volunteer help would be appreciated.

The IT administrator position, specifically to help with the website, was approved last year, but the committee has not yet found an appropriate candidate.

Faith and Practice Revision

Sue Scott (Inland Valley) presented a report [Attachment L]. As an update to the attached report, the group on Death and Dying hopes to present its work in May or June. The committee plans two interest groups for Annual Session. One is on the vitality of the spirit in our experiences of Zoom in our meetings for worship and in the work of our committees. The second is on the use of Faith and Practice.

Peace and Social Order

Shannon Frediani (Santa Cruz) presented a report [Attachment M]. She acknowledged the South Santa Cruz area as the land of the Awaswas people. The committee has been distributing all minutes that monthly meetings have approved and has gotten significant positive feedback. The committee asks meetings to share these minutes, and to include the name of the monthly meeting and the date of approval. These should be sent to Linnea Hanson (Chico) linneachanson@gmail.com.

In a survey of monthly meetings, racial justice was the top concern, followed by homelessness, politics, social isolation, and poverty.

Mexico City Monthly Meeting

Enrique Esqueda presented a report from Mexico City Monthly Meeting [Attachment N]. Enrique spoke to us in Spanish, with simultaneous translation to English by Bronwen Hillman via closed caption. Enrique shared a feeling of wondering why he is here, being a Spanish speaker and a relatively recent arrival in this space. But he believes his role is to help overcome challenges and language barriers, opening our hearts as well as our ears. Being here is a big step for the meeting and for Enrique personally - we are being radically inclusive here, offering great support towards these processes of change.

The meeting is 75 years old. It is small enough to be a worship group, with needs to transform our lives and change the world. One recent step has been to challenge the name of their Pastoral Care Committee. The connotations of “Ministerio y Atención” (“Ministry and Oversight”) are different in Mexico than in the US, but they would like to stand in unity with our Friends in the US. They seek a name that speaks to their meeting today, meetings that are more inclusive.

This year, with so many challenges, they have enjoyed a new vitality at the meeting, with a doubling of meeting for worship and many more activities like worship sharing, threshing sessions, clearness committees, and workshops led by Friends from the US. They are interested in developing a Friend In Residence Program, creating opportunities for mutual enrichment. This project would help close the gap and strengthen relationships.

Building peace is basic in the community. We need to recognize that the words we use, even if subconsciously, can cause distancing and disgruntlement. They are exploring how to bring to the attention of the meeting when someone experiences feelings of hurt. They are addressing the need to build a beloved community, committing to fight against classism and other forms of discrimination.

They have recently welcomed a new member, with another in process, and are about to take a same-sex wedding under the care of the meeting. This is a strong message to the community that love has no specific gender.

The meeting continues to struggle with issues of the Casa de los Amigos and the meeting’s role in that situation. There have been several sessions for discernment, but has not yet reached a decision on action. It is likely the meeting will need to find a new space. In the meantime, Zoom has supported the meeting’s growth through the pandemic, bringing Friends together from across Mexico and Latin America. There are attenders from Honduras and Venezuela, and contact with Columbia, Bolivia, and elsewhere in Latin America. There is great interest in silent worship and unprogrammed Friends, and it could be an opportunity for more communication and openness.
They are looking to strengthen their religious education, with a particular eye to strengthening decision making processes, seeking a grounding in spirit, relying on their own faith. They wrestle with confrontations between the meeting and committee clerks, and also between generations.

**Communications Committee Listening Session**

Clerk Sandy Kewman opened a listening session on the topics within the report from the Communications Committee [Attachment K].

A friend asked if there was a way to see what information has been entered. The committee retains responsibility, as they need to practice stewardship of the data. When there are multiple submissions, the committee can see from timestamps which version is more recent.

Each individual person is asked to fill out their form. There are a variety of ways. The most common way is to send out the Google form to members of the meeting, but some meetings have designated a single person to collect and send the information.

How do we use the database in the case of emergency? The committee has not considered this question, but plans to.

Right now, the process for new members and others who want to be added is to send in the Google form. Going forward, once a year the committee plans to send a list of people and ask for updates.

For people not comfortable with their information being widely shared, there are options not to publish and not to contact. The database and directory are different. For example, the racial identification information (collected for the Racial Justice subcommittee) will probably not be published in the directory.

The committee is still seasoning the idea that participating in the database is part of membership, that members be available for service, to be counted, and to be known.

There will likely be an ongoing cost of approximately $2,000 per year to maintain the database and produce the directories. There will also need to be someone willing to supervise the maintenance of the database, to facilitate information about new members, to create distribution groups (similar to listserv), and to attend to privacy guarantees. Would a volunteer be willing to put in a few hours a month, or should it be paid work?

**Closing**

With some changes, we accepted the minutes. The Recording Clerk expressed his appreciation to Bronwen Hillman for doing an excellent job translating the presentation of the report from Enrique Esqueda Blas from Mexico City FM from Spanish into English.

Plenary III closed with silent worship at 5:15pm. Plenary IV will convene at 10:00 am on Saturday, March 6, 2021.
Plenary IV - Saturday March 6

Worship
Plenary IV started at 10:00 am with silent worship. Sandy Kewman (Sacramento) clerked the plenary.

Clerk’s Welcome
Clerk Sandy Kewman resides in the land of the Nisenan people. She acknowledged the work of Sharon Gates as Assistant to the Clerk and of Raph Levien (Berkeley) and Tom Yamaguchi (Berkeley) as recording clerks. Nico Wright (Mexico City) will be translating and using the closed caption function.

She said, “The events of this year have shown an incisive light on the roots of racism and white supremacy in the US. Covid 19 pandemic has resulted in tragic loss of life in all three of the countries represented here today: Honduras, Mexico, and the US. In addition, uncertainty, food and habitat insecurity caused by the pandemic and climate crisis have taken its toll in disproportionate ways. The opioid crisis and other mental illnesses have increasingly affected our YM community and beyond.”

Our theme this year for the annual session is “Love and Justice: Heeding the Spirit’s Power Within and Among Us”.

She reminded us that we are tending relationships with spirit and each other.

Keynote speakers are Avotcja (Strawberry Creek) and Gabriela Portilla Alvarado (Sacramento).

The clerk led us in an exercise that invited us to unmute ourselves, take three breaths, and to hum so that we may hear ourselves as one in the Body.

Roll Call/Visitors
Sharon Gates, the Assistant to the Clerk, conducted the roll call. She offered the opportunity to those who did not attend last Saturday to enter the name of their meetings in the chat. Sharon will add those names to the ones collected last Saturday to create a graphic of all the participating meetings. The complete roll call is Attachment A.

Agenda Review
Sandy reviewed the agendas of today’s plenaries.

Martha Hunkins (Humboldt), who lives in the land of the Wiyot, brought the request from Finance Committee for a minor change to the proposed budget. That request was added to the morning agenda for a first reading.

Youth Programs Coordinating Committee Report and Introduction of New YPC

Melissa Lovett-Adair (Central Coast) presented the report, which is attached [Attachment O]. She resides in the land of the YTT Northern Chumash people of San Luis Obispo. She described the hiring process for the Youth Programs Coordinator.

Melissa announced the hiring of Keenan Lorenzato (Davis) as the new Youth Programs Coordinator for Pacific Yearly Meeting. Keenan has been a leader at Camp Woolman. He has studied at Guilford College, Pendle Hill, and the Woolman Semester.

Keenan introduced himself. He was speaking from Chumash Land in Santa Barbara. He and the youth have adapted to the Zoom world and is looking forward to return to in-person activities. His first day is on March 15 and will be available after some orientation.

Rebekah Percy (Orange Grove) will assist with Keenan’s training. Melissa thanked Rebekah for her service as the interim Youth Programs Coordinator.

Most of the work on the committee has been on personnel issues, especially on the hiring process for the Youth Programs Coordinator. Their work is not done. The YPCC is recommending that the Yearly Meeting consider creating an HR committee that would look at hiring and supervision policies that would be consistent across the yearly meeting, should we hire additional people. She asked everyone to read the entire report.

Suellen Lowry, clerk of Children’s Program, said that Keenan will become an ex officio member of the Children’s Program Committee.

Barbara Babin said that the week of March 15 will be dedicated to training, so it may take a while for Keenan to respond to inquiries.

Finance Committee Budget Revision

Martha Hunkins (Humboldt) of Finance Committee said the committee received a request of $2,000 from Junior Yearly Meeting for the annual session. The revised budget proposal will be brought back at the afternoon plenary.

The minutes were read and some revisions will need to be incorporated. The minutes will be read at the afternoon session for approval.

Worshipful Discernment Related to Administrative Position

The Clerk reviewed the process of discernment, so far. The clerks met with monthly meeting representatives in December to bring the proposal back to their meetings. About 50 people attended a threshing session on February 6. The notes from that session are posted on the
website\textsuperscript{6}, as is the position proposal\textsuperscript{7}. She said that there are new responsibilities that come with the creation of the database that is being created by Communications Committee.

Friends spoke out of worship on the proposal to hire a part-time administrative person.

Have we done an appropriate needs assessment? Organizations include paid and unpaid staff, and both are critical. Organizations have gone under due to unrealistic expectations for paid staff. We may need a volunteer coordinator and no one else.

The world needs Quakers. We have much to offer. We need additional paid staff. We will still need volunteers, including in the Children’s Program. There are many challenges, such as climate change, that confront us. It is not simplicity to adequately respond to these challenges. Class is an issue, as well. There are people who need financial support and are not free to perform work for no pay.

Many of us have been at monthly meetings where Nominating has proposed laying down a job because no one has been found to fill it. This is not the right response. We have pared down our structures, but the expectations of the yearly meeting have risen. We have become top heavy with our own aspirations. Do we need to simplify? Is a network of efficient communication and yearly meeting communication the key to being effective, or something more fundamental? Until these questions are addressed, maybe we should hold over the decision and season for another year.

A first nations group in Canada was able to mount a protest of a fossil fuel pipeline in just a few days. We need to be efficient. That could come with an IT person. We shouldn’t prevent families with children from serving the yearly meeting.

The unemployment rate is skyrocketing. We have the money. We can hire someone who needs a job.

We need to look at skills that are required and communicate those to the monthly meetings. It is not easy to find those skills in the volunteer pool. We need to compare our needs with what other yearly meetings with hired staff are experiencing.

One Friend brought the issue to their monthly meeting and did not get much interest or feedback. Some are reluctant to take on greater expenses.

Quakers are proud of our decision making process, which is slow and well considered. That process may not be working for us now. Work has increased by the pandemic, including Zoom coordination. We need to respond to an emergency situation. We can make a decision on just a short-term basis. Then, we can make a long-term decision through Quaker deliberative process.

\textbf{\textsuperscript{6} Notes from Threshing Session:}
https://docs.google.com/document/d/1u_ektucbDG5JzK4EDuVgAl1SULZ-IbAXf094ERV7vJ8/edit?usp=sharing

One Friend expressed concern for complexity in yearly meeting. The difficulty getting things done may be a symptom of increased complexity. Registration and the website are more complex. Also, hiring a YPC has added to complexity. Will complexity outweigh the benefit of hiring an administrative person?

Evaluation meetings at the end of annual session have indicated that there was a lot of frustration over the lack of communication; people not knowing what others are doing. There are challenges for a clerk to communicate with people in an efficient way. Many people don’t check their email regularly. We should think about class issues. Some of us are privileged to have extra free time for volunteer work.

What are the roles of yearly meeting, quarterly meetings, and monthly meetings? We need to consider that as we discern the proposal.

The plenary concluded at 11:35 am with silent worship.

**Plenary V - Saturday March 6**

Co-recording clerk Tom Yamaguchi read the revised minutes read at the end of Plenary IV and the responses to the discernment on the administrative position to be added to those minutes. The Plenary IV minutes were approved.

Clerk Sandy Kewman acknowledged that some had their hand raised at the end of the previous session. Those Friends are encouraged to send email to Sandy and to the Assistant to the Clerk. They will take this discernment to the Ministry committee. They will discern next steps.

**Unity with Nature**

Keith Runyan, on Duwamish land in Seattle, presented the report from the Unity with Nature committee [Attachment P]. The committee has been in deep discernment about how to approach the monumental task of coexisting in the world.

The committee has been inspired by the book Braiding Sweetgrass by Robin Wall Kimmerer, a native American ecologist. Keith read a paragraph of the book.

Friends are awakening to the scientific reality that we are living in. We may be living in one of the most critical decades for the future viability of life on earth. Braiding Sweetgrass can be a salve and also a kindling towards action. It is not a panacea but a good first step. The committee is building a Braiding Sweetgrass worship group, which will meet online. The goal is to increase connections within PacYM and have a representative from every monthly meeting. The work may grow to organizing a conference on Unity with Nature, geared towards how we can make real change regarding the ecological crisis.

The committee is also seeking out other organizations for coordination, including the Action for Climate Empowerment (ACE) framework of the United Nations, guidelines for unified action across all nations to take action on climate change.

**Latin American Concerns**

Donna Smith, Redwood Forest, coming from coastal Miwok land, gave a report [Attachment Q]. Despite the pandemic, there are a lot of things happening within Latin American concerns, detailed in the written report.
The Guatemala Friends Scholarship Program (Progresa) has recently added three new board members, who are alumni of the program, all three of whom have distinguished accomplishments. There will also be a virtual teaching English program in December.

Donna also spoke in support of the proposal to hire a part time administrative assistant for PYM.

**JYM Check In / Report**

Dan Strickland, co-clerk of Junior Yearly Meeting Committee, Orange Grove, gave a report [Attachment R] from Tongva land. They had a gathering last summer after the adult Annual Session. The teens suggested some improvements. They are moving to more of a year-round program. Zoom is suboptimal, as teens tend to be already overburdened with Zoom activities. Even though we will hopefully have in-person activities again soon, there is a concern that we may have lost the new (rising) teens. The mentoring and movement through the program is powerful. They are planning to form an outreach committee, which they had never done before. This is the reason for the budget augmentation request. Ideas for use of this fund include inviting speakers, sending t-shirts to new teens, and an in-person gathering with a shared snack. They also want to help the Youth Program Coordinator get oriented to the needs of JYM.

There are only two adults on the JYM committee, even though the committee calls for six; as people have left the committee. Nominating is aware of this issue, and is collaborating with the Clerk.

The virtual intergenerational game night at AS last summer was well received, and they are planning on incorporating that into their schedule this year.

**Registrars**

Lawrence Alderson, Orange County, from Acjachemen lands, presented a report [Attachment S]. They had a simplified process for virtual registration for 2020. This year they are planning on a more sophisticated process. They are trying to build a system which will allow someone to act as Registrar without requiring specialized technical skills. They plan to meet in the next few weeks with friends who have direct roles and needs (listed in the written report), to discuss and clarify the requirements for registration.

We have not needed to pay for outside registration services in the last five years.

**Arrangements**

Bronwen Hillman, Mexico City, land of the Maya, reported for Arrangements Committee. Walker Creek Ranch will be closed for 2021 and is currently making decisions about whether they will be able to open physically for 2022. Arrangements is reaching out for tech help with Zoom for Annual Session.

Spanish language is important, and the Arrangements Committee is trying to put together a team of translators. Bronwen is happy to help train people to be translators, and welcomes volunteers for both the translation and tech teams - send email to pym.arrangements@gmail.com.

**FGC Representative**

Don Kewman (Sacramento) and Michelle Bellows (Strawberry Creek), land of the Chochenyo, presented a report [Attachment T] as representative to Friends General Conference. The
Gathering will be virtual for the second time, Jun 27-Jul 3, 2021. The theme will be “Way Will Open,” and explores connections possible in an online format.

Several PYM friends will be offering workshops at the gathering. Online registration begins April 15. People are encouraged to take advantage of the opportunity to participate when it doesn’t require lots of carbon.

The virtual edition of the White Privilege conference is Apr 7-10. Registration is open and can be found on the fgcquaker.org website. FGC is also active in racial justice, and information and opportunities to participate are on their website.

FGC plans to add more opportunities for informal interaction at the Gathering, based on feedback from last year. Both Don and Michelle invite more feedback on FGC programs.

Has PYM affiliating with FGC made a difference? Our participation has added ideas, expertise, and energy to FGC. There’s an appreciation for online participation, which works better across the long east-west distances. FGC also realized the importance of Spanish language translation, and has that available at meetings and will at the Gathering.

Meeting representatives are asked to remind meetings about the many resources available through FGC

Finance Committee

Martha Hunkins, Humboldt meeting, from Wiyot lands, clerk of Finance Committee, brought forward one augmentation request for second reading and approval.

**Minute RC 2021-02: General Budget Augmentation**

We approved a $3,000 augmentation for the Communications Committee, from the 2020-2021 general operations budget, to continue work with the database.

Martha presented the proposed Annual Session 2021 budget, also posted on the website. The budget anticipates a deficit of $7,450, which is relatively small and not expected to be a problem given our reserves.

**Minute RC 2021-03: Annual Session 2021 Budget**

We approved the 2021 Annual Session budget proposed by Finance Committee. This budget includes the requested $2,000 for JYM.

Last year at RepCom, we approved the pay-as-led idea, then we moved into this virtual situation. We have not yet had a good test of whether pay-as-led works for a normal session, but it led to a surplus last year. We truly want to encourage people to attend. The idea simplifies the process, so there’s no formal request for a scholarship. The suggested amounts are $30 for adults, and $10 for children.

**Minute RC 2021-04: Annual Session 2021 Suggested Donations**

We approved the pay-as-led approach for Annual Session 2021 and the suggested donation amounts of $30 for adults and $10 for children.

Nominating Committee

DJ Bloom (Appleseed), Coast Miwok and Pomo lands, read several names for second reading and approval.
**Minute RC 2021-05: Approval of Nominations**

We approve the following Friends for service as indicated:
- Nancy Mellor (Sacramento), YPCC for a term ending in 2023.
- Jay Cash (Strawberry Creek), Ministry for a term ending in 2021.
- Marge Gianelli (La Jolla), Unity with Nature for a term ending in 2021.
- Andrea Harman (Palo Alto) Communications, for a term ending in 2023.

**Appointments to Naming Committee**

A number of Friends were willing to serve on Naming Committee, on 1-year terms, and from these a number of names were brought forward.

We approved these Friends to serve on Naming Committee. Friends who contacted volunteers are asked to let them know about these decisions.

**Minute RC 2021-06: Appointments to Naming Committee**

We appoint the following Friends to serve on Naming Committee for a one year term:
- George Gastil, San Diego; Sue Torrey, Central Coast; David Lederman, Orange County, convener; Sarah Tyrrell from Berkeley, as alternate.

**Naming Committee**

George Gastil of the Naming committee brought forward the name of Bronwen Hillman for Nominating committee, term ending 2021, for a second reading. We approved the nomination.

**Minute RC 2021-07: Appointment to Nominating Committee**

We approved Bronwen Hillman to serve on Nominating Committee, for a term ending in 2021.

**Minutes**

We approved the minutes, after minor corrections.

**Concluding Worship**

We concluded at 2:45pm after closing worship.

**Reports not Referenced in the Plenaries**

The following attached reports were submitted to RepCom 2021 but not referenced during plenary sessions:

- Elder to the Presiding Clerk report [Attachment U]
- FCLCA Representative report [Attachment V]
- FCNL Representative report [Attachment W]
THE ATTACHMENTS

A. Roll-Call
B. Ministry-Report
C. Racial-Justice-Report
D. Indigenous-Concerns-Report-with-Attachment
E. Treasurer’s-Report
F. Finance-Report
G. Finance-Revised-AS2021-Budget-Proposal
H. Naming-Report
I. Nominating-Report.rev-2021-02-27
J. Children’s-Program-Report
K. Communications-Report
L. Faith-and-Practice-Revision-Report
M. Peace-and-Social-Order-Report
N. Mexico-City-MM-Report
O. Youth-Programs-Coordinating-Report
P. Unity-with-Nature-Report
Q. Latin-American-Concerns-Report
R. Junior-Yearly-Meeting-Report
S. Registrars-Report
T. FGC-Rep-Report
U. Elder-to-Presiding-Clerk-Report
V. FCLCA-Rep-Report
W. FCNL-Rep-Report
Roll Call for RepCom 2021 was conducted during Plenary I and again in Plenary IV by asking people to enter the name of their Meeting in the Chat window of Zoom. The following Meeting names were entered:

Apple Seed  
Berkeley  
Central Coast  
Chico  
Grass Valley  
Honolulu  
Humboldt  
Inland Valley  
La Jolla  
Lake County  
Live Oak  
Mexico City  
Monterey Peninsula  
Orange Grove  
Palo Alto  
Redwood Forest  
Sacramento  
San Diego  
San Jose  
Santa Cruz  
Santa Monica  
Strawberry Creek

A graphic representation of the number of individuals reporting from each Meeting was created and shared in Plenary V. The graphic can be found on the pacifyearlymeeting.org website at https://www.pacifyearlymeeting.org/wordpress/wp-content/uploads/2021/03/Roll-Call-RepCom-2021-pinwheel.pdf.
SUMMARY
The Ministry Committee took up its work on Zoom, in the context of three crises—apocalyptic wildfires, pandemic, and national upheaval. The shifting ground of these crises made us think deeply about what is important in the work of the committee and the work of the yearly meeting. Some highlights of our work are included below.

Action Items: none

Requests:
*Friends of Color*—The Friends of Color Subcommittee holds bi-monthly open house and worship sharing meetings. Representatives are asked to make sure that Friends and attenders who identify as people of color are aware of these events.

*Extra Extra email list*—All Friends, especially meeting representatives, meeting clerks and meeting newsletter editors, are encouraged to sign up on the Western Friend website for Mary Klein’s “Extra Extra” emails. These emails have become an important and enriching source of information-sharing among meetings. They include announcements of meetings and events on Zoom.

NARRATIVE
On Becoming a Diverse and Anti-Racist Faith Community; Racial Justice Subcommittee
The work of the Racial Justice Subcommittee continues to inform and inspire us, as we work on realizing our intention to become an inclusive and actively anti-racist faith community. Each time we meet, we take time to reflect on how we are doing in this work.

A subgroup of the Racial Justice Subcommittee is working on an “ouch” process to help our meetings bring racial hurts to awareness and to foster healing. The subcommittee is planning a three-meeting event (Palo Alto, Redwood Forest and Santa Cruz) in February to discuss the issue of racism in the Society of Friends.

Friends of Color Subcommittee
Fueled by momentum from the Friends of Color affinity group at annual session, a leading emerged to create a Friends of Color Subcommittee. The needs of Friends of color were a part of the Racial Justice Subcommittee job description, but were not getting any attention because so much energy was going toward dealing with white people’s education.

The subcommittee meets once a month, and every other Friday holds an open house and a worship sharing meeting. These events dovetail with open house and worship sharing meetings sponsored by the FGC friends of color group on the Fridays event are not hosted by our subcommittee. As a result both groups have attenders from across the country. To connect with these events, Friends and attenders who identify as people of color can email co-clerks Bertha Pena (berthapena@gmail.com) or Marlene Coach-Eisenstein (drmcoach@yahoo.com).

Another offshoot of this subcommittee is an unaffiliated worship group for Spanish speakers, which draws attendance from numerous countries across North and South America.
Eldering Subcommittee
The Eldering Subcommittee continued to support the spiritual deepening of the PYM by offering and arranging spiritual accompaniment for people in clerking and other demanding roles, and by holding the plenaries in prayer. Members adjusted to providing this support via Zoom.

This past year our subcommittee committed to offering workshops to grow eldership in our monthly meetings. We have offered one elder workshop, with a request for another and plan to pursue this work in the coming year. The committee welcomes invitations from meetings to conduct additional workshops in this next year.

In this year, the subcommittee said goodbye to valued members, Thistle West and Carl Magruder, and welcomed three new members, Dinah Bachrach, Chamba Cooke and Nancy Wilkerson. They have brought an infusion of energy and spirit to the work.

Religious Education Subcommittee
Work is in progress to re-populate this subcommittee and to re-create its vision. A community of Friends - including the Quaker Religious Education Collaborative - is exploring alternatives to traditional classroom-style teaching. Zoom presents new possibilities for sharing ideas, programs, and general “shop talk” among religious education practitioners and families and students themselves. Those who would like to be included in conversations about religious education, or wanting to participate in the work of this subcommittee can contact Eric Sabelman (eesabelman@gmail.com).

Mexico City Meeting
We’ve maintained an active liaison with Mexico City Meeting. Notably Jorge Morales led the afternoon session of a daylong retreat. The first part of the afternoon was a mini zen retreat consisting of meditation instruction, zazen, chanting, dharma talk and question and answer period. The second part was a Sufi remembrance ceremony, or zhikr, where we remember God by chanting its name, different qualities of the deity and a chant for forgiveness.

Admin Position
We supported the clerk in bringing forward for threshing a proposal for a part-time admin position, based on needs that have been brought to our attention by various committees.

Role of Rep Com
In consideration of the press of all crises and necessary tasks in all of our lives, we have postponed to a more spacious time the threshing session on augmenting the role of Rep Com, which was spoken of in our report last July to annual session.

Meeting for Worship for the Healing of the Nation.
Inspired by Davis Meeting’s meetings for worship, announced to “Friends everywhere,” we offered an inauguration eve meeting for worship for the healing of the nation. About ninety people attended this meeting, mostly from Pacific Yearly Meeting. Numerous people reported a deep experience. One participant reported, “it was a deeply healing experience for me to be immersed in the love of this gathering, as we held our nation and new administration in the Light. Something changed in me; I still feel the depth of that love.”
The Committee consists of Shan Cretin (Santa Monica), Kylin Navarro (Berkeley), Jorge Morales (San Jose), Eric Sabelman (Palo Alto), Jim Summers (La Jolla), Rolene Walker (San Francisco), Gail Eastwood (Humboldt, Co-Clerk), and Valerie Nutmann (Santa Cruz, Co-Clerk)

*Note: Elena Rosales-Anderson resigned her position; we feel the loss*

The Friends of Color Subcommittee consists of Susan Cervantes (La Jolla), Ritt Dudley (Santa Cruz), Nathan Moon (Strawberry Creek), Jorge Morales (San Jose), Marlene Coach-Eisenstein (Honolulu, Co-Clerk), and Bertha Peña (unaffiliated, Co-Clerk)

The Racial Justice Subcommittee consists of Brenda Chung (Big Island), Rita Comes Whitney (Palo Alto), Laura Magnani (Strawberry Creek), Deborah Marks (Strawberry Creek), Maryanne Michaels (Redwood Forest), Jorge Morales (San Jose), Kylin Navarro Burger (Berkeley), Aaron Terry (Honolulu), Marlene Coach-Eisenstein (Honolulu, Co-Clerk), and Diego Navarro (Santa Cruz, Co-Clerk)

The Eldering Subcommittee consists of Dinah Bachrach (Redwood Forest), Gordon Bishop (Grass Valley), Chamba Cooke (Grass Valley), Elaine Emily (Strawberry Creek), Mica Estrada (Strawberry Creek), Valerie Nuttman (Santa Cruz), Nancy Wilkinson (Strawberry Creek), and Dorothy Henderson (Grass Valley, Clerk)

The Religious Education Subcommittee consists of Eric Sabelman (Palo Alto)
SUMMARY
The Racial Justice Subcommittee of the Ministry Committee (RJSC) is reporting on two items:
1. Cross-Meeting dialogs about on-going anti-racism work, and
2. An augmented worship sharing process.

First, the RJSC has piloted a workshop with three Monthly Meetings facilitating a cross Meeting dialogue about experiences they are having with the book discussions on anti-racism and personal learnings and insights gleaned from this discernment of anti-racism. This workshop genesis comes from a letter sent by the PacYM Ministry Committee and the Yearly Meeting’s Presiding Clerk Sandy Kewman to Monthly Meetings in Spring 2020 to begin a discernment process around racism in our lives and in our Meetings.

This letter mentioned a book and a number of resources, listed queries to explore and requested that Monthly Meeting report in their 2021 State of the Meeting Reports the State of their anti-racism discernment. The goals for the workshops are to help:
- understand the State of anti-racism discernment and learnings in PacYM, a temperature check
- facilitate a racialized discussion
- build cohesion in PacYM as we move towards Annual Session
- support fertilization across Meetings

The workshop design is the same for all four workshops and each workshop has a limit of 21 attendees. We suggest individuals only register for one workshop.

The RJSC Racialism Dialogue Workshop dates and Zoom links to register:
- **Saturday, March 13th** -- 2pm to 5pm
- **Saturday, April 24th** -- 2pm to 5pm
- **Friday, May 7th** -- 2pm to 5pm
- **Either Friday or Saturday, June 4 or 5** -- 2pm to 5pm (this will be decided at least by end of April)

The second item is based on the experience of hurt occurring in dialogues of racial justice issues even in Worship Sharing groups. A small group has been formed to develop an augmented worship sharing process that helps identify and repair hurts. In the group’s discussions, we have developed a concept and process to help us move from safe space, to brave space and to support repair in a sacred space. We are providing an opportunity for attendees at the workshops with Meetings to opt in to experience this process if they so choose.

The Subcommittee consists of 6 Friends of Color and 4 white allies: Brenda Chung, Rita Comes, Jorge Morales, Laura Magnani, Kylin Navarro, Aaron Terry; and Co-Clerks Marlene Coach, Deborah Marks, Diego Navarro, and Maryanne Roberts.
SUMMARY

1. ACTION ITEM: Friends interested in being on the subcommittee, or who have recommendations for its membership, please contact us.

2. ACTION ITEM: Any Indigenous Friends who are interested in serving on the subcommittee or as an advisor, please contact us.

3. ACTION ITEM: Please share with meetings how Friends can join the Friends for Right Relationship listserv that is hosted by Decolonizing Quakers (details under “FRR listserv”, below).

To contact us: Email address coming soon thanks to Communications Committee. In the meantime, contact Jim Summers, Ministry Liaison to our subcommittee.

Origin of the subcommittee

Members of this subcommittee are aware of Spirit at work in PacYM through efforts to “seek right relationship” such as:

- learning/unlearning;
- building relationships with Indigenous organizations and individuals;
- exploring land acknowledgments, the LandBack movement, “land tax”/”honor tax”/”reciprocity”, and other reparations;
- and being more welcoming, respectful, and inclusive of Indigenous Friends.

Forming under the care of the YM on this concern has been being talked about for a while, and the nudge has recently become stronger.

During the 2020 Annual Session, it was announced that the College Park Friends Educational Association (CPFEA) was considering putting the Woolman/Sierra Friends Center land up for sale and wanted to identify potential buyers. In the course of varied discussions, a number of Friends and alumni raised the possibility of returning, or ‘rematriating’, the land to the local Indigenous People: the Nisenan Tribe of the Nevada City Rancheria. Meanwhile, when Shelly Covert, Spokesperson for the Nisenan Tribe and Executive Director of the Tribe’s nonprofit, heard in the local community about the potential land sale, she reached out to Friends she knew and to CPFEA/Woolman to explore how the Tribe might regain this piece of their traditional lands. The Tribe and the Woolman community have some experience partnering already.

In mid-August, the Jones Fire swept through the Woolman campus, and the status of the sale and CPFEA’s future plans were uncertain while they responded to the aftermath of the fire. CPFEA reported to CPQM in October, and we have since heard that their insurance money includes enough to pay off CPFEA’s debts and that they have set aside consideration of selling the land. Shelly Covert, as an invited guest to CPQM’s Fall meeting, told how what is now known as Woolman sits on a major former Nisenan village site, Yulic’a, and she wrote a letter after that plenary about the Tribe’s interest in the land (attached; shared with permission): “…Maybe the Friends would possibly agree that if it was to go up for sale that the Nisenan would have first rights to purchase. Or, maybe fundraising could still happen with support of the Friends, and we could get a different piece of land and the process would still accomplish repair work that both the Quakers and the Tribe are in need of.... “ We are aware that CPFEA and Grass Valley Meeting, along with individual Friends, are continuing to work to strengthen their relationships with the Nisenan Tribe.
Since then, discussion among some of those interested Friends has widened to how to support local meetings and Quaker organizations across PacYM on the broader concerns and actions, which led to reaching out to Ministry Committee about forming as a subcommittee. Indeed, we have already received a few requests for support and opportunities to take action.

Current state of the subcommittee

- **Purposes** (from approved draft job description):
  - ”to inform and support the Pacific Yearly Meeting community as it seeks to uncover the history and ongoing impacts of colonization in and on both Indigenous and Quaker communities,
  - to increase awareness of Indigenous Peoples’ struggles and joys both within and outside Quaker communities,
  - and to seek equitable and just partnership among Indigenous and non-Indigenous Peoples.”

- We want it to be clear in our communications that there are Indigenous Friends in PacYM and among Friends in general, and that the makeup of the subcommittee does not currently include any Indigenous Friends.
  - One of our top priorities --as reflected in the job description-- is “consulting with Indigenous Quakers and Indigenous non-Quakers who will provide guidance and hold us accountable as the subcommittee’s work develops.”
  - **ACTION ITEM:** Any Indigenous Friends who are interested in serving on the subcommittee or as an advisor, please contact us. We will also be doing outreach to the Indigenous PacYM Friends we already know.
  - While we hold a particular concern for Indigenous Peoples in our Yearly Meeting’s regions (Mexico City, Hawaii, Nevada, California), we recognize that Indigenous Peoples from other regions also reside within PacYM’s area and that there are important commonalities across North, Central, and South America (known to some as ‘Turtle Island’) and across the world.

- **Why be separate from Racial Justice Subcommittee?**
  - We and the Ministry Committee agreed that a subcommittee devoted specifically to Indigenous Concerns would shine needed Light on these issues in particular.
  - We intend to seek opportunities to collaborate with other PacYM committed and subcommittees, such as Racial Justice, Friends of Color, Peace and Social Concerns, Unity with Nature, Junior Yearly Meeting, Children’s Program, and Latin American Concerns.
  - Whenever possible, we intend to work in collaboration with other related Quaker efforts, such as similar committees in other yearly meetings, the Toward Right Relationship with Native Peoples program (currently part of Friends Peace Teams), American Friends Service Committee, Decolonizing Quakers, Friends Committee on National Legislation, Friends Committee on Legislation of California, etc.
  - Whenever possible, we also intend to work in collaboration with Indigenous organizations on shared goals and values, for example on environmental justice issues.

- Our first planned collaboration is with the PacYM Unity with Nature committee, on the **Braiding Sweetgrass Worship Group**, an opportunity for Friends to engage with the book *Braiding Sweetgrass* by Indigenous Anishinaabekwe ecologist Robin Wall Kimmerer.
Web page on PacificYearlyMeeting.org site:
- We will start by providing resources, links, and examples of actions that meetings and organizations in PacYM are taking.
- The intention is to foster networking and sharing across the YM and to strategically link with other sources for wider information.

“FRR Listserv”:
- An email listserv called Friends for Right Relationship has about 150 Friends and others, mainly from the US and Canada, who use it to share information and ask questions.
- ACTION ITEM FOR REPS: Please share this invitation from Decolonizing Quakers to join the FRR listserv: “Many Friends share a concern to recognize and act to repair the massive injustices committed against Indigenous Peoples. One way for Friends to stay in touch with each other is to join the Friends for Right Relationship Google Group. Please feel free to share news, resources, and relevant activities of your Quaker communities and organizations on Indigenous matters. You may also invite others to join. Guide them to visit https://groups.google.com/g/FriendsRR and complete the Join Request Form at the top of the page.”

Survey -- forthcoming to all meetings
- Opportunity to share actions, ideas, and questions with us. We will share findings.

Interest Group at AS -- we have submitted a proposal for a panel, discussion, networking, and visioning, “Toward Reparations and Justice for Indigenous Peoples and Communities: Some Steps PacYM Meetings are Taking.“

Input -- We welcome input on the needs of meetings and organizations, and ideas for what would make PacYM more inclusive and active on these issues.

The name, job description, and clerkship of this subcommittee may change, pending input from its eventual full membership and guidance from Indigenous Friends. Options considered so far:
- Indigenous Concerns (similar to Latin American Concerns)
- Indigenous Peoples’ Concerns (similar to Boulder MM’s and Australia YM’s)
- Concerns for Indigenous Peoples
- Indigenous Justice (like Racial Justice)

The subcommittee consists of these initial members, as approved by Ministry: Sophie Wood Brinker (unaffiliated), Rebekah Percy (La Jolla), Jim Summers (ex-officio as Liaison from Ministry; La Jolla), Lisa Hubbell (unaffiliated, Co-Convenor), Alyssa Nelson (Davis, Co-Convenor). Barbara Babin (Redwood Forest) will be joining after Annual Session.
Date: October 17, 2020

To: Sandra Schwartz, Clerk of CPFEA/Woolman Board
and Barbara Babin, Clerk of College Park Quarterly Meeting
cc: Marty Coleman-Hunt, Alyssa Nelson, Paula Palmer

Homa kani friends,

I hope these words find you well. This letter is from myself as well as the Nevada City Rancheria Tribal Council and discusses the current conversation around land rematriation (aka repatriation, but we are a matrilineal society). The Woolman land used to be the Nisenan town of Yulic’a (you-lee-cha) and was of great importance to the Tribe. This area was an important juncture for travel between Nisenan towns and there was a good place to cross the river down what is now Jones Bar Rd.

For many years, Tribal members and myself have worked through our non-profit CHIRP to share Nisenan Indigenous knowledge with both Woolman students and projects, as-well-as our longtime partner, Sierra Streams Institute, whose headquarters were on the Woolman land. I have collaborated with both Sierra Streams Institute and Woolman to write for grants that would fund the building of a “Nisenan living village” that would serve outdoor educational projects on the Woolman landscape. It was through these relationships that we were given a chance to reconnect with this Culturally significant piece of our Ancestral homelands for the first time since the gold rush.

When I heard that the Woolman land was going up for sale, I was quite sad. I guess I had felt comfort that this large piece of land was being cared for in a good way and I enjoyed knowing that the current Quaker ownership brought a lot of love to this place. When I saw the post about the land sale, I was glad to see the desire to keep this place in the hands of Quaker friends. But if that were not possible, the land sale would be open to the public. “Who would take care of this place now?” I wondered and worried. Part of me almost wished that I had never rekindled my relationship with Yulic’a because now it would be taken again.

It was in this moment that I remembered Paula Palmer and the workshop that we had done together with Amy Cooke and other local Friends from Woolman. Paula’s work is to be in “right
relationship with Native Americans”. I belong to their email group that is full of current conversation on this topic of Indigenous/Quaker relations. Quaker Friends who participate are working to address the fact that Quakers also ran Indian Boarding Schools, created to assimilate Native American children. This is when I began to wonder: If the Quakers were actively working to be in right relationship with Native Americans, I wondered if there was a way we could talk about the sale of Woolman, and if there was a way the Tribe could have the land restored to us.

So, I reached out to Paula, who reached out to others and recommended Alyssa Nelson because Alyssa is said to be known to have the experience and heart to help on these issues. And thusly, the conversation about rematriating the land to the Tribe was born. We talked with Marty Coleman-Hunt, and she shared a financial overview of what it costs annually to run Woolman, stating it was near the $450,000 mark. That knowledge was a bit of a shock as the Tribe has truly little money. But, as we continued to explore this idea, many different suggestions were made as how to fundraise. I explored the reality of living on the land with the Tribe, as many people need homes. The Tribal Council was of the opinion that if we held the land, we would not need $450,000 for maintenance as many of our Tribal members do that kind of work for their jobs, and as a Tribal community we would be self-run in a model that works for us. More ideas for fundraising were shared and conversations with Quaker friends seemed to be moving in a good direction. There were ideas of a partnership between Woolman and the Tribe, but the Tribe’s preference is to have something of its own. After a bit, it seemed that there might actually be a way to make this land rematriation a reality.

But then the fire came and of course, things changed. But the conversation didn’t stop completely, and a new question was asked: Would the Tribe still have interest in the land even though it had burned? The Tribe’s view about the land was unchanged; they would still like to have the land.

Shortly after the fire, Marty and I talked again, and she told me they were not selling Woolman. So, I began to form new, land centered thoughts. Maybe the Friends would possibly agree that if it was to go up for sale that the Nisenan would have first rights to purchase. Or, maybe fundraising could still happen with support of the Friends, and we could get a different piece of land and the process would still accomplish repair work that both the Quakers and the Tribe are in need of.

This is the course of events and conversations that brings us where we are today. I put this in writing for you so that the Tribe’s intentions are clear and that my intentions are clear. I am not always very good at being direct. And, sometimes, especially when there is an “ask” involved, I am not strong enough in voicing my convictions. Because of the violent history of what happened here, and the erasure of our history and visibility even today, it can also feel hard to talk openly and directly with non-Native people until we know them very well and have developed deep trust.

I hope this helps make sure there are not any misconceptions or miscommunications between any of us. It seems that even though we had a really good conversation, at some point Marty and I may have gotten our wires crossed in that she thought we didn’t want the land or that it was too much money to maintain the land. True that the Tribe could not come up with $450,000 a year to maintain the land in its current model, but the Tribe would reimagine, redesign, and utilize other means to make it work for us in our way.
In closing, I know things will end up the way they do. And that will be the way. Here is the Tribe’s view and a little history of how this conversation has evolved in the way it has. I appreciate everything that has taken place since the moment I reached out to Paula after learning that the Woolman land was going to be sold. Maybe we will get the land. Maybe we won’t. Perhaps all of this is just to lay a framework for another time, and who knows what tomorrow will bring. One thing for certain, this is the beginning of a conversation about land rematriation that has never happened before and couldn’t have happened without all the above happening first.

Thank you for inviting me to be introduced to all the Friends at the Quarterly Meeting this weekend and to welcome and bring luck to you in my Nisenan language. I look forward to getting to know the Woolman board members and strengthening our shared bond to and through the land at Yulic’a.

With all my best intentions to do no harm,

Shelly Covert, Spokesperson for the Nevada City Rancheria Nisenan Tribe and Executive Director for the California Heritage: Indigenous Research Project (CHIRP)

www.nisenan.org shelly@nevadacityrancheria.org www.chirpca.org
## General Operations Budget vs. Actual

<table>
<thead>
<tr>
<th>General Operations</th>
<th>FY 2019-2020 (ending 9/30/2020)</th>
<th>FY 2020-2021</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td><strong>Budget</strong></td>
<td><strong>Actual</strong></td>
</tr>
<tr>
<td>4100 — Miscellaneous Contributions to PYM</td>
<td>4,000</td>
<td>1,814</td>
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<tr>
<td>4101 — Contributions from Member Meetings</td>
<td>142,814</td>
<td>135,838</td>
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<tr>
<td>4102 — Miscellaneous Income</td>
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<td></td>
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<tr>
<td>4104 — Interest Income</td>
<td>0</td>
<td>153</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>146,814</td>
<td>137,906</td>
</tr>
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</table>

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

**Expenditures**

### General Expenses

<table>
<thead>
<tr>
<th>Line Item</th>
<th>FY 2019-2020</th>
<th>FY 2020-2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>5202 — Clerk’s Travel &amp; Discretionary</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>5203 — Expenses of Officers</td>
<td>1,100</td>
<td>713</td>
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<tr>
<td>5204 — Website Operation &amp; Support</td>
<td>3,160</td>
<td>5,000</td>
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<tr>
<td>5204.1 - Directory Database Support</td>
<td></td>
<td>6,510</td>
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<tr>
<td>5206 — Young Friends PYM Attendance Assistance</td>
<td>2,000</td>
<td></td>
</tr>
<tr>
<td>5207 — Equipment Purchase</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5208 — Travel - RepCom &amp; Ann. Sess.</td>
<td>14,000</td>
<td>14,000</td>
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<tr>
<td>5208.1 - RepCom Support</td>
<td></td>
<td>1,000</td>
</tr>
<tr>
<td>5209 — Young Friends Officers’ Expense</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td>5210 — Audit Account</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5212 — Latin America Concerns Outreach</td>
<td>500</td>
<td>500</td>
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<tr>
<td>5213 — PYM Attendance Assistance Fund (M&amp;O)</td>
<td>9,000</td>
<td>11,000</td>
</tr>
<tr>
<td>5214 — Holding Corporation Expenses</td>
<td>2,000</td>
<td>20</td>
</tr>
<tr>
<td>5215 — Western Friend</td>
<td>12,500</td>
<td>12,500</td>
</tr>
<tr>
<td>5216 — Misc. Operating Expenses</td>
<td>200</td>
<td>200</td>
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</table>

**Subtotal General Expenses**

<table>
<thead>
<tr>
<th>FY 2019-2020</th>
<th>FY 2020-2021</th>
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</thead>
<tbody>
<tr>
<td>43,080</td>
<td>19,038</td>
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<td>934</td>
<td>6,065</td>
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**Committee Expenses**

<table>
<thead>
<tr>
<th>Line Item</th>
<th>FY 2019-2020</th>
<th>FY 2020-2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>5221 — Ad Hoc Committees</td>
<td>50</td>
<td>50</td>
</tr>
<tr>
<td>5222 — Children’s Program</td>
<td>300</td>
<td>300</td>
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<tr>
<td>5224 — Fath and Practice Revision</td>
<td>900</td>
<td>900</td>
</tr>
<tr>
<td>5225 — Finance</td>
<td>2,500</td>
<td>2,500</td>
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<tr>
<td>5227 — Junior Yearly Meeting</td>
<td>3,000</td>
<td>3,000</td>
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<tr>
<td>5228 — Ministry &amp; Oversight</td>
<td>5,000</td>
<td>5,000</td>
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<tr>
<td>5229 — Nominating</td>
<td>2,000</td>
<td>2,000</td>
</tr>
<tr>
<td>5230 — Peace &amp; Social Order</td>
<td>800</td>
<td>800</td>
</tr>
<tr>
<td>5235 — Unity with Nature</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>5237 — Committee Supplemental Expense</td>
<td>1,300</td>
<td>1,000</td>
</tr>
<tr>
<td>5238 — Latin American Concerns</td>
<td>360</td>
<td>360</td>
</tr>
<tr>
<td>5239 — Communications</td>
<td>12,351</td>
<td>1,000</td>
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</table>

**Subtotal Committee Expenses**

<table>
<thead>
<tr>
<th>FY 2019-2020</th>
<th>FY 2020-2021</th>
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</thead>
<tbody>
<tr>
<td>29,061</td>
<td>15,633</td>
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<tr>
<td>2,500</td>
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**Support of Friends Organizations**

<table>
<thead>
<tr>
<th>Line Item</th>
<th>FY 2019-2020</th>
<th>FY 2020-2021</th>
</tr>
</thead>
<tbody>
<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>
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<tr>
<td>5262 — Casa de los Amigos</td>
<td>500</td>
<td>1,815</td>
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<tr>
<td>5264 — Friends General Conference</td>
<td>500</td>
<td>1,815</td>
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<tr>
<td>5266 — Quaker Earthcare Witness</td>
<td>500</td>
<td>500</td>
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</tbody>
</table>

**Subtotal Support of Friends Orgs**

<table>
<thead>
<tr>
<th>FY 2019-2020</th>
<th>FY 2020-2021</th>
</tr>
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<tr>
<td>4,750</td>
<td>2,750</td>
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<tr>
<td>6,065</td>
<td>5,319</td>
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</table>
## General Operations Budget vs. Actual

<table>
<thead>
<tr>
<th>General Operations</th>
<th>FY 2019-2020 (ending 9/30/2020)</th>
<th>FY 2020-2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Budget</td>
<td>Actual</td>
</tr>
<tr>
<td>CONFERENCE TRAVEL/PYM DELEGATES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5271 — Western Friend Board R2748 (3)</td>
<td>1,500</td>
<td>250</td>
</tr>
<tr>
<td>5275 — AFSC (2)</td>
<td>1,200</td>
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</tr>
<tr>
<td>5277 — FCNL (2) &amp; William Penn House (1)</td>
<td>3,400</td>
<td>1,380</td>
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<tr>
<td>5278 — FGC Central Committee R2744 (2)</td>
<td>1,000</td>
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<tr>
<td>5279 — FWCC, Section of the Americas R2743 (2)</td>
<td>1,500</td>
<td>1,012</td>
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<tr>
<td>5280 — Friends United Mtg. (Triennial) R2745 (1)</td>
<td>400</td>
<td>311</td>
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<tr>
<td>5281 — Gen. Reunion of Friends Mexico R2746 (1)</td>
<td>500</td>
<td>717</td>
</tr>
<tr>
<td>5283 — Evangelical Friends Church Southwest (1)</td>
<td>250</td>
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<tr>
<td>5286 — Quaker Earthcare Witness (2737) (2)</td>
<td>1,700</td>
<td>953</td>
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<tr>
<td>5287 — FWCC World Plenary R2747</td>
<td>800</td>
<td></td>
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<tr>
<td>5288 — Young Friends Travel R2742</td>
<td>500</td>
<td>574</td>
</tr>
<tr>
<td>5289 — Friends Peace Team Board (1)</td>
<td>750</td>
<td></td>
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<tr>
<td>SUBTOTAL CONFERENCE TRAVEL/PYM DEL</td>
<td>13,500</td>
<td>3,874</td>
</tr>
<tr>
<td>YOUTH PROGRAMS</td>
<td></td>
<td></td>
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<tr>
<td>6105 — Youth Program Supervisory Committee</td>
<td>1,500</td>
<td>605</td>
</tr>
<tr>
<td>6110 — Personnel Costs</td>
<td>71,187</td>
<td>58,119</td>
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<tr>
<td>6140 — Insurance</td>
<td>610</td>
<td>610</td>
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<tr>
<td>6150 — Professional Development</td>
<td>800</td>
<td>12</td>
</tr>
<tr>
<td>6160 — Office</td>
<td>2,700</td>
<td>2,260</td>
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<tr>
<td>6170 — Events</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6181 — Contribution to Vogel Youth Work Reserve</td>
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<td></td>
</tr>
<tr>
<td>6190 — Administration &amp; Travel</td>
<td>7,500</td>
<td>950</td>
</tr>
<tr>
<td>SUBTOTAL YOUTH PROGRAMS</td>
<td>84,297</td>
<td>62,556</td>
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<tr>
<td>TOTAL EXPENSES</td>
<td>174,688</td>
<td>103,851</td>
</tr>
<tr>
<td>TRANSFER TO (FROM) GENERAL RESERVES</td>
<td>(27,874.00)</td>
<td>28,043</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.

**BUDGET column amounts include any PacYM-approved augmentations**

**COMMENTS ON ACCOUNT LINES HIGHLIGHTED ABOVE**

5279, 5280, 5281, 5287 For less-than-annual events, we budget a portion of anticipated expenses each year.
The amount shown as "Uncommitted General Reserves" for a partial year is not a reliable predictor of what the reserves will be at the end of the fiscal year.
## 2020 Annual Session Budget vs. Actual

<table>
<thead>
<tr>
<th></th>
<th>2020 Budget</th>
<th>2020 Actual</th>
<th>2021 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Income</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8210 — Miscellaneous session income</td>
<td>1,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8220 — Attendees’ Payments for Registration</td>
<td>96,000</td>
<td>11,329</td>
<td></td>
</tr>
<tr>
<td>8230 — Registration Waivers from Session Accounts</td>
<td>12,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8240 — AS Subsidy from PYM General Funds</td>
<td>11,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8250 — Interest on PYM Sessions Accts</td>
<td>100</td>
<td>54</td>
<td></td>
</tr>
<tr>
<td>8271 — Carbon Offset donations received</td>
<td></td>
<td></td>
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<tr>
<td>8272 — Carbon Offset donations pd to UWN Project Fund</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>8280 — Donations received for Annual Session</td>
<td>1,500</td>
<td>2,154</td>
<td></td>
</tr>
<tr>
<td><strong>Total Income:</strong></td>
<td>120,600</td>
<td>14,536</td>
<td>0</td>
</tr>
<tr>
<td><strong>Expense</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>8410 — Registrar’s Expenses</td>
<td>1,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8420 — Secretariat Expenses</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8430 — Arrangements Expenses</td>
<td>2,400</td>
<td>1,838</td>
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<tr>
<td>8440 — Children’s Program</td>
<td>9,000</td>
<td>1,179</td>
<td></td>
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<tr>
<td>8450 — Cost of Facilities</td>
<td>95,000</td>
<td></td>
<td></td>
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<tr>
<td>8460 — Junior Yearly Meeting</td>
<td>5,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8470 — Young Adult Friends</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>8480 — Breakage and Equipment</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>8490 — PYM Clerk’s Invited Guests</td>
<td>2,500</td>
<td>1,150</td>
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<tr>
<td>8500 — Insurance</td>
<td>1,100</td>
<td>591</td>
<td></td>
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<tr>
<td>8520 — Registration discounts - long-distance travel</td>
<td>3,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8530 — Bank fees</td>
<td>50</td>
<td></td>
<td></td>
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<tr>
<td>8531 — Online payment service fees</td>
<td>800</td>
<td>212</td>
<td></td>
</tr>
<tr>
<td>8540 — Miscellaneous expense</td>
<td>1,300</td>
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<td></td>
</tr>
<tr>
<td><strong>Total Expense:</strong></td>
<td>121,450</td>
<td>4,970</td>
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<tr>
<td><strong>EXCESS (DEFICIT):</strong></td>
<td>(850)</td>
<td>9,567</td>
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### Session Balance Sheet

<table>
<thead>
<tr>
<th></th>
<th>9/30/2019</th>
<th>9/30/2020</th>
<th>12/31/2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>8002 — Checking account - Redwood Credit Union</td>
<td>51,462</td>
<td>41,305</td>
<td>41,321</td>
</tr>
<tr>
<td>8003 — Friends Fiduciary investment account</td>
<td>41,461</td>
<td>72,407</td>
<td>83,132</td>
</tr>
<tr>
<td>8035 — Deposits on Future Sessions</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>92,923</td>
<td>113,712</td>
<td>124,453</td>
</tr>
</tbody>
</table>

### Liabilities and Reserve

<table>
<thead>
<tr>
<th></th>
<th>9/30/2019</th>
<th>9/30/2020</th>
<th>12/31/2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>8900 — PYM Session Reserve</td>
<td>92,923</td>
<td>113,712</td>
<td>124,453</td>
</tr>
<tr>
<td><strong>Total Liabilities and Reserve</strong></td>
<td>92,923</td>
<td>113,712</td>
<td>124,453</td>
</tr>
</tbody>
</table>

### SOURCES OF DIRECT INCOME - AS 2019

- Registration fees other than attendance assistance grants: 75% 83,000
- Attendance assistance from monthly meetings: 12% 13,000
- Attendance assistance from PYM General budget: 10% 10,600
- Attendance assistance contributions from registrants: 4% 4,100
- All other sources: 0% 400

**TOTAL**: 100% 110,800
SUMMARY
The Finance Committee presents the following action items:
1. Adopt the proposed budget for Annual Session 2021
2. Adopt the allocated cost schedule for Annual Session 2021 of $30/$10
3. Augmentation of $3000 to the Communications Committee budget for additional Salesforce database support by Espenshade Consulting

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.

Annual Session 2021 Budget and the Pay-As-Led Experiment
The budget proposal attached to this report reflects the actual amounts we spent for last year’s annual session. Due to the impacts of the pandemic our annual session was virtual and our expenses were very low. At RepCom 2020 we agreed to the adoption of a Pay-As-Led approach for Annual Session 2020. This functioned very well and resulted in a budget surplus. Thus, the Finance Committee feels it is safe to continue this approach and recommends that the voluntary payment amounts for AS 2021 be $30 for adults and $10 for under 18. We want to remind everyone that under a pay-as-led system, each person or family is genuinely free to pay what they can afford. We want to encourage participation and attendance and we hope that this approach helps facilitate that. We also recognize that the real test will come when our Annual Session returns to our “normal” in-person setting with the associated higher costs. We look forward to reporting back on the results of Pay-As-Led after a normal Annual Session, perhaps in 2022.

Augmentation Request to 2020-21 General Operations Budget from Communications Committee
The Communications Committee continues to work with Espenshade Consulting to implement the Salesforce database for the benefit of the entire PacYM community. They need some additional hours for this fiscal year and are requesting an augmentation to their budget of $3000 for this purpose.

Investments with Friends Fiduciary
PacYM holds three investment accounts with Friends Fiduciary: invested general reserves, invested session reserves, and the Bob Vogel Endowment. All three accounts had been invested in the Quaker Green Fund in order to avoid any investments in the fossil fuel industry. Fortunately, Friends Fiduciary has eliminated all investments in fossil fuels across all their funds. They closed the Quaker Green Fund and converted our investments to the Quaker Growth and Income Fund, which will result in lower fees and a higher annual payout rate for PacYM.

Review of Financial Processes
The Committee agreed to engage Emma Castanedo, CPA to provide consultative services for the purpose of reviewing our financial procedures and processes. She will work with the current Treasurer, Roy Allen, and report back to the Finance Committee with any recommendations or other conclusions.
501 (c) 3 Group Determination Letter Status
Since June of 2020, the IRS has not accepted applications from 501(c)(3) organizations for Group Exemptions (which extend a parent organization's tax-exempt status to its subordinate organizations), pending an update to the procedures for such applications. Our Treasurer is monitoring the situation and will submit that letter when it becomes possible to do so. If any constituent monthly meetings of PacYM want to be included, they must inform the Treasurer in writing. If your meeting has already done this, Roy has a record of that and your meeting will be included when the application is submitted.

Cost Estimate for Paid Administrative Support Position
As PacYM considers the idea of hiring a paid administrative support person, the Finance Committee was asked to estimate the cost of such a position. Using some preliminary assumptions, we estimated the annual cost for a half-time position at about $30,000. With approximately 1,250 members in PacYM, this cost could be covered by an additional $24 per member contribution.

The Finance Committee consists of Robert Levering (Santa Cruz), Sherri Sisson (Orange County), Doug Smith (Reno), Sarah Bottom (La Jolla), Roy Allen (Berkeley, Treasurer, ex officio), DJ Bloom (Appleseed) (Statistical Clerk, ex officio), and Martha Hunkins (Humboldt, Clerk)
### Income

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>2020 Budget</th>
<th>2020 Actual</th>
<th>Proposed 2021 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>8210</td>
<td>Miscellaneous session income</td>
<td></td>
<td>1,000</td>
<td></td>
</tr>
<tr>
<td>8220</td>
<td>Attenders’ Payments for Registration</td>
<td>96,000</td>
<td>11,269</td>
<td>9,000</td>
</tr>
<tr>
<td>8230</td>
<td>Registration Waivers from Session Accounts</td>
<td>12,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8240</td>
<td>AS Subsidy from PYM General Funds</td>
<td>11,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8250</td>
<td>Interest on PYM Session Accts</td>
<td>100</td>
<td>54</td>
<td>50</td>
</tr>
<tr>
<td>8271</td>
<td>Carbon Offset donations received</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8272</td>
<td>Carbon Offset donations pd to UWN Project Fund</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8280</td>
<td>Donations received for Annual Session</td>
<td>1,500</td>
<td>2,154</td>
<td>2,000</td>
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<tr>
<td></td>
<td><strong>Total Income:</strong></td>
<td><strong>120,600</strong></td>
<td><strong>14,476</strong></td>
<td><strong>11,050</strong></td>
</tr>
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</table>

### Expense

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>2020 Budget</th>
<th>2020 Actual</th>
<th>Proposed 2021 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>8410</td>
<td>Registrar's Expenses</td>
<td>1,000</td>
<td></td>
<td>100</td>
</tr>
<tr>
<td>8420</td>
<td>Secretariat Expenses</td>
<td>100</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td>8430</td>
<td>Arrangements Expenses</td>
<td>2,400</td>
<td>1,838</td>
<td>1,000</td>
</tr>
<tr>
<td>8435</td>
<td>Virtual Meeting Coordinator *</td>
<td></td>
<td></td>
<td>1,500</td>
</tr>
<tr>
<td>8440</td>
<td>Children's Program</td>
<td>9,000</td>
<td>1,179</td>
<td>11,000</td>
</tr>
<tr>
<td>8450</td>
<td>Cost of Facilities</td>
<td>95,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8460</td>
<td>Junior Yearly Meeting</td>
<td>5,000</td>
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<td>2,000</td>
</tr>
<tr>
<td>8470</td>
<td>Young Adult Friends</td>
<td>200</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8480</td>
<td>Breakage and Equipment</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8490</td>
<td>PYM Clerk's Invited Guests</td>
<td>2,500</td>
<td>1,150</td>
<td>1,000</td>
</tr>
<tr>
<td>8500</td>
<td>Insurance</td>
<td>1,100</td>
<td>591</td>
<td>600</td>
</tr>
<tr>
<td>8520</td>
<td>Registration discounts - long-distance travel</td>
<td>3,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8530</td>
<td>Bank fees</td>
<td>50</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8531</td>
<td>Online payment service fees</td>
<td>800</td>
<td>212</td>
<td>200</td>
</tr>
<tr>
<td>8540</td>
<td>Miscellaneous expense</td>
<td>1,300</td>
<td></td>
<td>1,000</td>
</tr>
<tr>
<td></td>
<td><strong>Total Expense:</strong></td>
<td><strong>121,450</strong></td>
<td><strong>4,970</strong></td>
<td><strong>18,500</strong></td>
</tr>
</tbody>
</table>

### Excess (Deficit)

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>2020 Budget</th>
<th>2020 Actual</th>
<th>Proposed 2021 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>EXCESS (DEFICIT):</strong></td>
<td><strong>(850)</strong></td>
<td><strong>9,507</strong></td>
<td><strong>(7,450)</strong></td>
</tr>
</tbody>
</table>

*Virtual mtg coordinator recorded as Arrangements expense for 2020 Annual Session ($1,000)*

### Requested Payments for Registration

<table>
<thead>
<tr>
<th>Category</th>
<th>Adult</th>
<th>Under 18</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pay as Led</td>
<td>30</td>
<td>10</td>
</tr>
</tbody>
</table>

### Session Balance Sheet

<table>
<thead>
<tr>
<th>Category</th>
<th>9/30/2019</th>
<th>09/30/2020</th>
<th>12/31/2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Checking account - Redwood Credit Union</td>
<td>51,462</td>
<td>41,305</td>
<td>41,321</td>
</tr>
<tr>
<td>Friends Fiduciary investment account</td>
<td>41,461</td>
<td>72,407</td>
<td>83,132</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>92,923</td>
<td>113,712</td>
<td>124,453</td>
</tr>
<tr>
<td><strong>Liabilities and Reserves</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PYM Session Reserve</td>
<td>92,923</td>
<td>113,712</td>
<td>124,453</td>
</tr>
<tr>
<td><strong>Total Liabilities and Reserves</strong></td>
<td>92,923</td>
<td>113,712</td>
<td>124,453</td>
</tr>
</tbody>
</table>
The Naming Committee has been working on filling the vacancy on Nominating Committee created when Sue Torrey left the committee.

We recommend Bronwen Hillman (Mexico City) to fill the remainder of the term (ending in 2021).

The Committee consists of Amy Cooke (Grass Valley), David Lederman (Orange County), Rolene Walker (San Francisco, Alternate), and George Gastil (San Diego, Convener)
SUMMARY: We will ask for the approval of 8 names (two for second reading, three were interim appointments, the rest for a first reading). We will also ask for approval of a process and acceptance of two sets of guidelines.

1. **We bring the following names for a second reading:**
   - **For Latin American Concerns Committee**
     - 2021 Pati Constantino, Mexico City (2020) 1st reading 07.14.2020
     - 2023 Sirgei Agalzoff, Orange Grove (2020) 1st reading 07.14.2020

2. **We bring these names who were interim appointments:**
   - **For Board of Friends Bulletin**
     - 2023 Kate Connell, Santa Barbara (2020 Int)
   - **For Unity with Nature, co-clerking**
     - 2021 Keith Runyan, Santa Cruz (2020 int as co-clerk)
     - 2022 Michael Dunn, Inland Valley (2020 int as co-clerk)

3. **We bring these names for a first reading:**
   - **For Youth Programs Coordinator Committee**
     - 2023 Nancy Mellor, Sacramento (2021 RC)
   - **For Ministry Committee**
     - 2021 Jay Cash, Strawberry Creek (2021 RC)
   - **For Unity with Nature**
     - 2021 Marge Gianelli, LaJolla (2021 RC)
   - **For Communications Committee**
     - 2023 Andrea Harmon, Palo Alto (2021 RC)

4. **Process for approving job descriptions**
   The purpose for this is to state clearly how job descriptions are approved. No place in our Faith and Practice is this described, and it has led to many questions. It is intended that the Faith and Practice Revision Committee add this to the pages referring to Job Descriptions.

**Draft Minute:** PacYM will use the following protocol for approving Job Descriptions

1. **New committees or officers:**
   a. A draft Job Description may be written by the Nominating Committee or another body.
   b. If written by others, it is sent to the Nominating Committee for consideration.
   c. When approved by that committee, it will be brought to the next yearly meeting business session (either AS or Rep Com) for action.
   d. When accepted by the yearly meeting, it will be posted on the website and included in the rolling revisions by the Faith and Practice Revision Committee.
2. Existing committees or officers:
   a. A draft of a revised Job Description will be written by the committee or officer. This may be done in consultations with Nominating Committee, Ministry Committee, past holders of that position, other committees or officers affected by the changes, or the Presiding Clerk.
   b. It is sent for consideration to the Nominating Committee, which makes any modifications in consultation with the relevant committee or officer and other bodies as needed.
   c. If the Nominating Committee discerns that the changes in the Job Description are significant, the yearly meeting will be asked to accept the new Job Description at the next business session (either RepCom or AS).
   d. When accepted by the yearly meeting, it will be posted on the website and included in the rolling revisions by the Faith and Practice Revision Committee.
   e. If Nominating Committee discerns that the changes do not constitute significant variance from the previous work of said office, the Job Description may be approved by Nom Com, reported to the YM, posted on the website and rolled into the revisions to Faith and Practice.

5. The responsibilities of the Committee Clerk. It has come to our attention that many committee clerks take on too much and get burned out. Some clerks have had difficulties with the functioning of their committees and did not see any other way to get the job done than to do it all themselves. Again, there is burn out and poor modeling of what committee work means. We hope that the following guidelines might prevent clerk burn out, promote more active engagement of all members, and assure the spiritual grounding of the committee. This is not intended to cover every aspect of a clerk’s work and is not the only guidance to be provided.

Draft Minute: PacYM accepts the following as Guidance for Committee Clerks:
The Clerk of a Committee is responsible for four basic components of the committee:

1. **Spirit**: The clerk holds the spiritual container for the committee. The committee meetings are meetings for worship, programmed to address business concerns. The clerk will maintain that spirit of worship, remind the committee as needed and ask for a period of silence if that sense of worship is lost.

2. **Agenda**: The clerk is responsible for preparing an agenda for the meeting, and keeping the committee moving through the agenda. Often, the most important or time sensitive issues will come first, with items at the end that could, if necessary, be held over to the next meeting or handled by email.

   The agenda can be drafted by the clerk or another member, circulated a few days before the meeting to solicit additional items, and then finalized by the clerk.

3. **Accountability**: The clerk makes sure notes of the meeting are written, and that any task agreed to by the committee is assigned to a specific person and has a timeline for completion. Minutes of the meeting, including the assignment of tasks, are circulated within a few days of the meeting.

4. **Continuity**: The minutes of the previous meeting should indicate what items are not finished and where discussion is to be continued.

   The meeting is not over until the next meeting date, time and place is agreed and recorded in the minutes.
The clerk does NOT take on every task that others do not offer to do. If the committee seems to agree on an action but no one will do it, the clerk may
a. Ask for deeper worship while the situation is considered,
b. Ask a specific person whose skills fit the task,
c. Suggest that others be involved in completing the task,
d. Announce that the task will be dropped until such time as a way is found to accomplish it.

The clerk does NOT have to do all the calls or emails to remind Friends of the next meeting or of a task that should be done. A member of the committee can take this responsibility.

The clerk does NOT answer every question. They do not hold all the wisdom and knowledge at the table; that is why it is a committee.

The clerk does NOT labor endlessly with a dysfunctional committee. Problems should be reported to Nominating or Ministry Committee as soon as they begin to interfere with the spirit or function of the committee.

6. Role of Representatives to Organizations: There are representatives who would like to do more in the way of communication and engagement with Yearly, Quarterly, and Monthly Meeting(s) and with individuals. At times the opportunities for this seem limited. We believe that by spelling them out in more detail than is now given, it could prompt the representative to be more active and the meetings and individuals to be more proactive in seeking engagement.

Draft Minute: PacYM accepts the follow as guidance for Representatives to Organizations

Qualifications: A representative or observer to an organization should be a Friend who:
1. Has an interest in the organization,
2. Knows its purpose and goals,
3. Feels enthusiastic about supporting them, and
4. Is willing and able to speak on their behalf.

Purpose and Opportunities: A representative of PacYM to an organization is the link between that organization and PacYM. The Rep develops a relationship and two-way communication with that organization by:
1. Letting the organization know of PacYM’s interest in their work,
2. Supporting that work and extending knowledge about it,
3. Fulfilling the expectation of the organization such as attending meetings, assuming a role in governance or committee work,
4. Letting PacYM know of the work of the organization, at Annual Sessions and other opportunities, and
5. Spreading enthusiasm about that work throughout the YM by:
a. Contacting quarterly (QMs) and monthly meetings (MMs)
b. Providing information sent by mail and email to QMs and MMs
c. Offering to speak directly to MMs and QMs
d. Developing presentations in collaboration with other representatives of this or like organizations.e. Utilizing the PacYM directory and other services of the Communications Committee.
f. Posting information on the PacYM Website

The Nominating Committee consists of Liz Baker, David Bloom, Trudy Freidel, Joe Magruder, Lisa Hubbell, Hulda Muaka, Gail Thomas, and Julie Harlow (clerk)
SUMMARY
In pursuit of a Zoom-based Annual Session children’s program, the Children’s Program Committee (CPC) is working on many items.

• Primary assistance needed from Meeting Reps includes help with outreach to (1) gather family input about design of a Zoom-based program; and (2) encourage families to attend the 2021 Annual Session children’s program.

• In addition, the CPC hopes to give thank you’s to a lead/administrative coordinator and to its volunteer teachers. We need PacYM officers to be aware of this and to determine necessary steps related to AB5 (California law that requires independent contractors to be re-classified as employees).

• Also, the CPC will continue to require assistance with Zoom (both for Zoom preparation and delivery of the children’s program).

• The Committee appreciates receiving significant help from the Annual Session Registrar in 2020, with frequent updates about registered children, and anticipates such assistance will be needed again in 2021.

Thank you for your support.

Children’s Program Committee activities through early February, 2021
The CPC has met five times since the 2020 Annual Session. These Zoom-facilitated meetings will continue and may be more frequent from March/April - July, 2021.

The main portion of the children’s program will occur in the week following the 2021 adult Annual Session. In addition, the CPC is eagerly considering a pre-Annual Session mailing to PacYM families of a book, craft item, or both. We hope this will demonstrate to families that they are a valued part of our PacYM community and also encourage them to attend the Annual Session children’s program.

In meetings and subsequent activities, the committee has, in part, accomplished the following:

• Identified goals for the children’s program;
• Reviewed and updated both a detailed CPC tasks list and list of possible children’s program curricula, organized by themes;
• Collected names and contact information of 2019 and 2020 children’s program teachers, to be helpful with teacher recruiting;
• Participated in a Google Docs computer training; and
• Contacted potential lead/administrative coordinators.

We are pleased to announce that an individual has expressed enthusiastic interest in assuming the lead/administrative coordinator role, presumably no later than the end of February.

Anticipated future activities of the CPC will, in part, focus on following:

• Recruitment of children’s program teachers;
• Outreach to families to encourage participation in the Annual Session children’s program; and
• Assistance for teachers with their lesson planning and practice for Zoom-delivered content.

Again, thank you for your support.

The Children’s Program Committee consists of Molly Bishop (Redwood Forest); Vivian Carlson (Honolulu); Sandy Farley (Palo Alto), Rhea Farley (Strawberry Creek, Co-Clerk), and Suellen Lowry (Humboldt, Co-Clerk).
SUMMARY Communications Committee is requesting a budget augmentation of $3,000 for FY 2020-2021 to support our ongoing work implementing the PacYM communications database. We are also asking for input on a set of draft policies which would guide the use of the PacYM communications database and derivative files. We expect to bring these policies (possibly revised) to Annual Session 2021 for final approval.

Dearly Beloved Friends,

In worship at our virtual committee retreat this past fall, we became clear that our main leading this year was to further the immense work of implementing the communications database.

Conscious from the outset that our work is large and could burn us out, we tried to divide ourselves into three workgroups with one monthly Zoom call each, in addition to our monthly full committee meeting:

- “Data In,” responsible for reaching out to monthly meetings and getting data (Friends’ contact, membership, and role information) into the communications database
- “Data Out,” responsible for developing and documenting the policies and procedures for how the data would be used
- “Miscellaneous,” responsible for posting documents to the website, hiring the IT administrator, implementing G Suite and role based emails, and scanning past Annual Session documents. This group has also met separately as a website group and a G-suite working group.

The workgroups undertook the following tasks:

**Data In**
1. Finished collecting data from Appleseed, Claremont, Humboldt, La Jolla, Orange Grove, and Redding Meetings.
2. Began collecting data from Central Coast, Grass Valley, Mendocino, Orange County, San Diego, and Santa Monica Meetings.
3. Began preparing to collect data from Berkeley, Chico, Live Oak, Mexico City, Redwood Forest, Sacramento, and Santa Cruz Meetings.

**Data Out**
1. Drafted a “Directory Handbook” that describes how to manage the directory database and includes policies guiding its usage
2. Developed prototypes of monthly meeting directories that can be created from the database.
3. Researched options for creating email distribution lists from the database.

**Miscellaneous**
1. Finished scanning and uploading to the website Annual Session and RepCom minutes from 1947–present.
2. Continued to post items on the website and make improvements to the user’s website experience.
3. Created a searchable Google map of monthly meeting locations and posted this on our PacYM website.
4. Opened a G Suite account and set up role-based emails for key PacYM positions.

We also are developing a PacYM directory handbook that will document and provide an institutional memory of our policies and procedures related to the communications database. We are asking for
input on a set of draft policies which would guide the use of the PacYM communications database and derivative files. See the attached policy document.

Though the work of our committee still feels overwhelmingly large and we are still struggling to organize our work such that each member serves on only one workgroup, we have been blessed with energy and support from beyond our committee—Friends Andrea Harman, DJ Bloom, and Genie Stowers have contributed their expertise to the directory project, and Friends Bill and Linda Heinemann of Espenshade Consulting have continued to serve as our consultants for implementation of the communications database.

Throughout our work so far this year, the spiritual currents underlying the work have had to do with stewardship.

- We have sought to better steward our committee’s knowledge by documenting our procedures so that knowledge is not lost when committee members cycle off the committee.
- We have wrestled with how to simultaneously be caring stewards of Friends’ data and embrace our Quaker call to radical vulnerability. Our committee approved a minute describing our struggle to balance privacy concerns with our desire for open, easily accessible information, and we are using this minute to guide us as we develop policies for how information from the database may be used.
- We continue to consider faithful stewardship of money and energy as we work with Espenshade Consulting and seek to hire an IT Administrator.

We are requesting an augmentation of $3000 to continue to support our work on the database by contracting with Espenshade consulting. As of January, we have spent $8,223.75 for this work, leaving a current balance of $1,976.25.

We are discussing asking nominating to formally add our volunteers to our committee so that their travel expenses could be reimbursed in the future.

We are pleased that we are making progress on our projects and look forward to continuing our work.

**Draft Policies**

The Committee brings four attached policies for a first reading:

1. Entering Data on Behalf of Another
2. Information included in the Salesforce database
3. Access to directories derived from the Salesforce database
4. Transmission of directories derived from the Salesforce database

The Committee requests feedback on these policies so they may be amended as needed and brought for approval to Annual Session 2021.

**Members** of our committee include: Lawrence Alderson, Arthur Kegerreis, Allison Kirkegaard, Keenan Lorenzato, George Mills, and Kate Watkins (Clerk). Sharon Gates (Assistant to the Clerk), Jan Tappan (Historian/Archivist), the IT Administrator (currently vacant), and Rebekah Percy (Youth Programs Coordinator) serve ex officio on the committee. DJ Bloom (Statistical Clerk) and Andrea Harman are not members of the committee, but have been participating in our work; we are grateful for their service.
Policies for first reading:

1. Entering Data on Behalf of Another
Being united that Spirit is leading us to develop a comprehensive communications database for the whole yearly meeting (see Minute RC 2020-11), Communications Committee believes that faithfulness to this leading requires each Friend within the Yearly Meeting to participate fully in the database unless that Friend is specifically led otherwise. We both expect full participation from most Friends and support Friends for whom issues of safety mean that they are led to not participate.

When a Friend does not provide their information for the database, whether because they have been led not to or because they are unable to input their information themselves, the Communications Committee, guided by spirit and in consultation with the directory manager of the Friend’s Monthly Meeting, may enter into the database limited information about them from other sources (e.g., monthly meeting directories):
- Full name
- Primary Monthly Meeting
- Membership status
- Email address
- Phone number

This information will be classified as “Do Not Publish” in the database, meaning that it will not be visible in any directories or other products derived from the database and only individuals with direct access to the database (a small number of Friends who serve in certain Yearly Meeting roles and who have undergone training to use the database) will be able to see it.

2. Information included in the Salesforce database
The PacYM Communications Committee, which is responsible for the PacYM Salesforce database, is committed both to simplicity and to providing PacYM officers, committees, and representatives with the information they need to carry out their ministry. As of February 2021, the committee has discerned that the database will store the following information:
- full name
- year of birth
- pronouns
- racial/ethnic identities
- mailing address
- phone number
- email address
- primary monthly meeting or worship group
- secondary monthly meeting or worship group, if applicable
- membership status
- roles served in primary/secondary monthly meeting
The committee will request that Friends with children (under 18) in their care provide the following information for each child:

- full name
- month and year of birth
- primary monthly meeting or worship group
- name of parent/guardian

Additionally, the committee will request that Friends who sometimes bring children who are not usually in their care (e.g., grandchildren, children of another Friend) to Quaker gatherings indicate this.

3. **Access to directories derived from the Salesforce database**

Direct access to the Salesforce database will be limited to as few Friends as feasible, and these Friends will be required to undergo Salesforce training before being given access.

Any member or attender of a monthly meeting or worship group within Pacific Yearly Meeting, and any Friend serving on a Pacific Yearly Meeting committee, may view and download the current PacYM directory as a pdf.

Quaker organizations, Friends from other yearly meetings, and individuals with a need to contact Quakers (e.g., a researcher of Quaker history) may contact the PacYM Communications Committee to request directories. Communications Committee will then consider whether the request is in accordance with the paired goals of striving to trust that of God in every person and respecting the privacy needs of each person whose information is stored in the database.

4. **Transmission of directories derived from the Salesforce database**

Friends are expected to practice respectful stewardship of other Friends’ personal information. Accordingly, Friends may not send directories by email. A Friend who wishes to share a directory with another Friend within Pacific Yearly Meeting may:

- instruct them how to download a copy from the PacYM website, or
- print a copy and share it in person or by postal mail

Friends should not share directories outside of PacYM. If someone outside PacYM needs access to a directory, they should contact the Communications Committee (communicationsclerk@pacificyearlymeeting.org).
SUMMARY

- Upcoming Death and Dying revision.
- Interest Groups - Membership with emphasis on membership for large groups who find spiritual support in Zoom meetings without a specific Meeting site.
- Interest Groups - Virtual Meetings

Greetings from Faith and Practice Revision Committee. We have met three times since Annual Session. The current committee includes three new members and 2 new co-clerks. Our time has mainly been spent reviewing where the previous work of the last 3 years stands. We have been organizing ourselves as we try and deal with the most pertinent issues. We have received a lot of suggestions on topics people would like us to cover. The list now includes about 15 topics.

We have been learning how to be more organized and have developed a chart to follow the progress of the topics we are covering. These continue to include Eldering, Leadings, and Youth Program Coordinator. All of these were reviewed after feedback from the Monthly Meetings and Worship Groups that participated. No further work has been done. We hope to bring Death and Dying to the PacYM body for acceptance, but we are unaware of any specific steps to take.

Another concern we have is how this rolling revision used in the last three years is working. A discipline format where we could review the whole Faith and Practice and present it as one piece when finally presented seems more useful to us. We do not see this as rewriting the whole book but addressing things that no longer speak to our needs. We do believe that more people would make the committee more functional. We have also discovered that Mary Klein of Western Friend can make individual copies when requested for around $10.00 or $12.00. There are more Luddites among us than previously known.

We agree with the Nominating Committee email, sent out by Julie Harrow, that identifies how job descriptions are done. We do ask that if there is an issue that should be in Faith and Practice we are notified of that fact.

We are working on two Interest Groups for Annual Session. One on Membership which includes gatherings that have grown with Zoom Meetings. There are people finding spiritual support in groups unassociated with one Monthly Meeting. The other is possibly on Virtual Meetings.

The F&P Revision committee consists of Patricia Portillo, Sarah Tyrrell, Margaret Mossman, Jim Anderson, Diego Navarro, Jan Tappan (Archivist, ex officio), Sue Scott (Co-Clerk), and Ray Rischpater (Co-Clerk).
SUMMARY
PacYM Peace and Social Order Committee (PSO) invites all Monthly Meetings to share Social Concern Minutes with our committee so that we can circulate them throughout Pacific Yearly Meeting. For simplicity and clarity, we ask all monthly meetings include the name of the Meeting, the name of the clerk, and the date of approval on the Word document of any approved Social Concern Minute. There is strength and increased sense of community in sharing how Spirit is moving among us. Please send any approved Social Concern Minutes to Linnea Hanson (linneachanson@gmail.com).

We also ask that meetings seriously consider from a social justice lens how to budget, plan, and manifest hosting hybrid (in person and online) worship after in person worship resumes. PSO realizes this issue is in the domain of Ministry yet intersects PSO from disability/accessibility to counter ableism and ageism within our own meetings. For example, people in hospitals as well as long time members that are elderly that have moved out of state to live with their children have been regularly attending online worship during social distancing times. In our journey toward inclusivity how do we continue to make worship possible for those without the physical ability to attend in-person worship? Does the Worship committee want to make recommendations on this issue?

Tracking the Movement of Spirit Among Us
Faithfully meeting on a monthly basis, PSO is aware that Spirit has been moving among monthly meetings prompting multiple Social Concern (SC) Minutes primarily on racial justice. PSO distributed these SC Minutes and meetings expressed their appreciation regarding the increased awareness of how various monthly meetings are being moved by Spirit. In addition, a group in SCQM started a racial justice group which meets monthly.

PSO’s 2021 survey of monthly meetings and worship groups to see what social issues are considered most pressing for their meetings are as follows (based on 13 responses at the time of this report):

- Racial Concerns-53.85% and Environmental Concerns-53.85%
- Homelessness-46.15%,
- Politics-23.08%,
- Social Isolation-23.08%,
- Poverty-23.08%,
- Aging-15.38%,
- Food Insecurity-15.38%,
- Other-7.69%

The Committee consists of Zae Illo, Brian Johnston, with Linnea Hanson, Betty Guthrie and Shannon Frediani serving as a Clerking circle.
SUMMARY
Improvement of the Meeting climate and religious education.

Mexico City Monthly Meeting was founded in 1946 and currently has 12 members and about 16 regular attenders from around Mexico, USA, and various countries in Latin America. Our Pastoral Care Committee nurtures the spiritual life of our Meeting with retreats, workshops, worship sharing, and other enriching activities. We are currently in discernment to select a new name for this committee to better reflect our experience. We have other Committees, including Finance, Library, and Meeting Life, and offer a First Day School for the children of the Meeting. Mexico City Monthly Meeting maintains a traditional structuring of Clerks, Recording Clerks, Treasurer, and representatives to Quaker activities in and outside of Mexico. A few months ago, we welcomed a new member with joy and another Clearness Committee is underway.

Our community was born linked to the Christian tradition, but over time it has opened up to other non-Western experiences in search of Truth. For some, the Bible is the main source of inspiration while others draw from different traditions, such as Buddhism or Bahai. Some do not identify with any creed and still others are non-theistic or pantheistic. But what brings our community together is our shared frameworks of Faith and Practice and the Advices and Queries. Meetings for Worship, Worship Sharing, Threshing sessions, Clearness committees, workshops, study circles, spiritual presentations, and participation in the life of other Quaker communities and Yearly Meetings have undoubtedly been enriching. We are hungry for more learning spaces and as a Meeting we are exploring a virtual “Friend in Residence” program with opportunities for mutual enrichment in various countries! We treasure the solidarity and support of many other Meetings within PacYM. Members of our Meeting also have relationships with Meetings in England and Ireland, and some are involved with sister communities in Latin America.

Our testimonies are expressed according to the condition of each person. However, we all agree on the testimonies of simplicity, community, and caring for the environment. We work through conflict and criticism; we promote peace and awareness of how our actions impact others and we have had a thoughtful process on how to become a radically inclusive Meeting. We know that we can do more to be inclusive of the different cultures in our Meeting with both Mexican and non-Mexican members and attenders. It is also recognized that level of education and the influence of English language may be perceived barriers for some people who feel called to our Religious Society. The COVID-19 pandemic, the crisis in Casa de los Amigos, and the use of Zoom coincide with our desire to bring the Quaker communities of the world closer together and defeat racism, sexism, homophobia, and classism.

In the future, our Meeting hopes to explore engaging in more spiritual activities and social action in communities where there was a Quaker presence for decades. Some Friends are interested in the evangelical roots that provided the spiritual basis for many Quaker groups in Latin America, while others find richness in direct experience with Spirit through silence and active prayer. Today, there is a feeling of hope in creating a bridge leading to more equality, inclusion and international understanding.

Submitted by Enrique Esqueda Blas, Mexico City Monthly Meeting Representative to Pacific Yearly Meeting
Summary
Please share these links with your meeting. We encourage everyone to check the PacYM website for:

- Our regularly updated intergenerational calendar
- Information and application forms for grant funding from our Youth Programs Fund
  - YPCC accepts year-round grant applications for youth and intergenerational projects and events, or event attendance assistance.

Spirit’s Movement Amongst Us
The Youth Programs Coordinating Committee (YPCC) has focused on returning to center, listening closely to one another and the leadings of Spirit. How are we called to support youth in these challenging times of dramatic change? We have been grounded by the presence of Gail Eastwood and Chamba Cooke as elders this year as we seek unity and way forward. We are grateful for their service, as well as that of the Friends who joined the Youth Programs Coordinator (YPC) Review ad hoc committee. Rebekah Percy served faithfully as Interim Youth Programs Coordinator from March through August. We had hoped to begin the next YPC hiring process at that time, but found more time was needed to fully review and address the problems of the past. We are grateful Rebekah has been able to continue serving 2 days a week until the new YPC is hired. See more details of the work of the YPC in her update below.

Results of YPC Review Ad Hoc Committees
Recognizing our last hiring and training process was flawed, the YPCC formed the YPC Review ad hoc subcommittee with membership beyond the YPCC to review our Human Resource process, lessons learned, and focus on what the youth of the yearly meeting need now. The YPC Review team consisted of two parts: Human Resources and Youth. The Human Resources team (Jim Summers, Nancy Mellor, Alvaro Alvarado) focused on hiring, training and supervision practices. They interviewed the last three YPCs, Alyssa Nelson, Javaughn Fernanders, and Rebekah Percy, as well as Barbara Babin as YPC Supervisor, and Melissa Lovett-Adair as YPCC Clerk. They provided the committee with a detailed review of the experiences of these Friends and recommendations for improvements prior to hiring a new YPC. The Youth team (Rachel Kempf, Dia Farruhk, Nate Secrest, and Elinor Steffy) focused on seeking input from youth and parents about the role of the YPC going forward and provided recommendations for the evolving role of the YPC to meet the needs of youth today. Both of these reports were used to revise the YPC job description and develop plans for hiring our next YPC.

Current Youth Programs Coordinator hiring process
We reached out to Friends nationwide for applicants in December and January. As of this report (Feb 4, 2021) the Interview team is in the process of interviewing candidates. Finalists will be asked to demonstrate skill in leading an intergenerational activity and communication via email. The full

1 www.pacificyearlymeeting.org/youth/calendar/
2 www.pacificyearlymeeting.org/youth-programs-fund-of-the-bob-vogel-endowment/
3 https://docs.google.com/document/d/1JeGq9Hcx7HXT7eEowVqRX32fBKQjRuxS2HWSwfkNn4NA
committee will consider the recommendations of the Interview team on February 21 and we hope to have a new YPC in place in March.

Update on Youth Programs Fund / Finances
Due to COVID, the popular El Salvador Trip and the Quaker Oaks Farm Spring Service Learning Camp were cancelled, leaving significant funds available for COVID-safe projects and travel, once in-person meetings are possible again. A unique Mutual Aid project was funded this year, with a goal of strengthening local support systems, and found great success: the project created a grant providing emergency relief funds for COVID-related struggles, supported out of work young adults in their various service ministries, and established two communal gardens in the Los Angeles region. We also approved a grant for a backpacking trip with five YAFs in Desolation Wilderness Park, and a camping trip in the Angeles National Forest, where participants embraced their spirituality through daily worship and connecting with nature.

As part of our ongoing efforts to increase the accessibility of the fund, the committee simplified the website and created an “Idea Box” form to connect potential applicants with Quaker mentors to assist them in developing a proposal. In addition, we have streamlined the short application process for travel expenses, are actively developing a funding request checklist, and are discussing improvements to the full application process for larger projects.

Looking Ahead: Longer-Term Goals
We are beginning to collaborate with Young Adult Friends (YAFs), PacYM and NPYM’s Ministry Committees on a Safe Space policy for YAF and other adult gatherings, to provide guidance for the prevention and response to inappropriate, unwanted sexual behavior or harassment.

The committee is working toward developing personnel protocols for hiring, training, and supervising as an organization, incorporating the recommendations of the YPC Review Committee. These policies could apply to other paid PacYM positions as they arise.

YPCC is continuing to revise and clarify our committee’s job description. We also hope to have a promotional video for our Youth Programs Fund and how to apply for grant funding ready soon. Finally, YPCC is working on putting together a Friendly Responsible Adult Presence (FRAP) virtual training, and to create a recorded training that can be taken anytime, creating more flexibility for adults serving as last-minute FRAPs or teachers.

Update from the Interim Youth Programs Coordinator: Rebekah Percy
COVID-19 has brought a couple of significant shifts in the responsibilities of the position, namely that online programming has dramatically increased my amount of video meetings and social media participation and presence.
In an effort to ease communications, consolidate contact lists and ensure that my reach is as inclusive and broad as possible, I created two listservs: one for parents of younger children and the other for parents of teens in our yearly meeting. Based off of a list that Alyssa created, I’ve maintained regular contact with youth workers from other Yearly Meetings. These connections and conversations have been extremely supportive and helpful in brainstorming events and activities, and figuring out how to best show up for our youth throughout this challenging time. To that end, I’ve organized routine parent support calls and virtual teen hangout spaces in addition to the regularly scheduled events of the year.

I am excited about the possibility of PacYM hiring an administrative assistant. The work of keeping documents and committees organized, and everyone in our community up-to-date is definitely a full-time job that deserves compensation. As we move into the technological era, it’s clear that this communications-based work is necessary in not only maintaining communication among our existing cohort, but also in mindfully expanding and growing our community to include both new and younger people.

Submitted by Rebekah Percy, Interim YPC

LIST OF YPCC MEMBERS Alby Penney, Alvaro Alvarado, Barbara Babin, Gail Eastwood (Ministry Liaison, ex officio) Kiernan Colby, Nathan Secrest, Rebekah Percy, (Interim YPC, ex officio) Melissa Lovett-Adair (Clerk)
The Unity with Nature Committee (UwN) recognizes the need for bold and decisive action and inward transformation among Friends in response to the accelerating Holocene Extinction at the beginnings of the new millennium. The committee is setting up interest groups and online meetings to address these challenges—in particular, efforts are being made to set up an online Worship Group that will focus on the text of *Braiding Sweetgrass*, by Robin Wall Kimmerer, from a Quaker perspective for ecological and spiritual insight.

Furthermore, the Committee is building:
1. UwN’s niche among other Quaker/Non-Quaker environmental organizations (FCLCA, FCNL, QEW, QIFF)
2. Methods of outreach to sense and respond to the work and needs of monthly meetings regarding environmental concerns.
3. Workshops/interest groups for Quarterly and Yearly Gatherings (and Online) on processing grief and finding courage in response to the climate crisis.
4. Endorsement and spreading awareness of the work of environmental organizations including but not limited to the UN Actions for Climate Empowerment (ACE) framework, Climate Literacy and Energy Awareness Network (CLEAN), Interfaith Power and Light, and the Romero Institute for enacting climate policy.
5. Encouragement of all Friends to engage with the work of Robin Wall Kimmerer and the recent documentary/book *A Life on Our Planet* by David Attenborough.
6. Playing a role in supporting/facilitating/encouraging Quaker work in nonviolent activism and nonviolent direct action (NVDA) for protection of the living world.

**Braiding Sweetgrass Worship Group**
The Unity with Nature committee encourages Friends in Pacific Yearly Meeting to engage with the work of Robin Wall Kimmerer, an indigenous Anishinaabekwe ecologist who’s recent work *Braiding Sweetgrass* has made waves in environmentalist and religious circles alike. *Braiding Sweetgrass* is “A braid of stories meant to heal our relationship with the world... in service to what matters most.”

The Unity with Nature committee hopes that the depth, insight, and meanings that Kimmerer orchestrates throughout the pages of *Braiding Sweetgrass* will move Friends on numerous levels: from nuanced dives into the rich ecology of the microscopic world to a profound reexamination of our history, economics, language, and way of seeing the world. The Braiding Sweetgrass Worship Group will explore these lessons actively through Worship Sharing and other methods of Quaker Process.

**Networking and Outreach Within/Beyond PYM**
UwN sees one of its core roles as being a resource and guide for the Friends of Pacific Yearly Meeting who feel called or led to make a difference in allegiance with the living world. In particular, we hope to serve and build community with those individuals, meetings, and networks, among PacYM, who feel led to address and be of service to environmental concerns.
In addition, the Unity with Nature committee also hopes to create alliances with other groups outside the fold of the Yearly Meeting itself such that it can connect inspired friends with work and organizations working tirelessly in service of the living world.

As it gains its feet, the UwN committee hopes to provide some guidance to the Yearly Meeting as it moves to address the climatic and ecological crisis. There is a sense of Unity in UwN’s conviction and aim that an inner and outward transformation of the Society of Friends, in proportion to the ecological crisis, is required of our collective body for the integrity of its soul. The UwN Committee hopes to play its small part in seeing this conviction through.

The Committee consists of Joseph Cotham, Nancy Glock-Grueneich, Gayle Matson, Michael Dunn (co-clerk), Keith Runyan (co-clerk), and formerly Andrea Beane (resigned from committee in late fall while moving out of state)
Pacific Yearly Meeting
Latin American Concerns Committee
Report to Representative Committee 2021

In 1997, PYM Annual Session established a standing Latin America Concerns Committee 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.

Brief updates from LACC programs:

Casa de los Amigos
Casa de los Amigos is a Quaker Center for Peace and International Understanding in Mexico City and the historic home of the Mexico City Meeting. Today, the Casa is in crisis. In 2018, the outgoing director removed the majority of the Board (Asamblea) without their knowledge and hired a friend of his as the new director. Since then, most programs have ceased, most partners cut ties, and the building has been occupied. The rightfully constituted Board is the legal owner of the building and steward of the organization. Board members are grateful to have received support and care from the PacYM Ministry Committee. The Board is working diligently to return the organization and its historic home to its community and mission. Please visit their website www.casadelosamigos.org.mx and to connect by emailing asamblea@casadelosamigos.org.mx.

El Salvador Projects
El Salvador projects of Palo Alto Friends Meeting started the 2020 academic year and worked normally until mid-March, when we were forced to adapt quickly to the situation. The Salvadoran government’s response to the pandemic included strict lockdowns and forced detention and quarantine for those breaking the established guidelines.

At this time, we have extended normal dates and deadlines for student requirements (grades and registration), as well as the selection process for new applicants for 2021, since many faculties at the National University extended both first and second semesters. We hope to support 24 university students this year.

A major change was closing our coed student house in San Salvador, where 22 students had resided prior to March of 2020. We partially reopened the house in September, restricted use to students taking finals and making virtual presentations, with a limit of six students in the house on any given day. This arrangement continues in 2021.

To follow our work or for more information, you can visit www.pafmelsalvadorprojects.org, or see our fan page on Facebook, www.facebook.com/pafmelsalprojects. You are also welcome to write to our Project Director, Robert Broz, at rpbroz@gmail.com, or Committee Clerk Hulda Muaka, at huldamuaka@hotmail.com.

Guatemala Friends Scholarship Program (PROGRESA)
2020 was a year of great challenges and significant achievements. 87 students were supported and 12 graduated. According to the UN, by the end of 2020, 8 out of 10 Guatemalans live in poverty or extreme poverty. In addition to the pandemic, 2 hurricanes caused significant damage to communities.
PROGRESA’s response: provide emotional and academic support to students through 33 virtual workshops; provide food support to 38 student families in need; students performed services in 80 communities with mask making and prevention campaigns in Mayan languages; food, shelter and clothing provided in 8 communities affected by the storms; support students living in remote areas without internet to attend virtual classes. A successful Teaching English course was held virtually thanks to the work of 3 board members. 24 tutors, and 29 students participated. We are looking forward with a step of faith into 2021 by enrolling 100 students in response to the increased need. For more information visit:  [www.guatemalafriends.org](http://www.guatemalafriends.org) or [https://www.facebook.com/progresa.quakers](https://www.facebook.com/progresa.quakers). Or you can contact us:  Miguel Costop, Director  progresa3@gmail.com or Donna Smith, Progresa co-clerk at RedwoodForestFM  dforestvil@aol.com

Sacramento Friends Meeting, Undocumented Student scholarship Project
Since 2010, Sacramento Friends Meeting has been working to support undocumented students at Sacramento State University. Our scholarship consists of a $1,000 award per year. It is renewable and available to undergraduate and graduate students. In the current academic year 2020-2021, we awarded all five qualifying applicants. Currently, we are supporting ten students. When we contacted continuing recipients about how they were facing their financial situation during the pandemic, it became clear that we needed to be a little more generous in the award. In the past, students had received $500 per semester, and this year, renewing applicants are receiving $750 per semester. When three recipients spoke at our January 24th Second Hour Meeting at Sacramento Friends Meeting (via Zoom), it was clear that they use the scholarship money for vital things, including books, food, transportation, and fees for renewing their DACA status. We at Sacramento Friends Meeting are grateful for the continued support from members of PYM and Monthly Meetings.  [http://www.quakerundocumentedstudentscholarship.org/index.html](http://www.quakerundocumentedstudentscholarship.org/index.html)

The Committee consists of Sirgei Agalzoff (Orange Grove), Rogelio Bellamy Roque (Mexico City), Patricia Constantino (Mexico City), Hulda Muaka (Palo Alto), Patricia Portillo (Sacramento), Linda Rowell (Chico, Co-Clerk), Donna Smith (Redwood Forest Co-Clerk)
Junior Yearly Meeting (JYM) has been meeting online in a variety of places during the pandemic, monthly to bimonthly online, with occasional distanced in-person gatherings. We hope to be better integrated with the Senior Yearly Meeting (SYM) in the upcoming annual session, as our meeting in 2020 happened the week following SYM annual session.

The JYMers didn't spend much at all last year, so I understand reducing budget line 8460 from the usual $5k to $100. But. They have some good ideas for outreach, gatherings, mailing some things out to encourage teens to join, waiving annual session fees, maybe a speaker or two, and $100 simply won't do it. So we chewed things over, Melissa added her experience with some mailings, and in short, it looks like $2,000 would be enough to cover current plans, likely with some left over.

JYMers are concerned most about the loss of physical gatherings affecting their ability to bring in new JYMers before the current teen leadership graduates, and are considering some strategies to address this, including staying over an extra year when annual session resumes in-person gatherings, presumably in 2022. The process of mentorship in JYM is a key to keeping it functioning smoothly, and like so much else, it’s difficult when not done in person with time to just hang out together.

The Committee consists of Suzanne Doss (Orange Grove), Robin Johnson (Santa Cruz), Alma Moon (Strawberry Creek), Santiago Myers (San Francisco), Dan Strickland (Orange Grove, Clerk).
The Registrars committee has been meeting periodically since August, reviewing the Annual Session 2020 registration effort and considering the format for Annual Session 2021 and the support needed. We are working to mitigate some of the operational issues experienced in 2020 by creating a better registration solution than the interim one used for 2020 based on Google Forms, which is overly limited in some of its capabilities, such as handling payments.

We have the goal of providing an Annual Session registration system that does not require advanced technical aptitude to be used, managed and administered by the Registrar, and so we hope to reduce the technical and operational complexity that has characterized the process for the past several years.

We are preparing to convene a meeting by early April with friends who have direct roles, needs and dependencies for the Annual Session registration process, including the clerks or representatives for:
- Children's Program
- Arrangements
- Ministry
- Presiding Clerk, Assistant to the clerk
- Finance, Treasurer
- JYM Adult Committee
- Youth Programs Coordinator

The purpose of this meeting will be to discuss, clarify and confirm the requirements for registration reporting and the supporting data entry fields. Please look for a message from Ray Rischpater about this soon.

The Committee consists of the Registrars Brylie Oxley and Lawrence Alderson, and Ray Rischpater, who serves as our convener, recorder and contributes a lot of technical expertise.
Summary:
Since the Annual Meeting, your two Friends General Conference (FGC) representatives attended the FGC Central Committee Meeting in October and two FGC Executive Committee Meetings in addition to other committee meetings on which your representatives serve. Based on these meetings, your representatives are proposing an action item (see below). This action item has been sent to the Clerk of the PacYM Finance committee for their consideration.

FGC Executive Committee September 25-26
Don Kewman attended the Executive Committee as a guest and rising member representing PacYM. Michelle Bellows already serves on the Executive Committee.

FGC Central Committee Meeting October 16-18
Unity was reached to hold a virtual annual Gathering again this year from June 27-July 3, 2021. Details of the program and additional information are available at www.fgcgathering.org The Annual Budget was approved with continued long term unsustainable draws from reserves to meet expenses.

Central Committee approved the appointment of your representative, Michelle Bellows, as Clerk of the Long Range Planning Committee. Don Kewman’s appointment to the Executive Committee representing PacYM was approved.

FGC Executive Committee January 29-30
Don Kewman’s nomination as Clerk of the Finance Committee for a 9 month term was approved. 2020 was a challenging year programmatically and financially for the organization. However, the requirement to use Virtual conferencing resulted in many new programs and connections forged. The launching of a Capital Campaign in 2021-2022 was approved. Long Range Planning Committee, Michelle Bellows reported on planning for the 2021 virtual Gathering and the face-to-face gatherings in 2022 and 2023. The 2023 gathering at Western Oregon University will be hosted by PacYM.

FGC’s Central Committee, including all of its subcommittees and Executive Committee, have adopted the practice of testing each decision with the query that arose out of the Institutional Assessment: “How does this decision support FGC in its goal to become an actively anti-racist faith community?”

Action Item that will be proposed to the PacYM Finance Committee for their consideration:
Representatives to FGC propose that PacYM budgeted travel money for FGC representatives that is unused at the end of this fiscal year be donated to FGC if total PacYM expenses for this year do not exceed income.

PacYM representatives to FGC are Michelle Bellows and Don Kewman
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 third year of the Clerk’s service, from Representative Committee, March 2020 to Representative Committee, February/March 2021.

How to write about this year without using superlatives? The world simply changed about two weeks after I submitted my report for 2020. I did not attend Representative Committee in Visalia; Sandy did. I accompanied her by telephone and prayer. I was dismayed to not be attending, and was not sure I had made the right decision because it was so early in the pandemic. It was not yet called a pandemic. That was to come shortly after and 2020 became historical.

In the whirlwind that was 2020, our relationship as clerk and elder was a grounding, an anchor. We continued to meet weekly for about ninety minutes on Zoom. We began with worship and then entered into prayerful holding for discernment, for empathy, for revealing of deeper truth. Our Zoom meetings melded into a Zoom world, a virtual Annual Session, and now an upcoming virtual Representative Committee Meeting and Annual Session for 2021.

The deep and abiding spiritual commitment that this accompaniment has brought, has not been dissipated by the virtual mandate. Sandy is carrying her third year as a clerk with humility, love and a strength born of an increasing turning to God for guidance.

As an elder this has been a time of embracing more fully the many facets of the eldering role. Accompaniment goes beyond the time spent with Sandy, the time spent in formal activities of the Yearly Meeting. Accompaniment becomes a lens, a filter, a way of being in the world. An integral part of that is seeking more readily God’s guidance and God’s consolation.

Perhaps more difficult but therefore important to acknowledge is the moments of insecurity I have experienced about my performance as an elder. This has been particularly true with all that Sandy has had to face given the demands of this unusual year on her clerking. As she received the guidance and care from many seasoned Friends, it was easy for me to question my ability to serve. Was I really needed? Perhaps Zoom meetings contributed to the sense of disquiet I sometimes felt.

However, a wise soul once said that faith contains the seed of its own doubt. From this vantage point it is clear to me that those moments of doubt often led to a turning toward God and thus a strengthening of faith. In this third year, the strengths and doubts have led to an emerging sense of another facet of our elder/clerk relationship. I have come to experience accompaniment as a triangle not a dyad. It is possible to sink into the knowing that we are being held, we are being accompanied. I believe that this knowing is the ground on which we come to together as we enter our final months together.

This strange year, this powerful work, this faith and doubt, this spiritual growth, this sense of the nearness of God in so much of it all, leaves me humbled. And deeply grateful for the opportunity that has been given me to serve as elder to the presiding clerk of Pacific Yearly Meeting, Sandy Kewman.

The Elder to the Clerk is Dorothy Henderson (Grass Valley).
SUMMARY
2020 was an unusual year and brought many changes to Friends Committee on Legislation of California (FCLCA). We changed our meetings from in-person to virtual and found that frequent shorter, focused meetings served us better. Our ongoing financial struggles have been ameliorated by moving our office location and reducing staff hours and positions. In 2021, we are looking to expand our Board of Directors and to further organize grassroots involvement by Friends, including young Friends, in our mission to bring a voice of conscience to the California legislature.

Accomplishments in 2020
In the 2020 session, FCLCA played a key role in coalitions focused on specific pieces of legislation and lobbied on over 75 bills and state budget measures in the areas of economic justice, racial justice, criminal justice reform, immigrant rights and environmental protection.

FCLCA worked with the CalEITC Coalition to win the inclusion of tax filers who use Individual Taxpayer Identification Numbers, mostly undocumented immigrant workers, in the California Earned Income Tax Credit and Young Child Tax Credit. These credits are recognized as among the most effective anti-poverty measures we have and now over 600,000 low-income people will benefit, including an estimated 245,000 children. In addition to direct lobbying, FCLCA also organized involvement from other faith-based groups as a coordinator of the California Interfaith Coalition.

FCLCA was part of the workgroup behind the California Racial Justice Act, landmark legislation signed by Gov. Newsom that makes it possible for a person charged or convicted of a crime to challenge a conviction or sentence on the basis of bias based on race, ethnicity or national origin.

FCLCA advocated for passage of AB 3070 to address racial bias in jury selection and in the passage of SB 823 to close the Department of Juvenile Justice and move its mandate to the Dept. of Health and Human Services.

FCLCA participated actively in the California Work and Family Coalition—a key accomplishment of the Coalition was Gov. Newsom's signing of SB 1383, a landmark bill to ensure job protection for people, typically low-income wage earners, who need to take family leave (that they have paid for through disability insurance deducted from their paycheck) to care for themselves, ill family members or a newborn.

FCLCA looks forward to keeping the Meetings of the Pacific Yearly Meeting informed about its work in 2021 through the Action Center on its website, http://www.fclca.org/, and through presentations and interest groups at PacYM, and the Quarterly Meetings.

The PacYM Representative to FCLCA is Vicki Carroll (Central Coast).
Friends connected with FCNL were extremely active during 2020, and many are already involved in lobbying and other efforts to achieve FCNL’s to achieve “the world we seek.”

FCNL’s Annual Meeting

For the first time in FCNL’s 77 years of history, its Annual Meeting was held virtually rather than on Capitol Hill. Some 88 Friends from California, Nevada, and Hawaii attended the Annual Meeting November 14-17. Most were from Pacific Yearly Meeting. As in the past, those who attend the Annual Meeting spend one day lobbying their congressional representatives and senators. This year there were a total of 28 lobby visits by Friends from those three states during the Annual Meeting. In those visits, Friends advocated for the George Floyd police reform bill.

FCNL Advocacy Teams

For the past five years, FCNL has encouraged Friends to launch local groups, called Advocacy Teams, to lobby on issues identified by FCNL staff. FCNL provides training and support for these teams. There are now more than 200 Advocacy Team members in 10 different districts in California and Nevada. Specifically, there are teams in Berkeley, Davis, Irvine, Pasadena, Sacramento, San Jose, Santa Cruz, Santa Monica, Sonoma, and Las Vegas. In the past year, these teams have conducted a total of 43 lobby visits (not including the ones held during the Annual Meeting). This year’s issue has been the repeal of the 2001 and 2002 Authorization of Military Force legislation which has been used to justify the numerous US interventions in countries throughout the world.

The local Advocacy Teams are part of FCNL’s nationwide network of 120 teams with approximately 2,000 members. Team members throughout the country meet monthly via Zoom with FCNL staff and special guests to learn more about the issues and exchange stories and tips on becoming more effective lobbyists.

All members of PacYM’s FCNL Representatives attended FCNL’s Annual Meeting: Michelle Shields (Honolulu), Allison Kirkegaard (Claremont), Carolyn Levering (Santa Cruz), Klara East (Sacramento), Mary Klein (Palo Alto), Robert Levering (Santa Cruz, Convener)