Pacific Yearly Meeting
of the Religious Society of Friends

2021
Annual Session
Minutes and Reports

Held Online via Zoom
July 23-28, 2021
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Plenary I: Opening Plenary - 2021-07-23

Sandy Kewman (Sacramento) introduced herself as Clerk for the annual session. Raph Levien (Berkeley) and Tom Yamaguchi (Berkeley) are the recording clerks.

Land Acknowledgement

Lisa Hubbell (unaffiliated) and Alyssa Nelson (Davis) made the land acknowledgement [Attachment 1]. Our yearly meeting derives its name from the Pacific Ocean. We need to address the impacts of colonization that Quakers have been a part of for centuries. They invited attenders to write into the chat the names of the indigenous people with whom they share the land. The Clerk thanked Lisa and Alyssa for the land acknowledgement.

Theme of the Session

Our theme is Love and Justice, responding to the love and spirit that are within us. We come with many things on our hearts, including losses and uncertainty. May we listen together for what Spirit calls us to do, in the next few days and in the next year. We do not have a clerk’s table this year because of Zoom, but we remember the presence of Sharon Gates (Orange Grove) at many previous clerk’s tables. Sandy said that though Sharon was not with us in body, having died two weeks before the start of the session, it felt like she was there in spirit.

Dorothy Henderson is accompanying Sandy as an elder.

Nancy Wilkinson and Valerie Nutman are elders holding the space for this plenary.

Roll Call

Heather Levien (Berkeley) called the roll and invited Friends to type the name of their meetings into the chat. She asked that people unmute and respond with a small noise when their meeting is called. The results are presented in Attachment 2.

The Clerk invited visitors from other meetings outside of the yearly meeting to sound their voices, as well. She then invited Friends to introduce themselves. Visitors who introduced themselves were Dorene Cornwell from Seattle, Jana Ostrom from University Meeting in Seattle, Lisa Hubbell from First Mennonite Church in San Francisco, and Brenda Chung from Big Island of Hawaii.

Tech and Arrangements Briefing

Andrea Harman (Palo Alto) thanked everyone for being patient. She is available to assist Friends with technical issues. She asked Friends to use the naming convention that includes the name of their monthly meetings and their preferred personal pronouns. She asked that people speak slowly, as people may have difficulties with hearing over Zoom. She asked that Friends expand acronyms, like PYM. She can help people in the Maple Room.

Embracing Virtual Space Exercise

The Clerk introduced Keenan Lorenzato (Davis), the Youth Programs Coordinator, to lead Friends in a shared visualization exercise. He asked everyone to visualize being in a space to which they would like to go, then focus on one small place in that space and appreciate that. He
invited Friends to write a bit about that space in the chat. The purpose is to gather us into a space of shared wonderment.

**Nominating Mini Report**

As the Reading Clerk was not available to fulfill the role at this session, Julie Harlow (Davis) brought the name of Allison Kierkegaard (Claremont) as Reading Clerk for the first reading. Tomorrow’s Daily Miracle will have revisions in the Nominating report, including representatives to Quaker organizations. Questions can be directed to Julie by email.

**Language**

Bronwen Hillman (Mexico City) reminded Friends that Spanish speaking Friends are attending this session, and we need to speak slowly to assist the translators.

**Stepping Stones to Sacred Space - Racial Justice Subcommittee**

Diego Navarro (Santa Cruz) introduced Brenda Chung (Kea'au Friends Worship Group), who shared a PowerPoint outlining the Invitation to Brave Space. The Clerk has agreed to integrate the process in all of the plenary sessions. See also Attachment 3 for a description of the process and the slide presentation. We were all invited to recite lines from a poem, “Invitation to Brave Space,” by Micky ScottBey Jones.

Maryann Michaels (Redwood Forest) introduced herself as a member of the subcommittee. The purpose is to reduce harm by learning to recognise the hurt when it occurs. Ouch, Oops, and Whoa are stopping hurt and learning to recognize hurt. We are not calling out or shaming each other. Rather, we are acting out of love to co create sacred space together. With Whoa we can illuminate the hurt.

Aaron Terry (Honolulu) introduced himself as a member of the subcommittee. The subcommittee members will be the witnesses to help us through the Ouch, Oops, and Whoa.

The subcommittee has held five cross meeting workshops this year. He invited the other members to introduce themselves. They include Rita Comes (Palo Alto), Marlene Coach-Eisenstein (Honolulu), Deborah Marks (Strawberry Creek), Diego Navarro (Santa Cruz), and Jorge Morales (San Jose).

Aaron outlined the steps of the process. When a subcommittee member identifies the hurt, the session will stop and address the hurt to resolve the issue. The recorded minutes will simply state that the meeting labored with the hurt through the Ouch, Oops, and Whoa and settled into sacred space.

Sacred Space Debriefing Sessions have been scheduled for each evening from 6:15 pm to 7:00 pm.

The subcommittee responded to Friends questions.

One Friend asked if other hurts, such as gender, sexual orientation, and ableism would be addressed. While the focus of this process is on racial hurts, Friends may take other issues to Ministry Committee.

Another Friend wanted clarification on the term Sacred Space. Friends in Unity with Nature consider all of the Earth as Sacred Space, he said. Diego replied that the term was developed in
meetings of young Friends who wanted to get through difficult conversations. When love emerged in those conversations, they knew they had entered Sacred Space.

A number of Friends had questions about who is asked to witness an ouch, oops, or whoa. During plenaries, it is the role of the Racial Justice Subcommittee to witness. If somebody is concerned they may have made an “oops,” the best time to process that is the debriefing sessions held on Saturday-Tuesday evenings.

One Friend introduced a question by stating he was excited about the process. A subcommittee member responded to that saying they were nervous. But while some may be nervous and others excited, we will all go through the process together, and that was the meaning of the poem.

The Clerk thanked the subcommittee for its work.

Approval of Minutes

Tom Yamaguchi (Berkeley), Recording Clerk, read the minutes for the opening session. The minutes were approved with some details to be added later.

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### Plenary II: Keynote - 2021-07-24

Clerk Sandy Kewman (Sacramento) opened with silent worship.

**Nominating**

Nominating Committee brought the name of Allison Kirkegaard (Claremont) for second reading for the position of Reading Clerk.

**Minute AS 2021-01: Approval of Nomination**

We approved the nomination of Allison Kirkegaard (Claremont) for the position of Reading Clerk, for a term ending in 2021.

**Preliminaries**

The Friends of Color Subcommittee, co-clerked by Bertha Peña (Ujima), asked us to support the keynote speakers by acknowledging the Friends of Color during the session, who used the “raise hand” function on Zoom so they could be more visible.

Carl Magruder (Strawberry Creek) and Blake Arnold (Orange Grove), offered to make appointments for pastoral care following the session in a breakout room named Pastoral Care.

Body Exercise: The Clerk led us in a body exercise of guided meditation by Resmaa Menakem from his book, *My Grandmother’s Hands*, following the our breath and sensing our bodies.

**Keynote**

The Clerk introduced the keynote speakers.

We are blessed with the presence of Gabriela Portillo Alvarado, who grew up in Sacramento Meeting, and will be a junior at the University of Pennsylvania, studying political science, Latinx studies, and Spanish.

Avotcja (Avacha) Jiltonilro, a Friend in Strawberry Creek Meeting, is a poet, multi-instrumentalist musician, and playwright. She will observe her 80th birthday tomorrow.

The Clerk invited us to sink into silent worship, from which the keynote will be given.
Gabriela spoke of the difficulty and pain of writing in the last year or so. They read several of the poems [Attachments 4 and 5]. A difficult and powerful experience, recounted in detail in a poem, has been researching the human remains of nonwhite persons, including Native Americans from the early 19th century, in the Samuel Morton collection of the University of Pennsylvania.

Another poem spoke of the trans-generational trauma of being nonwhite in America, especially strongly felt living in a mostly white neighborhood.

Avotcja grew up in a mix of New York City and country upbringing, also immersed in music. A poem, “still paying the price,” spoke of the creation of art in a world where so many ancestors were brutalized. Introducing the poem, Avotcja reflected on how a beautiful baby can grow into a person pushing a pushcart on the streets.

Humans are all part of a big cosmic symphony, but some of us are playing out of tune. From the silence, she often hears melody.

A small girl once hugged Avotcja on the BART subway system, reciting back the love poem “Street Children of the Night” verbatim, thanking her to say, “nobody ever talks to us.”

The poem “I know we can,” was written in response to the 2016 presidential election, and reminds us that we have been here before. We can get through it, if we do things carefully. She invited us to all say the title of the poem aloud: “I know we can.”

A closing poem, “Never Alone,” reminded us of many names, some not well known, who fight against evil.

A number of poems were read during the keynote, and those poems are in Attachments 4 and 5.

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**Plenary III – 2021-07-25**

Clerk Sandy Kewman (Sacramento) introduced the two recording clerks, Raph Levien (Berkeley) and Tom Yamaguchi (Berkeley). Dorothy Henderson (Grass Valley) is the Clerk’s elder. Other elders are holding us. Sharon Gates is smiling upon us.

**Reading of Epistles from Other Yearly Meetings**

Reading Clerk Allison Kirkegaard (Claremont) read excerpts from epistles for FGC 2020 Pre-Gathering Retreat for People of Color and their Families and New England Yearly Meeting’s 2020 session. Those excerpts and others from the rest of the week are in Attachment 6.

**Introduction of visitors**

The Clerk invited visitors to introduce themselves. Visitors include Euclid Baustista of Multnomah Meeting in Portland, OR, Vanessa Julye of Friends General Conference, Stephen Donahoe of Friends Committee on National Legislation, Enrique Esqueda Blas (Mexico City), and Jana Ostrom of University Meeting in Seattle, WA. Jana is the incoming Clerk of North Pacific Yearly Meeting.

**Clerk’s remarks**

The Clerk spoke on how she will conduct the meeting and noted that she speaks with Christ-centered language. We are called into God’s vast love and justice, she said. Spirit is invested in the wellbeing of our community. We are being asked to be transformed by Spirit. Continuing
Revelation means listening to and responding to Spirit. We are being called to labor with racism during plenaries using the Sacred Space Witnessing. By doing so we are not asking Friends to turn their backs on members of other oppressed groups. Friends who are experiencing a nonracial ouch, oops, or whoa can report that to a member of the Ministry Committee.

Sacred Space Witnessing

Diego Navarro (Santa Cruz) and other members of the Racial Justice Subcommittee reminded us of the Sacred Space witnessing process as presented in Plenary I. Diego acknowledged an Ouch from the Opening Plenary and an Oops from Plenary II. The subcommittee has also heard the term “calling out” to refer to the witnessing, and they want to emphasize that this is not their intent. They think of it as more of a “calling in” where the focus is learning from the experience.

We are again invited to daily debriefings from 6:15 to 7pm.

Ministry Committee

Gail Eastwood (Humboldt), Co-Clerk of Ministry Committee, announced Krista Barnard (San Francisco), Mico Sorrel (Strawberry Creek), and Ramona Hussey (Honolulu) to serve on Epistle Committee.

The Ministry committee’s attention has been brought to the meeting for memorials. Usually there are 25 people on the list. This year, there are 50. The loss is great. We are challenged to adequately celebrate the lives of those Friends during the short time allotted for the meeting for worship. Friends are asked to prepare in advance of that meeting by reviewing the list of names and writing their memories in the guest book.

The Eldering Subcommittee will be reporting later.

This year has provided the opportunity to connect through virtual meetings and gathering. We don’t know where all of the changes are leading.

Ministry is bringing a proposal to hire a paid administrative assistant. The duties of the Clerk and Assistant to the Clerk have grown, more than a volunteer can manage. The paid staff person can alleviate that burden. A two-year expense can be paid for without raising monthly meeting contributions. The money is available through the savings of unused travel money in the budget. The proposal is for a two-year experiment that will be evaluated at the end of that term.

Information is in the advance packet. There will be more discussion tomorrow at the discernment time at 3:00 pm. Ministry will also be available to answer questions.

Nominating Committee: Slate and Proposals

Julie Harlow (Davis), clerk of Nominating Committee, presented the slate of nominations. Some slots are not filled. Julie asked that Friends review the slate to see how they may be led to service indicated by the openings. She summarized the committee process, urged committees to set goals that match the energy available on the committee, and read the slate of nominations. In addition, Nominating brought the following proposals: an update to the service description in Faith and Practice for Friends Committee for Legislation of California, an update to the the job description for the FCLCA representative, a request to expand the scope of Interim Appointments, and a request to re-examine the policy, approved as AS Minute 2016.06, to limit representation based on providing full travel funds. The Nominating Committee report is Attachment 7 to these minutes and the slate of nominations is Attachment 8 (updated later in the week by Attachment 9).
Communications Committee: Policy Proposals

Kate Watkins (Santa Monica) presented the four proposed Communications Policies that were introduced at Representative Committee. Those proposed policies are contained in the attached report from Communications Committee [Attachment 10]. Those proposed policies will be brought back for approval at Plenary IV tomorrow.

Approval of Minutes

Recording Clerk Raph Levien (Berkeley) read the minutes for Plenary II. The minutes were approved.

Recording Clerk Tom Yamaguchi (Berkeley) read the minutes for Plenary III. Those minutes will be brought back for approval tomorrow.

Reading of Epistles

Reading Clerk Allison Kirkegaard (Claremont) read two excerpts from epistles, which are in Attachment 6.

The first is from the epistle of Philadelphia YM Young Friends.

What parts of the practices we have inherited participate in the oppression of white supremacy, and what parts of the practices bring truth? These must be separated. We must be able to hear anger, as well.

The second excerpt is from Friends General Conference Pre-gathering Retreat for Friends of Color and their Families.

Friends of Color need respite and support, which our home meetings have not provided. Friends of Color are fatigued trying to educate white people. What is the spirit leading me to do about the ongoing racial pandemic? How can we honor people who have lost their lives to the struggle? How can I support respite for Friends of Color? We need you to do work so that we can breathe.

Introduction of Visitors

Clerk Sandy Kewman (Sacramento) invited visitors to introduce themselves.

We welcomed Mary Ann Percy, Bellingham Meeting in Washington, North Pacific Yearly Meeting, and Steven Willett visiting from Manchester Meeting, Britain Yearly Meeting.

Clerk’s Remarks

The plenary this morning will be continued at the 3pm time slot this afternoon, at which point we will consider the proposal to hire a part-time administrative assistant.

Friends are asked to use their digital hand to indicate that they are led to speak. We are asked to listen carefully, and sink down into Spirit.

Sacred Space Witnessing

Racial Justice Subcommittee, starting with Rita Comes Whitney (Palo Alto), reminded us of the Sacred Space witnessing process, as presented in Plenary I.
The Clerk reminded us that The Religious Society of the Friends of Truth has a history of centering whiteness. What are we called to at this time?

**Communications Committee**

Kate Watkins (Santa Monica) presented. There were concerns raised about the proposals presented in Plenary III.

Friends are invited to share their information for the communications database in two ways. They can either individually provide data through the Google Form, or the monthly meeting can provide it. This choice is up to the monthly meetings, as decided in their business meetings.

The first policy (to allow other people to provide data) is intended primarily for people in memory care or similar situations, who would not be able to provide information themselves. It is only for members and contains only limited information already available to yearly meeting. Some people may wish not to share information. Those people will not be recorded by name, following a conversation between the monthly meeting contact and the communications committee.

The committee hopes to discern whether the policies are simply confusingly worded, not making this intent clear, or whether there are deeper concerns, and invites discussion during the open committee time this afternoon.

**Treasurer's Report**

Roy Allen (Berkeley), presented highlights from the Treasurer’s Report [Attachment 11]. The full report is quite detailed.

The committee has discontinued a separate checking account for session activities, which simplifies the process. The report adds a new page at the back, detailing the investments with Friends Fiduciary. All of the Bob Vogel Endowment, as well as portions of the Annual Session and General Funds, are invested. There have been gains in these funds due to stock market performance.

We have not been spending as much money, largely due to reduced travel due to the pandemic. This is ordinarily a substantial part of the budget. Monthly meetings continue to support the Yearly Meeting.

As a result, our reserves are substantially higher - general reserves about $200,000 and Session reserves about $120,000.

PacYM was encouraged to apply for a “group exemption” from the IRS, which extends PacYM’s existing tax exemption to cover all monthly meetings that don’t have such an exemption. The IRS is revising its process and has closed applications in the interim. The Treasurer intends to submit our application as soon as the IRS opens the process again.

**Finance Committee**

Martha Hunkins (Humboldt), Clerk of Finance Committee, presented the Finance Committee report [Attachments 12 and 13]. The action items, for first reading, are the adoption of the general operations budget and the suggested contributions. The annual session budget is prepared in advance of Representative Committee, which approves this budget.
It is up to the meeting to discern how the money is to be spent. Finance Committee manages these funds and can provide advice. The Committee acknowledges considerable uncertainty. It is possible that travel and other activities will resume, and the budget generally assumes this will happen.

We project a shortfall for this year, which will be offset by the surplus from the previous year, therefore the suggested contribution is unchanged from the previous year: $98 for US mainland members, $40 for members from Hawaii, and $24 for members from Mexico City.

The committee was asked to consider the cost of a paid administrative assistant. The estimated cost is $30,000, and it would be fiscally feasible to pay for a 2-year trial from unspent reserves.

There will be an open committee time, if anyone has questions or concerns.

**Eldering Subcommittee**

Gordon Bishop (Grass Valley), gave a report from Eldering Subcommittee [Attachment 14]. A goal of the committee is to be as transparent as possible. The Subcommittee stewards the need for accompaniment, grow the capacity for eldering, and educate people about the work. There are approximately 15-20 elders. Some positions are for Annual Session, some are year-round. This spring, the subcommittee offered three workshops on eldering for monthly meetings, and would like to offer these workshops to other Monthly Meetings. Contact Dorothy Henderson (Grass Valley) if there is interest.

The committee is currently wrestling with the space that has perhaps given eldering a bad name - speaking hard truths. Most of the work is on the eldering that works on nurturing and encouraging gifts in the meeting. The harder pieces need to come out of deep relationship. The work of eldering can also contribute to the work of decolonization, and the committee seeks to deepen that work.

**Quaker Earthcare Panel**

Shelley Tanenbaum (Strawberry Creek), general secretary of Quaker Earthcare Witness, introduced the rest of the earthcare panel. The theme of the panel is considering the theme of Love and Justice through the lens of environmental justice.

Keith Runyan (Santa Cruz) is teaching in the Seattle, Washington area.

Beverly G Ward, Field Secretary for Earthcare for Southeastern Yearly Meeting, is the rising co-clerk for Quaker Earthcare Witness, Tampa Monthly Meeting.

Pamela Haines is a member of Central Philadelphia Monthly Meeting

*What led to your leading to work on earthcare concerns?* Beverly spoke of being impacted by poor air quality, which perpetuates disparities well beyond her own respiratory issues. Keith’s interest started from his unschooling experience at home in the Sierra Nevadas as a child. A major motivation came from dispelling myths of western civilization. Power uncoupled from wisdom is one of the greatest problems - reconnecting with wisdom and finding right relationship is an alignment with life.

*How do you see environmental concerns connecting with racial justice concerns and other Quaker peace and justice work?* Pamela answered: Environmental justice is not only a concern for climate change, but that everybody should have equal chance to enjoy the natural world and participate in decisions to preserve it. We need to build our economic muscle, so we can bring
our perspective and not be intimidated by the ‘experts’. Extraction at its core is violent and unjust. Environmental costs are not properly considered in balance sheets, especially in monoculture farms and the fossil fuel industry. War uses resources that are otherwise unavailable, and creates considerable pollution.

What are friends doing about environmental justice? Beverly described work being done by QEW, including workshops on a diverse range of topics, standing committees and working groups doing actions, representative work with FCNL, QUNO, and a new committee on direct actions. Pamela spoke to rich and diverse work in her own monthly meeting, deepening connection with earth and addressing the damage from oil refineries, among other things. Friends are encouraged to join in the work of Quaker Earthcare Witness and learn more.

Closing Worship

Afternoon Continuation

The plenary meeting resumed at 3pm due to not having enough time to consider all items in the morning plenary.

Approval of Minutes

Co-recording clerk Tom Yamaguchi (Berkeley) read the minutes from Plenary III, which were approved with minor corrections.

Children’s Program Committee

Suellen Lowry (Humboldt) presented a brief report from Children’s Program Committee [Attachment 15]. It has been a very active committee, with much work outside the Annual Session. The program is putting on four intergenerational activities during Annual Session and is putting on field trips in August.

The committee is also wrestling with the fact that, despite significant effort with outreach, we do not have the presence of many children. This was a trend even before the pandemic, but was exacerbated by it. Many monthly meetings are struggling with the same issue.

The program draws on the talents of many volunteers, and excellent curriculum materials, which are available to all.

Ministry Committee Proposal for a Part-time Administrative Position

Gail Eastwood (Humboldt), co-clerk of Ministry Committee, presented the proposal contained in their report [Attachment 16], speaking out of the silence after Clerk Sandy asked us to deepen into silence.

Ministry Committee recommends that Pacific Yearly Meeting hire a part-time administrative assistant to further the work of our meeting as we change.

There is an intention that, if we are able to meet in person for Annual Session next year, it will also be hybrid, to include people who otherwise wouldn’t be able to participate. That will place extra weight on the request, as the online portion is a considerable amount of work. We then spent time in discernment, speaking from the silence.

A former Assistant to the Clerk reminded us that there is a lot of work that goes on behind the scenes. There is a weariness, and a desire to have that weariness supported.
Much administrative work has been taken up by the Youth Programs Coordinator. The time to do this is now, especially as we have the reserves due to reduced travel expenses.

Another member asked us to simplify rather than accepting the way of the world. The life of Quakerism is in the Monthly Meetings, and the Yearly Meeting is not necessarily a growing institution. If we have such a position, the work will expand to the hands available, and it will be difficult to go back to the way we were after two years.

Another Friend reported that some young Friends do feel more connected to Yearly Meeting than their Monthly Meetings.

One question we are being asked: how does this decision affect our desire to become an anti-racist community?

Nominating Committee had a very hard time finding people willing to clerk committees. Having a clear point of contact facilitates participation by all, including the young and a diverse range of people, as opposed to the traditional centers of power of long-time Friends.

We need to show love to the people who make this happen (acutely feeling the loss of Sharon Gates, who took on so much of that). The present situation of all volunteers may not be tenable.

Nominating Committee asked the Youth Programs Coordinator whether a young friend could fill the role as a volunteer. While young Friends have the technical skills, it is very rare for them to have the time, even for committee work. Providing administrative support would make young Friends more likely to participate in the work of the Yearly Meeting.

We will learn more about ourselves as an organization by taking action than we would be discussing it for another year.

It seems like we are faced with a decision, to take this path or that. But we can find a path forward that doesn’t necessarily require having to choose.

Could we spend the next year utilizing a committee to analyze the needs and requirements that have been brought up today, while we also work to try the experiment? The Friends who have brought deep concerns would be invited to participate in this process.

We will continue this discussion tomorrow at the same time, 3pm.

**Nominating Committee Proposals**

Julie Harlow (Davis) updated us on the work of Nominating Committee regarding their proposals for interim appointments and representation to other organizations; the updated proposals are in [Attachment 9](#). One important clarification is that we wish not only to revisit minute 2016.06, but to reexamine our overall approach to representation at organizations. There will not be a proposal to hold two Representative Committee meetings per year, even though that was in the advance packet.
**Reading of Epistles**

Allison Kirkegaard (Claremont) read excerpts from three epistles, which can be found in Attachment 6.

The Fellowship of Friends of African Descent met in 2020, reflecting on the Freedom Rides of the sixties and the work of John Lewis.

Baltimore Yearly Meeting in 2020, asked “What is mine to do? What is ours to do?” “Hope is contagious,” they wrote.

Illinois Yearly Meeting’s session in 2021 asked how are we finding God in each of us and what does love require us to do?

**Ministry Committee**

Jim Summers (La Jolla) delivered a message from Ministry Committee. Ministry Committee would like the body to know that it has observed the hurts this morning and over the last few days in worship and plenary, and has been made aware of others in various other contexts. We have no magic answers but are laboring with this pain and actively seeking ways for all to be brought into sacred space. We invite you to continue to make us aware of hurts received during our Meetings. We will listen.

**Sacred Space Witnessing**

Maryanne Michaels (Redwood Forest) and Deborah Marks (Strawberry Creek) of the Racial Justice Subcommittee introduced the review of the Sacred Space witnessing process as first presented in Plenary I. The process is built on raising awareness, through the Stepping Stones of Ouch, Oops, and Whoa. Aaron Terry (Honolulu) guided the meeting through the slide presentation. The other members of the Racial Justice Subcommittee reintroduced themselves.

**Clerk’s remarks**

The Clerk reviewed the remainder of the agenda.

**Faith & Practice Revision Committee**

Sue Scott (Inland Valley) reported for the Discipline Committee. Their report is Attachment 17.

The section on Death and Dying is almost finished and will be soon published to the website. The committee held an interest group on the possible future use of Zoom by the yearly meeting. Copies of Faith and Practice have dwindled and will be replenished on an as needed basis.

**Communications Committee**

Kate Watkins (Santa Monica) reported for Communications Committee. The committee is bringing back a revised draft of the proposed database policies [Attachment 18]. This is a first reading, as the revision, including the name of the document, has substantially changed based on feedback given during the open committee time. The new name is Pacific Yearly Meeting Communications and Membership Database Policies - Revised Proposal 2021-07-27. There are three policies. The last two from the previous document have been combined. The revised document is attached. The document will be uploaded to the reports section of PacYM website, as well as a list of Frequently Asked Questions.
**Nominating Committee**

Julie Harlow (Davis) brought the name for first reading of Genie Stowers (Berkeley) as Assistant Treasurer for a one-year term ending in 2022.

Julie gave the first reading of revised proposed minutes from Nominating [Attachment 9]. She asked that we accept the service description for the Representative to FCLCA from PacYM, which has not been changed from previous reading. The meeting accepted the service description as in the Nominating report. The revised proposed minutes will be brought back tomorrow for approval.

**Stretch with Keenan**

Keenan Lorenzato (Davis) led the meeting in a stretching activity.

**Youth Programs Coordinating Committee**

Melissa Lovett-Adair (Central Coast) gave the report. She invited Friends to read the full report in the advance packet. That report is attached [Attachment 19]. She introduced the members of the committee, the previous Interim Youth Programs Coordinator Rebekah Percy (meeting?), and the new Coordinator Keenan Lorenzato.

The committee recognises that Zoom is not working well for our young people. Community building is necessary for a successful program, and Zoom is inadequate for doing that. Building a radically inclusive community remains a core goal of youth programs and young adults.

Keenan brings a wealth of experience to the community, but he needs help from the yearly meeting.

**Representatives to Other Organizations Panel**

The Clerk asked representatives to raise their hands so they could be recognized.

Michelle Bellows (Strawberry Clerk) reported as the representative to Friends General Conference. Michelle has been active in FGC for a number of years. She read FGC’s statement of purpose. That included ministry in five areas, including the annual gathering and the ministry on racism. The 2022 gathering will be at Radford University in Virginia. In 2023, it will be held at Western Oregon University in Monmouth, OR and will be hosted by PacYM.

Vicki Carroll (Central Coast) is the representative for Friends Committee on Legislation of California. She reviewed the history of FCLCA. A prompting concern on the founding of FCLCA was the issue of loyalty oaths. It is known for its work in criminal justice reform.

Donna Smith (Redwood Forest) is the representative for Friends United Meeting. Last year’s triennial was postponed due to the pandemic and was held virtually this year. Attendees were given a choice of places to visit virtually. She decided to become the representative because she wants to find a common thread with evangelical Quakers. The next triennial will be held in Kenya in 2023. She hopes PacYM can find a representative to attend the triennial.

Nancy Wilkinson (Strawberry Creek) is one of representatives to the board of Western Friend. She asked Friends to check the Western Friend website, which has a wealth of information. She is moved by the testimony on Community.

Stephen McNeil (Strawberry Creek) is the representative for Friends Peace Teams (FPT), founded in 1993 by North American Yearly Meetings, including PacYM, to support the various
Friends peace ministries throughout the world and in the U.S. As a child, he was deeply affected learning about the wrongs done against indigenous people, after coming across a campground from the King Philips War in New England. As an expression of his desire to do something useful, he is supporting the ministry of Paula Palmer in Toward Right Relations with Indigenous Peoples which is under the care of FPT. Friends Peace Teams needs financial support from PacYM and especially from individuals.

Paty Constantino (Mexico City) is the representative to Quaker Earthcare Witness. For her, being a representative requires listening, being present, and participating. The committee produces a newsletter, “Befriending Creation.”

For the written reports from these and other PacYM Representatives, see Attachments 20-27.

**Draft PacYM Epistle**

Krista Barnard (San Francisco) introduced Mico Sorrel (Strawberry Creek) who read the first draft of the PacYM epistle. A link to the document on the website will be provided. Contact information will be available on the site.

**Break**

The plenary broke for lunch and regathered at 3:00 pm.

**Agenda Review**

The Clerk reviewed the afternoon agenda.

**Naming Committee**

George Gastil (San Diego) gave the first reading of the following names to serve three-year terms on Nominating Committee:

2024 Dan Strickland (Orange Grove)
2024 Margaret Mossman (Berkeley)
2024 Gail Thomas (Santa Monica)

The written report [Attachment 28] also brings the name of Julie Harlow as Clerk of Nominating Committee for another one-year term.

The names will brought back tomorrow for approval.

**Nominating Committee**

Julie Harlow (Davis) of Nominating Committee announced that, if the nomination is approved, Genie Stowers’ (Berkeley) term as Assistant Treasurer would be from 7/28/21 to 9/30/22, the end of that fiscal year.

Melissa Lovett-Adair (Central Coast) is being nominated as Convenor of Youth Programs Coordinating Committee.

**Ministry Committee Proposal for Half-time Administrative Assistant**

The plenary returned to discernment on the proposal by Ministry Committee to hire a half-time Administrative Assistant [Attachment 16]. The Clerk asked if there is any Friend who has any
thoughts that would provide new light on the proposal. A concern was raised that the addition of the new position would not solve our problem with burnout.

The Clerk asked if she can test her sense of the meeting that Friends are ready to approve the request. She asked if there are Friends who are not in unity with that.

One Friend remembered that the Clerk suggested yesterday that a committee be created to examine how the yearly meeting could simplify its structure. He would like to have that committee be created, in addition to creating the administrative assistant position.

The clerk suggested that such a committee could examine our structure regarding other issues, as well, including racism.

A Friend asked that such a committee created to review structure would do so before the hiring process begins, possibly in five or six months.

A member of Ministry Committee said there are two questions being asked by the committee. What are we as a yearly meeting called to do? What structures do we need in order to do that work?

A Friend suggested that the proposal be broken into two parts, hiring an administrative assistant and creating a committee to examine structure.

A Friend said the vacant position should be filled immediately, given the loss of the Assistant to the Clerk, and the difficulty with replacing her.

After further discussion, the meeting approved the following revised minute.

**Minute AS 2021-02: Administrative Assistant Position**

The yearly meeting approves the proposal by the Ministry Committee to hire a part time administrative assistant for a trial period of two years. The details of the hiring process and evaluation are as in the attached Ministry Committee report, Attachment 16.

After further discussion, the meeting approved the following minute.

**Minute AS 2021-03: Discernment of PacYM Structures**

We charge the incoming clerk and Ministry Committee to listen widely to the body and labor with what structures are needed to support the work that we are called to as a Yearly Meeting.

Approval of Minutes

Recording Clerk Raph Levi (Berkeley) read the minutes for Plenary IV. The minutes were approved with some revisions.

Recording Clerk Tom Yamaguchi (Berkeley) read the minutes for the morning of Plenary V. The minutes were approved with some clarifications.

**Plenary VI: Closing Plenary – 2021-07-28**

Clerk Sandy Kewman (Sacramento) reviewed the agenda.
Ministry Committee

Ministry Committee posted a link in chat to the Annual Session evaluation form, and that link will be provided on the website. Feedback is important, especially to prepare for what is likely a complex annual session next year.

Sacred Space Witnessing

Rita Comes Whitney (Palo Alto) began the introduction to the Sacred Space Witnessing process for today. The other members of the Racial Justice subcommittee continued the presentation and introduced themselves.

Approval of Minutes

Recording Clerk Tom Yamaguchi (Berkeley) read the minutes for the afternoon part of Plenary V. The minutes were approved with some corrections.

Peace and Social Order Committee

Shannon Frediani (Santa Cruz) provided a number of resources, including a template for writing minutes of social concern. These can be sent to PeaceAndSocialOrderClerk@pacificyearlymeeting.org. The committee report is Attachment 29.

The committee is grateful for the work of George Mills for archiving all PacYM minutes, including social concern minutes, since 1947. The archived minutes can be found on the website.

Naming Committee

Names to serve on Nominating Committee were brought for second reading and were approved as follows.

Minute AS 2021-04: Approval of Nominations

We appoint the following Friends to serve on our Nominating Committee for the terms indicated, and Julie Harlow to serve as Committee Clerk for the coming year.

2024 Dan Strickland (Orange Grove)
2024 Margaret Mossman (Berkeley)
2024 Gail Thomas (Santa Monica)

The Clerk of Naming Committee is David Lederman (Orange County).

Finance Committee

Martha Hunkins (Humboldt), Clerk of Finance, presented the general session budget for a second reading. There were no concerns brought since the first reading.

Minute AS 2021-05: Approval of General Budget and Suggested Contributions

We approve the FY2021-2022 budget as presented by Finance Committee, Attachment 13, including retaining the current suggested contributions of $98 for US mainland members, $40 for members from Hawaii, and $24 for members from Mexico City.

The budget was proposed before the decision to hire the part-time administrative assistant, so does not include a provision for that.
**Minute AS 2021-06: Authorization to Adjust Budget**

The Finance Committee is authorized to adjust the budget for hiring the part-time administrative assistant.

**Nominating Committee**

Julie Harlow (Davis) presented the Nominating Slate for second reading. The name of Emma Bishop (San Diego) (term ending 2024), nominated for Communications Committee, was brought for first reading.

**Minute AS 2021-07: Approval of Nominations**

We appoint the Friends named on the Nominating Committee slate presented to this plenary in Attachment 7 and updated in Attachment 8, for the service and terms indicated.

We next considered the proposal from Nominating Committee on Interim Appointments. As with all Interim Appointments, the appointed Friend assumes those duties and responsibilities immediately. Then the appointment is taken by Nominating Committee to Representative Committee Meeting or to Annual Session for Yearly Meeting approval. The following minute was approved:

**Minute AS 2021-08: Policy on Interim Appointments**

When vacancies occur in positions requiring a nominating process, Interim Appointments can be recommended by Nominating Committee and approved by the Presiding Clerk in consultation with the Ministry Committee. In the case of a Nominating Committee vacancy, the Naming Committee would take their recommendation to the Presiding Clerk.

The proposal regarding representative attendance was then brought for discernment. The proposal reads:

The Clerk of Nominating Committee will convene an ad hoc committee to draft a policy related to our representation with Friends Organizations and the budget for such representation. The committee will consist of at least one member from Finance Committee, at least one from Ministry, and one additional member from Nominating Committees. This ad hoc committee will bring back a draft proposal at Representative Committee Meeting 2022 unless it is ready to circulate to Monthly Meetings prior to that.

Ministry Committee has a lot on its plate and has not had time to discern this proposal. There is a lot of uncertainty around hybrid meetings, and things are changing fast. Is this really the right time? Based on that, we decided to wait on the proposal to revise the policy on representation.

A concern was raised that the minute on interim appointments might transform the Nominating Committee into a year-round process. The Committee considers whether the appointment is critical, as for the Youth Programs Coordinating Committee.

**FWCC Representative**

Emilyn Buskirk (Live Oak) reported on the Friends World Committee for Consultation [see Attachment 25]. She and Hulda Muaka (Palo Alto) attended the regional gathering, which was online and bilingual in English and Spanish. The next event is the celebration of World Quaker
Day on October 3. People can participate from their home meetings. There are two openings for representatives, an opportunity to experience more diversity.

**Communications Committee**

Kate Watkins (Santa Monica) brought three proposals from Communications Committee for second reading [see Attachment 18]. There were comments since the first reading, but the committee feels that no changes are necessary.

The database has three major purposes: produce a directory, facilitate groups of friends with similar interests to communicate with each other, and function as a membership database, including providing the Statistical Clerk with information.

The first policy specifies the information that will be recorded in the database. The second policy specifies clearly when people can enter information into the database, in addition to people entering their own information. The third policy clarifies the policies for accessing and transmitting directories which are derived from the database.

**Minute AS 2021-09: Policies for Communications and Membership Database**

We approve the three policies regarding the communications and membership database as presented in the revised proposal from Communications Committee, Attachment 18.

**Pacific Yearly Meeting Epistle**

Mico Sorrel (Strawberry Creek) read the epistle [Attachment 30]. The other members of the Epistle Committee are Krista Barnard (San Francisco) and Ramona Hussey (Honolulu). The poems shared by our keynote speakers resonated throughout our week of work and fellowship.

No other epistles were brought forward this year.

We accepted the epistle with gratitude.

**Registrar’s Report**

Laurence Alderson (Orange County) presented the registrar’s report [Attachment 31]. 333 people overall registered, including 26 for the Friends of Color retreat and 21 children. 168 registered for worship sharing. The average age is a bit younger than previous years.

Overall the process worked pretty well, but there were challenges. The new process was inexpensive but took a considerable amount of time and energy. More registration support from people within the local meeting would be very helpful.

The Registrar is working with Secretariat on securely publishing the attender’s list. The report contains statistics about racial and ethnic identity as well as meeting affiliation.

We accepted the Registrar’s report with gratitude.

**Statistical Report**

DJ Bloom (Appleseed) presented the statistical report [Attachment 32]. We remain at 23 meetings in College Park, 9 in Southern California, and 3 outside quarterly meetings. Our total membership is 1177, which is down 34 from last year.

DJ thanked people for supplying accurate and timely data, and outgoing co-clerk Sherri Sisson (Orange Grove). He also welcomed incoming co-clerk Suzy Cervantes (La Jolla).
We accepted the statistical report with gratitude.

**Clerk’s Closing Remarks**

The yearly meeting is dear to Clerk Sandy Kewman. She has a desire to roll up her sleeves and continue working with people.

**Reading of Minutes**

We approved the minutes for Plenary VI with minor corrections.

**Incoming Clerk**

Lauri Magnani (Strawberry Creek), incoming Clerk, gave closing remarks and closed Annual Session. We are hoping to meet at Walker Creek Ranch July 8-13 next year, with possible blending of an online component.

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**Minutes Submitted by**

Sandy Kewman, Presiding Clerk  
Raph Levien, Co-recording Clerk  
Tom Yamaguchi, Co-recording Clerk  
George Mills, Secretariat Clerk
Pacific Yearly Meeting takes its name from the ocean that connects us, into which rivers and streams flow through the lands where we live and worship, and from which rains come.

In our lifetimes, we have stepped into, bathed in, drunk from, and received power from this cycle of water.

The lands touched by these waters have been and are cared for by hundreds of groups of Indigenous Peoples.

Let us acknowledge the elders of the past and present, the emerging youth, and the Indigenous Friends among us today.

Acknowledging the land and Peoples whose ancestral lands these are, is just a first step in naming the ways that colonization has shaped and continues to shape our lives, and in beginning to remember the roles Quakers have played and continue to play in that colonization.

Taking action to address the many impacts of colonization is also part of the work before us.

Thanks for inspiration, and some of this wording, to Three Rivers Meeting (New England Yearly Meeting), and to Friend David Carline, who was a Kooma/Gwamu Aboriginal elder in Australia.

As the Indigenous Concerns Subcommittee, we see land acknowledgments as a growing and changing practice. And we hope that you’ll interact with and transform what we’ve brought you today.

**RESOURCES:**

One way to find out whose land you’re on and about giving land acknowledgements is to use https://native-land.ca/. Two other resources are Decolonizing Quakers and Canadian Friends Service Committee.

*Alyssa Nelson & Lisa Hubbell*

*Co-conveners, Indigenous Concerns Subcommittee of Ministry Committee*

*IndigenousConcernsClerk@pacificyearlymeeting.org*
These are the numbers of attenders from each Meeting and Worship Group who entered their meeting affiliation in the Zoom chat at the opening plenary on Friday, July 23. This is not necessarily indicative of full registration or actual attendance numbers during the week.

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Sacred Space Witnessing during Pacific Yearly Meeting’s (YM) Plenaries, Annual Session 2021
Developed by Racial Justice Subcommittee in consultation with Ministry Committee, posted 7/6/2021

**Purpose:** to stop harm from racial microaggressions or implicit biases

**How:** raise awareness of racial microaggressions or implicit biases when they occur

**Who are the Witnesses:** Racial Justice Subcommittee (RJSC) members **Process**

**at Annual Session:**

1. 20 minutes: **At the 1st (welcoming) Plenary on Friday night,** RJSC presents the purpose and concept of sacred space witnessing, framing the process around the Johari Window and the 3 stepping stones into sacred space (ouch, oops, whoa). Explain the process to be used in the Annual Session Plenaries.

2. **At each plenary:**
   a. 10 minutes: **At the beginning of each plenary,** re-introduce the purpose and process of sacred space witnessing.
   b. **Sacred Space Witnessing Process:**
      i. **How it works:**
         1. When a RJSC member witnesses a racial microaggression or implicit bias, he/she interrupts the plenary by saying “ouch, oops, or whoa”.
         2. If any other Friend experiences or becomes aware of a racial microaggression or implicit bias, we encourage them to attend the Sacred Space Debriefing at the end of each day (this invitation will be included in the introduction and the end of each Plenary).
      ii. The YM clerk then ask Friends to pause, take a breath, and reflect on what just happened and how they are feeling in their bodies.
      iii. From the silence, the RJSC witness will take time to explain what caused the “ouch, oops or whoa”, addressing both intent and impact.
      iv. YM Clerk will resume the plenary session when the witness is finished.
      v. When the Plenary is paused for us to become aware of a racial microaggression or implicit bias, the plenary’s minute will simply state that “the body labored with the ouch, oops, and whoa process and deepened into sacred space”.
   c. **At the end of the plenary,** the Clerk will remind the body that from 6:15p to 7pm each evening there is a time set aside for all Friends to gather to reflect on that day’s sacred space witnessing experiences.

3. **Each day during the annual session,** each day, from 6:15PM-7PM, there will be a designated space for all Friends to gather and reflect on sacred space witnessed that day.
Purpose of Sacred Space Witnessing

To stop harm from racial micro-aggressions or implicit biases
How?
Step One in stopping the hurt: learn to recognize a hurt

Raise awareness of racial micro-aggressions or implicit biases when they occur

Tools - Ouch, Oops, Whoa: Stepping Stones into Sacred Space

- **Ouch**: when a person experiences a hurt
- **Oops**: when a person realizes that they might have caused a hurt
- **Whoa**: when a person witnesses a potential hurt

Who are the Witnesses: Racial Justice Subcommittee (RJSC) members

- Charged by the Ministry Committee to facilitate loving, candid dialogue and transformative activities regarding racial justice and racial healing within Pacific Yearly Meeting
- Designed and facilitated 5 anti-racism cross-meeting workshops this year
- Developed the Sacred Space Witnessing process and practiced leading this process in these 5 workshops
1. When a RISC member witnesses a racial micro-aggression or implicit bias, they interrupt the plenary by saying "ouch, oops, or whoa".
2. Clerk then asks Friends to pause, take a breath, go into sacred space and reflect on what happened and how we are feeling in our bodies.
3. From the sacred silence, the RISC witness will take time to explain what caused the "ouch, oops, or whoa", addressing intent & impact.
4. Clerk will resume the plenary session when the witness is done.

How will this be recorded?

When the plenary is paused for us to become aware of a racial micro-aggression or implicit bias, the plenary's minute will simply state that "the body labored with the ouch, oops, or whoa and deepened into sacred space."
sometimes there are bad days
and at the end of them
there is no lesson
there is nothing to write about

(1A)
estoy furiosa
a veces la rabia me llena entera
a veces me arrebata toda la energía
parecer sana
al borde de este cañón de ira / this canyon of rage
no es uno en cuyo precipicio paro / it is not one at whose precipice I stand
es uno en el cual me encuentro profundamente dentro / it is one i am deep within
es una trinchera que nunca me dejará salir / it is an inescapable trench
so i sit down to write on the porch
even though it pains me
like that scene in harry potter
where professor umbridge has harry
write with a pen that
draws his blood &
every stroke of the pen is a bleeding one
except right now it’s with my
lungs & they struggle to
accept the air i force
down into them with
every pen stroke
every line i write

sometimes it’s easier to live in a
constant state of defense & avoidance —
the violence remains buried
matching graves with fear &
sorrow & these lines come easily & maybe
that is the spirit but
mis pulmones sufren a mantenerte &
i know i won’t breathe easily until i write the pain
but avoiding it eases it
for now

mis pulmones luchan
a aceptar el aire que obligo
dentro de ellos con cada
trazo de la pluma
cada línea que escribo

the porch leans forward & i
lean forward with it but not
into the notebook.
the notebook sucks the air from
my lungs & i
try to stay away
I found the one that breaks me yesterday.
It was coincidental.
I was reading through Z. Pitcher’s letters to Morton
for my supervisor —
I didn’t actually know what he wanted me to look for.
So I flagged — that is, digitized, transcribed —
the parts of his letters that mentioned or described
Native American human remains which he — Pitcher —
had collected and sent to Morton,
here in Philadelphia.

There was that phase a few years back when
everyone was reading or writing dystopian novels:
the world ends — meaning most people die —
and the protagonists are the few humans left alive.
I was riding in the car in Sacramento and suddenly
felt an overwhelming sense of horror,
as if we were driving on ground where
countless human beings had been slaughtered & you
couldn’t see them anymore but
we were where corpses were.

At the time I shook it off by telling myself that
that hadn’t happened there yet — that maybe I was
feeling the presence of future corpses from some
future apocalypse.

It’s delusional to live in occupied, conquered land
& believe what I believed then —
that people haven’t been slaughtered, violated, assaulted,
enslaved, massacred, left to die, buried
wherever you are existing.

In Philadelphia their bodies remain below us.
They remain below our cars, our subways, our feet:
our parks, our museums, our very homes.
The bodies that aren’t in cemeteries are
the ones who are less White.

Maybe some of them are resting. Maybe some of them like
that I’m writing about them. Maybe some of them
prefer us to live ignorant so less in pain, less in grief for them.

I want to be cremated & I didn’t always before.
I don’t ever want my body to be used to oppress my people.  
I think some part of me will live on wherever  
my ashes scatter. & I didn’t always think that before.

About 1300 people join the ranks of the buried in  
the Penn Museum. I know this doesn’t sound like a  
poem but I think opening your mind  
is poetic. Expanding your understanding is poetic.  
And atrocities shouldn’t be made beautiful.

Those 1300 people were removed without consent from  
hospitals, burial grounds, battlefields, sacred places, home,  
kin, from all over the world.  
They were collected to justify slavery and settler colonialism:  
they were collected to show that we  
cannot be as human as White people —  
that we have less brain space, a lesser capacity  
for intellect, range of emotion.

Z. Pitcher displaced some of these people by packing them  
into boxes and shipping them here, to Philadelphia.

One was a pregnant Lenape/Delaware woman whose skeleton he sent.  
Philadelphia is on the traditional and unceded land of the Lenni-Lenape.  
She died in Arkansas near Ft. Gibson, Oklahoma, on the Neosho River.  
Morton doesn’t mention in his publications that she was pregnant.  
Her number is 40. She has been marked as eligible for repatriation  
but has not been repatriated in the thirty years the Native American  
Graves Protections and Repatriations Act (NAGPRA) has been in effect.

One was a 16 year old hanged for murder in Port Phillip,  
Australia. His name was Saml Gwillym. His number is 1328.

Tree and Delisha Africa never were in the Morton Collection  
but rather were part of its curator’s private collection. These girls were  
14 and 12 years old. They still haven’t been reunited with their  
families. They were murdered in the police bombing of the MOVE  
activist group, here in Philadelphia, in 1985, in which six adults  
and three other children died. Nine other MOVE members  
were sent to prison for at least four decades after being held  
collectively responsible for one shot that killed a police officer.

Many in the collection are Black Philadelphians from an almshouse  
and potter’s field mere feet from where the Museum is today.  
More than 50 were born and captured in West Africa,
survived the Middle Passage, and were murdered in Havana. They were posthumously decapitated and their skulls were shipped to Morton.

One of them has distinct Maori markings on the face and a repatriation has been requested which the Museum has denied because they’re Maori and don’t fall under NAGPRA, which means the Museum isn’t legally obligated to repatriate.

My people don’t fall under NAGPRA, either.

As I digitize and transcribe and tally, I mourn.

Each story is an added weight on memory and eventually the weight of memory breaks me.

The one that broke me is one of over a thousand and he doesn’t have a number and isn’t even in the Museum basement anymore because Morton traded him away.
(4) *Worship on a Mass Grave*

i. 
how long a silence will be enough

a museum is not a passive space to move through 
here are the trafficked 
the coyotes were then called 
scientist, doctor, lieutenant, mayor 
a museum is an active space 
detention space

when do more than 1300 human remains on one premise 
not constitute a graveyard? 
when they were stolen and held against their will? 
when they were experimented on? 
when their identities have been obliterated and denied?

call us specimens and we stop being human

maybe they don’t constitute a graveyard 
when they are a mass grave.

ii. 
i carry marigolds for the suffering 
in my blood; there’s much of it 
i hold marigolds right by my chest 
with me everywhere i go

i remember you with marigolds

maybe i am a marigold for you, my 
predecessors, antepasados, bequeathers of my blood 
this is what my latinidad carries 
and so i carry these gold petals

i remember you with marigolds

place me at your altar, i am there 
hold me near, dear to your soul, i am there 
maybe these flowers are terrible to hold 
maybe you want to let me go, but know that 
though i never knew you, i worship for you 
and i remember you with gold flowers

i remember you with marigolds
i don’t know what justice looks like i don’t think
i’ve ever even heard of it
i cry systemically sometimes
the erasure is too
much the violence is too
much the death is too
much for me to continue to push against &
i cry from exhaustion & also
grief because you can feel that
for someone you’ve never met &
for a mass of people &
i am aware that some
people won’t ever understand that
profound sorrow & i think this
sorrow may be necessary for change but
i hope they never feel it
i hope they remain oblivious

i feel like im swimming underwater at
a level below the rest &
if i reached out to them by
shouting to help
i would drown

it feels ungraspable
a constant weight on my chest
of unknown origin &
maybe writing the weight will
release me from it but
maybe that will take ten thousand
notebooks & how can i make it
even to the end of this page how
can i even make it through the night?
how can i even make it through
to the end of this line & my
hands start to shake so
i find a way inside me
to steady the pen

quisiera tener alas pero no querer usarlas

quisiera que todos tuviéramos alas
quisiera que los antepasados en sótanos
de museos en cajas o en estantes de vidrio
tuvieran alas
quisiera que las niñas en secundaria atacadas
por no ser blancas en parques de patinar
tuvieran alas
quisiera que los hombres afrodescendientes y morenos
tuvieran alas al ser enfrentados con pistolas
con barras que encarcelan

wishing does not make it so
words from non-White people
do not make anything so
in this country in this world
i have no clue what makes it so
so i don’t write because i want to
or because it makes everything go away
i don’t write hoping for change
i write because i must
if i do not write the
weight adds up & i start to drown
i write because i love my
brown self enough to
survive
so i had a friend over the other day & we chatted about being not White & immigrant parents & socioeconomic status on a cool, breezy summer night — the first in a while — on our front porch, as if we were declaring ourselves. maybe we have to reveal ourselves.

we were both born here & there’s something very invalidating about that, growing up, with this history of grief & violence that you don’t actually remember because it didn’t actually happen to you.

we agreed.

she talked about learning the term “trans-generational trauma” & that something had clicked for her.

we agreed.

but there’s something darker about the concept, something deterministic fatalistic. something that literally changes the expression of our genes.

so the war my mother & her mother & her sisters & her brother fled, the times ICE detained mi abuelito, the White backlash to brown diaspora turned to my father, might actually affect how their child’s genes are expressed. even though it didn’t actually happen to me.

we agreed.

there are studies that show a link of this trans-generational trauma’s effect on epigenetics for seven generations.

this i could not say aloud to my friend then. maybe she was thinking this, too. but it sounds like a diagnosis, so i said nothing. it sounds like a pain sentence, an anxiety sentence, a grief sentence.
this medley has started & once begun,
I cannot add that which will make it belong in some
canon which will make manufactured jeans
fit me right which will tell some previous verse
my LATINIDAD would make me proud that
some point in 2016 brought on some
new verse in which Mexican was an
expletive plosive plotting blotting out
some culture I could claim

how many times can you hear that you’re not
human before you start to believe it?
& I’d claim only Salvadoran without
flinching at the color blotting out the light,
morphing into the skin of some monster in the mirror

& mi vida no es un carnaval except perhaps walking
down the street listening to it & out in public is
where I can dance out in the dancing in the
street b/c there is no privacy right now &
privacy might mean more than just the
implications of a map

    I once heard that a map is a proposition,
    perhaps that White people can own land,
    can draw a line & say this is my priiiivate
    property & that should have some legal standing

but a space I be myself w/o fear of judgement &
I don’t care what White folks on the street think
of me when I’m swaying to the beat, stumbling
on my feet, singing out of key & I don’t care
what White folks
think about me
but I do care about my own skin now
so I stop myself from telling them off about
their plastic teepees right next to their
“in our america” signs
when wasn’t america yours
& what america are you fantazising fetishizing
in your big priiiivate front yards in which White children play

& every time I walk past, I almost say to them,
do you realize that’s cultural appropriation? that’s genocide
but I’m six blocks from anyone I know &
those are also probably the closest non-White ppl,
& it might be getting dark
& I couldn’t walk away fast enough
& men think they don’t deserve to be challenged
on their priiiiiivate property

I do not forget the beeeauuuuutiful brown hue
I see in the meeerror & so I say nothing to this
colonizer who commodifies sacredness &
I do it b/c my skin is sacred, too,
my skin is sacred, too,
my skin is sacred, too, & I learned that the long way
& I want it to also be safe
& it chills me to know I am not, not here
& even though I dance & sing in these
streets, there is a difference between celebrating
my culture & my body & challenging theirs
even if what I may challenge they
slaughtered, resuscitated, re-violated, & stole
(8) so you let it slip away pt. 2

a colonizing psalm & a calming one at that
i have colonizing blood & colonized at that
this psalm is violent so i rewrite my agency into it
i psalm myself & for myself
my blood is violent & i resented it
until i could resent no longer
i held my skin in contempt as long as i could
& now i hold it to love alone
& it is not enough to say it
so i write it & i repeat it &
  i will repeat it again
i am my own shepherd
i am my own savior & prosecutor
i walk to the river in my used boots
when it starts to rain inside or when it gets
too warm i stay in the shadows
i brew black coffee every morning
when i wake i lie down in the green grass
by the river or the park or the carp by
my bedroom mirror i didnt have one before
i feel my self & myself & my body & my soul
i rest my fear in the back of my shoulders
i rest my grief behind or below my chest
i maintain my own soul &
  i do fear evil i care
for my safety i care for my body & my life
i havent always but i fear now sometimes
that fear is petrifying & i carry it in my chest
& i can lie down & feel my lungs contract
& feel my lungs expand commanding
the rest of my torso make way
because they still can i still can breathe
& i feel my fear in my shoulders
& i feel my grief sink away from
my chest & i know the fear is love
for my own skin the fear means love
for my own blood

maybe lying down is
colonizing maybe it is the calm colonizing the
fear & the sorrow & the self hatred the grasping
at my rolls as if that could make them shrink
the guarding against others pain as if that could
make my empathy dissipated
but how should i embrace this empathy this pain
this fear this rage how should i hold this rage  
maybe it is colonizing to want control  
maybe it is insane to believe i can hold myself  
within myself maybe it is a constant wind i  
lean against threatening to push me to  
madness is the madness in my skin or my  
mind or my dna is it in everything is it in  
the pen the paper the creases of my hand  
caress  

    is being a shepherd colonizing  
do i colonize myself how do i police my own  
thoughts lead these emotions to the slaughter  
is the sunshine warming my skin calming me  
colonizing or is it instead adding fuel that is  
melanin to the fire of resisting  

    this flesh  
is your home though your shelter varies  
but you will not dwell in it forever  
this home is not all goodness & love  
you fight for those all the days of your life  
you feel your self & feed your self  
all the days of your life  
one day the fight will cease &  

    you will be released
(1)

a veces hay días horribles
y al final
no hay una lección
no hay nada que escribir

(1A)

estoy furiosa
a veces la rabia me llena entera
a veces me arrebatá toda la energía
parecer sana
al borde de este cañón de ira / this canyon of rage
no es uno en cuyo precipicio paro / it is not one at whose precipice I stand
es uno en el cual me encuentro profundamente dentro / it is one i am deep within
es una trinchera que nunca me dejará salir / it is an inescapable trench
me siento a escribir en el porche
aunque me duele
como esa escena en harry potter
cuando la profesora umbridge hace que harry
escriba con una pluma que usa su sangre y
cada trazo de la pluma es una que sangra
pero ahorita es con mis pulmones y
luchan para aceptar el aire que los obligo
dentro de ellos con cada
trazo de la pluma
en cada línea que escribo

a veces es más fácil vivir en una
condición de defensa y escape perpetúa:
la violencia se queda enterrada,
lado a lado con tumbas de temor y tristeza
y estas líneas vienen fácilmente y tal vez
eso es el espíritu pero
mis pulmones sufren para mantenerme y
sé que no respiraré sin dolor hasta que
escriba el dolor pero
evitándolo lo alivia
por ahora

mis pulmones luchan
a aceptar el aire que obligo
dentro de ellos con cada
trazo de la pluma
cada línea que escribo

el porche se inclina hacia el frente y
me inclino con él pero
no hacia la libreta
la libreta me quita el aire de
mis pulmones y
trato de evitarla
Encontré el que me quiebra ayer.
Fue una coincidencia.
Estaba leyendo unas cartas que Z. Pitcher escribió a Morton
para mi trabajo —
no sabía exactamente lo que estaba buscando.
Entonces transcribí, digitalicé, las partes de sus
cartas que mencionaban o describían
restos humanos indígenas, los cuales él (Pitcher)
había recolectado y mandado a Morton aquí en Filadelfia.

Hubo una fase hace unos años cuando todos estábamos
escribiendo o leyendo novelas distópicas:
el mundo se acaba, que quiere decir que casi todos
los humanos se mueren, y los protagonistas son los
pocos humanos todavía vivos.
Estaba en el carro en Sacramento y de pronto tuve
un sentimiento de horror tremendo —
como si estuviéramos manejando en el mismo lugar
donde los seres humanos innumerables habían sido
matados y no los podíamos ver pero
dónde nosotros estábamos, había habido cadáveres.

Al tiempo, me tranquilicé diciéndome que
esto no había pasado aquí todavía: que tal vez
estaba sintiendo la presencia de futuros cadáveres
de algún futuro apocalíptico.

Lo que creí entonces es una mentira para
poder seguir. Cuando uno vive en tierra
ocupada, conquistada, donde seres humanos han sido
matados, violados, atacados, esclavizados,
masacrados, dejados a morir, enterrados,
donde quiera que uno existe a través de esa tierra.

En Filadelfia sus cuerpos permanecen bajo nosotros.
Permanecen bajo nuestros carros, metros, pies:
bajo nuestros parques, museos, nuestros hogares.
los cuerpos que no están en cementerios
son los menos blancos.

Tal vez unos de ellos estén descansando. Tal vez a algunos
de ellos les guste que estoy escribiéndolos. Tal vez unos
de ellos prefieren que viviéramos ignorantes para vivir
con menos dolor por ellos.
No quiero que mis restos sean cremados y no pensaba así antes. Nunca quiero que mi cuerpo sea usado para oprimir a mi gente. Creo que alguna parte de mi seguirá viviendo donde quiera que estén mis restos. Y no pensaba así antes.

Más de 1300 personas permanecen en el sótano del Penn Museum. Sé que esto no suena como un poema pero creo que abriendo una mente es poético. Expansiendo la comprensión de uno es poético. Y las atrocidades no se deben hacer hermosas.

Esas 1300 personas fueron quitadas sin consentimiento de hospitales, cementerios, campos de batalla, lugares sagrados, familia, de todo el mundo. Fueron acumulados por Morton para justificar la esclavitud, el colonialismo que practica los EE.UU. Fueron acumulados para mostrar que no podemos ser tan humanos como las personas blancas: que tenemos menos cerebro, menos capacidad para la inteligencia, emoción.

Z. Pitcher desplazó a algunas de estas personas empacándolas en cajas y mandándolas aquí, a Filadelfia.

Una fue una mujer Lenape/Delaware embarazada — él envió su esqueleto. Filadelfia está en la tierra tradicional y no cedida de los Lenni-Lenape. Esta mujer se murió en Arkansas cerca de Ft. Gibson, Oklahoma, en el río Neosho. Morton no menciona en sus publicaciones que ella estaba embarazada. Su número en esas publicaciones es 40. Ella cae bajo el Acta de Procección y Repatriación de las Tumbas de los Nativo Americanos (NAGPRA), pero no ha sido devuelta a su gente en los treinta años que NAGPRA ha estado en efecto.

Uno era un niño de dieciséis años, quien fue colgado por asesinato en Port Phillip, Australia. Su nombre era Saml Gwillym. Su número es 1328.

Tree y Delisha Africa nunca estuvieron en la colección de Morton, pero fueron parte de la colección privada de su curadora. Todavía no han sido reunidas con sus familias. Estas niñas tenían catorce y doce años cuando fueron
asesinadas durante el bombardeo de la policía en el grupo activista MOVE aquí en Filadelfia en 1985. También mataron a seis adultos y tres otros chicos. Nueve del grupo activista fueron encarcelados por un mínimo de cuatro décadas por un solo disparo que mató a un policía.

Muchos en la colección fueron personas afrodescendientes de Filadelfia quienes fueron enterradas a solo unos pies de donde está el museo hoy en día.

Más de 50 nacieron y fueron capturados en África occidental, sobrevivieron el Middle Passage, y fueron asesinados en La Habana. Después de que murieron, fueron decapitados y sus cráneos fueron enviados a Morton.

Uno tiene marcas distintamente maorís, y los maorí pidieron que el museo devolviera esta persona, pero el museo les dijo que no porque no está obligado legalmente a devolverla porque los maorí no están protegidos por NAGPRA.

Mi gente en la colección tampoco está protegida por NAGPRA.

Mientras transcribo y digitalizo, lamento.

Cada historia es un peso más en la memoria que cargo, y eventualmente el peso de la memoria me quiebra.

El que me quebró es solo uno en más de 1300, y no tiene un número, y ni está en el sótano del museo ya porque Morton lo regaló a otro acumulador, y no se sabe dónde está hoy.
(4) Silencio en una fosa común

i.
¿cuánto tiempo será suficiente?

un museo no es un espacio pasivo a través de que uno se mueve
aquí están los traficados
los coyotes entonces fueron llamados
científicos, doctores, alcaldes
un museo es un espacio activo
un espacio de detención

¿cuándo es que no llamamos un cementerio a más de 1300
restos humanos en un lugar?
¿Cuándo fueron robados?
¿Cuándo están allí sin su consentimiento?
¿Cuándo fueron experimentos?
¿Cuándo sus identidades han sido destruidos y borrados?

llámanos especímenes y paramos de ser humanos

tal vez no son un cementerio cuando son una fosa común.

ii.
cargo cempasúchil para el sufrimiento
en mi sangre; hay muchísimo
cargo cempasúchil aquí cerca de mi pecho
están conmigo donde quiera que voy

les recuerdo con cempasúchil

quizás soy un cempasúchil para ustedes, mis
antepasados, legados de mi sangre
esto es lo que carga mi latinidad
entonces cargo estos pétalos dorados

les recuerdo con cempasúchil

colócame en su altar, ahí estaré
mantenme cerca a su alma, ahí me quedaré
quizás estas flores son terribles para mantener
quizás me quiere dejar ir, pero debe saber
que aunque nunca le conocí, rezo por usted
y le recuerdo con flores doradas

les recuerdo con cempasúchil
no sé cómo se ve la justicia no creo que hasta lo he oído
lloro sistemáticamente a veces
el ser borrado es demasiado la
violencia es demasiada la
muerte es demasiada para
que siga empujando contra ella y
también lloro por agotamiento y también
tristeza porque si se puede sentir por alguien
quien nunca has conocido y por un grupo enorme de
personas y sé que unos nunca lo entenderán —
esa tristeza profunda — y creo que tal vez
ese sentimiento es necesario para cambiar el mundo
pero espero que nunca lo sientan por su bienestar
espero que se queden inconscientes de ella

a veces me siento como si estuviera nadando bajo
el agua a un nivel aun más bajo que los demás y si
tratara de pedirles ayuda gritando por su atención
me ahogaría

se siente intangible
un peso constante en mi pecho de origen desconocido
y tal vez escribiendo el peso me liberaría de ello pero
quizás eso tomará diez mil libretas y cómo
podré llegar hasta el fin de esta página cómo
podré llegar aun hasta el fin de la noche cómo
podré llegar hasta el fin de esta línea y mis manos
empiezan a temblar entonces busco una manera
dentro de mí para estabilizar el lapicero

quisiera tener alas pero no querer usarlas

quisiera que todos tuviéramos alas
quisiera que los antepasados en sótanos
de museos en cajas o en estantes de vidrio
tuviernas alas
quisiera que las niñas en secundaria atacadas
por no ser blancas en parques de patinar
tuviernas alas
quisiera que los hombres afrodescendientes y morenos
tuviernas alas al ser enfrentados con pistolas
con barras que encarcelan

el desear no lo logrará
las palabras de las personas no blancas
no logran nada en este país en este mundo
no tengo ni idea lo que lo logrará
entonces no escribo porque quiero
o porque logre eliminar los problemas
no escribo porque espere cambiar algo
escribo porque lo necesito
si no escribo el peso aumenta y
me empiezo a ahogar
escribo porque amo mi piel morena lo
suficiente para sobrevivir
vino una amiga aquí el otro día y
platicamos de no ser blancas y tener
padres inmigrantes y nuestro estatus socioeconómico en
una noche de verano casi fría y con un viento —
la primera noche así en un tiempo —
en nuestro porche de frente de la casa, como si
nos estuviéramos declarando.
tal vez nos tenemos que revelar.

ambas nacimos aquí y hay algo invalidante de
eso, crecer con un pasado de dolor y violencia
que no recuerdas porque no te pasó a ti.

estábamos de acuerdo.

habló de aprender el término
“el trauma transgeneracional” y
entendió mucho más entonces.

estábamos de acuerdo.

pero hay algo más oscuro del concepto,
algo determinista, fatalista.
algo que cambia la expresión de nuestro ADN.

quiere decir que la guerra de la que mi mamá y su mamá
y sus hermanas y su hermano huyeron, las veces
que ICE detuvo a mi abuelito, el odio de personas blancas
que sobrevivió mi padre, afecta cómo el ADN
de sus hijos está expresado.
aunque no me pasó a mí.

estábamos de acuerdo.

hay estudios que muestran este efecto en nuestra ADN
del trauma transgeneracional por siete generaciones.

esto no se lo dije a mi amiga entonces.
tal vez ella también lo estaba pensando.
pero suena como una diagnosis,
etonces no dije nada. suena como una
sentencia de dolor, de ansiedad,
de tristeza.
esta canción ha empezado y a este punto
no puedo añadir lo que lo hará pertenecer en una colección
sagrada que me queden bien los jeans
que le dirá a un verso previo que mi
LATINIDAD me traería orgullo que algún punto en
2016 trajo un nuevo verse en que mexicane era una
expletiva plosiva una conspiración borrando
alguna cultura que podía reclamar

¿cuantas veces se puede oír que uno no es humano
hasta que lo empieza a creer de sí mismo?
y reclamaría solamente salvadoreña sin
encogerme retrocediéndome del color borrando
la luz, convirtiéndose en la piel de algún
monstruo en el espejo

y mi vida no es un carnaval excepto tal vez cuando estoy
caminando por la calle escuchándola y en público es
donde puedo bailar allí dancing in the street porque no
hay privacidad ahorita y la privacidad
tal vez significa algo más que las meras
implicaciones de un mapa

una vez oí que un mapa es una proposición
quizás que las personas blancas pueden ser dueños
de tierra, que pueden dibujar una línea y decir
que esta es su propiedad privaaaaada
y que eso debe tener sentido legal

pero un lugar donde puedo ser yo misma sin
temor de prejuicio y no me importa
lo que las personas blancas en la calle
piensen de mí cuando giro con el ritmo,
cantando fuera de clave, tropezándome
como torpe, y no me importa lo que piensen
de mí, pero sí me importa mi piel ahora,
tenonces me paro antes de gritarles sobre sus
tipis de plástico a lado de sus “in our america” letreros
cuando no fue tuyo america
y de cual america estas fantaseando fetichizando
en tus enormes patios privaaaaaados donde juegan
tus chicos blancos

y cada vez que camino en frente de ellos, casi les digo,
¿entienden que eso es una apropiación de cultura? eso es genocidio
pero estoy a seis cuadras de quien quiera que conozco y ellos también probablemente son las personas más cercanas
no blancas, y tal vez se está oscureciendo
y no podría huir lo suficientemente rápido
y los hombres piensan que no se merecen que se dude en su propiedad privaaaaada
y nunca me olvido del moreno hermosísimo que veo en el espejo entonces le no digo nada a este colonizador que mercantiliza lo sagrado y me quedo callado porque mi piel es sagrada también
mi piel es sagrada también y eso me tomó años aprender
y también quiero que se queda sana
y me da escalofríos saber que no lo es, aquí no,
y aunque bailo y canto en estas calles, hay una gran diferencia entre celebrar mi cultura y cuerpo
y dudar lo suyo, aun si lo que dudo ellos asesinaron, resucitaron, violaron de nuevo, y se lo robaron.
(8) entonces lo dejas ir pt. 2

un salmo colonizador y calmante a la vez
 tengo sangre colonizadora y colonizada a la vez
por la violencia de este salmo escribo en él mi voluntad
 salmo a y para mí misma
 mi sangre es violenta y la negué y la odié
 hasta que ya no pude más
 resentí mi piel hasta que no pude más
 y ahora la toco para amar solamente
 y no es suficiente solo decirlo
 entonces lo escribo y lo repito y
 lo seguiré repitiendo

y soy mi propio pastor
 soy mi propio salvador y acusador
 camino al río en mis botas viejas
 cuando empieza a llover a medianoche o cuando
 se pone demasiado caliente me quedo en las sombras
 hago y tomo café negro cada mañana
 cuando me despierto me acuesto en el pasto verde
 cerca del río o en el parque o en la alfombra a lado de
 mi espejo en mi cuarto no tuve uno antes
 me siento a mí misma y me siento y siento mi cuerpo y mi alma
 descanso mi temor detrás de mis hombros
 descanso mi tristeza detrás o debajo de mi pecho
 sostengo mi propia alma y
 sí temo mal me importa
 mi salud me importan mi cuerpo y mi vida
 no siempre he sido así pero temo ahora a veces
 ese temor es petrificante y lo cargo en mi pecho
 y me puedo acostar y sentir mis pulmones encogerse
 y puedo sentir mis pulmones expandir mandando que
 el resto de mi cuerpo haga espacio
 porque todavía pueden todavía puedo respirar
 y siento mi temor en mis hombros
 y siento mi tristeza hundirse fuera de mi
 pecho y sé que el temor es amor
 para mi propia piel el temor es amor
 para mi propia sangre
 quizás el acostarme es
 colonizador quizás es la calma colonizando el
 temor y la tristeza y el odio de mí misma apretando
 mi grosura como si eso lo pudiera eliminar
 guardándome contra el dolor de otros como si eso
 pudiera desvanecer mi empatía
 pero cómo debo aceptar esta empatía este dolor
este temor esta rabia como debo contener esta ira
quizás es colonizador querer control
quizás es loco creer que me puedo contener
dentro de mi misma quizás es un viento constante
contra el que me inclino amenazando empujarme hacia
la locura está la locura en mi piel o mi mente
o mi adn está en todo está en el lapicero el papel
el terreno de que mi mano caricia

es ser un pastor
colonizador cómo me coloniza a mi misma como
vigilo mis propios pensamientos dirijo estas
emociones al matadero es la luz del sol calentando
mi piel calmándome colonizador o es en vez
añadiendo combustible que es melanina al
fuego de resistir

esta carne y hueso
es tu hogar aunque tu amparo cambia
pero no vivirás aquí para siempre
este hogar no es todo feliz y bien
luchas para eso todos los días de tu vida
te sientes y te alimentas y te apoyas
todos los días de tu vida
un día la lucha parará y

un día la lucha parará y

te liberarás
We have been here before
We've sang in the face of the Klan
And danced with feet all bloody
On the decks of Slave Ships
On the “Longest Walk”
On Freedom Marches, in Jail cells
And Concentration Camps
(Oooops Ghettos) that we’re supposed to call home
We know this place
The Concrete Jungles, the Reservations
A curse of & by the uncivilized
Who have forgotten
The healing beauty of Grass & Trees
And the gift of clean Water to drink
And have lost their ability to love
We are familiar with
The senseless mayhem of perpetual War
The addictive lust for power
The intoxication of blood lust
And those who prefer
The inhumane sacrifice of their Souls
As they try to steal ours
Yes… We have been here before
We know the Hanging Tree, the rope
The rape of our bodies, our Cultures
The theft of our Songs & our Children
We have swam through the slime of misogyny
We've been here... we know
Racism, greed & stupidity have no conscience
And it is only a matter of time
Before the insatiable self-destruct
Before they devour each other
We've been through it all before
And we can get through it all again
We just have to be careful
Very careful...
The madness of this Narcotic is contagious
We must not get drunk on the stench of this poison
We have too much work to do
We must turn this suicidal Drug into fertilizer & let our tears
Two Poems by Avotcja Jiltonilro, Keynote Speaker at Annual Session 2021

Fall down on deserts, glaciers & jungles
And run down the faces of good hearted people everywhere
I cry & I cry & I cry &
My tears come down like a Waterfall
An unending Waterfall for all the victims of “Civilization”
We have been here before & together we can heal!
I know we can!!!

.................
Avotcja Jiltonilro 2016

STREET CHILDREN OF THE NIGHT
(PÁ LOS CHIQUITITOS DE LA NOCHE EN QUALQUIER LUGAR)

Black & brown Children of the night
Que ya no saben ná de jugar
Mis Niñitos de la calle, queridos Morenitos
Whose ideas of having fun got swallowed by the darkness
If I could
I would wrap you in sunshine
I would hold you close, enfold you in these arms
And caress whatever's left of the Child in you with lullabies
I would like to
Cover every injured inch of you
With home cooked self esteem
En vez de deseos vacantes
I want to fill the hole that hurt dug
Take my hand, and
I’d swim defiantly through the fires of hell for you
And with you through the mugre of disrespect
I’m a hard headed kind of Lady
And I just can’t see myself giving up on you
¡Somos lo que somos! ... You & I
Y para nosotros, somos todo lo que hay
We’ve been fused together by history
Por lo bonito y los sueños robados
Locked spiritually in the maze of our destiny
¡Oye! Mis negritos, mis pequeños callejeros
¡Los necesito!
The truth is I know I need you
Y yo sin ti, soy nada
And if I had a chance
    I’d refuse to turn you loose
’Til you were so in love with yourself
    That self-destruction would disintegrate
Under the pressure of your presence
And you were so secure in my love for you
    And so sure of the splendor you had become
That even the Sun would lay aside its arrogance
Just to get a chance
    To reflect the brilliance of your essence
And bask in the bold truth of your integrity
En ti, vive una verdad real
    Y yo sin ti, no existe ni un sendero de la esperanza
Oh say can they see
You,
    My beautiful wild Lotus Flowers
If I could
    I’d bathe you in a Sea of Rosewater
I’d convert your waves of pain
Into an Ocean of pride & faith
    Y yo te pido, dame un chance, please let me in
I promise to do the very best I can
    Even if I have to wake the dead
And conjure up our Ancestors’ breath
I’m not too proud to act a fool, get down on my knees & holler
And scream & beg all the Spirits of goodness to intervene
To blow away the Fog of dismay & distrust
Pá santificar tus lágrimas & dissipate the rage burning behind your eyes
So together we could wash away
The centuries of emasculating doubt & de-feminizing lies
Then have a little fun & learn to play a brand new game
Called demolishing walls of self-hate
Children of the night
    Mis Niñitos de la calle
I want the stubbornness of my love
To help you turn on all the lights inside your Soul
Tu y tu y tu ... tu eres mi sangre
I will not allow the streets of any City to steal you
You, like a Lotus blossoming in the night
Mis Queriditas, Alma de mi existencia
I will not let the cesspool of fulinga
Make a Fast Food Happy Meal of your dreams
Chiquitos de la esquina
   You are our only wealth
   You are the most beautiful part of me
   And I’m not about to let you go

I will not permit
   The hungry stupidity of greed
   To feed you to the streets
   Without putting up a fight
   Amorcitos perdidos de la noche

If I could
   I would pave your path with Stardust
   And massage your mind with a steady diet
   Of just how important you are, make sure you know you’re
   Too damn important to let the world just throw you away

It's my job to remind you on a daily basis
   This crazy Old Lady is here to stay
   I’m still here, staying & praying you let me in
   Mis Cielitos, Negrititos de la noche
   I’m talking to you ... can you even hear me???
   It's our tomorrows that you’re throwing away

Queridos Niñitos de la calle
   I’m still waiting
   A stubborn Old Lady with a heart full of love
   Standing in the shadows & waiting on who you could be
   Waiting for you to finally see me waiting

To wrap you in a blanket of Sunshine

........................
   Avotcja Jiltonilro
From the Friends General Conference Pre-Gathering Retreat for Friends of Color and Their Families, 6th Month 2020 (full epistle here)

To Friends Everywhere:

We begin by remembering our ancestors who were strong enough to make a way for us. Friends of Color and their families met for Pre-Gathering Retreat on 26 Day through 28 Day Sixth Month 2020. This is the eighth year Friends of Color have met for our Pre-Gathering Retreat. First-timers felt welcomed and validated. This year, we met virtually with our largest attendance yet. There were 47 attendees, ranging in age from 11 months through 77 years from Canada, Mexico, Switzerland and the United States of America.

The importance of this Gathering for Friends of Color worshipping in community together cannot be overstated. To our Friends in the wider Quaker world: we, the Friends of Color, can’t breathe. During this weekend, we enjoyed the rare opportunity of not being othered in Quaker space. We experienced the joy of being seen as we are and the affirmation of a supportive spirit among ourselves in the “Amen corner” .... We were able to exhale, relax, and breathe together.... The gifts of the spirit were abundant.... We experienced spiritual renewal that was awakened by moving through pain to hope for the future for ourselves and our children. ....

From New England Yearly Meeting, 8th Month 2020 (full epistle here, español aquí)

.... We are adrift in a leaky boat; the forms of Quakerism we inhabit are not up to the task ahead. We have a religious organization and ways of being together that still embody empire.

On our first day of virtual Sessions we were given the gift of a three part framework for change from our Quaker tradition: revealing, surrender, and turning, or in more traditional language, conviction, convincement, and conversion. We are suspended in a moment of revealing, being convicted by the Light as we wake up to our sin. We are allowing our hearts to break, recognizing that the process of surrender and turning must be repeated over and over again.

We are naming the forms of white supremacy in Quaker culture, including participation in slavery and ongoing anti-Black racism, the history of Quaker leadership in the Native American boarding school system, and the settler colonialism practiced by early Friends. We continue naming the patterns of domination at every level, in our person, our household and community, through the industrial economy and our extractive relationship to the ecosphere. These patterns are active in Quaker forms and practices today. We stand convicted.

We are stuck in the whirlwind, and need to choose surrender. We can cling tight in fear to the forms we know or release the forms to trust the Divine Spirit will show us our way. ....

Our plenary speaker, Friend Amanda Kemp, implored us to move from our heads to our hearts, from our analytic mind to our imagination.... Asking us to create from a place of possibility that can invite what we don’t yet know, she said, “your imagination is essential for our liberation.”....
We know, and are beginning to internalize, the Truth; that more abundant life comes only after surrender, and our conversion is complete only when we turn, when we imagine, when we embody, and when we do.

To all Friends everywhere:

Greetings from a gathering of Philadelphia Yearly Meeting Young Adult Friends, together from many different homes for Annual Sessions, July 29–August 2, 2020.... We humbly acknowledge that many or all of us are settlers here, and live on stolen lands. ....

We are all called to be responsive to this moment, and that spirit demands that we evolve and grow. Part of our evolution should be critically considering what we call “Quaker practice.” All our practices have been shaped by the culture by which they were surrounded. In America, white supremacist culture has always been part of those surroundings. What parts of the practices we have inherited are perpetuating oppression? What parts of the practices bring Truth to the surface of our Meeting? These must be separated and it is our choice, as a yearly meeting, to maintain them and pull them apart. How can we carefully tease apart that which will nourish the future of our faith, from that which closes it off and diminishes it?

One Friend gave a message that they worry about the source of the Quaker tendency to avoid anger and conflict. Do we fear that our shared beliefs are not strong enough to hold us together through it? Do we doubt the existence of the power that binds us? .... Young Adult Friends, as both the present and the future of this community, want to participate in and inherit a yearly meeting that can hear grief and anger, because without these, our prayers are shallow.

P.S. To all Friends everywhere, abolish the police. Love, Young Adult Friends

The Pre-Gathering Friends of Color Retreat provides a reprieve. Friends of Color need respite from the systemic racism too often found in our American Quaker community that often goes unseen by many white Friends. Friends of Color need respite from the insidious lie of white supremacy manifested in daily oppressive traumatic stressors (microaggressions) which have the effect of blaming the oppressed for our own oppression. Friends of Color need respite and support which our home meetings have not provided. Friends of Color are fatigued from being asked to teach white folks.
We ask all Quakers to heed a Call to Action. Please sit with these queries:

1. What is the Spirit leading me to do about the historic and ongoing racial pandemic across my meeting, my community, my work environment and my country?

2. How can we honor the memory of people who have lost their lives to the struggle for a better world?

3. How can we construct ways for people to engage and remain engaged beyond good intentions in the struggle for true equality in health, education, wealth and against state sanctioned violence?

4. How can we encourage the support of Friends of Color in Quaker worship and meetings around the world?

5. How can Friends de-center themselves in order to listen to and hear Friends of Color?

6. How can I support respite for Friends of Color?

.... For People of Color, the human-made pandemic of racism is deadlier than COVID19, and we need you to do work so that we can BREATHE.

From the Fellowship of Friends of African Descent, 8th Month 2020 (full epistle here)

The Fellowship of Friends of African Descent gathered from August 27-30, 2020.... with the theme of the Freedom Rides of the 1960s. ....

On Thursday, Friends gathered to learn about John Lewis and reflect on “good trouble” to which we are called. ....

On Friday, our Gathering began with programmed worship and a self-care exploration.... Participants considered how our spiritual journeys are deepened when we care for ourselves emotionally and physically.

During Friday’s second session, we.... learned that several Quakers of African descent, including Paul Cuffee, started schools for “colored children” and integrated schools in the 17 and 1800’s.... Those of us at the Gathering wrestled with the question of how Quaker schools had changed to focusing on providing education to the wealthy and the socially “elite.”

In the following session on Friday, we learned about the horrors of Bloody Sunday.... In small groups we explored the continued relevance of the peace testimony and recognized that it involved developing the inward capacity for forgiveness as well as facing the consequences of “overturning tables” like Jesus did. ....
During our last stop on this virtual Freedom Ride, we revisited the Minute on State Sanctioned Violence adopted by the Fellowship in 2016. We acknowledged how the Spirit moved among us in a prophetic way in that year and we were under the weight of how many lives might have been saved from senseless violence had we, and Friends generally, been more proactive in our commitments. ....

Throughout the four-day gathering, speakers and participants alike could hear the Spirit call us to go beyond the secular, social, and political perspectives on the challenges of our day and seek the deeper spiritual healing and understanding that we all need to advance the freedom work of our ancestors on whose shoulders we stand.

*From Baltimore Yearly Meeting, 8th Month 2020 (full epistle [here](#))*

.... What was normal is gone and the new normal has not yet emerged. We hold [Margaret Benefiel’s] advice to us: that we stay grounded through daily personal spiritual practice; that the hard work of being in community is itself a spiritual practice; and that community is fundamental to discernment as we ask, “What is mine to do? What is ours to do?” ....

What is ours to do is grounded in our relationship with each other. Our work is not just making decisions, but the act of “being” a yearly meeting. Being in conflict in community takes on an aspect of holiness because we labor together, as if “together” is the only option. Community builds hope and, like courage, hope is contagious. Our hope that Baltimore Yearly Meeting will in time be a truly just religious community sustains us in this work.

*From Illinois Yearly Meeting, 6th Month 2021 (full epistle [here](#))*

This year’s sessions focused on the Testimony of Equality: How are the choices we make considering all of our Beloved Community, and not the few who speak loudest or the group that is most dominant? How are we finding that of God in those around us, not only to acknowledge our shared humanity but to celebrate it fully? ....

We can see this time as an opportunity to rebuild our practices and processes in ways that both keep the beauty and strength at the core of what it means to be a Friend and move away from that which “gatekeeps” our community. Rather than seeing shifts away from traditions and long-held “norms” as a burden, we can instead see them as a gift. ....

As we find a new rhythm to our lives, it will be tempting to return to patterns that are so deeply engrained in our daily routines, from both dominant cultures and Quaker traditions. Seeking inclusive alternatives, we are called to hold each other in the Light, as we co-create a better future by working for a world where equality is not more equal for some, constantly asking ourselves what love requires...
SUMMARY
1- We request the first and second readings of the nomination of the Reading Clerk for this Annual Session to be scheduled for Plenary 1.
2- We have a large slate of new nominations to bring.
3- We have comments or suggestions regarding the overload of demands on committees.
4- We will remind Friends of the process for commenting on a specific nomination.
5- We will ask for acceptance of the service description for the rep to FCLCA and for its inclusion in the online information on representatives and in Faith and Practice.
6- We will request that the Yearly Meeting consider holding two meetings of the Representative Committee each year.
7- We will request that the Yearly Meeting consider revising the policy on Interim Appointments.
8- We will request that the Yearly Meeting clarify the allowed number of representatives to Friends Committee on National Legislation.

REPORT
1. Short notice: to be read early in Plenary I.
   The Reading Clerk approved for this session, Zae Illo (San Francisco), is not able to fulfill that function. We did not learn of this until after Representative Committee. We bring you the name of Allison Kirkegaard of Santa Monica Meeting, for your deep, but brief, consideration as the Reading Clerk for this Annual Session. We will come back to this before Plenary I ends.

2. Overview:
   We have worked hard to find the right spot for each Friend of this community; that is how we approached our work – where would this Friend fit and serve, grow and find joy. We did not focus on filling slots and some did not get filled. Please look at the openings as you read the slate; we hope that these may be filled before the end of the Annual Session.

3. Some committees took on more goals than their members could accomplish or timelines that did not work, and then considered a need for members. If we had a large influx of experienced and energetic Friends, eager to find service in our Beloved Community, we might have agreed that more on a committee was a good idea. Alas, this has not been the case. Quite the contrary, many Friends are feeling themselves stretched “beyond their strength and light” with work at Monthly and Quarterly Meetings, and with their own family and personal health or other concerns. We encourage each committee to look prayerfully at their goals and align them with the energy of the Friends gathered for that work.
   We also have the task of considering the composition and character of each committee. We did not feel that it was good service to the individual, the committee or the Yearly Meeting to place someone in a position where the need might exist, but the fit was not right.
   In addition to the nominations of persons to serve the Yearly Meeting, we also bring you the name of the clerk or co-clerks of a committee and some other details. Approval of this slate is understood to extend to the other details presented here and highlighted in the written forms.

4. As you hear the names we bring you, please hold each in the Light, a practice much more helpful than thinking, “That name would not have occurred to me.” If you have questions or hesitations about a nomination, please contact us with any concerns at nominatingclerk@pacificyearlymeeting.org or plan to attend an open committee meeting during Annual Session.
5. FCLCA Service Description:

We also bring to you an updated description of Friends Committee on Legislation of California and a description of the service expected of the Representative to FCLCA. At this time, it is referred to as “FCL” in Faith and Practice. It has in the past been neglected and overlooked. We propose the following Service Description:

Friends Committee on Legislation of California (FCLCA): The Friends Committee on Legislation of California was founded by California Friends in 1952 to bring a Quaker witness to the California state political process. FCLCA maintains an office in Sacramento with lobbyists who represent the organization to the California Legislature. Staff provide information on pending legislative issues of concern to Quakers on a website, fclca.org, and in a quarterly newsletter and distribute action alerts to monthly meetings and FCLCA supporters.

FCLCA is governed by the Friends Committee on Legislation of California General Committee, composed of representatives from Friends Meetings and churches around the state and at-large members, who are both Quakers and non-Quakers.

The General Committee meets annually, appointing the FCLCA Board of Directors, which meets quarterly to oversee the operations of FCLCA.

One seat on FCLCA’s General Committee is reserved for a PacYM Representative who is named by the PacYM Nominating process to a three-year term. This representative is an ex officio member of PacYM’s Peace and Social Order Committee.

PacYM representative to Friends Committee on Legislation of California General Committee:
The Representative to the FCLCA General Committee will

- Attend meetings of the General Committee
- Convey to the board the interest and concerns of PacYM,
- Bring news to PacYM regarding the concerns and actions of FCLCA,
- Report at the Annual Session and Representative Committee as appropriate,
- Develop an Interest Group or other ways to disseminate information at Annual Session when appropriate,
- Receive notices regarding deadlines for interest groups and reports,
- Coordinate with Communications Committee to provide updates for distribution (when that function is available)
- Be an Ex-officio member of the PacYM PSO Committee
Nominating Committee will consult with FCLCA Board and PSO to nominate one representative. The nominee will be a Friend who has demonstrated an interest in the work of FCLCA. The term will be three years.

Comments or questions on this may be sent to nominatingclerk@pacificyearlymeeting.org or brought to one of the open committee meetings.

6. We ask that PacYM consider holding two one-day meetings of the Representative Committee each year, to be conducted virtually.
   Rationale:
   a. In-person meetings held from Friday through Sunday are draining on the energies of Friends so that decisions are often postponed or made with difficulty.
   b. Two meetings would allow for the business to be spread out more evenly over the year.
   c. The lag time between a vacancy in an office and the approval of a new nomination would be shortened.
   d. The connections between Monthly Meetings and the Yearly Meeting would be enhanced by seeing more quickly the results of MM deliberations on issues brought to them.
   e. Representatives and committees would see the advantage of starting their work soon after the end of Annual Session.
   f. Virtual meetings reduce carbon footprint, travel time, and expenses for individuals and meetings.

7. We ask that PacYM consider revising the policy on Interim Appointments, now restricted to only Representatives to outside organizations.
   a. We recommend that Interim Appointments would be approved by the discernment of Ministry Committee, Nominating (or in some cases Naming) Committee, the concerned Committee and the Clerk. In most cases this would be better than waiting up to 8 months for approval or rushing a nomination through during the first plenary.
   b. Approving a new committee member or officer allows work to continue unhampered by vacancies.
   c. Approving an officer between Yearly Meeting sessions can be critical to the functioning of the Yearly Meeting.

8. We ask that PacYM clarify the number of allowed Representatives to Friends Committee on National Legislation, as AS Minute 2016.06 is unclear. "The adoption of the proposal to limit fully funded PYM representatives to AFSC, FCNL and FWCC Section of the Americas to two each means those delegations now have more appointed representatives than are fully funded, and this will remain true until the terms of certain representatives currently serving or appointed at the current session are concluded. As long as that situation lasts, each of those delegations may decide how the available funding is to be allocated, i.e., either to fully fund two representatives, or to be shared among a greater number."

The Nominating Committee consists of Liz Baker, David-James (DJ) Bloom, Trudy Friedel, Bronwen Hillman, Lisa Hubbell, Joe Magruder, Hulda Muaka, Gail Thomas, and Julie Harlow (clerk)

Contact the clerk at nominatingclerk@pacificyearlymeeting.org
### OFFICERS

<table>
<thead>
<tr>
<th>Position</th>
<th>Term Details</th>
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<tbody>
<tr>
<td><strong>Presiding Clerk</strong></td>
<td>1-yr term, up to 3 yrs</td>
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<tr>
<td>2021 Sandy Kewman, Grass Valley</td>
<td>(2018)</td>
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<tr>
<td>2022 Laura Magnani, Strawberry Creek</td>
<td>(2021)</td>
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<tr>
<td><strong>Assistant to the Clerk</strong></td>
<td>1-yr term</td>
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<tr>
<td>2021 Sharon Gates, Orange Grove</td>
<td>(2017)</td>
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<td><strong>Co-Assistants to the Clerk, a one-year experiment</strong></td>
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<td>2022 Heather Levien, Berkeley</td>
<td>(2021)</td>
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<td>2022 ____________________________</td>
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<tr>
<td><strong>Historian-Archivist</strong></td>
<td>3-yr term</td>
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<tr>
<td>2022 Jan Tappan, Orange Grove</td>
<td>(2013)</td>
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<tr>
<td><strong>Reading Clerk</strong></td>
<td>1 yr term</td>
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<tr>
<td>2021 Allison Kirkegaard, Santa Monica</td>
<td>(2021)</td>
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<td>2022 Martha Carey, La Jolla</td>
<td>(2021)</td>
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<td><strong>Recording Clerks</strong></td>
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<td>2021 Raph Levien, Berkeley</td>
<td>(2019)</td>
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<td>2022 Tom Yamaguchi, Strawberry Creek</td>
<td>(2020)</td>
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<td>2023 Raph Levien, Berkeley</td>
<td>(2019)</td>
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<td><strong>Registrars</strong></td>
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<td>2021 Brylie Oxley, unf,</td>
<td>(2019)</td>
</tr>
<tr>
<td>2022 Lawrence Alderson, Orange County</td>
<td>(2017)</td>
</tr>
<tr>
<td>2023 Brylie Oxley, unf,</td>
<td>(2019)</td>
</tr>
<tr>
<td><strong>Statistical Clerk(s)</strong></td>
<td>1or2; 3-yr term</td>
</tr>
<tr>
<td>2021 Sherri Sisson, Orange County</td>
<td>(2017)</td>
</tr>
<tr>
<td>2022 David (DJ) Bloom, Appleseed</td>
<td>(2018)</td>
</tr>
<tr>
<td>2024 Susie Cervantes, La Jolla</td>
<td>(2021)</td>
</tr>
<tr>
<td><strong>Treasurer</strong></td>
<td>3-yr terms</td>
</tr>
<tr>
<td>2022 Roy Allen, Berkeley</td>
<td>(2013)</td>
</tr>
<tr>
<td><strong>Assistant Treasurer</strong></td>
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<td>2022 ____________________________</td>
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## COMMITTEES

### Arrangements Committee
6 members, 3-yr terms

<table>
<thead>
<tr>
<th>Year</th>
<th>Member Name</th>
<th>Location</th>
<th>Year Joined</th>
</tr>
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<tbody>
<tr>
<td>2021</td>
<td>Ann Fuller</td>
<td>Santa Monica</td>
<td>2018</td>
</tr>
<tr>
<td>2021</td>
<td>Lisa Hubbell</td>
<td>unf</td>
<td>2020</td>
</tr>
<tr>
<td>2022</td>
<td>Bronwen Hillman</td>
<td>Mexico City</td>
<td>2017 (Clerk)</td>
</tr>
<tr>
<td>2022</td>
<td>Peni Hall</td>
<td>Strawberry Creek</td>
<td>2019</td>
</tr>
<tr>
<td>2023</td>
<td>Ann Fuller</td>
<td>Santa Monica</td>
<td>2018</td>
</tr>
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<td>2023</td>
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<tr>
<td>2024</td>
<td>Lari Keeler</td>
<td>Strawberry Creek</td>
<td>2021</td>
</tr>
<tr>
<td>2024</td>
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Ex Officio: Registrars

### Children’s Program Committee
6 members, 3-yr terms

<table>
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<th>Year</th>
<th>Member Name</th>
<th>Location</th>
<th>Year Joined</th>
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<tbody>
<tr>
<td>2021</td>
<td>Suellen Lowrey</td>
<td>Humboldt</td>
<td>2019 (Co-clerk)</td>
</tr>
<tr>
<td>2021</td>
<td>Vivian Carlson</td>
<td>Honolulu</td>
<td>2017</td>
</tr>
<tr>
<td>2022</td>
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<tr>
<td>2022</td>
<td>Rhea Farley</td>
<td>Strawberry Creek</td>
<td>2020 (Co-clerk)</td>
</tr>
<tr>
<td>2022</td>
<td>Molly Bishop</td>
<td>Redwood Forest</td>
<td>2020</td>
</tr>
<tr>
<td>2023</td>
<td>Sandy Farley</td>
<td>Palo Alto</td>
<td>2020</td>
</tr>
<tr>
<td>2023</td>
<td>Saima Farrukh</td>
<td>La Jolla</td>
<td>2021</td>
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Ex Officio: Children’s Program Coordinator, Youth Programs Coordinator

### Communication Committee
6 members, 3-yr terms

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<th>Year</th>
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<th>Location</th>
<th>Year Joined</th>
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<tr>
<td>2021</td>
<td>Lawrence Alderson</td>
<td>Orange Cty</td>
<td>2018</td>
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<tr>
<td>2021</td>
<td>Kate Watkins</td>
<td>Santa Monica</td>
<td>2019 (Clerk)</td>
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<tr>
<td>2022</td>
<td>George Mills</td>
<td>Palo Alto</td>
<td>2016</td>
</tr>
<tr>
<td>2022</td>
<td>Allison Kirkegaard</td>
<td>Claremont</td>
<td>2019</td>
</tr>
<tr>
<td>2023</td>
<td>David Tucker</td>
<td>Palo Alto</td>
<td>2021</td>
</tr>
<tr>
<td>2023</td>
<td>Kate Watkins</td>
<td>Santa Monica</td>
<td>2019 (Clerk)</td>
</tr>
<tr>
<td>2024</td>
<td>___________________________</td>
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<tr>
<td>2024</td>
<td>Andrea Harmon</td>
<td>Palo Alto</td>
<td>2020</td>
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</tbody>
</table>

Ex Officio: Historian-Archivist, Assistant to the Clerk, Youth Programs Coordinator, Statistical Clerk.

(Website Editors, IT Administrator appointed by ComCom)

### Discipline Committee
6 members, 3-yr terms + 7th member with IT expertise

<table>
<thead>
<tr>
<th>Year</th>
<th>Member Name</th>
<th>Location</th>
<th>Year Joined</th>
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</thead>
<tbody>
<tr>
<td>2021</td>
<td>Sue Scott</td>
<td>Inland Valley</td>
<td>2018</td>
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<tr>
<td>2021</td>
<td>Ray Rischpater</td>
<td>Palo Alto</td>
<td>2020 (Co-clerk)</td>
</tr>
<tr>
<td>2022</td>
<td>Patricia Portillo</td>
<td>Sacramento</td>
<td>2016</td>
</tr>
<tr>
<td>2022</td>
<td>Margaret Mossman</td>
<td>Berkeley</td>
<td>2019</td>
</tr>
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</table>
Pacific Yearly Meeting
Nominating Committee
Slate for Consideration at Annual Session 2021, ver 7/9

2023  Jim Anderson, Chico (2020)  Co-clerk
2023  Diego Navarro, Santa Cruz (2020)
2024  Sue Scott, Inland Valley (2018), Co-clerk
2024  Ray Rischpater, Palo Alto (2020)
Ex Officio: Historian Archivist
2022  IT Specialist Sarah Tyrrell, Berkeley (2018)

Finance Committee
6 members, 3-yr terms
2021  Robert Levering, Santa Cruz (2018)
2021  Martha Hunkins, Humboldt (2019)  Clerk
2022  Sherri Sisson, Orange County (2018)
2022  Doug Smith, Reno (2019)  Clerk
2023  Sarah Bottom, LaJolla (2020)
2023  John Murphy, Maui WG (2021)
2024  Robert Levering, Santa Cruz (2018)
2024  Martha Hunkins, Humboldt (2019)
Ex Officio: Treasurer, Statistical Clerk

PYM Holding Corporation
6 members, 3-yr terms
2021  Paul Harris, Redwood Forest (2018)
2021  Margaret Mossman, Berkeley (2018)
2022  Genie Stowers, Berkeley (2019)
2022  Stratton Jaquette, Palo Alto (2016)
2023  Jeff Kroeber, San Jose (2020)
2023  Paul Harris, Redwood Forest (2018)
2024  Margaret Mossman, Berkeley (2021)
2024  Lanny Jay, Redwood Forest (2021)
Ex Officio: Treasurer, Presiding Clerk
(PYM Holding Corp. appoints its own officers.)
Agent for Service: Lanny Jay, Redwood Forest

Junior Yearly Meeting (JYM), Adult Members
up to 8 adult members, 3-yr terms
Clerking to be determined
2021  Dan Strickland, Orange Grove (2013)  Clerk
2022  Natasha Herrera, unf (2021)
2022  Suzanne Doss, Orange Grove (2013)
2023  Bertha Pena, unf (2019)
2024  Cedar Green, San Jose (2021)
Ex Officio: Youth Programs Coordinator

Latin American Concerns Committee
3-6 members, 3-yr terms + named appts
Pacific Yearly Meeting
Nominating Committee
Slate for Consideration at Annual Session 2021, ver 7/9

<table>
<thead>
<tr>
<th>Year</th>
<th>Name</th>
<th>Location</th>
<th>Term Year</th>
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</thead>
<tbody>
<tr>
<td>2021</td>
<td>Paty Constantino, Mexico City</td>
<td>(2020)</td>
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<tr>
<td>2023</td>
<td>Sirgei Agalzoff, Orange Grove</td>
<td>(2020)</td>
<td></td>
</tr>
<tr>
<td>2024</td>
<td>Margaret Willits, Delta</td>
<td>(2021)</td>
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<tr>
<td>2024</td>
<td>Paty Constantino, Mexico City</td>
<td>(2020)</td>
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Appointed by Casa de los Amigos:

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<table>
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<tr>
<td>Appointed by Guatemala Scholarship Program</td>
<td>Donna Smith, Redwood Forest (2014) Co-clerk</td>
</tr>
<tr>
<td>Appointed by Undocumented Student Scholarship</td>
<td>Patricia Portillo, Sacramento (2020)</td>
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### Ministry Committee

<table>
<thead>
<tr>
<th>Year</th>
<th>Name</th>
<th>Location</th>
<th>Term Year</th>
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<tbody>
<tr>
<td>2021</td>
<td>Jay Cash, Strawberry Crk</td>
<td>(2021 RC)</td>
<td></td>
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<tr>
<td>2022</td>
<td>Valerie Nuttman, Santa Cruz</td>
<td>(2016)</td>
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<tr>
<td>2022</td>
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<tr>
<td>2022</td>
<td>Jorge Morales, San Jose</td>
<td>(2019)</td>
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<tr>
<td>2023</td>
<td>Gail Eastwood, Humboldt</td>
<td>(2018)  Clerk</td>
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<tr>
<td>2023</td>
<td>Rolene Walker, San Francisco</td>
<td>(2020)</td>
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</tr>
<tr>
<td>2023</td>
<td>Stan Searl, Santa Monica</td>
<td>(2021)</td>
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<tr>
<td>2024</td>
<td>Jay Cash, Strawberry Creek</td>
<td>(2021 RC)</td>
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<tr>
<td>2024</td>
<td>Robin Durant, Orange Grove</td>
<td>(2021)</td>
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<tr>
<td>2024</td>
<td>Eric Sableman, Palo Alto</td>
<td>(2019)</td>
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### Peace and Social Order Committee

<table>
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<th>Year</th>
<th>Name</th>
<th>Location</th>
<th>Term Year</th>
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<tbody>
<tr>
<td>2021</td>
<td>Linnea Hanson, Chico</td>
<td>(2017)</td>
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<tr>
<td>2021</td>
<td>Brian Johnson, Santa Monica</td>
<td>(2018)</td>
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<tr>
<td>2022</td>
<td>Shannon Frediani, Santa Cruz</td>
<td>(2016)  Co-clerk</td>
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<tr>
<td>2022</td>
<td>Zae Illo, San Francisco</td>
<td>(2017)</td>
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<tr>
<td>2023</td>
<td>Betty Guthrie, Orange County</td>
<td>(2019)  Co-clerk</td>
<td></td>
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<tr>
<td>2023</td>
<td>Daniel Ulloa, Mexico City</td>
<td>(2021)</td>
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</tr>
<tr>
<td>2024</td>
<td>Linnea Hanson, Chico</td>
<td>(2017)  Co-clerk</td>
<td></td>
</tr>
<tr>
<td>2024</td>
<td>Brian Johnson, Santa Monica</td>
<td>(2018)</td>
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Ex Officio:

- SCQM PSOCom, Clerk (tbd in Nov.);
- one PacYM AFSC Rep (tbd??);
- one PacYM FCLCA Rep (Vickie Carroll);
- one PacYM FCNL Rep (Robert Levering)

### Unity with Nature Committee

<table>
<thead>
<tr>
<th>Year</th>
<th>Name</th>
<th>Location</th>
<th>Term Year</th>
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<tbody>
<tr>
<td>2021</td>
<td>Marge Gandalini, LaJolla</td>
<td>(2021 RC)</td>
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Pacific Yearly Meeting  
Nominating Committee  
Slate for Consideration at Annual Session 2021, ver 7/9

<table>
<thead>
<tr>
<th>Year</th>
<th>Name</th>
<th>Location</th>
<th>Term</th>
<th>Role</th>
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<tbody>
<tr>
<td>2021</td>
<td>Keith Runyan, Santa Cruz</td>
<td></td>
<td>2020</td>
<td>Co-clerk</td>
</tr>
<tr>
<td>2021</td>
<td>Nancy Glock-Greuneich, Santa Cruz</td>
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<td>2020</td>
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<tr>
<td>2022</td>
<td>Suellen Lowry, Humboldt</td>
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<td>2021</td>
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<tr>
<td>2022</td>
<td>Joseph Gotham, Live Oak</td>
<td></td>
<td>2020</td>
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<tr>
<td>2022</td>
<td>Michael Dunn, Inland Valley</td>
<td></td>
<td>2020</td>
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<tr>
<td>2023</td>
<td>Gayle Matson, Chico</td>
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<td>Co-clerk</td>
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<tr>
<td>2023</td>
<td>Billie Hamilton, Sacramento</td>
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<td>Keith Runyan, Santa Cruz</td>
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<td>Co-clerk</td>
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<td>Marge Gandalini, LaJolla</td>
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Youth Programs Coordinating Committee

<table>
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<th>Name</th>
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<tbody>
<tr>
<td>2021</td>
<td>Alvaro Alvarado, Sacramento</td>
<td></td>
<td>2020</td>
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<tr>
<td>2021</td>
<td>Barbara Babin, Redwood Forest</td>
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<td>YPC Supervisor</td>
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<tr>
<td>2022</td>
<td>Melissa Lovett-Adair, Ctrl. Coast</td>
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<td>2016</td>
<td>Co-clerk</td>
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<tr>
<td>2022</td>
<td>Kiernan Colby, Santa Cruz</td>
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<td>2019</td>
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<td>2023</td>
<td>Mary Jo Housman, San Diego</td>
<td></td>
<td>2021</td>
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<td>2023</td>
<td>Robin Keeler, Live Oak</td>
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<td>2024</td>
<td>Nancy Mellor, Sacramento</td>
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REPRESENTATIVES / OBSERVERS

American Friends Service Committee (AFSC) Corp.

<table>
<thead>
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<th>Year</th>
<th>Name</th>
<th>Location</th>
<th>Term</th>
<th>Role</th>
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<tbody>
<tr>
<td>2021</td>
<td>Ramona Hussey, Honolulu</td>
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<td>2019</td>
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<tr>
<td>2023</td>
<td>Ramona Hussey, Honolulu</td>
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<td>2019</td>
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Friends Bulletin Corp.  
(Western Friend) Board of Directors

<table>
<thead>
<tr>
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<th>Name</th>
<th>Location</th>
<th>Term</th>
<th>Role</th>
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<tbody>
<tr>
<td>2021</td>
<td>Jim Anderson, Chico</td>
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<td>Convener</td>
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<tr>
<td>2022</td>
<td>Nancy Wilkinson, Strawberry Creek</td>
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<td>2019</td>
<td>Convener</td>
</tr>
<tr>
<td>2023</td>
<td>Kate Connell, Santa Barbara</td>
<td></td>
<td>2020</td>
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<tr>
<td>2024</td>
<td>Tom Head, Chico</td>
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Friends Committee on Legislation of California (FCLCA)

<table>
<thead>
<tr>
<th>Year</th>
<th>Name</th>
<th>Location</th>
<th>Term</th>
<th>Role</th>
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<tbody>
<tr>
<td>2023</td>
<td>Vickie Carroll, Central Coast</td>
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Friends’ Com on Nat’l Legislation (FCNL)

<table>
<thead>
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<th>Year</th>
<th>Name</th>
<th>Location</th>
<th>Term</th>
<th>Role</th>
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<tbody>
<tr>
<td>2021</td>
<td>Michele Shields, Honolulu</td>
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<tr>
<td>2021</td>
<td>Allison Kirkegaard, Claremont</td>
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<td>2019</td>
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<tr>
<td>Organization</td>
<td>Positions and Terms</td>
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<tr>
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<tr>
<td>Friends Gen Conf (FGC) Central Com</td>
<td>2 reps, 3-year terms</td>
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<tr>
<td>2022 Don Kewman, Grass Valley (2020)</td>
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<tr>
<td>2023 Michelle Bellows, Strawberry Creek (2020)</td>
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<tr>
<td>Friends Peace Teams Coordinating Council</td>
<td>1 rep, 3-yr term</td>
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<tr>
<td>2021 Stephen McNeil, Strawberry Creek (2020)</td>
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<tr>
<td>2024 Stephen McNeil, Strawberry Creek (2020)</td>
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<tr>
<td>Quaker Earthcare Witness (QEWC)</td>
<td>2 reps, 3 yr terms</td>
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<tr>
<td>2021 Yumi Kawano, Big Island (2019)</td>
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<tr>
<td>2023 Yumi Kawano, Big Island (2019)</td>
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<tr>
<td>2024 Suellen Lowry, Humboldt (2021)</td>
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<tr>
<td>Friends World Cmte. for Consultation (FWCC) Section of the Americas</td>
<td>up to 4 reps, 3-yr terms</td>
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<tr>
<td>2022 Hulda Muaka, Palo Alto (2020)</td>
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<tr>
<td>2023 Emelyn Buskirk, Live Oak (2020)</td>
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<tr>
<td>Evangelical Friends Church Southwest</td>
<td>One observer, 3 yr-term</td>
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<tr>
<td>2024 Linda Murphy, Honolulu (2021)</td>
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<tr>
<td>Friends United Meeting (FUM)</td>
<td>One observer, 3 yr-term</td>
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<tr>
<td>2022 Donna Smith, Redwood Forest (2021i)</td>
<td></td>
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<tr>
<td>Reunión General de los Amigos en México</td>
<td>One observer, 3 yr term</td>
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<tr>
<td>2022 Jorge Morales, San Jose (2019)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
SUMMARY
We bring further updates to the Slate of Nominations and revisions to the Nominating Report. These replace the updates that were brought on 7/24.

Updates to the Nominating Slate:

The following names were added to the Nominations slate on Saturday, 07/24
Arrangements Committee - 2024 Judy Oehmen, Santa Monica (2021)
Junior Yearly Meeting Committee - 2023 Steve Leeds, San Francisco (2021)
Ministry Committee - 2024 Rita Comes Whitney, Palo Alto (2021)
Unity with Nature Committee - 2023 Paty Constantino, Mexico City, (2021)
Youth Programs Coordinating Committee - YOUTH MEMBERS
2022 Nate Secrest, Redwood Forest (2021)
2022 Elinor Steffy, Sacramento (2021)

The following name was added Monday, 07/26
Assistant Treasurer 2022 Genie Stowers, Berkeley (2021)

Two Revisions to Proposals in the Nominating Report

● The proposal for FCLCA service descriptions is unchanged.

● The proposal related to Interim Appointments now reads:

Currently, only Representatives to organizations may be approved by the Interim Approval process; all other appointments must wait to be brought to Representative Committee or Annual Session. Other appointments should also be considered for the Interim process. This would include any officer position becoming vacant or a position critical to the right functioning of a committee. (We were asked to clarify what the Interim Appointment process involves so we are adding this section, not to the minute but to the narrative.)

As with all Interim Appointments, the appointed Friend assumes those duties and responsibilities immediately. Then the appointment is taken by Nominating Committee to Representative Committee Meeting or to Annual Session for Yearly Meeting approval.

Proposed Minute: When vacancies occur in positions requiring a nominating process, Interim Appointments can be recommended by Nominating Committee and approved by the Presiding Clerk in consultation with the Ministry Committee. In the case of a Nominating Committee vacancy, the Naming Committee would take their recommendation to the Presiding Clerk.

● The proposal related to Representation to organizations now reads:

It is not any one minute that we wish to address. It is the changing landscape of how organizations do business in view of the rise of virtual and hybrid meetings. Representative attendance at these meetings drastically changes the opportunities for representation. Representatives can attend without incurring travel expenses, and Pacific Yearly Meeting can increase its presence with organizations without increasing its budget.
A new policy is called for that takes into account the Yearly Meeting desire for a presence with Friends organizations, the number of Friends available to be that presence, and the testimonies of Integrity and Equality as expressed in making such opportunities available for any Friend led to be such a presence.

**Minute:** The Clerk of Nominating Committee will convene an ad hoc committee to draft a policy related to our representation with Friends Organizations and the budget for such representation. The committee will consist of at least one member from Finance Committee, at least one from Ministry, and one additional member from Nominating Committee. This ad hoc committee will bring back a draft proposal at Representative Committee Meeting 2022 unless it is ready to circulate such draft to Monthly Meetings prior to that.
**SUMMARY** PacYM’s Communications Committee has continued to nourish the work involved in setting up the PacYM communications database and to develop policies and procedures for its use. We are requesting a budget of $13,510. This does not include the $1,500 that is left in the database project reserve account which we are still expecting to use in the coming year. We also bring forward for a second reading a set of policies that would guide the use of the communications database and derivative files.

**Dearly Beloved Friends,**

Our year began and ended with two wonderful retreats: the first one virtual, where we got to know each other and affirmed that our primary leading was to further the work of implementing the communications database, and the second one in-person, where we celebrated where we had been led and named each other’s spiritual gifts. The overall scope, and labor necessary for this project to succeed has been intimidating at times. We have felt challenged to work consistently and diligently while not losing the guidance of spirit. Searching thousands of cells for an accidental comma put into an email address has proved to be a more challenging meditation than expected. Nevertheless we persist to hold queries of what is the right way forward rather than what is efficient. We were saddened by the unexpected mid-year departure of one of our members after a conflict.

We divided our work 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.

**Data In group:**

As of the time of this report, “Data In” has reached out to all 35 PacYM monthly meetings and invited them to participate in the communications directory project. Fourteen meetings have over 70% of their members included, including eight that have over 90% entered. Two meetings declined to participate. We have encountered some resistance as we have reached out to Meetings about the database project. There seems to be some lack of unity in the larger body about the value of being directly connected as members of a Yearly Meeting, and that is reflected in some of the low participation rates. **We have been assisted in our work by Christina Forst and Emma Bishop and are grateful for their help, and have used some of our budgeted funds for help with the work of data entry and cleaning.** We have also been documenting our procedures in a directory handbook, so that we retain institutional memory.

**Data Out group:**

The Data Out group has been working to establish processes and procedures for utilizing the information held in the database. This has involved two foci - one being the creation of directories themselves as outputs from the database, and another being the email distribution lists that will allow those serving on committees or interested in topical groups to interact with each other via email.
Directories
Information will be drawn from the database in spreadsheet (Excel) format. We’re currently testing how to get the data from there into a Word template that would be a more traditionally formatted directory document. These would then be posted for access on the PacYM website, on a password-protected page. More information about how this information is being protected is available in the policies being presented (see below).

Distribution Lists
We are currently investigating the best tool to use for email distribution lists for committees and interest groups. Under development is a method of updating such listservs via automatic emails from Salesforce, which would keep group membership up to date. Using Salesforce itself for email list management is not practical, as one has to be signed into Salesforce to use that function, and there is no plan to widely distribute access to Salesforce. While early functional tests have proved promising for this method, we still need to decide on a specific listserv tool to use.

Miscellaneous group:
We have identified and contracted with an IT administrator who begins on July 1. We continue to make incremental improvements to the website and recently completed a comprehensive “staleness survey” which brought many pages up to date. We also installed a “Translate” button, which can provide automatic translation of any page into Spanish. We are continuing to roll out new role-based email accounts to more PacYM committee clerks and officers, so look for them on the “Contact Us” page of the website: https://www.pacificyearlymeeting.org/contact-us.

Draft Policies
The Committee presented four policies for first reading at RepCom 2021:

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

We held a lunchtime meeting at RepCom 2021 and solicited feedback. Based on the feedback and our ongoing discernment, we made small changes to the language to make it clearer. We are bringing the revised versions (see below) and ask for approval.

Our budget includes funding for implementing our communication directory-database, website maintenance/upgrades, an information technology consultant and an in-person committee retreat.

Members of our committee include: Lawrence Alderson, Andrea Harman, Allison Kirkegaard, George Mills, and Kate Watkins (Clerk). Sharon Gates (Assistant to the Clerk), Jan Tappan (Historian/Archivist), the IT Administrator, and Keenan Lorenzato (Youth Programs Coordinator) serve ex officio on the committee. DJ Bloom (Statistical Clerk) and Emma Bishop have been participating in the work of the committee; we are grateful for their service.
Policies for second reading: *(approved by ComCom 5-29-21)*

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 member of a Monthly Meeting 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 (if applicable)
- Phone number (if applicable)

This information will be classified as “Do Not Publish” in the database, meaning that it will not be visible in any directories 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 and use the individual’s contact information.

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*
- Monthly Meeting or Worship Group*
- membership status*
- roles served in Monthly Meeting
- Do not publish/Do not email/Do not call as separate fields

*designated as required fields

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, asks that Friends who sometimes bring children (e.g., grandchildren, children of another Friend) to Quaker gatherings indicate this.

The committee also has clarity on keeping records of current and past committee service for the Yearly Meeting committees, and positions.

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 from a password-protected section of the website. The pdf will also be password protected.

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 published in the directory.

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).
## 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><strong>REVENUE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4100 — Miscellaneous Contributions to PYM</td>
<td>4,000</td>
<td>1,814</td>
</tr>
<tr>
<td>4101 — Contributions from Member Meetings</td>
<td>142,814</td>
<td>135,838</td>
</tr>
<tr>
<td>4102 — Miscellaneous Income</td>
<td>0</td>
<td>100</td>
</tr>
<tr>
<td><strong>TOTAL REVENUE</strong></td>
<td>146,814</td>
<td>137,906</td>
</tr>
<tr>
<td>Requested contribution (aka assessment) per member (Calif. and Nev., Hawaii, Mexico City)</td>
<td>$122, $52, $30</td>
<td>$98, $40, $24</td>
</tr>
<tr>
<td><strong>EXPENSES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>GENERAL EXPENSES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5202 — Clerk’s Travel &amp; Discretionary</td>
<td>500</td>
<td>879</td>
</tr>
<tr>
<td>5203 — Expenses of Officers</td>
<td>1,100</td>
<td>287</td>
</tr>
<tr>
<td>5204 — Website Operation &amp; Support</td>
<td>3,160</td>
<td>738</td>
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<tr>
<td>5204.1 - Directory Database Support</td>
<td></td>
<td></td>
</tr>
<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>4,615</td>
</tr>
<tr>
<td>5208.1 - RepCom Support</td>
<td></td>
<td></td>
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<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>
</tr>
<tr>
<td>5213 — PYM Attendance Assistance Fund (M&amp;O)</td>
<td>9,000</td>
<td>1,335</td>
</tr>
<tr>
<td>5214 — Holding Corporation Expenses</td>
<td>20</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></td>
</tr>
<tr>
<td><strong>SUBTOTAL GENERAL EXPENSES</strong></td>
<td>43,080</td>
<td>19,038</td>
</tr>
<tr>
<td><strong>COMMITTEE EXPENSES</strong></td>
<td></td>
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</tr>
<tr>
<td>5221 — Ad Hoc Committees</td>
<td>50</td>
<td></td>
</tr>
<tr>
<td>5222 — Children’s Program</td>
<td>300</td>
<td></td>
</tr>
<tr>
<td>5224 — Fath and Practice Revision</td>
<td>900</td>
<td>509</td>
</tr>
<tr>
<td>5225 — Finance (R2752)</td>
<td>2,500</td>
<td></td>
</tr>
<tr>
<td>5227 — Junior Yearly Meeting</td>
<td>3,000</td>
<td>385</td>
</tr>
<tr>
<td>5228 — Ministry &amp; Oversight</td>
<td>5,000</td>
<td>1,335</td>
</tr>
<tr>
<td>5229 — Nominating</td>
<td>2,000</td>
<td>1,571</td>
</tr>
<tr>
<td>5230 — Peace &amp; Social Order</td>
<td>800</td>
<td>420</td>
</tr>
<tr>
<td>5235 — Unity with Nature</td>
<td>500</td>
<td></td>
</tr>
<tr>
<td>5237 — Committee Supplemental Expense</td>
<td>1,300</td>
<td>67</td>
</tr>
<tr>
<td>5238 — Latin American Concerns</td>
<td>360</td>
<td>4</td>
</tr>
<tr>
<td>5239 — Communications</td>
<td>12,351</td>
<td>11,343</td>
</tr>
<tr>
<td><strong>SUBTOTAL COMMITTEE EXPENSES</strong></td>
<td>29,061</td>
<td>15,633</td>
</tr>
<tr>
<td><strong>SUPPORT OF FRIENDS ORGANIZATIONS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5251 — Friends Committee on National Legislation</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>5252 — Friends Committee on Legislation of California</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>5254 — FWCC</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>5255 — Quaker United Nations Office NY</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>5256 — William Penn House, Washington</td>
<td>250</td>
<td>250</td>
</tr>
<tr>
<td>5260 — AFSC</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>5261 — Friends House Moscow Support Ass’n</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>5262 — Casa de los Amigos</td>
<td>500</td>
<td>(1,500)</td>
</tr>
<tr>
<td>5264 — Friends General Conference</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>5266 — Quaker Earthcare Witness</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td><strong>SUBTOTAL SUPPORT OF FRIENDS ORGS.</strong></td>
<td>4,750</td>
<td>2,750</td>
</tr>
</tbody>
</table>
## General Operations Budget vs. Actual

### General Operations

<table>
<thead>
<tr>
<th></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></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></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>
<td></td>
</tr>
<tr>
<td>5277 — FCNL (2) &amp; William Penn House (1)</td>
<td>3,400</td>
<td>1,380</td>
</tr>
<tr>
<td>5278 — FGC Central Committee R2744 (2)</td>
<td>1,000</td>
<td></td>
</tr>
<tr>
<td>5279 — FWCC, Section of the Americas R2743 (2)</td>
<td>1,500</td>
<td>1,012</td>
</tr>
<tr>
<td>5280 — Friends United Mtg. (Triennial) R2745 (1)</td>
<td>400</td>
<td>311</td>
</tr>
<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>
<td></td>
</tr>
<tr>
<td>5286 — Quaker Earthcare Witness (2737) (2)</td>
<td>1,700</td>
<td>953</td>
</tr>
<tr>
<td>5287 — FWCC World Plenary R2747</td>
<td>800</td>
<td>800</td>
</tr>
<tr>
<td>5288 — Young Friends Travel R2742</td>
<td>500</td>
<td>574</td>
</tr>
<tr>
<td>5289 — Friends Peace Team Board (1)</td>
<td>750</td>
<td></td>
</tr>
<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>
</tr>
<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>58,419</td>
</tr>
<tr>
<td>6140 — Insurance</td>
<td>610</td>
<td>610</td>
</tr>
<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>
</tr>
<tr>
<td>6170 — Events</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6181 — Contribution to Vogel Youth Work Reserve</td>
<td></td>
<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>62,856</td>
</tr>
<tr>
<td>TOTAL EXPENSES</td>
<td>174,688</td>
<td>104,151</td>
</tr>
<tr>
<td>TRANSFER TO (FROM) GENERAL RESERVES</td>
<td>(27,874.00)</td>
<td>27,743</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:**

- **5208**
  - A negative current YTD amount is shown for Annual Session & RepCom travel to offset a duplicate expense entry in an earlier year.

- **5279, 5280, 5281, 5287**
  - For less-than-annual events, we budget a portion of anticipated expenses each year.
## Balance Sheet (Including Annual Session Reserve)

<table>
<thead>
<tr>
<th>Account Number and Title</th>
<th>9/30/2019</th>
<th>9/30/2020</th>
<th>05/31/2021</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1701.1 — General Acct checking - Redwood Credit Union</td>
<td>7,489.79</td>
<td>15,147</td>
<td>77,523</td>
</tr>
<tr>
<td>1701.2 — General Acct savings - Redwood Credit Union</td>
<td>41,167.79</td>
<td>84,657</td>
<td>118,401</td>
</tr>
<tr>
<td>8002 — Session checking (merged w General cking 4/2021)</td>
<td>30,040.00</td>
<td>41,205</td>
<td>0</td>
</tr>
<tr>
<td>1704.01 — Invested General Reserves (Friends Fiduciary)</td>
<td>103,007.34</td>
<td>109,468</td>
<td>136,387</td>
</tr>
<tr>
<td>8003 — Invested Session Reserves (Friends Fiduciary)</td>
<td>68,133.41</td>
<td>72,407</td>
<td>90,212</td>
</tr>
<tr>
<td>1704.7 — Vogel Endowment (Friends Fiduciary)</td>
<td>517,835.83</td>
<td>532,739</td>
<td>651,131</td>
</tr>
<tr>
<td>Payroll refunds</td>
<td>179.65</td>
<td>180</td>
<td>180</td>
</tr>
<tr>
<td>1720 — Inventory of Faith &amp; Practice</td>
<td>2,068.00</td>
<td>1,668</td>
<td>1,668</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>769,921.81</strong></td>
<td><strong>857,470</strong></td>
<td><strong>1,075,503</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>LIABILITIES AND RESERVES</strong></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2400 — Payroll Withholdings</td>
<td>569.68</td>
<td>570</td>
<td>570</td>
</tr>
<tr>
<td>2500 — Payroll Taxes Payable</td>
<td>319.59</td>
<td>320</td>
<td>320</td>
</tr>
<tr>
<td>2701 — Accounts Payable</td>
<td>0.00</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>2704 — Credit Cards</td>
<td>188.48</td>
<td>453</td>
<td>90</td>
</tr>
<tr>
<td>2712 — Student Conscience Fund</td>
<td>17,843.11</td>
<td>17,843</td>
<td>17,843</td>
</tr>
<tr>
<td>2713 — Clerk’s Travel &amp; Discretionary (5202) Reserve</td>
<td>1,362.71</td>
<td>304</td>
<td>304</td>
</tr>
<tr>
<td>2714 — Committee Supplemental (5237) Reserve</td>
<td>2,000.00</td>
<td>2,000</td>
<td>2,000</td>
</tr>
<tr>
<td>2715 — Incoming Clerk Shadowing (5203) Reserve</td>
<td>0.00</td>
<td>813</td>
<td>813</td>
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<tr>
<td>2721.1 — Pre-Publishing Reserve (F&amp;P)</td>
<td>4,317.56</td>
<td>4,318</td>
<td>4,318</td>
</tr>
<tr>
<td>2722 — Equipment Purchase (5207) Reserve</td>
<td>1,500.00</td>
<td>1,500</td>
<td>1,500</td>
</tr>
<tr>
<td>2723 — Account Audit (5210) Reserve</td>
<td>3,590.00</td>
<td>3,590</td>
<td>3,590</td>
</tr>
<tr>
<td>2732 — PYM Traveling Friend Fund (M&amp;O)</td>
<td>2,321.47</td>
<td>2,321</td>
<td>2,321</td>
</tr>
<tr>
<td>2733 — Fund for Concerns (M&amp;O)</td>
<td>5,733.00</td>
<td>5,963</td>
<td>6,193</td>
</tr>
<tr>
<td>2734 — Sharing Fund (M&amp;O)</td>
<td>2,235.85</td>
<td>2,236</td>
<td>2,236</td>
</tr>
<tr>
<td>2735 — FGC Scholarship</td>
<td>827.80</td>
<td>828</td>
<td>828</td>
</tr>
<tr>
<td>2736 — Unity with Nature Project Fund</td>
<td>4,446.80</td>
<td>4,962</td>
<td>4,962</td>
</tr>
<tr>
<td>2737 — QEW Travel (5288) Reserve</td>
<td>1,348.10</td>
<td>2,095</td>
<td>2,095</td>
</tr>
<tr>
<td>2738.1 - Directory Database reserve</td>
<td>6,203</td>
<td>6,203</td>
<td>6,203</td>
</tr>
<tr>
<td>2742 — Young Friends Travel (5288) Reserve</td>
<td>751.65</td>
<td>0</td>
<td>0</td>
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<tr>
<td>2743 — FWCC, Sect of Amer Travel (5279) Reserve</td>
<td>488.50</td>
<td>1,500</td>
<td>1,500</td>
</tr>
<tr>
<td>2744 — FGC Travel (5278) Reserve</td>
<td>500.00</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>2745 — FUM Travel (5280) Reserve</td>
<td>2,189.45</td>
<td>2,500</td>
<td>2,500</td>
</tr>
<tr>
<td>2746 — Gen. Reunion Fr. Mex. Travel (5281) Reserve</td>
<td>969.20</td>
<td>752</td>
<td>752</td>
</tr>
<tr>
<td>2747 — FWCC World Plenary Travel (5287) Reserve</td>
<td>2,400.00</td>
<td>3,200</td>
<td>3,200</td>
</tr>
<tr>
<td>2748 — Western Friend Board Travel (5271) Reserve</td>
<td>1,000.00</td>
<td>1,000</td>
<td>1,000</td>
</tr>
<tr>
<td>2749 — Latin Amer. Concerns Outreach (5212) Reserve</td>
<td>173.73</td>
<td>674</td>
<td>674</td>
</tr>
<tr>
<td>2752 — Group Exemption Fee (5225) Reserve</td>
<td>2,500</td>
<td>2,500</td>
<td></td>
</tr>
<tr>
<td>2781 — Bob Vogel Endowment</td>
<td>517,835.83</td>
<td>532,739</td>
<td>651,131</td>
</tr>
<tr>
<td>2782 — Vogel Youth Work Reserve</td>
<td>11,069.03</td>
<td>12,643</td>
<td>21,396</td>
</tr>
<tr>
<td>2782.1 - YAF Elder Assistance Grants Reserve</td>
<td>420</td>
<td>420</td>
<td></td>
</tr>
<tr>
<td>2783 — Employees Health Reserve Account Reserves</td>
<td>2,610.99</td>
<td>4,549</td>
<td>5,419</td>
</tr>
<tr>
<td>8900 — Annual Session Reserve</td>
<td>68,305.42</td>
<td>72,620</td>
<td>90,212</td>
</tr>
<tr>
<td><strong>Uncommitted General Reserves</strong></td>
<td><strong>113,023.86</strong></td>
<td><strong>165,555</strong></td>
<td><strong>241,662</strong></td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES AND RESERVES</strong></td>
<td><strong>769,921.81</strong></td>
<td><strong>857,470</strong></td>
<td><strong>1,075,503</strong></td>
</tr>
</tbody>
</table>

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 2021

<table>
<thead>
<tr>
<th>Description</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></td>
<td>1,000</td>
<td></td>
</tr>
<tr>
<td>8220 — Attenders' Payments for Registration</td>
<td>96,000</td>
<td>11,329</td>
<td>9,000</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>50</td>
</tr>
<tr>
<td>8271 — Carbon Offset donations received</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8272 — Carbon Offset donations pd to UWN Project Fund</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8280 — Donations received for Annual Session</td>
<td>1,500</td>
<td>2,154</td>
<td>2,000</td>
</tr>
<tr>
<td><strong>Total Income:</strong></td>
<td>120,600</td>
<td>14,536</td>
<td>11,050</td>
</tr>
<tr>
<td><strong>Expense</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8410 — Registrar's Expenses</td>
<td>1,000</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td>8420 — Secretariat Expenses</td>
<td>100</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td>8430 — Arrangements Expenses</td>
<td>2,400</td>
<td>1,838</td>
<td>1,000</td>
</tr>
<tr>
<td>8435 — Virtual Meeting Coordinator</td>
<td></td>
<td></td>
<td>1,500</td>
</tr>
<tr>
<td>8440 — Children's Program</td>
<td>9,000</td>
<td>1,179</td>
<td>11,000</td>
</tr>
<tr>
<td>8450 — Cost of Facilities</td>
<td>95,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8460 — Junior Yearly Meeting</td>
<td>5,000</td>
<td>2,000</td>
<td></td>
</tr>
<tr>
<td>8470 — Young Adult Friends</td>
<td>200</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8480 — Breakage and Equipment</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8490 — PYM Clerk's Invited Guests</td>
<td>2,500</td>
<td>1,150</td>
<td>1,000</td>
</tr>
<tr>
<td>8500 — Insurance</td>
<td>1,100</td>
<td>591</td>
<td>600</td>
</tr>
<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>
</tr>
<tr>
<td>8531 — Online payment service fees</td>
<td>800</td>
<td>212</td>
<td>200</td>
</tr>
<tr>
<td>8540 — Miscellaneous expense</td>
<td>1,300</td>
<td></td>
<td>1,000</td>
</tr>
<tr>
<td><strong>Total Expense:</strong></td>
<td>121,450</td>
<td>4,970</td>
<td>18,500</td>
</tr>
<tr>
<td><strong>EXCESS (DEFICIT):</strong></td>
<td>(850)</td>
<td>9,567</td>
<td>(7,450)</td>
</tr>
</tbody>
</table>

### Session Balance Sheet

<table>
<thead>
<tr>
<th>Description</th>
<th>9/30/2019</th>
<th>9/30/2020</th>
<th>42,885</th>
</tr>
</thead>
<tbody>
<tr>
<td>8002 — Checking accounts</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>

<table>
<thead>
<tr>
<th>Description</th>
<th>92,923</th>
<th>113,712</th>
<th>124,453</th>
</tr>
</thead>
<tbody>
<tr>
<td>8900 — PYM Session Reserve</td>
<td></td>
<td></td>
<td></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%, $83,000.00
- Attendance assistance from monthly meetings: 12%, $13,000.00
- Attendance assistance from PYM General budget: 10%, $10,600.00
- Attendance assistance contributions from registrants: 4%, $4,100.00
- All other sources: 0%, $100.00

**TOTAL**: 100%, $110,800.00
About Pacific Yearly Meeting Investment Accounts

PacYM maintains three investment accounts with Friends Fiduciary, a non-profit organization that provides investment services for Quaker organizations. Recent history of these accounts:

<table>
<thead>
<tr>
<th>Account Description</th>
<th>FY 2016</th>
<th>FY 2017</th>
<th>FY 2018</th>
<th>FY 2019</th>
<th>FY 2020 (1st 8 mo.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1704.01 — The invested portion of PacYM General reserves</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Beginning balance</td>
<td>76,026</td>
<td>85,516</td>
<td>93,176</td>
<td>100,321</td>
<td>103,007</td>
</tr>
<tr>
<td>New deposits</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Withdrawals</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net investment gain (loss)</td>
<td>9,491</td>
<td>7,660</td>
<td>7,146</td>
<td>2,686</td>
<td>6,461</td>
</tr>
<tr>
<td>Ending balance</td>
<td>85,516</td>
<td>93,176</td>
<td>100,321</td>
<td>103,007</td>
<td>109,468</td>
</tr>
<tr>
<td>Effective return</td>
<td>12.5%</td>
<td>9.0%</td>
<td>7.7%</td>
<td>2.7%</td>
<td>6.3%</td>
</tr>
<tr>
<td>8003 — The invested portion of Annual Session reserves</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Beginning balance</td>
<td>38,460</td>
<td>41,461</td>
<td>68,133</td>
<td>72,407</td>
<td>72,407</td>
</tr>
<tr>
<td>New deposits</td>
<td>60,000</td>
<td>24,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Withdrawals</td>
<td>(24,000)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net investment gain (loss)</td>
<td>2,460</td>
<td>3,001</td>
<td>2,672</td>
<td>4,273</td>
<td>17,806</td>
</tr>
<tr>
<td>Ending balance</td>
<td>38,460</td>
<td>41,461</td>
<td>68,133</td>
<td>72,407</td>
<td>90,212</td>
</tr>
<tr>
<td>Effective return</td>
<td>6.8%</td>
<td>7.8%</td>
<td>4.1%</td>
<td>6.3%</td>
<td>24.6%</td>
</tr>
<tr>
<td>1704.7 — Bob Vogel Endowment investment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Beginning balance</td>
<td>432,229</td>
<td>472,074</td>
<td>494,456</td>
<td>516,884</td>
<td>517,836</td>
</tr>
<tr>
<td>New deposits</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Paid out to Youth Projects Fund</td>
<td>(16,171)</td>
<td>(16,042)</td>
<td>(16,042)</td>
<td>(16,468)</td>
<td>(17,257)</td>
</tr>
<tr>
<td>Net investment gain (loss)</td>
<td>56,016</td>
<td>38,424</td>
<td>38,170</td>
<td>12,420</td>
<td>32,160</td>
</tr>
<tr>
<td>Ending balance</td>
<td>472,074</td>
<td>494,456</td>
<td>516,884</td>
<td>517,836</td>
<td>532,739</td>
</tr>
<tr>
<td>Effective return</td>
<td>13.5%</td>
<td>8.4%</td>
<td>8.0%</td>
<td>2.5%</td>
<td>6.4%</td>
</tr>
</tbody>
</table>

For the Bob Vogel Endowment account, Friends Fiduciary automatically sends to PacYM semi-annual distributions in amounts estimated to keep the effective value of the account stable, considering actual and projected market conditions and inflation. PacYM puts the proceeds of these distribution into its Vogel Youth Projects Fund, from which the Youth Programs Coordinating Committee (YPCC) makes grants to support youth work of the Yearly Meeting. Withdrawals from any of our Friends Fiduciary accounts, other than the above-mentioned automatic distributions from the Bob Vogel Endowment, can occur only with the written authorization of at least two of PacYM's designated signers for these account: the Treasurer, the Clerk of the Finance Committee, and the Yearly Meeting's Presiding Clerk.

PacYM's Bob Vogel Endowment was established in 2013, funded by a donation from Pacific Friends Outreach Society (PFOS), and named in honor of PacYM Friend Bob Vogel and his long commitment to peace, justice and youth. The donor (PFOS) stipulated that these funds should not be used to pay salary or wages (PacYM minute AS 2013-04). Per minute AS 2013-07, "Consistent with the terms of the gift, requests to spend funds will be managed and approved by PYM's Youth Program Coordinator Supervisory Committee (YPSCC), or another appropriate committee to be determined by PYM in the event that the YPSCC is laid down. PYM's Finance Committee and Treasurer will manage the financial aspects of this gift such as investments and accounting." It has been the custom of the Youth Programs Coordinating Committee (formerly known as YPSCC) to include, in its annual reports to the Yearly Meeting, information about grants made from the proceeds of this endowment.
SUMMARY
Your Finance Committee monitors and evaluates the revenues and expenditures involved in the operating our Yearly Meeting. We remain in solid financial condition.

The only action items to be considered at Annual Session this year are the adoption of PacYM’s General Operations Budget for FY 2021-22 and the associated suggested per-member contributions.

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 Operations 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.

General Operations Budget for Fiscal Year 2021-22 and Suggested Per-Member Contributions
This budget was prepared knowing that we will be acting with uncertainty as to when and to what degree in-person meetings within and outside the Yearly Meeting will resume in the course of the fiscal year. This leaves corresponding uncertainty as to how much we will need to spend. The draft budget is meant to incorporate the possibility that such activities, and the associated expenses, could fully resume at any time. For that reason, most budgeted expenditures are based on full operation as in prior years.

Further, due to the COVID-19 crisis and reduced operational costs, we will have a surplus for the 2020-21 fiscal year. The draft budget proposes that the suggested per-member contributions for the coming fiscal year remain the same as in 2020-21. This results in a shortfall in revenue for 2021-22 which would be offset by the surplus for the current year.

For the Youth Programs section of the budget, the amounts are those requested by the Youth Programs Coordinating Committee.

Line item 5264 - Support for FGC reflects a contribution of $1.50 per PacYM member.

As part of this budget proposal, we suggest the following requested per-member contributions for FY 2021-22 (these are unchanged from last year):

<table>
<thead>
<tr>
<th>Region</th>
<th>Suggested Per Member</th>
</tr>
</thead>
<tbody>
<tr>
<td>US Mainland Meetings</td>
<td>$98 per member</td>
</tr>
<tr>
<td>Hawaii Meetings</td>
<td>$40 per member</td>
</tr>
<tr>
<td>Mexico City Meeting</td>
<td>$24 per member</td>
</tr>
</tbody>
</table>

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 worked with the current treasurer, Roy Allen, and her recent report will be reviewed at a future Finance Committee meeting.
**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, our Treasurer has a record of that and your meeting will be included when the application is submitted.

**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. A page has been added to the Treasurer’s report that summarizes our investments with Friends Fiduciary.

**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. We discussed the possibility of funding a two-year trial position using unspent reserves and determined this would be fiscally feasible if the yearly meeting decides to pursue such an option.

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), Martha Hunkins (Humboldt) (Clerk).
### General Operations Budget Planning

#### General Operations Budget vs. Actual

<table>
<thead>
<tr>
<th></th>
<th>FY 2020</th>
<th>FY 2021</th>
<th>FY 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Budget</td>
<td>Actual</td>
<td>Budget</td>
</tr>
<tr>
<td><strong>REVENUE</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4100 — Miscellaneous Contributions to PYM</td>
<td>4,000</td>
<td>1,814</td>
<td>2,000</td>
</tr>
<tr>
<td>4101 — Contributions from Member Meetings</td>
<td>142,814</td>
<td>135,838</td>
<td>112,646</td>
</tr>
<tr>
<td>4102 — Miscellaneous Income</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>4104 — Interest Income</td>
<td>0</td>
<td>153</td>
<td>100</td>
</tr>
<tr>
<td><strong>TOTAL REVENUE</strong></td>
<td>146,814</td>
<td>137,906</td>
<td>114,746</td>
</tr>
</tbody>
</table>

Requested contribution per member
(US mainland, Hawaii, México City)

**$122, $52, $30**

#### EXPENSES

<table>
<thead>
<tr>
<th></th>
<th>FY 2020</th>
<th>FY 2021</th>
<th>FY 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>GENERAL EXPENSES</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5202 — Clerk’s Travel &amp; Discretionary R2713</td>
<td>500</td>
<td>879</td>
<td>500</td>
</tr>
<tr>
<td>5203 — Expenses of Officers R2715</td>
<td>1,100</td>
<td>287</td>
<td>750</td>
</tr>
<tr>
<td>5204 — Website Operation &amp; Support</td>
<td>3,160</td>
<td>738</td>
<td>5,000</td>
</tr>
<tr>
<td>5204.1 - Directory Database Support</td>
<td>6,510</td>
<td>6,510</td>
<td></td>
</tr>
<tr>
<td>5206 — Young Friends PYM Attendance Assistance</td>
<td>2,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5207 — Equipment Purchase R2722</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5208 — Travel - RepCom &amp; Ann. Sess.</td>
<td>14,000</td>
<td>4,615</td>
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<td>5208.1 - RepCom Support</td>
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<td>5209 — Young Friends Officers’ Expense</td>
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<td>5210 — Audit Account R2723</td>
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<td>5212 — Latin America Concerns Outreach R2749</td>
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<td>5213 — PYM Attendance Assistance Fund (M&amp;O)</td>
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<td>5214 — Holding Corporation Expenses</td>
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<td>5215 — Western Friend</td>
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<td>12,500</td>
<td>12,500</td>
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<td>5216 — Misc. Operating Expenses</td>
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<td><strong>SUBTOTAL GENERAL EXPENSES</strong></td>
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#### COMMITTEE EXPENSES

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<th>FY 2020</th>
<th>FY 2021</th>
<th>FY 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>5221 — Ad Hoc Committees</td>
<td>50</td>
<td>50</td>
<td>50</td>
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<td>5222 — Children’s Program</td>
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<td>5224 — Faith and Practice Revision</td>
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<td>900</td>
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<td>5227 — Junior Yearly Meeting</td>
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<td>5228 — Ministry &amp; Oversight</td>
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<td>5229 — Nominating</td>
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<td>800</td>
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<td>5235 — Unity with Nature</td>
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<td>5237 — Committee Supplemental Expense R2714</td>
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<td>5238 — Latin American Concerns</td>
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<td>5239 — Communications</td>
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<td><strong>SUBTOTAL COMMITTEE EXPENSES</strong></td>
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#### SUPPORT OF FRIENDS ORGANIZATIONS

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<tr>
<th></th>
<th>FY 2020</th>
<th>FY 2021</th>
<th>FY 2022</th>
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<tbody>
<tr>
<td>5251 — Friends Committee on National Legislation</td>
<td>500</td>
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<td>500</td>
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<tr>
<td>5256 — William Penn House (c/o FCNL)</td>
<td>250</td>
<td>250</td>
<td>250</td>
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<tr>
<td>5252 — Friends Committee on Legislation of California</td>
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<td>500</td>
<td>500</td>
</tr>
<tr>
<td>5254 — FWCC</td>
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<td>500</td>
<td>500</td>
</tr>
<tr>
<td>5255 — Quaker United Nations Office NY</td>
<td>500</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td>5260 — AFSC</td>
<td>500</td>
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<tr>
<td>5261 — Friends House Moscow Support Ass’n</td>
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<td>5262 — Casa de los Amigos</td>
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<td>5264 — Friends General Conference</td>
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<td>5266 — Quaker Earthcare Witness</td>
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<td><strong>SUBTOTAL SUPPORT OF FRIENDS ORGS.</strong></td>
<td>4,750</td>
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## General Operations Budget Planning

### General Operations Budget vs. Actual

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<th>Description</th>
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<th>FY 2021</th>
<th>FY 2022</th>
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<tr>
<td></td>
<td>Budget</td>
<td>Actual</td>
<td>Budget</td>
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<td><strong>CONFERENCE TRAVEL/PYM DELEGATES</strong></td>
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<td>5271 — Western Friend Board R2748 (3)</td>
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<td>5275 — AFSC (2)</td>
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<td>5277 — FCNL &amp; William Penn House (2)</td>
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<td>5278 — FGCentral Committee R2744 (1)</td>
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<td>5279 — FWCC, Section of the Americas R2743 (2)</td>
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<td>5280 — Friends United Mtg. (Triennial) R2745 (1)</td>
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<td>311</td>
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<td>5281 — Gen. Reunion of Friends Mexico R2746 (1)</td>
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<td>5283 — Evangelical Friends Church Southwest (1)</td>
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<tr>
<td>5296 — Quaker Earthcare Witness (2737) (2)</td>
<td>1,700</td>
<td>1,700</td>
<td>1,700</td>
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<tr>
<td>5287 — FWCC World Plenary R2747</td>
<td>800</td>
<td>800</td>
<td>800</td>
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<td>5288 — Young Friends Travel R2742 (see 6181)</td>
<td>500</td>
<td>574</td>
<td>500</td>
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<td>5289 — Friends Peace Team Board (1)</td>
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<td><strong>SUBTOTAL CONFERENCE TRAVEL/PYM DEL</strong></td>
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<td><strong>YOUTH PROGRAMS</strong></td>
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<tr>
<td>6105 — Youth Program Supervisory Committee</td>
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<td>6110 — Personnel Costs</td>
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<td>58,419</td>
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<td>6140 — Insurance</td>
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<td>6150 — Professional Development</td>
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<td>800</td>
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<td>6160 — Office</td>
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<td>6170 — Events</td>
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<tr>
<td>6181 — Contribution to Vogel Youth Projects Fund</td>
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<td></td>
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<td>6190 — Administration &amp; Travel</td>
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<td>950</td>
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<td><strong>SUBTOTAL YOUTH PROGRAMS</strong></td>
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<td><strong>TOTAL EXPENSES</strong></td>
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<td>109,521</td>
<td>174,552</td>
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<tr>
<td><strong>TRANSFER TO (FROM) GENERAL RESERVES</strong></td>
<td>(34,140)</td>
<td>26,686</td>
<td>(59,806)</td>
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</table>
The words of Douglas Steere offer a poetic but not inaccurate description of the work of eldering:

To "listen" another's soul into a condition of disclosure and discovery may be almost the greatest service that any human being ever performs for another. But in this scrutiny of the business of listening, is that all that has emerged? Is it blasphemous to suggest that over the shoulder of the human listener, there is never absent the silent presence of the Eternal Listener, the living God? For in penetrating to what is involved in listening, do we not disclose the thinness of the filament that separates a person listening openly to one another, and that of God intently listening to each soul?

~ from GLEANINGS by Douglas V. Steere

The Eldering Subcommittee of the Ministry Committee of Pacific Yearly Meeting is now five years old and this past year saw significant growth and promise in the work of the committee. Beyond a core group who have been with the committee since, or close to, its inception, several new members were added. The request from Friends for “an elder” has increased considerably during the life of the subcommittee and has informed our leading to build greater eldering capacity in our yearly meeting. There is still growing to be done, but this year has felt particularly rewarding in many ways; as though the subcommittee has come of age.

Several notables:

The pandemic gave us many opportunities to experience and acknowledge the power of eldering from great distances, online. We have found that love and Light have no bounds!

At the request of monthly meetings, we were able to offer eldering workshops to three meetings, San Francisco, Grass Valley and Santa Cruz. Each of these workshops was 90 minutes, held after Meeting and on zoom. All of the workshops were well attended, with participants fully engaged, and the feedback being positive. We feel led to do more and are letting monthly meetings know we are offering workshops in the coming year.

Also on zoom, we had our annual retreat and explored ways to strengthen eldering in our PYM community and explored ways to support the work of Ministry, the Clerk and others. As we grow, questions about how to serve the work of the Yearly Meeting in faithfulness call us to meet for an extended annual retreat, to discern our path forward as a committee in service to the ministry of PYM. Although we missed being with each other for our retreat, and eating M&M Peanuts together, we found that the intimacy and spiritual nurturing we experienced in our in-person retreats was not missing in our virtual gathering. We do hope to have an in-person retreat this coming year, with M&Ms!

Echoing the call of Micah 6:8, “Do justice, love (mercy) kindness and walk humbly with our God”, Clerk Sandy Kewman posed this question in her call to the body “What acts of love and justice are necessary for us to re-center our Society to a place of justice, of love, for all?” We in the Eldering Subcommittee are noticing that the practice of eldering rests on the intention to provide a centering presence of love to others. The act of eldering midwifes ministry into our community of Friends and world. How our actions and hearts are most faithful to this call is a question we are considering deeply in this coming year. What does feel clear is this: We are called to love and we are called to truth in equal measure. Acting on this in our practice and supporting this in the body is what we understand to be the work of, the practice of, eldering.

Elaine Emily, Valerie Nuttman, Chamba Cooke, Paul Harris, Gordon Bishop, Dinah Bachrach, Nancy Wilkinson, Mica Estrada and Dorothy Henderson (Co-Clerks)
SUMMARY
The 2021 Annual Session Children’s Program has focused on designing activities that involve all generations and that appeal to families during this unique 2020 - 2021 year.

The July 23 - 28 annual session week features intergenerational music, story time, worship, and sharing conversations. Following this official annual session week, several small-group field trips are offered, enthusiastically coordinated by Mary Miche, this year’s CPC administrative program coordinator. These field trips, occurring in both northern and southern California, are for families with children (each field trip with two leaders, protections that follow state and county COVID-19 guidelines, possible books for children to take home, etc.). All this is detailed much more on the Pacific Yearly Meeting website page “Children in Yearly Meeting,” at https://www.pacificyearlymeeting.org/youth/children/.

These events are being carried out by many dedicated committee members, volunteers and other leaders, the PacYM Youth Programs Coordinator, and a Children’s Program lead/administrative coordinator. Besides a great deal of work designing and carrying out the various activities, CPC tasks have included multiple administrative items and email, postal mail, and phone outreach to families. To carry out some of this, the committee began meeting monthly in the fall of 2020; in early spring 2021, meetings increased to biweekly; and in the month prior to annual session, some meetings occurred weekly.

Thus, the Annual Session Children's Program continues to be a very major, multi-faceted undertaking that also is the source of excitement and joy. We also encourage our monthly Meetings to examine how we welcome young families into our fellowship.

The Children’s Program Committee consists of Molly Bishop, Redwood Forest; Vivian Carlson, Honolulu; Sandy Farley, Palo Alto; Keenan Lorenzato (ex officio), Davis; Mary Miche (ex officio), Lake County; and Rhea Farley, Strawberry Creek, and Suellen Lowry, Humboldt (co-clerks).
SUMMARY
Like many others, Ministry Committee members have had personal losses this year, and have generally felt the weight of the state of the world. Given low available energy, we've had to really focus our work on what we are most called to. How has Spirit been moving among us? What is rising up as most important?

We bring to annual session a proposal for an administrative position (attached).

Report
We continue our work on nurturing community. Two new subcommittees rose up from the body and we are working to support them: Friends of Color Subcommittee, and Indigenous Concerns Subcommittee. We are excited to see how these subcommittees develop and hope that we can be of service to them, as these are quite clearly corporate leadings. We continue support and appreciation of the work of the Racial Justice Subcommittee. The work of these three subcommittees is foundational to Pacific Yearly Meeting’s intention to become an anti-racist faith organization, an upwelling of Spirit and Love among us.

We also recognized the importance of coming together as a larger group, to worship and to be in the presence of Spirit. We hosted an online Meeting for Worship on the eve of the inauguration, and an online Meeting for Grieving.

The opportunity for such larger online gatherings grew out of the challenges of the pandemic time. We are able to gather in the Spirit on Zoom because we had a great need to gather. As a result of the need, multitudes of Friends everywhere became competent Zoom users, creating unsuspected new opportunities, new pathways for Spirit to move in. Barriers of geography no longer exist in the same way. This development has allowed the Ministry Committee and other yearly meeting committees to serve the monthly meetings and their members and attenders more fully year-round with workshops, worship groups and called meetings. As we write, Ministry Committee is helping with the planning of a second online annual gathering. And yet there are losses that come with the opportunity—people who don’t or can’t connect online, and the loss of everything we all get from actual physical presence with one another, the many informal interactions that deepen our relationships. How different might our committee’s year have been if we’d had our usual weekend in-person meetings?

And of course we work to maintain connections with distant Meetings and with those that do not fall within a quarterly meeting. The opportunities of the pandemic year have enriched us with an increased presence in our online midst of distant Friends.

We continue to search for better ways to accomplish the work of the Yearly Meeting. We have been considering what are the essential tasks, and what are the things that if we could dream bigger we would like to see happen. Are we being called to do less? Or to do things differently from how they have been done in the past? We bring to annual session a proposal for an administrative position (attached). We hope that what emerges from the consideration of this proposal will serve the monthly meetings, the members and attenders, and the yearly meeting committees in ways that free over-burdened volunteers to focus on what Spirit is calling us to do.

The Committee consists of James Summers, Shan Cretin, Rolene Walker, Jorge Morales, Jay Cash, Eric Sabelman, Valerie Nuttmann (co-clerk), and Gail Eastwood (co-clerk).
Proposal to Hire a Part-time Administrative Assistant

Ministry Committee recommends that Pacific Yearly Meeting hire an administrative assistant to further the work of the Yearly Meeting for an experimental period. This would be a half-time paid position with benefits, funded for two years from the hiring date.

This position would relieve the burden on overloaded volunteers. It would foster better communication and stronger connections throughout the yearly meeting. It would enable the work of our committees.

This position can be paid for without raising Meeting contributions by drawing upon unspent travel funds remaining on the books from the last year.

Given uncertainties associated with the Covid-19 pandemic, the Committee recommends that decisions about extending the position and future be addressed at the end of those two years when the experiment is evaluated, more public health information is available, and Friends have a better idea of how they will be meeting.

Ministry recommends the decisions about hiring process, supervision, budgeting be delegated to the Presiding Clerk and the Ministry Committee, in consultation with the Treasurer, Finance Committee, and the Youth Programs Coordinating Committee (YPCC).

Process

After early discussions with the Clerk and systematic attempts to foster conversation at the Monthly Meeting level, Ministry Committee and the Clerk brought the proposal to the Yearly Meeting at Annual Sessions 2020, followed by a Threshing Meeting before Representative Committee the following spring. The issue was discussed at Representative Committee, and Ministry Committee was charged with bringing an updated proposal back to Annual Sessions 2021.

This is the requested proposal, developed in consultation with the Presiding Clerk, Assistant to the Clerk, Incoming Presiding Clerk, the Treasurer and the Clerk of Finance Committee.

Background Considerations

The Need for Assistance:

Volunteer resources available to Pacific Yearly Meeting are decreasing as the needs are increasing.

For the last five years, the responsibilities of the Clerk have grown, and the Assistant to the Clerk has become a hub of communication and organization for our community. The role has grown beyond what one volunteer can reasonably manage.

The Youth Programs Coordinating team has experienced an increased need for communications and administrative support so they can keep the focus on the youth of our community.

Decreased Volunteer Help:

It is common for Nominating Committee to have difficulty in filling positions.
Our community is aging and shrinking. Illness and death take their toll. We can no longer rely on women working at home, retirees with good pensions and academics or farmers with seasonal down times. The stressed economy has narrowed the options further as Friends work long hours or multiple jobs. Increased need for technical expertise limits the ability of some to volunteer in critical positions. We often work those who do volunteer until they are weary and burnt out.

Simplicity:

The essence of the simplicity testimony is to order our lives so that we have room to hear and heed the voice of Spirit. We believe that this position will help yearly and monthly meetings to support work that we’ve clearly been called to: children’s programs and youth programs, racial justice concerns, greater inclusion of far-flung meetings and members—and more.

Pacific Yearly Meeting has undoubtedly grown more complex in its operations over the last few years. Operating as a Yearly Meeting between the annual in-person gatherings has increased the need for communication structures, some electronic—requiring such things as up-to-date directories, useful and accessible websites, organization and publicity for regional gatherings, registration for events, and coordinating calls between officers and committee clerks. Being unable to meet in person has emphasized these needs. Meanwhile Zoom has made it simple for meetings and yearly meeting committees to share workshops on clerking, racial justice, eldering, Unity With Nature’s Braiding Sweetgrass worship group—with more possibilities in the works. In other words, the “more complex” structures we’ve adopted are making it simpler for people to offer and participate in these parts of our work.

Precedents

We are not alone in facing this problem. Ministry Committee and the Clerk surveyed many other Yearly Meetings and Quaker organizations finding that many Yearly Meetings hire administrative help. Canada Yearly Meeting has both a full-time General Secretary and an office manager. North Pacific Yearly Meeting pays for several part-time administrative roles. Intermountain Yearly Meeting is going through a discernment process similar to ours, for similar reasons.

Expenses

The cost of a 20 hour/week position is projected by Finance Committee to be about $30,000/year, consisting of a $20,800 salary plus benefits.

The Treasurer and Clerk of Finance Committee agree that Yearly Meeting has enough cash on hand to fully fund this proposal for two years from unspent travel funds. The money has been transferred to reserves. It appears likely that holding fewer in-person committee meetings due to increased use of Zoom even after Covid restrictions are lifted, will continue to produce savings to the Yearly Meeting. This paid position can be paid for without increasing Monthly Meeting contributions.
The Job

A paid administrative assistant would be expected to do such tasks as:

1. Manage PacYM Zoom accounts
   a. Set up Zoom meetings on behalf of Officers and Committees
   b. Maintain publicly-available calendar of PacYM Zoom meetings (title only, no Zoom links)
   c. Post and maintain the process for requesting a Zoom meeting on the PacYM website

2. Manage the database (this task may change when the online database is implemented, possibly becoming the responsibility of an independent database manager)
   a. Maintain a database with the name & email address of all Officers, Committee Clerks, Representative & Delegates to outside organizations, Monthly Meeting Clerks, and MM Reps to PacYM
   b. Periodically send emails to MM Clerks & MM Reps to verify that they are still serving in that role.
   c. Update Officers, Committee Clerks, Representative & Delegates to outside organizations after a new slate is approved at Annual Session and throughout the year as changes to slate are approved.

3. Support Coordinating Team Calls
   a. Send out an email to all Officers, Committee Clerks, and Representative & Delegates to outside organizations after new Nominating slate is approved at Annual Session with description of Coordinating Teams and list of who is on which team.
   b. Create & send Doodle polls to schedule Coordinating team meetings.
   c. Send agenda & Zoom link to each Coordinating Team member in advance of each meeting.
   d. Take notes during meetings. Once Presiding Clerk has approved the notes, distribute the notes document to the Coordinating Team.

4. Support Representative Committee
   a. Identify location for in-person RepCom meetings.
   b. Create the RepCom Registration form and post on the website.
c. Draft and send the Call to Representative Committee in December. Include link to the registration form and the deadline for reports (usually 2 weeks before the start of RepCom).

d. Post the template for Reports to Representative Committee on the PacYM website.

e. Receive reports and work with submitters to address any problems with the reports.

f. Work with the website editors to get the reports posted.

g. Attend RepCom and be available to assist the Presiding Clerk as needed.

h. Publicize deadline for reports to Annual Session at RepCom.

5. Support Annual Session

a. Email the Call to Annual Session to Officers, Committee Clerks, Reps & Delegates, and MM Reps as soon as the Presiding Clerk has it ready.

b. Work with the Presiding Clerk to create a draft AS schedule in collaboration with the Assistant to the clerk.

c. Publicize the deadline for reports and post the template for Reports to Annual Session on the PacYM website.

d. Send out a “Registration is Open” email when Friends can begin registering for AS.

e. Receive reports and work with submitters to address any problems with the reports.

f. Collaborate with the website editors to get the reports posted.

g. Draft and send the “2nd email” to all AS registrants with information they will need prior to AS.

h. Attend Annual Session and be available to assist the Presiding Clerk as needed.

i. Attend an evaluation meeting with all Committee Clerks at the close of AS.

j. Send out a post-session email to all AS registrants

6. Possible New Projects

a. Newsletter: assemble and distribute a periodic newsletter to PacYM membership

b. Committee & Treasurer Support: assist Clerks of PacYM committees with administrative tasks such as meeting scheduling, organization of committee records, tracking insurance policies, and fulfilling corporate filings to IRS and State of California and more.
SUMMARY

1. Committee discernment as to the purpose of the committee.
2. Work on revising the section on Death and Dying.
3. Interest group development.
4. Arrangements with Western Friend to make available copies of the 2001 Faith and Practice via print-on-demand.

REPORT

Greetings from the Discipline Committee of Pacific Yearly Meeting.

Since RepCom, our committee has wrestled with our charge and charter. In consulting minutes from PYM’s annual sessions, there is no formal record of our becoming a “Revision Committee”, although in recent years the name has informally changed, leading to the understanding of some that we are actively revising Faith and Practice rather than simply tracking what things should be updated and proposing occasional “rolling updates” to the PYM web site. After discernment as to our current charter and an examination of PYM minutes, the committee asks the body to spend the next year in discernment as to whether there is unity in charging the committee with the responsibility of revising Faith and Practice, and if so, to augment the committee with the additional members needed to do the work and so charge us at the 2022 Annual Session.

In the meantime, we have been working on several areas. Our work on changes for the web site to the section on Death and Dying are nearing completion after your timely comments on early drafts. We anticipate publishing this later this summer or in the early fall. Following that, we will turn our attention to a backlog of smaller items that have been brought to our attention, including small revisions to Web site pages on our relationship with Quaker organizations, the transfer of membership section, and other items. The committee is also led to begin making notes as to ways that we could improve the introductory section of Faith and Practice.

We anticipate other input from you, both at this annual session and throughout the year. We are hosting an interest group to hear how you and your meetings use Faith and Practice, and to better understand what you see are the strengths and limitations of both the text and its current formats. We are also holding an interest group on “The Vitality of the Spirit in Our Experiences of Zoom”, exploring in what ways Zoom has enriched our Meetings as well as the implications for membership of participation in Meeting of geographically distant Friends. This discussion will help inform our thinking as to what online meeting for worship may mean to meeting life, including membership, service to meetings, and the care of our members and attenders. Planning for this interest group has taken a significant portion of our time; we expect that with your participation it is well worth our effort.

Finally, it has been brought to our attention that the inventory of printed copies of the existing Faith and Practice has dwindled, and with the approval of PYM’s clerk we have entered into an agreement with Western Friend to enable us to continue to make available copies for sale on the Western Friend website for both individual and bulk purchase via the print-on-demand printer they currently use for other publications.

We hold all of you in the light.

The committee consists of James Anderson, Margaret Mossman, Diego Navarro, Patricia Portillo, Jan Tappan (ex officio), Sarah Tyrell, Ray Rischpater & Sue Scott, co-clerks.
The spiritual basis of the work of Pacific Yearly Meeting Communications Committee is to strengthen the bonds between Friends, nurturing and growing our beloved community by facilitating communication among Friends. After many years of laboring, in the fall of 2017 we discerned that we were led to bring to Representative Committee a proposal to develop a communications database for the whole Yearly Meeting. The purpose of the database is three-fold: (1) Directory: to allow individual Friends to easily find and communicate with each other through the creation of a Pacific Yearly Meeting-wide directory; (2) Email lists: to allow groups of Friends to communicate with each other through the development of email distribution lists; and (3) Membership database: to provide Pacific Yearly Meeting’s statistical clerk(s) with a current count of members, by name and Monthly Meeting. Representative Committee united with our leading, and this is recorded in Minute RC 2020-11.

Friends can provide their information in one of two ways: (1) individuals can fill out a google form for themselves and their family. The form allows them to decide how much information to provide and whether they would like to opt out of being contacted or of being in the Pacific Yearly Meeting directory; or (2) by including their information in a spreadsheet that the monthly meeting provides to the Communications Committee. Monthly meetings are given the choice of which method they think would work best for their community; Communications Committee suggests this decision should be discerned and minuted in the monthly meeting's meeting for worship on the occasion of business.

We bring forward three policies for approval.

**Pacific Yearly Meeting Communications and Membership Database Policies**

1. **Information Included in the Communications and Membership Database**

The PacYM Communications Committee, which is responsible for the PacYM communications 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*
- membership status*
- roles served in primary monthly meeting
- “do not publish” option (whether the Friend’s information may be included in directories produced from the database)
- “do not contact” options (whether this Friend may be contacted by phone and/or email)
- roles served in yearly meeting and quarterly meeting (this information is provided directly by the yearly and quarterly meetings)
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.

2. Membership Information

Communications Committee believes that for the database to fulfill its membership function, all members would need to have their names and monthly meetings recorded in the database. This information is already maintained by the yearly meeting, but in a less secure form than the database. When someone who is a member of a monthly meeting in Pacific Yearly Meeting does not provide their information for the database, the Communications Committee and Statistical Clerk, guided by the discernment of 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

This information will be classified as “Do Not Publish” in the database, meaning that it will not be visible in any directories generated 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 and use the individual’s information. In particular, it will not be accessible through searching the internet.

3. Access to and Transmission of Directories Derived from the Database

Direct access to the database will be limited to as few Friends as feasible, and these Friends will be required to undergo training in how to use the database 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 from a password-protected section of the website. The pdf will also be password protected.

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).

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 Communications Committee to request directories. Communications Committee will then discern whether the request is in accordance with the policies and agreements it has made with Friends and respects the privacy needs of each person whose information is published in the directory. Data will not be shared for commercial purposes.
SUMMARY
In this first year of the 2021-2022 two-year session of the California legislature, FCLCA joined in coalition with other advocacy and faith-based groups to lobby in the areas of economic justice, racial justice, criminal justice reform, and environmental protection. To find out more visit our updated website at fclca.org.

REPORT
In response to growing need to advocate for just laws and a shrinking income stream, last year FCLCA optimized our organizational model to reduce expenses and increase the impact of Friends in the legislature. It’s working! Of course, we will always need you to support us with your voice and donations so we can amplify our message of love and justice, but together we are succeeding as an important presence in the capitol. Our staff, Kevan Insko and Dale Richter, and contract lobbyist, Jim Lindburg, lobbied on 89 bills already this session and 65 are moving forward. Over 500 of you sent more than a thousand messages on our Action Network. There are many ways to lobby for the causes you are passionate about. At this point in the pandemic, we still have not planned an “in person” Lobby Day but when that is a safe option, we will announce it through our meeting representatives. If you would like tips on advocating, see our Bring Your Voice publication.

Though many things have changed since the founding of FCLCA in 1952, there is still a dire need for our work and participation in democracy. California often leads the nation in proposing legislation to improve life for all, which fits with Friends calling to move toward love and justice. The spirit is moving through FCLCA and our original statement of purpose remains a testament to our continued movement.

“We are moved not by political allegiance to party or platform, but by religious faith which teaches that love of God and love of neighbor are inseparable ....”

The support of Friends Meetings and individual Friends meant we could lobby for strong measures in the state budget and important bills to address equity in California. The state budget is a statement of our values and priorities as Californians. We are actively engaged in budget advocacy on these issues, among others:

- Health for All – Medi-Cal inclusion for undocumented seniors
- Additional supplemental paid sick leave for those affected by COVID-19
- Protected wage replacement for paid family leave and state disability insurance
- Free School Meals for All, so that no child goes hungry at school or when schools are closed in an emergency
- Tenant rental assistance for those affected by the pandemic
- Support for closing prisons and increasing investment in re-entry services and restorative justice
- Removing the Medi-Cal asset test
- Increased investments in climate change mitigation
- Prioritizing the needs of children, childcare, and services in the budget as part of the Children’s Movement and End Child Poverty in California Campaign
Below are a sample of the priority bills that are moving forward this year.

- **AB 256** - Racial Justice Act for All – makes retroactive the extension of civil rights protections in California courts to all people charged or convicted of a crime using racial bias
- **AB 478** - Establishes minimum recycled content of plastic containers to curb plastic pollution
- **SB 222** – Establishes Water Rate Assistance Fund to help with affordability of drinking water and wastewater services for people experiencing economic hardship
- **AB 4** – Expands eligibility for Medi-Cal to income eligible residents, regardless of immigration status
- **SB 17** - Defines racism as public health issue and establishes Office of Racial Equity
- **SB 2** – Establishes statewide police decertification process
- **AB 1177** – Establishes the BankCal public banking system
- **SB 62** – Protects garment workers from wage theft
- **AB 1041** - Allows job protected leave for extended and chosen family members

If you are interested in becoming an FCLCA representative to your meeting, please contact [Vicki Carroll](mailto:Vicki.Carroll@FCLCA.org).

The PacYM Representative to FCLCA is Vicki Carroll.
The FCLCA Board of Directors consists of James Alexander, Steve Birdlebough, Peggy Craik, Ellen Eggers, Shannon Frediani, George Gastil, George Millikan, and Vicki Carroll, clerk.
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. We are also grateful for Rebekah Percy’s faithful service as Interim Youth Programs Coordinator from March 2020 until March 2021, when the new YPC, Keenan Lorenzato, was hired.

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 Farrukh, Nate Secrest, and Elinor Steffy) gathered input from youth and parents about the role of the YPC and provided recommendations. Both of these reports were used to revise the YPC job description and develop a detailed process for hiring, onboarding and training our next YPC. We also revised and clarified the YPCC and Supervisor job description.

Our New Youth Coordinator!
After a nationwide search and an in-depth interview process, the field was narrowed down to two finalists who were asked to demonstrate skill in written communication and lead an intergenerational activity via zoom for an audience of stakeholders including youth participants. The interview team and YPC Committee reached unity in offering the position to Keenan Lorenzato. Here’s a little more information about Keenan at this link on the PacYM web page.

Update on Youth Programs Fund / Finances
Due to COVID-19, the popular El Salvador Trip and the Quaker Oaks Farm Spring Service Learning Camp were cancelled in both 2020 and 2021, 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 summer 2020 backpacking trip with five Young Adult Friends (YAF) 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. A summer 2021 YAF backpacking/camping grant has been approved and all YAFs are invited to reach out to Keenan at youthprogramscoordinator@pacificyearlymeeting.org to join in one of the trips. To see all projects funded since the inception see YPFundSummary.

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. We hope to have a promotional video for our Youth Programs Fund and how to apply for grant funding ready soon.

Youth Programs Coordinator Report
August 2020-February 2021: 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

March 2021-June 2021: Keenan Lorenzato
In my short time as YPC I have embarked on a variety of tasks. I came into this role as a member of the Communications Committee, as such the need for the directory to be up and running is more apparent than ever before. As Rebekah stated, an administrative assistant will be gratefully welcomed, as will the database manager. There was a lot to learn stepping into this role. The basics of communication and committee structure is not complicated, but is diverse and thus takes a bit of time to acclimate to. I have enjoyed it but my real excitement is in the return to non pandemic
times. It's easy to remember the joy of gatherings and fellowship, and to reminisce and get giddy over that happening once again.

Getting up to speed with all the committees took me a little longer than expected as so many Quakers are doing so much! The YM children's program is providing small in-person gatherings after the annual session. The quarterly children's and teen committees have been actively working on programming both virtual and in person, and collaborating together. The teen group has a large number of youth graduating this year and moving up to the YAF ranks. The YAF group is excited to welcome in this next generational wave and planned multiple YAF-packing (backpacking) trips supported by the Youth Programs Fund. All these, and many more things, are in the works as is the transition from zoom back to in person gatherings.

The questions of How do we gather safely? How do we create space for those of us who for whatever reason will remain unvaccinated? How do we enhance our programs and offerings? And What do we do first? All are continually being discerned in this work. While the vaccines have been around they are just now available to youth and so it is just now that restrictions on youth events are lifted. I have crafted a Friendly Responsible Adult (FRAP) training and hope to capture new recruits for youth work and bolster our events beyond the typical quarterly meetings of youth throughout the fall and winter.

While the joy of summer is present now, planning successful events especially with mind to safety takes time. I ask for your support in taking the time to plan these events well, rather than launching headfirst into a return to normalcy. One upcoming challenge is an age bubble in JYM will leave that group with few aged 15-18 who have typically been the leaders of that group. If you know someone that age keep a look out for our events and please encourage them to attend. In the coming months I hope to see the database near completion, streamline youth event communications and registrations, host events and gatherings, and get to know all of you a little better. Looking forward to serving the community in this way,

Keenan

LIST OF YPCC MEMBERS Alby Penney, Alvaro Alvarado, Barbara Babin, Gail Eastwood (Ministry Liaison, ex officio) Keenan Lorenzato (YPC as of March 2021, ex officio) Kieman Colby, Nancy Mellor, Nathan Secrest, Rebekah Percy, (Interim YPC through March 2021, ex officio) Melissa Lovett-Adair (Clerk)

Submitted by Melissa Lovett-Adair, Clerk
SUMMARY
Friends connected with FCNL have been extremely active since last year’s PYM gathering in lobbying and other efforts of 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, 2020. 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 has announced that its 2021 Annual Meeting will also be held virtually, November 17-20.

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.
SUMMARY
Since the Annual Meeting, your two Friends General Conference (FGC) representatives attended the FGC Central Committee Meeting in October and three FGC Executive Committee Meetings in addition to other committee meetings on which your representatives serve (Michelle on Long Range Planning Committee, Don on Finance Committee, and Christian and Interfaith Relations Committee).

FGC Executive Committee September 25-26
Don Kewman attended the Executive Committee as a guest and rising member representing PacYM. Michelle Bellows already served 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. 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, continues its practice of testing each decision with the query that arose out of the 2018 Institutional Assessment: “How does this decision support FGC in its goal to become an actively anti-racist faith community?”

FGC Executive Committee May 1
FGC is embarking soon on the previously approved $2.4 million Capital Campaign. Most of the requests for donations to the campaign will occur over the next two years. Approximately $1 million raised will be used to create an endowment to help offset expenses of holding the Gathering. The remainder will be used for shorter term program needs over the next 3-5 years.

Carl Magruder of PacYM has been appointed as the FGC delegate to the World Council of Churches 2022 Assembly in Germany and will also serve on the Christian and Interfaith Relations Committee of FGC.

An emerging priority of FGC is to find more ways that affiliated monthly and yearly meetings can connect and communicate through FGC. A vision for this endeavor was presented for initial discussion by the Yearly and Monthly Meeting Connector Working Group.

PacYM representatives to FGC are Michelle Bellows (Strawberry Creek) and Don Kewman (Sacramento).
SUMMARY
Friends Peace Teams (FPT) seeks resources from the Yearly Meeting in terms of volunteers and modest annual financial support. Can the Yearly Meeting see its way forward to an annual budgeted item of support? Founded in 1993 by North American Yearly Meetings, including PacYM, the various peace ministries and projects work throughout the world in the U.S.

REPORT
Friends Peace Teams is a Spirit-led organization working to develop long-term relationships with communities in conflict around the world to create programs for peace building, healing and reconciliation. I am finishing my first year as PacYM Representative during a year of the pandemic that has not led Friends Peace Teams to cut back on its peace ministries. I have been joined by Susan Hopkins of Grass Valley and long-time FPT former Representative Gay Howard of Central Coast. Both have been active with the Friendly Book Collaborative (explore the various projects at https://friendspeaceteams.org/about/). FPT seeks more volunteers who might help out in Indonesia, Guatemala, El Salvador, Honduras, Colombia, Ecuador, Kenya, Rwanda, Lebanon, Philippines, Chechnya, Nepal, Korea (Jeju Island), and Malaysia. Not to speak of work in the U.S.

I began my service by joining the Working Towards Right Relationship with Indigenous Peoples (Aug 10 - Oct 26, 2020), a Six-Part Webinar Series co-sponsored by Pendle Hill, Canadian Friends Service Committee, Decolonizing Quakers, and Friends Peace Teams/Toward Right Relationship with Native Peoples. These were powerful workshops with several hundred participants. This led me to join the Toward Right Relationship Advisory Committee (only three of us) besides attending the FPT Council monthly meetings. FPT, like many Quaker bodies in the U.S., is engaging in anti-racism and decolonizing work this year (and going forward).

Friends should consider subscribing to the TRR Newsletter, the recent one focusing on Secretary of the Interior Haaland’s work to identify the names of the Boarding School children buried at various sites. See https://friendspeaceteams.org/trr/#trrnews to subscribe to this monthly newsletter.

I wish to relate one story among many of the work FPT does. In Chechnya (Russia) they work with schools who are dealing with trauma from the wars around the world and formerly in Chechnya. One boy who recently returned from Syria with his family, spoke only Arabic but read English. Trying to integrate into a Chechen school class as an “outsider,” he participated in FPT school exercises that allowed him to read the class Russian-language story in English. This relaxed him enough to begin speaking halting Russian later in class. https://friendspeaceteams.org/pog-in-schools-in-chechnya/

Whether its reading stories for use in classes around the world, or assisting AVP workshops in a Colombia with growing conflict, or helping with hurricane relief efforts in El Salvador, Honduras, Guatemala, there is much to do. I, myself, would love to see Toward Right Relationship with Indigenous People workshops be developed for our own Yearly Meeting’s relationships with indigenous in Nevada, California, Hawaii, Guatemala, and Mexico. A long-term project, but possible with PacYM support.

Thank you for supporting me as your representative.

Stephen McNeil (Strawberry Creek)

FPT Spring 2021 Epistle (a video): https://www.youtube.com/watch?v=qpstz2pilo8
INTRODUCTION

About Friends United Meeting (from the FUM website)

The Friends United Meeting community stretches far and wide across the globe. We are a collection of Christ-centered Quakers, embracing thirty-seven Yearly Meetings and Associations, thousands of local gatherings and hundreds of thousands of individuals.

Joined together through our shared experience of God and united in common ministries, we form a beloved fellowship that is powerfully at work in our local areas and through cross-cultural service.

From the Caribbean to Palestine, Africa to North America and scattered places in between, FUM is building a global partnership in a season of history when much of the world is being stretched and strained by cultural, political, and geographic differences. An important part of our work and witness is to express the love and peace of Christ with one another, believing God is transforming us into a people who are more lovely and whole than we could ever be on our own. As we are powerfully energized by the Holy Spirit, equipped for faithful service and leadership, and deeply connected to one another, we experience a unity that transcends our diversity.

Four ministry priorities shape the ways we serve the FUM Community—Leadership and Resource Development, Evangelism, Communication, and Global Partnership.

TRIENNIAL 2021 Report

The first day of Triennial was “travel” to 2 destinations of your choice: Kaimosi, Kenya to the Friends Theological College; Samburu and Turkana to learn about Friends work among pastoralist (nomadic) Friends; Ramallah Friends School in Palestine; Friends Church Peace Team work to reconcile communities and support victims of violence; Living Letters program of travel in the ministry for service, prayer, learning, solidarity, discernment, encouragement, and more; Belize City Friends Centre-School and Church.

I chose Ramallah Friends School and Belize. In Ramallah, the new Head, a third generation alumnus, gave a tour and spoke of their witness in challenging times. In Belize, the Friends Center is run by a missionary from the U.S. and one from Africa. Their school provides remedial assistance to children who were not able to pass an entrance test for high school. Most of their students have learning disabilities that were not addressed in primary school. Most of their students are eventually able to attend high school or they are given vocational training. The Centre is providing a safe place for youth in a city with serious gang violence and human trafficking problems.

Staff reports to Triennial included their visions for Quaker renewal, leadership development in North America and Africa. Also the opportunities and challenges of moving communications increasingly in to electronic communications.

The appointment of a Sustainability Task Force was approved to assist with financial sustainability of various ministries. The purpose is for this Task Force to be a core group with local members added to address a particular ministries needs. A new pathway was approved for smaller Quaker groups and local meetings to apply for membership in FUM. This was in response to many new African Friends meetings being established by immigrants to North America.

“Finally, Friends approved the location for the next Triennial sessions in 2023. God willing, si Dios quiere, Inshallah, Mungo Akipenda…Friends will gather for the 2023 Triennial in Kisumu, Kenya.”
This Friend has already experienced, through FWCC, the opportunity to visit Quakers in Africa. It was an experience that I highly recommend. I am hopeful that someone from Pacific Yearly Meeting might be called to attend the FUM Triennial in Africa in 2023.

Some years ago, FUM approved a minute about FUM employees/volunteers that was a great concern to PYM in regard to homosexuality. In response, PYM decided to stop an annual donation to FUM, but to continue to send a PYM Representative to FUM Triennials.

After the 2023 Triennial, I contacted a Friend from FUM to get an update about that minute. The minute had caused considerable concern within FUM as well. The minute was discussed at each FUM executive committee from 2002 to 2005. There was no unity to remove the policy and no unity to reaffirm the policy. It has been generally accepted that unity would not be reached and the matter has not been revisited.

Details can be found at:  https://nyym.org/content/timeline-crisis-points-fum-personnel-policy

Faithfully submitted,
Donna Higgins Smith
Pacific Yearly Meeting
Representative to Friends United Meeting Triennial 2021
SUMMARY
This last year has been busy for FWCC representatives. There were two large gatherings: a regional meeting in September of 2020 and the Section meeting in March of 2021. At both the attenders experienced the special joy of an FWCC gathering. In this report, we will share our experiences with FWCC this year.

Our Report
To understand the joy of an FWCC gathering requires an understanding of FWCC and its mission. That, in turn, requires knowledge of the makeup of the Society of Friends. We are a worldwide Society and include people from North America, Latin America, Africa, Europe, Middle East, East Asia and the West Pacific. There are four different types of Quakers: Liberal, Conservative, Friends Church, and Evangelical. Evangelical Friends brought people from Latin America and Africa into the family of Friends. The FWCC is made up of four sections and we are part of the Section of the Americas. The Section of the Americas describes its task as “Connecting Friends, crossing cultures, changing lives.” On the surface we are quite different. Some worship the way that Protestants do. Some are Christocentric and lean on the Bible. We speak different languages, come from different cultures and include the economic scale from rich to poor. Our experience is that when we meet together, we are one in heart, and Spirit moves powerfully among us.

In September we had a meeting of the Southwest Region, which includes Pacific Yearly Meeting, Intermountain Yearly Meeting, and the Western Association of Friends, which is made up of the friend’s churches in Berkeley and Whittier. IMYM includes the four corners states. Emelyn Buskirk organized this gathering as part of her role as regional coordinator. Because Mexico City meeting is part of PacYM, the event was fully bilingual, which means using consecutive translation. We were inspired by our keynote speaker, Myron Guachalla from Bolivia. Myron owns a music shop, and he describes himself in several ways: musician, entrepreneur. But for him, the most important word is “Quaker”. He shared some of his experiences of colorism in Bolivia. We got to know each other in small groups with translators so that Spanish speakers and English speakers could communicate. The gathering was an experience of connecting Friends and crossing cultures.

The Section of the Americas consists of the entire Western Hemisphere, from Alaska to the Andes. We met in March of 2021, and meeting on ZOOM was a plus for us because more Friends from Latin America were able to attend. In total, twice as many attended than when we met in person, with most of the increase coming from Spanish speaking countries. Spanish and English were used equally to communicate. Sometimes the program was in Spanish with translation into English. This is how Bible study was conducted. Sometimes it was the other way around. Bible study is a good example of people of different cultures studying together. Our leader was pastor Manuel Guzman of the Friends Church in Ciudad Victoria, Mexico. He had studied in an evangelical seminary in Mexico, then later attended Earlham School of Religion, a Quaker seminary. Participation by others, including Kevin Mortimer, a professor of religion and philosophy from Barclay College in Kansas, made it a rich experience.

Sarah Hernandez spoke to us on the topic “To change it one must name it.” She recommended that we become aware of our own internalized racism and colonialism in order to name the injustice. She also reminded us of the importance of rest, self-care, and making room to find joy. We need to let the Light guide us in the change. There is work to be done and continuing long term effort is required.
Everyone enjoyed a feast of Latinex culture. There were several talent events and Latin Americans were in charge. At one event we heard from a group of young people who were singing in Aymara, a Native American language of Bolivia and Peru. What a joy it was to see people from so far away who were sharing their talent. Another place of sharing was the home groups, which are like our worship-sharing groups. Our time together ended with programmed worship from a Friends Church in El Salvador. The service included music from “Mensajeras de la Paz” (Messengers of Peace). They were from Bolivia, and they praised God in the style of the Andes. As we heard Pastor Nelson Ayala speak, we knew that despite our different languages and cultures we are one big Quaker family.

Hulda Muaka has been involved in the Travelling Ministry Corp. Its task is to send ministers to visit meetings and churches, and the pandemic brought real challenges. However, new opportunities opened as we explored virtual visits and gatherings. The FWCC goal of connecting Friends and building bridges was achieved in new ways. We realize that to go forward we realize that collective effort is required to us these new tools. In Latin America, the TMC organized online separate conferences for women, for men, and for youth. In North America we are continuing with weekly worship, prayer on request, and book discussion.

We would like to invite you to an opportunity to get a taste of the wide world of Quakerism yourselves. World Quaker Day will be celebrated by meetings and churches around the world on Sunday, October 3, 2021. Your event can be as small or large as you like. Emelyn once gave a five-minute slide show. Just go to the “World Quaker Day 2021” website to get started.

PacYM’s Representatives to FWCC are Emelyn Buskirk and Hulda Muaka.
Spring Steering Committee Meeting of Quaker Earthcare Witness (QEW)

This is the second occasion that due to the COVID-19 pandemic, I attended the gathering via Zoom, previous registration with a suggested payment. Similar to last October, we were about 50 Friends from the United States, Canada, and Mexico. The title of the gathering reflected the idea of inclusivity and our current challenges: “Imagining and Earth for all: spirit into action.” Mary Jo’s service as presiding clerk was very good: allowing the participants the chance to be heard, to have time to reflect and express their ideas. In the 4 meetings for worship for business there was a good balance between the flow of information, discernment and decision making. In the first one the emphasis was on “Including our Vision, Witness and Aspirations.” The worship sharing sessions provided enriching and rewarding interaction. I enjoy listening to others’ perspectives and deep thoughts and feelings; reminder of the advice of “to know each other in that what is eternal.” One of the queries was: What are the guideposts/signs that show us that we are moving faithfully towards the world we want?

The Standing Committees issued reports and discernments: a) Spiritual Nurturance (gives attention to the need that QEW activities be spiritually grounded), it provided inspiring thoughts, and poems, like this one from Aldo Leopold: “When we see land as a community to which we belong, we may begin to use it with love and respect.” b) Publications (review of content, publication and distribution of printed materials, including BeFriending Creation newsletter, booklets, overseeing social media sites and Website [https://www.quakerearthcare.org/]), c) Finance and Development (fiscal and accounting policies), d) Outreach (encourages participation, communication, and/or financial contributions and to stay in two-way communication with one another), e) Nominating (brings forward names for positions).

Shelley Tannenbaum, General Secretary, and Hayley Hathaway, Communications Coordinator, presented their reports. Most of them were shared in “Advance Documents.” The working groups and projects have concrete, ongoing programs but do not necessarily directly support the administrative operations or the spiritual life of QEW: 1. Sustainability Faith and Action (assists Friends to discern their concerns, lift up and support leadings, and sustain and nourish witness moving into action). 2. Mini-grants (matches grant to support projects that benefit the environment). 3. No name (without a clerk or agenda, sitting in silence, seek the larger truths that inform our environmental work). 4. Population (impact of population and its growth on the Earth). 5. United Nations (environmental justice linked to UN programs and policies). 6. Friends Committee on National Legislation (the work of FCNL’s Energy and Environmental program). Mini-grants Working Group prepared a slide show with several photos about projects that received financial support in many parts of the world. This year Mary Coelho, active member of QEW, presented her recent book about nature, physics and spirituality: The Depth of Our Belonging: Mysticism, Physics and Healing. Also Hayley Hathaway and Pamela Haines shared the presentation and discussion “Envision or perish: what we must start imagining the world we want”, they mentioned that we were called to live up to this time, as people of faith with spiritual stamina, interfaith work is very important, as well as international embrace of the concept of Mother’s Nature. I enjoyed very much attending this gathering of hard working and committed Friends. I also learned about Quaker process in an enriching experience and it is also a source of hope in difficult times.

The PacYM Representative to QEW is Paty Constantino, Mexico City Monthly Meeting.
Western Friend is a growing and changing project which, like everything else, was tipped one way and another during this year of pandemic. Its governing Board consists of three appointed members from each of three Yearly Meetings—PYM, IMYM and NPYM—and meets normally three times a year in weekend sessions hosted by monthly meetings, and at other times online. Of course, this was a year of Zoom meetings all around, and the Board thus missed out on its regular visits to monthly meetings and the resulting opportunity to experience a bit of each of the Yearly Meetings it represents. But on the other hand, there was energy and creativity at work in the Board and at editor Mary Klein’s desk. Western Friend’s financial condition remained strong, subscription numbers held steady, and new and continuing additional features broadened the reach of Western Friend: the new “Extra Extra” online bulletin allowed Friends to easily share news about their meeting life and concerns, the “Western Friend Connect” feature made zoom rooms available, hosted a weekly worship time, and offered a number of presentation and discussion sessions [Quakers in Public Life, with a panel of Friends presenting their experience, will be offered August 7th and 12th] and “Western Friend Discussion Community” allowed Friends to initiate and participate in online discussions of current concerns. Yes, much more than a magazine, though the magazine continues to provide a forum and common reading for Friends in the West and beyond. If all this is new to the reader, a tour of the web site will provide a review of these features and many other resources—back issues, memorial minutes, books for sale, annual session photos, and more.

The three appointees from Pacific Yearly Meeting: Nancy Wilkinson from Strawberry Creek Meeting, Kate Connell from Santa Barbara Meeting, and Jim Anderson from Chico Meeting, are active and engaged Board members and will be glad to talk with Friends about this work—seek us out. Our Yearly Meeting contributes generously each year to support the magazine and the many other dimensions of Western Friend. In addition, of course, subscription fees provide a good portion of the needed financial support, as well as do many individual and monthly meeting donations. Indeed, the widespread support and generosity of PYM Friends is an expression not only of a recognition of financial need, but of a sense of community investment and personal connection to this work. Like many Friends’ undertakings, this one is part of a relationship, a covenant, a community at work in reshaping the world. It depends on faith, imagination, the sharing of resources, and the vision of a great people gathered. Much of the work in ministry represented by it is invisible, but the many fruits shared are rich and provocative, pleasing and eye opening, an important part of who we are.

The annual report of Western Friend is included in this set of documents also, so a thorough review of the work, finances, and resources of the project are available there. Many from our Yearly Meeting have published in Western Friend, the memorial minutes of those who have left us are there for review, and photos of the annual sessions you have attended will provide pleasing occasions for a re-visit. We encourage all in our yearly meeting to enjoy, appreciate, support, and participate in the work of Western Friend.

-- Jim Anderson

The PacYM Representatives on the board of directors of Friends Bulletin Corporation (publisher of Western Friend magazine) are Nancy Wilkinson, Kate Connell, and Jim Anderson (convener).
SUMMARY
We nominate the following people to serve three-year terms on Nominating Committee:
- Dan Strickland (Orange Grove)
- Margaret Mossman (Berkeley)
- Gail Thomas (Santa Monica)
and we nominate Julie Harlow to continue as Clerk of Nominating Committee for another year.

Report
If agreed upon by Pacific Yearly Meeting, Nominating Committee would then consist of the following names:

- 2022 Trudy Friedel, Inland Valley (2019)
- 2022 Lisa Hubbell, unaffiliated (2020)
- 2023 Julie Harlow, Davis (2017) **Clerk**
- 2023 Liz Baker, Sacramento (2020)
- 2023 David (DJ) Bloom, Appleseed (2020)
- 2024 Gail Thomas, Santa Monica (2021)
- 2024 Margaret Mossman, Berkeley (2021)
- 2024 Dan Strickland, Orange Grove (2021)

*The date to the left of each name is the year the current appointment expires (at the end of that year's annual session unless otherwise indicated). The date on the right is the year of initial appointment.*

In the performance of its task, the Naming Committee was mindful of the need to balance membership of the Nominating Committee between North and South, and also attempted to approach younger Friends. Nevertheless we feel that this is a strong slate of names, and Naming Committee felt very fortunate in being able to recruit the services if these seasoned Quakers.

The Naming Committee consists of George Gastil, Sue Torrey and David Lederman (Convener). Sarah Tyrrell is an alternate, but so far has not been called upon to serve.
SUMMARY
Key items for Meeting Representatives to convey:

- Please inform your monthly meeting to check Peace and Social Order Committee’s updated webpage to review the template and simple instructions for submitting social concern minutes and for an overview of minutes that have been approved by various monthly meetings by categories. [https://www.pacificyearlymeeting.org/committee-newsletters-and-reports/peace-social-order-committee/](https://www.pacificyearlymeeting.org/committee-newsletters-and-reports/peace-social-order-committee/)
- Please send all approved Social Concern Minutes to our new role-based email address: PeaceAndSocialOrderClerk@pacificyearlymeeting.org (capitalization is optional).
- Please also share with your monthly meeting that George Mills, Pacific Yearly Meeting Secretariat Clerk, archived all approved PacYM minutes since 1947, including those related to Peace and Social Order concerns. The archived minutes can be found at [https://www.pacificyearlymeeting.org/pym-minutes/](https://www.pacificyearlymeeting.org/pym-minutes/)

REPORT
Overall, the PSO committee has had faithful committee members who followed through with their assigned tasks, shared the work, and functioned joyfully together as a committee.

The first year of the 2 year trial of PSO distributing approved Social Concern Minutes by monthly meetings to the remaining monthly meetings within PacYM has been a success. Feedback has been positive regarding an increased sense of working together as a larger community as well as being more informed and up to date about the movement of Spirit among other monthly meetings.

Monthly meetings within PacYM have approved the following Social Concern Minutes:
- 11 racial justice
- 7 peace
- 4 social order
- 4 refugees and immigration

Multiple monthly meetings have also begun reading groups on racial justice focused on African American and Native American writings about structural injustice. Southern CA Quarterly Meeting has also formed a Racial Justice group which meets monthly.

The Committee consists of Linnea Hanson, Betty Guthrie, Zae Illo, Brian Johnston, and Shannon Frediani (co-clerk).
To All Friends Everywhere:

We are called to both love and justice. Led by our Racial Justice Subcommittee, we began the process of creating a sacred space in which healing and transformation can occur. The initial step is to learn to recognize and express when one is hurt by bias or microaggression (“Ouch”) or has caused hurt (“Oops”) or has witnessed another’s being hurt (“Whoa”). Vocal ministry during meeting for worship included expressions of “Ouch” or “I’m sorry” or “Whoa.” The subcommittee held a time each evening for debriefing our sacred space process, and the Ministry Committee listened to people’s reports of hurt.

We were deeply moved by the poetry and stories of the keynote speakers, Gabriela Portillo Alvarado and Avotcja (Avacha) Jiltoniilo. Both of them wrote of the multi-generational trauma of being nonwhite in the United States. Gabriela recounted their pain experienced while researching the human skulls of nonwhite persons, including Native Americans from the early 19th century, in a collection at the University of Pennsylvania. These remains have not been repatriated, and Gabriela’s poem “Worship on a Mass Grave” spoke of the day they sat in worship above the storage room.

Avotcja described herself as a believer in perpetual revelation and as one to whom the Creator usually speaks in poetry and music. She wrote and distributed a love poem, “Street Children of the Night,” to children outside at night near her home, and was later amazed when a small girl hugged her on the BART subway system and recited the poem verbatim, expressing gratitude because, as she said, “nobody ever talks to us.” From the poem that Avotcja wrote in response to the 2016 presidential election, she led us repeatedly in a chorus of everyone’s voices declaring, “I know we can!”

We were excited to see the faces of Quakers from California, Nevada, Hawai‘i, Mexico, and beyond. This was our second annual session held online via Zoom, and this year has brought...
Epistle from the 75th Annual Session of Pacific Yearly Meeting of the Religious Society of Friends 2021

other changes as well. We grieved the loss of 50 Friends at an extended memorial meeting. Our total membership is 1,173, down 36 from last year, and our Nominating Committee encouraged committees to set goals of a size appropriate to the strength and light of current members, because no big influx of new people is occurring. In this age of more digital communications, the administrative work required has expanded even as the available volunteer energy has declined, and we approved hiring a half-time administrative assistant. Simultaneously, the Ministry Committee will be listening widely and deeply to discern the Spirit’s call to the yearly meeting -- and the structures that would support our heeding that call.

Discussions about love and justice continued throughout our time together. Most people when they spoke included in their introductions an acknowledgment of the indigenous people of their region. In Bible study, we were reminded that the instruction in Micah 6:8 is “to do justice” -- not just to talk or to read about it or to expect someone else to do it. How are we doing justice? We heard Quakers’ stories of advocating for racial justice, housing equity, farmworker rights, and environmental justice, as well as providing financial support of undocumented students.

The life of our Quaker communities can be nurtured by eldering, and the process can be one more tool in creating sacred space. The Eldering Subcommittee of the Ministry Committee created a schedule of elders for holding the space of each meeting for worship or plenary. For each keynote speaker, the presiding clerk, and some other individuals exercising their gifts of ministry for our community, an elder provides prayerful and sometimes practical support. At an interest group, the subcommittee encouraged participants to practice this holding of space while a group worships or an individual presents or ministers. Doing so helps grow the good in our meetings. Eldering can contribute to the work of decolonization, in that the elder sets aside their own ego and their needs in order to be in service of the spiritual growth of another.

We know that we join many other Quakers in wrestling with issues of racial justice. We encourage Friends everywhere to give up the expectation of comfort: in conversations about race, discomfort is natural--it means that we are growing. Let us create ways to help each other be brave. Let us take time to connect with the indwelling Spirit that connects us to one another and to all of creation. Let us break the bonds of racism by continuing to learn, and continuing to tell the truth, and becoming willing to make repairs. We can then take the next steps into sacred space together. We know we can!

Note: In “normal years” there would also be epistles from younger Friends in Pacific Yearly Meeting, but as the 2021 Annual Session was conducted online via Zoom, there were no such epistles this year.
SUMMARY

Summary: This report will discuss the process for Annual Session 2021 registration, the challenges and opportunities for improvement. Overall, the registration process worked reasonably well, and the software used (Paperform) for registering served us well at very little expense to the Yearly Meeting.

THE NUMBERS

Here is a numerical summary of our registration data for Annual Session:

1. Number of registrants:
   - Adults: 312
   - Children: 21
   - Total: 333
2. Registrations for Friends of Color Retreat: 26
3. Worship Sharing participants (registered): 168
4. Average age of adult registrants (as reported): 58 (excluding those who declined to answer or provided text answers, such as “old”)
5. Additional (limited) participants registered by Registrar: 14
6. Payments to date:
   a. Checks: Received 61, totaling $3,125
   b. PayPal: Received 139 payments, totaling $5,681
   c. $8,806 total
7. Registration by meeting (see chart at the end of the report)
8. Responses to Primary Race / Ethnic Identity question (see chart at end of report)

OBSERVATIONS AND LESSONS LEARNED

1. There were many issues with email receipts, including incorrect email addresses provided in registration, AS messages that went to junk email and not knowing if emails were read. A better email management solution (of which there are numerous) is needed. We should also consider adding an email verification field in the future.

2. Numerous emails were received from people who could not find the AS Live password or had trouble entering it. We need to consider the challenges of finding a password buried in an email that is pages long and then remembering it when joining Annual Session online. Better highlighting of the password might help, along with more local meeting support for friends registering for Annual Session where needed.

3. In our requirements for the 2021 registration process, the need to identify first-time attenders was overlooked. It is important to recognize and give some added attention to these individuals, and the registration process did not support that, as it has in the past.

4. We needed an option for not submitting payment with the form: There were only options to pay by check or PayPal, which confused some people.
5. We had a large number of people attending specifically for an Interest Group or the Meeting for Memorials. We need a guest registration process as this was very cumbersome for people participating in a limited way.

6. We encountered a variety of friends who decided they wanted to come to AS at the last minute (even after it had already started), forgot to register or were away during the registration period. More attention may be needed to the importance of registering ahead of time and the deadlines. This has been more of an issue for some with the online format, which does not require the same level of planning ahead for attenders.

7. The summary email sent automatically after a registration form is submitted is confusing. It includes default answers to questions to which the person who filled out the form did not reply. A customized version is needed if we are to use the same form software again.

8. The ability to register multiple people and children on the same line (up to 5 + 5) resulted in greater complexity and challenges when working with the output. This approach made it easier for registrants registering for multiple people but much more difficult for the registrars.

9. There were many partial registration submissions (52), necessitating follow-up emails, and manual registration entries for some people. The advantage of the form software used is that we were aware of failed attempts to register, but we need to consider that our registration process is a barrier for some to attend. A greater focus on registration support at the local meeting level might really help. In addition, the focus on maintaining simplicity in our process needs continued attention by the current and future registrars.

10. The Attenders List is an important resource for friends to maintain community after Annual Session and throughout the year. It also represents the record of those who attended Annual Session (or at least intended to) and contains our names, meeting or affiliation, email addresses and phone numbers. The plan this year is to make the list available to Annual Session attenders via a password-protected PDF from the password-protected AS Live webpage. In the past, the list was printed and posted on a wall for corrections to be made and then distributed to all AS attenders in print format before the end of session. Distributing the list online to all attenders poses some additional potential for exposure of private information. Last year, the distribution of the list was very restricted as the discernment on the appropriate method of distribution had not yet occurred.

11. We added race/ethnicity question this year, but it was only captured for the person registering, missing the information for about 39 attenders (including all the minors), something to correct for next year, assuming we retain the question.

12. Nine friends submitted two or more registrations for themselves, creating duplicates that had to be modified or deleted from the registration numbers and lists. We may want to add a check whether each new registration matches an existing registration to provide a warning before someone re-registers.

Your registrars are Lawrence Alderson and Brylie Oxley, with Ray Rischpater who served on our 2021 project team, with great appreciation.
Overview

It needs to be noted that the reports from MMs were gathered during the time of the Covid-19 pandemic, but as vaccines were becoming widely available in the US. The restrictions we had observed thru most of the previous year were just beginning to ease as this data was collected.

Membership Data

We have 23 MMs in CPQM, 9 in SCQM and 3 outside the Quarters. Total membership for Pacific Yearly Meeting is 1,177, down a total of 34 from last year.

CPQM

The membership in CPQM is 764, down 26 from last year. 11 Friends that became convinced this past year, with another 8 who transferred into Meetings. Twentyseven Friends passed away in College Park, 11 transferred to other Meetings and 7 were released from membership. One Monthly Meeting reports a single junior member, not reflected in the adult totals. (Note Friends, our total from 2020 in CPQM was adjusted down by 3 from last year’s report. There were 5 deaths, 3 in first 5 months of 2020 and 2 in 2019, that should have been reported last year, but were not.)

SCQM

The membership in SCQM is 313, down 8 from last year. Nine Friends were convinced this year, and two transferred into Meetings, while 6 passed away, 2 transferred out and 11 Friends were released from membership. (Note Friends, SCQM’s total from 2020 was adjusted up from last year’s report by 2. One MM had underreported 3 members, while another MM had missed reporting a death to me last year)

Meetings outside the Quarters

Membership stands at 100 unchanged from last year. Four Friends became convinced, three passed away and one transferred out.

Transfers

Of all transfers, most were within the Yearly Meeting. 2 Friends Transferred into Pacific Yearly Meeting, while 6 transferred out

Interesting Numbers

Our largest Meeting in the Yearly remains Strawberry Creek at 105. Our smallest is Marloma/Long Beach with 1. There are 5 Meetings with less than 10 members; there remain 7 Meetings with 70 or more.

Where are we concentrated?  Almost 65% of us are in CPQM, nearly 38% of us are in the Bay Area, and not quite 16% in Berkeley alone, with another 6.5% in the Capital District, and 7.5% around Monterey Bay.

Almost 27% are in SCQM, with almost 17% in the LA basin, almost 7% in San Diego.

Nearly 9% are outside the Quarters, mostly in Hawaii.

The average size of a Meeting is remarkably similar however, averaging 35 in SCQM, 33 in CPQM, and 33 outside the Quarters.

David-James Bloom & Sherri Sisson, Statistical Co-clerks.
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<th>Gains</th>
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SUMMARY

We are grateful to have the opportunity to work together and support the community. We wish to continue doing this service so that Friends of Color have spaces to branch out and thrive, hold space to heal and find solidarity among others with similar experiences, and to open the way for change through love.

REPORT

The Friends of Color Subcommittee was formed following the 2020 Annual Session to address needs and concerns of Friends of Color. This is the report of our first year.

We are a Subcommittee with five members. We started out as Friends and have now become a family. Our Elder is Black African American, three other Friends grew up speaking Spanish as their first language and hail from three separate Latin American countries, and one is Arab American. We all share one very important thing in common: we believe fervently in our need to gather in a space for Friends of Color that is free from racism that we have faced in our white-dominant Society of Friends, and foster our spiritual growth and health.

The mission of our Subcommittee is clearly set forth in our Job Description: to provide meaningful brave space for fellowship and worship for Friends of Color. We met initially as a subcommittee twice a month and then once a month as the year progressed. We planned and hosted one Open House and one Worship Sharing for Friends of Color every month. These were well attended all year. In the spring we began planning for Annual Session, and for our very first Pre-Annual Session Retreat, which we hope becomes a yearly event.

We five came to volunteer for so many different and beautiful spiritual reasons and we want to share them briefly here.

One Friend thought of themself as inexperienced and first volunteered to be supportive, yet with time, they became more invested spiritually and emotionally, and more committed to being a meaningful and vulnerable loving Subcommittee member. They appreciate feeling safe in the spaces we have fostered, and not having to worry about, or be burdened by, the limited freedom currently experienced by Friends of Color in white-dominant spaces.

Another Friend shows their love by doing things for others. The Subcommittee has been a joy because organizing events and spaces for Friends of Color feel like very specific, tangible gifts for our beloved community. It has been a long journey, and it’s wonderful to look back on how far we have come. They look forward to setting up our work as something that will continue onward and are very grateful to have the opportunity to serve together.

Another Friend was excited to serve because of their experience at the Annual Session and how it didn’t address the needs of Friends of Color. In the past they have loved being an ear for Friends and helping make things happen for them, so they feel honored and blessed to be a part of the Subcommittee. It hasn’t been perfect but it’s been very effective. The seed we have planted has grown up and is almost too big for its pot. It’s exciting to think about providing even more space to branch out and thrive.

One Friend came to this Subcommittee after difficult interactions with dominant Friends that left them wondering if their experiences were similar to the unequal treatment faced by Friends of Color in the US. They acknowledge that being from another country means their experience is not exactly the same as that of Friends from the US. So they prefer to think of their role as "holding space." They
know we will struggle in the beginning to work through many difficulties, but hopefully that will save other Friends in the future from pain, and they feel well suited to fulfill that service.

And finally, our other Friend came ready to fight for change, only to fall in love with their new Family. They volunteered to take bold action and better the experience of Friends of Color, and found instead an opportunity for healing themself. The smiles and voices were medicine for a hurting heart, and friendships became family. Now they look forward to meetings because they calm down and feel more like a whole being connected by the wonder of spirit. They look forward to the spirit opening way for change through love and thoughtful action.

We appreciate the support this Subcommittee has received in its first year, and look forward to continuing the work of building community, fellowship, and spiritual growth for Friends of Color.

The Subcommittee consists of Susy Cervantes, Nathan Moon, Daniel Lean-Moctezuma, Marlene Coach (co-clerk), Bertha Peña (co-clerk)
Since Whittier College, where Pacific Yearly Meeting archives are located, was closed this year, George Mills, Secretariat Clerk, and I worked with Christina Mecklenburg to fill in Pacific Yearly meeting minutes. The collection our Pacific Yearly Meeting minutes on file at Friends Historical Library at Swarthmore College in Philadelphia, Pennsylvania, has been updated, and is available for public viewing. The minutes have also been digitized and are available on the Pacific Yearly Meeting website. When Whittier College reopens, any minutes missing from our records there will be filed, and we will digitize any minutes currently missing from the website.

There is a resurgence of interest in our historical records among Monthly and Quarterly Meetings, and in the coming year, I plan to continue to consult with other Monthly and Quarterly Meeting archivists to develop a revision of the Yearly Meeting Faith and Practice guidelines.

Jan Tappan Historian Archivist.
SUMMARY

1. ACTION FOR MEETINGS, PacYM COMMITTEES, AND RELATED QUAKER ORGS IN OUR REGION: Those who haven't yet designated someone to fill out our survey are still welcome to do so. **We have moved the survey deadline to July 31st.** Thanks to those who have already submitted responses! Further information is on the [Indigenous Concerns page on the PacYM website](https://example.com).

2. ACTION FOR INDIVIDUALS, REPS, MEETINGS: Friends interested in being on the subcommittee, or who have recommendations for our subcommittee membership, please contact us and we will forward that information to Ministry Committee (or contact Ministry directly). We extend a special invitation to Indigenous Friends who are interested in serving on the subcommittee or as an advisor or accountability partner. Currently none of the subcommittee members is Indigenous.

3. ACTION FOR REPS: Please share with meetings how Friends can join the [Friends for Right Relationship listserv](https://example.com) that is under the care of [Decolonizing Quakers](https://example.com) (see details on our web page on the PacYM website).

4. ACTION FOR MEETINGS: Please consider minuting and sharing your support for the forthcoming bill in the U.S. Congress that will propose a Truth & Healing Commission on the abuses and legacy of forced boarding schooling/assimilation of Indigenous children between the 1860s and 1970s. Be on the lookout for an upcoming communication about this from Ruth Flower of [Decolonizing Quakers](https://example.com).

**CONTACT:** Our email is IndigenousConcernsClerk [at] PacificYearlyMeeting [dot] org

**Interest Group at AS:** Monday, July 26th, 7:00-8:30pm: We are hosting a panel, discussion, networking, and visioning on the topic of “**Toward Reparations and Justice for Indigenous Peoples and Communities: Some Steps PacYM Meetings are Taking.**” The panelists are slated to share about meetings’ actions on Indigenous issues, including land acknowledgement, voluntary land tax / honor tax, environmental justice, and legislative advocacy.

**About the subcommittee:** Please see our report to RepCom 2021 for details about the initial formation of this subcommittee earlier this year, including how it differs from and complements the Racial Justice Subcommittee. Since RepCom, the subcommittee name has changed from “Indigenous Peoples Concerns” to “Indigenous Concerns.” We intend to inspire “right relationships,” and we are paying attention to the ways that non-Indigenous Quakers are sometimes unconsciously unwelcoming to Indigenous Friends. We want to be clear that there are Indigenous Friends in PacYM and among Friends in general, and also that the makeup of the subcommittee does not currently include any Indigenous Friends. We have received some expressions of interest via our survey. Please see action item 2 (above) about how to nominate oneself or others for the subcommittee.

We reiterate these stated purposes from our draft job description:
- 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,
- Increase awareness of Indigenous Peoples’ struggles and joys both within and outside Quaker communities,
- Seek equitable and just partnership among Indigenous and non-Indigenous Peoples.

**Activities, Collaborations, and Gratitude:** We are in the midst of conducting a survey to learn what
meetings, YM committees, and local Quaker organizations are doing on these topics. The next section has summary of what we’ve learned so far.

We are grateful that PacYM’s Unity with Nature committee included our subcommittee as a co-sponsor in initiating the Braiding Sweetgrass Worship Group, an opportunity for Friends to engage with the book Braiding Sweetgrass by Indigenous Anishinaabekwe ecologist Robin Wall Kimmerer and queries about our relationships with one another and with the more-than-human world.

We give big thanks to Communications Committee, especially George Mills and the late Sharon Gates, for helping get our new subcommittee started with an official PacYM email address, a page and post on the website, drive space in PacYM’s Google Suite, and help sending out our introduction and survey.

Our web page on the PacYM site provides some resources, links, and examples of actions that meetings and organizations can take. We will be updating it with examples from across the YM with the intention of fostering a sharing network and linking with other sources for wider information.

Survey of Meetings, YM Committees, and Organizations: A preliminary look: Thank you to the 14 Friends who have submitted responses to our survey thus far: 1 PacYM committee, and 13 responses from a total of 10 local meetings (3 from CPQM, 5 from SCQM, 1 from HI -- two meetings had more than one respondent). So far, all respondents have indicated they know the names of the Indigenous people(s) in their area(s): Kumeyaay, Tongva, Gabrielino, Kizh, Patwin People of the Wintun Nation, Amah Mutsun, Mechoopa, Hawaiian, Chochenyo, Muwekma, Ohlone, Northern Chumash, Ramaytush/Ohlone, Wiyot.

We are leaving the survey open through the end of July to allow for others to participate; you can access it via our page on PacificYearlyMeeting.org. We will be sharing about what we’ve learned so far during our Interest Group at AS (see below) and eventually on our web page. Below are some preliminary observations based on the responses so far.

The survey asks what issues or actions their meeting/committee/organization has addressed or participated in. While a few selected “We have never discussed these issues at all” and “We’re just getting started”, so far most respondents have indicated yes to one or more of the following:

- Addressing particular needs/concerns of Indigenous Friends in your meeting
- Building relationships with local Indigenous Peoples
- Participating in Indigenous-led social or environmental movements
- Participating in Indigenous-led cultural activities or celebrations
- Learning histories and/or contemporary cultures of Indigenous Peoples in your area
- Land acknowledgements
- Voluntary Land Tax / Honor Tax / Ancestral Reciprocity Fund
- History of forced boarding schools for Indigenous children (including any Quaker involvement)
- Truth & Healing today on legacy of forced boarding school era
- Doctrine of Discovery - history/legacy
- Interfaith Truth & Healing/Reconciliation with Indigenous communities
- Quaker Truth & Healing/Reconciliation (within and among QUAKERS and Indigenous
Indigenous Concerns Subcommittee of Ministry Committee
Report to Annual Session 2021

- Advocacy on behalf of missing and murdered Indigenous women/womxn/girls/people/relatives
- Participated in:
  - Braiding Sweetgrass Online Worship Group
  - Workshops for your meeting on Indigenous issues
  - Spring Youth Service Learning Camp at Quaker Oaks Farm, in partnership with the Wukchumni Tribe and PacYM Youth Programs
  - Quaker-related organizations addressing Indigenous issues (such as DecolonizingQuakers.org, Toward Right Relationship with Native Peoples, AFSC, FCNL....)

So far, no response has indicated that their meeting/committee/organization is addressing:
- Rematriation/repatriation of cultural objects in possession of the meeting
- Rematriation of land / LandBack
- Formal Repudiation of the Doctrine of Discovery
- Governmental Truth & Healing/Reconciliation with Indigenous communities

Excerpts of some actions added so far by respondents:
- "Formed Racial Justice Working Group to address issues including Indigenous communities."
- "Several of our members were at the conference on Indigenous peoples held at Swarthmore a few years ago."
- "Helped facilitate an Interracial Marriage Retreat"
- "Members of the Working Group have sought out Pendle Hill webinars and other resources to inform our Working Group and as a basis for future Meeting action."
- "Befriended and discussed Indigenous issues with Paula Palmer in Boulder. She is a delightful and wise listener!"
- "Honor tax sent to Wiyot tribe which they are using for some social activities such as elder meals"
- "[Our meeting’s] Power, Privilege, and Race Subcommittee is leading a reading/study group on Braiding Sweetgrass; and the Meeting’s new Community Sharing Fund included a local intertribal Indigenous organization among fund recipients but without any formal connection with or outreach to the organization or to any local Indigenous Tribe/Nation. We are also seasoning a minute relating to the Indian [sic] Boarding Schools, particularly those established by Quakers."
- "I forwarded the Subcommittee report to both our very active Adult Education Committee and the Peace and Social Action committees, asking them to consider holding workshops and other education about these issues."
- "We worked very hard to get to land acknowledgment. There is interest but not much follow through."

In addition to asking about actions, we asked for any questions, requests for support, resource suggestions, and general comments. We will compile and share once we close the survey. We look forward to hearing from more PacYM committees, meetings, worship groups, and related Quaker organizations in our region.
The subcommittee consists of (as appointed by Ministry Committee):

- Sophie Wood Brinker (unaffiliated), Lisa Hubbell (Co-Convenor; unaffiliated), Alyssa Nelson (Co-Convenor; Davis)
- Ex-officio Liaisons from Ministry: Jim Summers (La Jolla) & Gail Eastwood (Humboldt)
- Resigned since RepCom; acknowledged with thanks for her contributions: Rebekah Sophia (La Jolla)
- Coming on after Annual Session: Barbara Babin (Redwood Forest), and other Friends TBD who have contacted us or been suggested and who are being considered by Ministry Committee, which makes the decisions on its subcommittees’ memberships.
SUMMARY
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.

Interest Groups sponsored by LACC at Annual Session 2021
Sunday, 7/25, 7:00-8:30pm – Sacramento Dreamers and CASA
Tuesday, 7/27, 7:00-8:30pm – El Salvador and Guatemala

Casa de Los Amigos
Casa de los Amigos is a Quaker Center for Peace and International Understanding in Mexico City, and the oldest peace and social justice organization in Mexico. Since 1956, the Casa has offered aid and shelter to the migrant, refugee, scholar and traveler; provided a space for the local Quaker Meeting; and supported countless social movements and organizations.

At this time all programs at the Casa are temporarily suspended as the organization resolves an institutional crisis. In 2018 and 2019 the outgoing executive director falsified board documents to name himself the board president and form a new board, excluding over half of the board members (including local Friends and former volunteers) without their awareness. The group then hired a new director with no experience with Friends or Quaker work and has, since then, occupied the premises.

Over the past year the Board of the Casa has made important steps forward to returning the assets and administration of the organization to its rightful stewards. During that time, the support of Friends has been indispensable. The Board encourages supporters to connect and to learn more by attending our interest group at PYM’s annual sessions, emailing us at asamblea@casadelosamigos.org.mx, or visiting our website: www.casadelosamigos.org.mx

Palo Alto Friends Meeting “El Salvador Projects”
Our programs were founded by Carmen Broz in 1989, the same year the El Salvador Projects Committee at Palo Alto Friends Meeting was formed to support Carmen in her leadings as a Released Friend. The programs have always worked in the rural communities of El Salvador and from their founding work in health, early child development, nutrition and education progressed over time to what is now our University Scholarship Program. This facet of the work started in 1999 and with 4 rural communities. In 2021 we provide support to 24 university students, oversee a coed student house in San Salvador and continue to provide small support to the school and community of El Bario in rural Suchitoto. Their studies include medicine, social work, agronomy, education, law, psychology, engineering, and more. Like the rest of the world our programs adapted to Covid-19, quarantine, school closures and virtual classrooms. We just reopened our coed student house in the city but only 8 of our current 22 residents are using it, this number will increase as students return to regular classrooms in the second semester. With a huge change politically at all levels, our students continue to adapt, waiting to see if a brighter future for El Salvador becomes a reality or if things continue as in the past.

To learn more about the El Salvador Projects:
Guatemala Friends Scholarship Program-Progresa

Progresa was founded in 1973 to provide rural Mayans opportunity through education. We are a non-profit in Guatemala and under the care of Redwood Forest Meeting in California. In addition to providing scholarships, we train future leaders, promote community development, and most importantly, provide the means for our students to stay in Guatemala and maintain family and cultural connections. In 2021, we are providing 93 scholarships to students who represent 15 different linguistic groups. Their studies include medicine, nursing, social work, agronomy, education, math and physics, law, psychology, engineering, and more. Through an intense schedule of video conferences, we have been able to address the challenges of the pandemic, hurricanes, flooding, and subsistence farming in the time of climate change in support of our students. Look at our website to learn about Teaching English Experience -- which is usually held in Guatemala, but last year was virtual. It is a great way to meet our students.

- Visit our website www.guatemalafriends.org
- Video telling the Progresa story by Chances For Children (a family foundation that supports educational programs): https://www.youtube.com/watch?v=o6pS1gdjm30
- One of our students, Alonzo Aguilar Raymundo: https://youtu.be/giK7qsLsn7A
- Link to Spring Update 2021: http://www.guatemalafriends.org/latest-news

Undocumented Student Program of Sacramento Meeting

The Undocumented Student Scholarship Project was founded in 2011 to provide renewable $1,000 annual scholarships to undergraduate and graduate students at Sacramento State University. Since we began this project, we have provided support to 40 students. Most of the graduates are working in their area of study, such as engineering, business, psychology, and education. As part of our outreach, we hold meeting and an annual dinner for students. We get to know them a little better and help them with other needs whenever possible. In 2021 we had five returning and five new scholarship recipients. Nine were undergraduate and one was finishing a master's degree in counseling. We are grateful for the support that we get from various monthly meetings through Pacific Yearly Meeting, as well as from individuals. The students and their families recognize our efforts and often express their gratitude.

The Latin American Concerns Committee consists of:

- 2021 Paty Constantino, Mexico City (2020)
- 2023 Sergei Agalzoff, Orange Grove (2020)
- Appointed by Casa de los Amigos - Rogelio Bellamy Roque, Mexico City (2020)
- Appointed by Guatemala Scholarship - Donna Smith, Redwood Forest (2014) Co-Clerk
- Appointed by Undocumented Student - Patricia Portillo, Sacramento (2020)
### Pacific Yearly Meeting – 2021 Meeting for Memorials

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SUMMARY
The Racial Justice Subcommittee of Ministry Committee (RJSC) in 2020-2021, worked on the following issues concerning the members of Pacific Yearly Meeting (PYM):
- Temperature Check on Meeting’s Discussions on Race
- Cross Meeting Dialogue

REPORT
The group worked on these concerns and put together a workshop with a very simple program. We invited PYM Meeting members to an open forum with four queries for discussion, usually using only one or two queries. The five 2–3-hour workshops were called “Quaker PYM Racial Justice Sub Committee Discussion with the Community.”

Program was different each of the five times we had the workshops based on the experiences and participation of the people that participated. Program had 2-3 members of our RJSC group speaking about personal stories of racism or their own bias- the rest of the program was videos, breakout rooms, large group discussions and takeaways. The two most important aspects of the workshops were the guidelines for a safe space for open discussion and the tools that were presented introducing the Ouch, Oops and Whoa process.

Many Meetings had started their own discussion on this topic, but this workshop gave each Meeting and each participant, an opportunity to have a discussion concerning anti bias and racism in a safe environment and share insights with other Meetings. Some Meetings do not have a diverse membership/community and these workshops hopefully gave the participants ideas on how to respectfully start a discussion on race with others.

The Committee consists of:
Note that we did not have a dedicated Clerk and members shared the different responsibilities

Marlene Coach – Co Clerk
Deborah Marks – Co Clerk
Maryanne Michaels – Co Clerk
Diego Navarro – Co Clerk
Rita Comes Whitney
Brenda Chung
Jorge Morales
Aaron Terry
Laura Magani
SUMMARY

Unity with Nature Committee (UwN) is seeking one or two representatives from each Monthly Meeting to act as contacts for our committee. We would ask them to convey messages and requests to their Meetings, as part of a network for sharing resources. As they feel able and are led, or as their Meetings direct, we would also invite them to act as sources of input, ideas, initiative and guidance and as occasional participants in, leaders for, or initiators of, UwN activities. Please contact our UwN Clerk Keith Runyan with suggested names or invite them to contact him directly at krrunyan10@gmail.com.

REPORT

Discerning How Best to Serve  Our committee having been in abeyance for several years, with all but one new to it, and feeling the enormity of the climate and related issues we would be grappling with, we all have felt the need to move slowly. We have sought to create a space of safety for deep emotions and spirit led dialogue. Discernment has indeed come slowly, but it is coming, and we feel gratitude for it and blessed to be with each other in this work.

Braiding Sweetgrass  We came to unity around the need to take into our work with and for the Meetings in PYM the same spirit of exploring the deeper existential challenges of the climate and related crises and sought for something that would at once invite us to confront these challenges directly, without turning away, but at the same time gently, with even startling clarity at the ways in which the systems we live in and indeed our very culture are part of what has gone wrong, and yet not from a point of self-blame but rather of openings in joy to new openings, new ways of being that are within our reach as human beings, as Americans and especially as Quakers.

As most of us were by then reading Braiding Sweetgrass by Robin Wall Kimmerer, we came to see it as just the bridge into the issues—both clear eyed and full hearted—that we had been seeking. After presenting on it at the Spring Quarterly for Northern California, we began, on Monday, April 5th for what is now a monthly Quaker sharing on the book for both those currently reading it and those who’ve not yet started it.

We welcome you to attend as you are able and to invite others in your Meetings, networks and local communities to join in these conversations when they wish. See the Pacific Yearly Meeting website for more details.

Supporting Climate Grief and Climate Courage  As Pacific Yearly Meeting Friends and their local communities experience various kinds of climate chaos—fires, drought, record-breaking heat and other extreme weather events—we hope to offer strategies for being present with one another in the midst of suffering and grief. The Unity with Nature Committee has also been discerning ways to engage meetings and worship groups in conversations about what some are calling ‘climate grief,’ or ‘eco grief,’ and ‘climate courage.’

Exploring Solutions and Leadings  As we must go as deep as Spirit calls us to do in facing the truths of the climate crisis, and all of the feelings it rightly brings up, we confront our own often crippling sense of despair and powerlessness. Yet this is precisely where God most critically intervenes, calling upon us turn to “that of God within each of us and all whom we encounter.” We are not only to receive from Spirit the knowledge of what must be done, but the means to do it.

Our committee is now looking to be of service to in confronting and reversing climate change, handling the risks and disasters stemming from it, facilitating community conversations and actions
around it, and finding and bringing promising answers to scale. Not only does this allow God to work through us to achieve the deep changes needed, but it is ultimately a key part of healing, yielding over our sense of powerlessness and despair, and putting all we have into serving in whatever way is most needed, as we are called.

**Discerning Further Service**  We do not currently have contacts or committee representatives in each meeting. We see that whatever else we may be led to do it all turns on the practical matter of having such representatives in each Meeting that we can turn to for communication and shared discernment.

As we develop such a list, we can then turn to them and their Meetings to help us see in what ways this committee may be of most help—what are the felt needs and queries, emerging insights and resources to share, and specific ideas for coordinating infrastructures and specific projects or actions. While we have many possibilities surfacing, it is clear to us that our very next step is to create and support a network that optimizes communications and support between Meetings including even where led to do so between their respective local communities. We are also exploring what larger networks we may be led to work with more closely, e.g. Quaker Earthcare Witness and Interfaith Power and Light.

The Unity with Nature Committee consists of:
- Michael Dunn (Co-Clerk)
- Gayle Matson
- Joseph Conroy
- Marge Gianelli
- Nancy Glock-Grueneich
- Keith Runyan (Co-Clerk)
- Andrea Beane (former member)