



Clerk's Message from Jo Posti Living in the Next Normal

How's your next normal? Are you still living at work? If you have school-aged children, what does that look like? While work and school may be big focuses for your family, I'd guess that everything in your life looks a little different than it did a year ago, including how you worship and connect with other Friends.

Many of you are worshipping on Zoom and some of you have told me you actually prefer it! Being able to see everyone's face, seeing Friends from faraway places, and spending time together in breakout rooms afterwards are a few of the benefits Friends have shared with me. Some meetings are experimenting with different worship styles and technology practices to adjust to what helps enhance worship.

Zoom has helped us stay connected as a yearly meeting, too, with weekly lunch or morning coffee meetings throughout the pandemic. These informal chats have led to great ideas and deeper relationships with each other. Some monthly meetings are doing the same, providing virtual space for Friends to connect and support each other.

Online worship and gatherings are not for everyone. Some Friends are struggling to find the Spirit or feel connected through a computer screen. With no end to the pan-



dem in sight, this challenge is one many meetings are focused on now — how do we provide spiritual nourishment to all of our members and attenders, regardless of whether we can all be physically together? It's a challenge we will continue to discuss as a yearly meeting in the months ahead, and we welcome ideas and best practices from your monthly meetings.

Some of the practices we've adjusted to during the past six months are not temporary. Many of us will never return to the offices we used to commute to, our children's learning will probably never be primarily classroom-based, and our dogs all have us trained now to respond to their schedules, not ours.

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Clerk's Message, *continued*

Likewise, our meetings will never be the same. Some of you are no longer attached to a specific building and many of you have had attenders from places as far away as Arizona and Tasmania. Even if we all could get vaccinated tomorrow, I don't think any of us wants to lose these new connections or the ease we have in connecting with Friends far away.

Let us know how the Yearly Meeting can help. We are open to new ideas and want to hear yours. We're also here to learn about your challenges and what LEYM can do to help your meeting navigate the next normal.

Seeking a Few Friends to Serve. Perhaps You?

The Nominating Committee seeks Friends to serve: an assistant clerk for Youth & Children Committee, a social media-savvy Friend for Advancement & Outreach Committee, and one or more Friends who feel called to serve on the 2021 Program Committee, where a tech-savvy Friend would be appreciated. Interested Friends should communicate with Clémence Ravaçon Mershon at andre14@earthlink.net.

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Meet Lynda Rose, New Database Manager

Lake Erie Yearly Meeting is happy to welcome a new database manager, Lynda Rose of Athens Meeting. Lynda is much involved already in working with the company migrating our database from Access to a new platform that will serve the Yearly Meeting better. Lynda describes herself as follows:

I have been involved with Athens Friends Meeting for about 25 years. I consider being a Quaker a "working" religion; it works at home, at work, at play, in meeting and out in the world. Levi, my youngest son among three children, was greatly and positively influenced by Athens Friends Meeting and also Baltimore Yearly Meeting Camping Program. He is a better human being for the loving kindness he experienced and still enjoys today.

Retirement from a high tech manufacturing company this past July has opened up possibilities that I could not consider before. As Lead Quality Technician, I used data tracking to document measurement and disposition of parts. I enjoy the detail of organization and data entry. Database manager for LEYM gives me a chance to add to my income and return service to an organization that I believe has importance in our lives.

As a good part-time job to supplement Social Security, I am currently a substitute Rural Carrier for the United States Postal Service. I play the cello and hope to find ways to share music with others.

Jo Posti, Clerk of LEYM, wrote "Lynda has been helpful in working with Espenshade Consulting on the migration to Salesforce, and I'm grateful to have her managing LEYM's database."

PDF copies of
The LEYM Bulletin
are available at
leym.org/leym-bulletins/

Highlights of the 2020 Annual Meeting

July 30 — August 2 & August 12

For the first time in its history, Lake Erie Yearly Meeting's Annual Meeting took place virtually, via Zoom, with no one at the Marbeck Center in Bluffton and most of us sitting in the comfort of our homes. Some 153 adults and teens registered for the Meeting. A group of eight young children with adult leaders from Athens Meeting met in person on the same days.

The theme of the Annual Meeting was *Letting Go: Listening with Whole Hearts and Open Minds*. In place of a plenary speaker, Thomas Taylor (Ann Arbor), clerk of **Adult Program Committee**, invited us in the opening session to reflect on two queries: 1) What do I have to let go of to listen more fully and openly? and 2) What/Whom do I need to listen to? Many may need to let go of fear and anger to get to whole hearts and open minds. Thomas pointed to the eight pillars of joy described by Desmond Tutu and the Dalai Lama: 1) perspective 2) humility 3) humor 4) acceptance 5) forgiveness 6) gratitude 7) compassion and 8) generosity, and invited us to treat our bodies well by standing, stretching, and taking in air.

Most of the elements of our regular Annual Meeting took place, though often with differences. There were only four workshops, but scheduled at different times, so one could attend all of them.

The virtual format for the talent show allowed Friends to share additional sorts of talent, such as photography and gardening skills. Instead of meal tables reserved for specific topics, there were breakout rooms on Zoom in which people could speak with representatives from various Quaker organizations on one day,

and hear about topics suggested by attendees on another. The teen group enjoyed their time together, as always, but instead of sharing space in a dorm they shared space in the world of Minecraft, creating a built community there (see below).

The success of the Annual Meeting was enabled immensely by the technical support of Bill Warters, Meeting worker, along with others he recruited. Through the varied activities, Bill did an amazing job of keeping everything on our Zoom connection running smoothly. Friends especially appreciated his innovative musical interludes during breaks in the business sessions, including several numbers from *Playing for Change*, <https://playingforchange.com/>, and one song from *Scratch Garden*.



Kids modeling this year's Annual Meeting T-shirts

Highlights of Meeting for Business

Our virtual meetings for business were also somewhat altered. To help the clerk read the sense of the meeting, a system of different-colored cards was established, whereby participants held up a green card to indicate positive feeling about moving forward, white for a question, black to answer a question, and so forth. Most reports were made available beforehand, sent to registrants and posted on our website. A consent agenda allowed us to accept reports not requiring action; these will be

printed in the *Annual Records*. When the four business sessions scheduled on Thursday through Sunday proved insufficient to complete our business, clerk Jo Posti called for another session, held the evening of August 12. Following are the highlights of actions taken in



A Minecraft construction

Continued on next page

the business meetings. Full minutes will be available at leym.org and in the *Annual Records*.

From **Finance** and the **ad hoc Policies and Procedures Committees**, we took action on several items related to Finance:

- a. We clarified that the annual budget should include annual contributions into funds supporting travel expenses for both LEYM delegates and Friends from less affluent parts of the world to attend FWCC World Plenary Meetings.
- b. We re-established the travel fund.
- c. We approved appointing Sally Weaver Sommer as an ongoing signatory for our bank account.
- d. We approved auditing our finances *annually*, rather than every four years.
- e. We approved a deficit budget with the recommended per-member contribution reduced from \$35 to \$30 (see next page).

For the **Peace & Justice** and **Earthcare Committees**, Joel Ottenbreit (Detroit) outlined a joint proposal, in which, because both committees have had difficulty attracting participants, they would be inactive for this year, replaced by a four-session interest group engaging with topics that have interested the committees.

On a request from **Ministry & Nurture**, LEYM endorsed Mey Hasbrook's (Kalamazoo) traveling ministry for another year. We also approved an

expansion to the current policy on Traveling Minutes, covering both new requests and renewals.

Although epistles received are typically summarized for the minutes in a few sentences, after being read, we agreed to minute in full the **Epistle from FGC Pre-Gathering of Friends of Color and their Families** (see pp. 6—7).

Youth & Children announced plans to see that Minecraft participation can continue among young Friends.

In the approved **Nominating** slate, most Friends are continuing in positions they held last year, but we welcome Susan Loucks as the new assistant clerk, Kate Enger as the new recording clerk, Joann Neuroth as the new clerk of Finance Committee, and Christa White as the new clerk of Youth & Children.

Finally, the clerk announced the **Executive Committee's** intention to form an **ad hoc committee** to explore ways that the Yearly Meeting can be more effective in its functioning and outreach. The following Friends agreed to serve: Susan Loucks (Pittsburgh), clerking, Ellerie Brownfain (Birmingham), Sally Weaver Sommer (Broadmead), Mike Holaday (Grand Rapids), Clémence Ravaçon Mershon (Erie Worship Group), and Becky Morehouse (Ann Arbor). ~Ed.

LEYM Unveils New Website on World Quaker Day

Lake Erie Yearly Meeting has a new website, still located at LEYM.org. The prior site was established in 2011 and was long overdue for a refresh. The most significant update is that the site is now much more mobile friendly, scaling content and menu choices to fit on tablets and mobile phones as well as desktop computers. The new site is also hosted on our own server, so we have additional flexibility to add features or host other software platforms as needed.

The new site was unveiled on October 4 in celebration of World Quaker Day. Support for the upgrade was provided by the Friends World Committee for Consultation, Section of the Americas. FWCC, SOA provided small grants to help many Friends groups in North America use technology to adapt to changes brought on by the pandemic. The actual website migration and development were done by our Meeting worker, Bill Warters.

Friends are invited to visit the front page and find the new “Query of the Day” feature for inspiration or refreshment. You can scroll through and read multiple queries from LEYM's “Advices and Queries” booklet.

News from Finance Committee

Below are the financial report for the 2020 Annual Meeting and the approved budget for 2020–21. For Annual Meeting, income exceeded expenses by \$876, restoring a positive balance to the Annual Meeting fund of \$242.

For 2020–21, budgeted expenses and transfers increase by \$3332, including an additional \$2500 for administration, another \$775 for the database manager, and \$300 for Advancement & Outreach, somewhat offset by decreases of \$1000 to the youth activities fund and \$300 to the spiritual formation fund, both of which have ample balances. With a decrease in the suggested contribution per member from \$35 to \$30, the budgeted income from contributions drops by \$3625, resulting in a deficit budget of \$6357; this can be covered by the balance in the General Fund. ~ Ed.

Financial Report for Annual Meeting July 30—August 2, 2020

Income

Donations	\$1730.00
Collected for Youth & Children Program T-shirts	<u>51.00</u>
Total Income	\$1781.00

Expenses

Honoraria	\$300.00
Airtable—temporary upgrade for registration	26.00
Youth & Children Program (T-shirts, Minecraft)	<u>579.19</u>
Total Expenses	\$905.19

Net Income from Activities **\$875.81**

Annual Meeting Fund

Balance on July 1, 2020 (deficit)	(\$633.39)
Plus: Net Income from Activities	\$875.81
Balance on Aug. 31, 2020 (surplus)	\$242.42

Technology Grant Received and Spent

LEYM received a \$1000 grant from FWCC, SOA, intended to assist Yearly Meetings to meet technological challenges rapidly. We used it to help set up the platform for Annual Sessions; to help transition from our old database to a new, online alternative; to set us up with Zoom for the coming year; and to secure access to a new server and related items toward an upgrade of LEYM's website.

LEYM Budget for 2020–21

General Fund Expenses

General

Yearly Meeting Worker/Web	\$3,100
Database manager	1,400
Insurance	500
Administration	3,500
Travel	2,957

Committees

Advancement & Outreach	500
Ministry & Nurture	50
Publications	3,200

Members

Attend conferences with Quaker values	1,000
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Organizations

FGC	6,000
Olney Friends School	3,000
Swarthmore Records project	100

Funds (transfers)

Youth Activities Fund	0
Quaker College/Service scholarship	2,000
Ministry scholarships/grants	0
Spiritual Formation Fund	0
Work Projects Fund	0
FWCC Travel & Donation	1,800

Total Expenses & Transfers **\$29,107**

General Fund Income

Contributions	\$21,750
FFC Dividend (base account only)	1,000

Total Income **\$22,750**

Income minus expenses & transfers

(**\$6,357**)

Total Changes in General Fund (**\$6,357**)

Suggested contribution per member: \$30

Travel mileage reimbursement rate, per mile 17¢

The Outgoing Epistle of the 2020 Virtual Pre-Gathering of Friends of Color and their Families Friends General Conference

“We are a harvest of survivors. But then, that's what we've always been.”

— Octavia E. Butler, Parable of the Sower

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.” The term “Amen corner” comes from the Black church and is a communal space that validates, affirms, and uplifts the spirit. In isolation, due to COVID19, we are being kept apart and away from those we love, trust, and need. The pre-gathering retreat brought back the source of community and family that has been missing. We were able to exhale, relax, and breathe together. Many of us did not realize how exhausted we were until we were able to relax with one another. The gifts of the spirit were abundant. We shared in worship, gentle yoga and meditation, meaningful discussions, journaling, and self-discovery. We also listened and shared in each other's joys, triumphs, pains, and sorrows. We experienced spiritual renewal that was awakened by moving through pain to hope for the future for ourselves and our children. Attention and space was given for people to play games, dance, talk, grieve, play music, watch videos, and write.

We have much gratitude to the Program Coordinator for the Ministry on Racism – the pioneer who laid the groundwork to make the Pre-Gathering Retreat available to us within FGC gathering and who faithfully makes it happen each year. We are grateful for being able to acknowledge all that makes us human, for finding home and connection. Our inner Light is magnified and our capacity to breathe deeply is nurtured when that of God is acknowledged in each of us. It is our hope that other Friends of Color will know that such a space exists and know that they are desired, needed, and will be warmly embraced.

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 (micro-aggressions) 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?

In this time of COVID19, People of Color discovered that a deadly pandemic is secondary to the long-time pandemic of racism in our lives. People of Color are more likely to die from COVID19 due to the effects of racism and oppression. Think about how this pandemic has turned your world upside down, economically, emotionally, psychologically. Now imagine there is no one working on a vaccine, and that if you get sick or die, no one notices or cares. 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.

In Peace, Love and

2020 FGC Virtual Pre-Gathering Retreat for Friends of Color and their Families

Note: The six queries above will make up the LEYM Query for monthly meetings this year. Responses are due by January 15, if possible, and should be emailed to Lisa Klopfer, for Ministry & Nurture Committee, at lklopfer@gmail.com.

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Interest Group on Peace & Justice/Earthcare Plans Four Forums

A new interest group has been meeting virtually for several months to develop the Peace and Justice/Earthcare Interest Group Discussion Forum, an experiment serving in place of LEYM's traditional committees on those topics. There will be four forums this year, in December 2020 and February, May, and July 2021 via Zoom. The first session has been scheduled for Saturday, December 5, from 3:30 to 5:00 p.m.

A short video will be sent in mid-October to each monthly meeting, describing this new type of programming and asking the clerks of the monthly meetings to share it with their members/attenders. The video will describe the discussion forum and seek four to six volunteer discussion leaders for each of the several breakout sessions. Those volunteering to be leaders will propose topics for discussion.

The discussion topics will be listed on a webpage for the forum on the LEYM site, with everyone able to view the discussion topics and register for the sessions there. All participants will meet together briefly before being placed in breakout rooms according to the topics they selected in advance.

The planning group is tremendously grateful for Bill Warters' assistance in developing a registration process and creating a webpage for this new format.

Joel Ottenbreit (Detroit), for the group: Mey Hasbrook (Kalamazoo), Joann Neuroth (Red Cedar), and Richard Tucker (Ann Arbor)

News from Monthly Meetings

Ann Arbor Friends Meeting

Young-ish Adult Friends from Ann Arbor Friends Meeting have been leading meeting for worship outside various buildings related to “Criminal Justice” in Washtenaw County since June. This was first initiated by AAFM member Blair Ellis, who organized a nationwide meeting for worship outside jails over video conference. (Blair worshipped from Richmond, Indiana, where he is currently attending seminary at the Earlham School of Religion.) The meetings often conclude with a discussion related to policing, and among the many issues related to “criminal justice” in Washtenaw County that have never been resolved are the killing of David Ware by an Ypsilanti Police Department Officer in 2007 and the killing of Aura Rosser by an Ann Arbor Police Department Officer in 2014.



Athens Friends Meeting

What is the Aging in the Light Committee?

Friends look for more information related to aging and end-of-life matters as time goes by. We hope this is helpful to all of us at every stage of our lives.

The Aging in the Light Committee used to be known as “Death and Dying.” One of our main responsibilities is to organize a memorial meeting for worship when a death has occurred. We work with the family/friends/chosen family, to make this a meaningful time of worship in the manner of Friends.

The current committee has expanded our brief. Hence the name change to “Aging in the Light.” We address what aging issues and death mean to Friends spiritually, physically, financially, and practically through forums, information, and discussions. For example, the committee has prepared a memorial meeting for worship form so Friends may record their wishes and lessen the emotional burden on those left behind.

We also attempt to connect those who have needs related to aging issues to those in the Friends and wider community who may be able to help. Examples would be arranging rides to meeting for worship for elders, connecting caregivers with various local programs, and alerting Friends to needs for company, food, and spiritual care as they arise.

For the sake of everyone’s health and wellbeing, the **Fall Youth Retreat** was canceled this year. The Youth & Children Committee looks forward to resuming this fun gathering next year.

The article on the next page was submitted by Deb Thach, who has been attending Broadmead Meeting for two years. She originally wrote it for the Broadmead newsletter. Thank you for sharing, Deb. ~ Ed.

Broadmead Zooms - Dealing with the Pandemic

Deb Thach (Broadmead)

Coronavirus restrictions have challenged Broadmead and changed our interactions with one another since March 2020. Our meetings for worship are now online, as are business and committee meetings. People we used to see at meetings are not on Zoom meetings; we miss them and hope they are doing well. Most of us don't see our Young Friends much these days, and we miss them as well. On the other hand, people who were unable to attend in person are now with us via Zoom, enriching the meeting and enabling them to be with us once again. I miss Dave from New Hampshire showing up on the occasional Sundae Sunday (with ice cream) even while I am delighted to virtually get to know Donna from Marblehead. The Zoom meetings have been enlivened by various cats and dogs and the occasional sharing of Aran's artwork.

Furthermore, the Zoom platform has been utilized far beyond worship and committee meetings. For instance, in May we held a Threshing session focusing on the pandemic. About that same time, Broadmead started having meetings for worship for healing (generally biweekly on Wednesdays). After the Gathering, Sally borrowed an idea from another meeting and has been hosting Broadmead Chat on Thursdays for general conversation. Zoom has become almost ubiquitous — yet I believe few of us had had much if any experience with it a year ago.

Both the Toledo Worship Group and the Bluffton Worship Group have active Facebook pages, and Broadmead has its own website.

It's not your imagination — you really are getting more email from Broadmead since the pandemic started. Amy keeps us informed about Symphony and other musical happenings. Diane and Jessie made face masks with Gabe (needing driving hours) providing delivery service to the Toledo area. Look out world, Gabe is now a licensed driver. I started sending out Joke Time — I wanted to lift my own spirits by getting extra enjoyment out of the jokes I saw online. Inspiration then struck Jules from Northwood, who now sends out a morning coffee chuckle.

Old-school communication methods are still in use, even as technology seems to take over. The garden project at Regula's included conversation, of course. I suspect many of us spend a lot more time talking on the phone and sending emails or texts than we used to. And would you believe some people actually still send cards and letters by USPS? More people are staying home and occasionally inviting friends to sit on a porch or deck for a chat. Social distancing, mask wearing, elbow bumps instead of handshakes or hugs rule how we conduct ourselves when meeting in person these days.

Isolation is a real consequence of the pandemic, especially for single people without family nearby. Every aspect of life has been impacted by the pandemic. Like many, I crave more personal contact than I am getting these days. While the Zoom meetings and other forms of communication help, nothing replaces personal contact. Personally, I feel lucky to work two to three days a week.

As with most everything in life, there are some good things that are coming out of our struggles to deal with COVID. The two worship groups are interacting more, albeit virtually. The restrictions force us to be more intentional in our efforts to care for our community. We have more appreciation for things we used to take for granted (no more COVID hair). People housebound or too far away can attend meeting by Zoom. Options are under consideration to incorporate a virtual component to meeting for worship once we are meeting in person again.

There will be a new normal after the virus is finally brought under control. Recently, Shelley referred to the World War II Generation as being "The Greatest Generation," pointing out that they rose to the occasion. Our hope is that enough of us boomers, gen X, millennials, and gen Z rise to the occasion and lead the way in creating a better world. I believe we need to maintain our optimism in order to continue striving for a better future — Phoenix rising rather than Apocalypse Now.

Red Cedar Meeting Provides Queries for Moving Forward with COVID-19

The following, provided by Red Cedar Friends Meeting, is excerpted from a report of August 2020 from the Meeting's Ad Hoc Coronavirus Response Committee.

Where are we going together?

Although we may not be able to gather physically in community right now, this is a unique opportunity to explore who we are together and consider the crucial elements essential to our deepening as a community. Looking solely at reopening schedules, there are practicalities and details to be considered in safely reopening the meetinghouse (such as who will clean surfaces and how far apart we would sit). But there are also more existential questions about who we are together as a spiritual community, who has full access to that community, and how we can grow together despite challenging circumstances. As we continue to explore the reopening process, we invite RCF to ground our discernment in these larger questions.

What is our vision as a community?

- What are the core characteristics of our community? What do we most value in our life together?
- What are the essentials we need to live into these core values/characteristics together?
- What blend of in-person and distance experience will facilitate this growth with the least risk to individual Friends?
- How do we ensure optimal accessibility for a full range of Friends to participate in worship, social, and educational activities?
- How does a primarily online experience affect the actual and perceived power dynamics within the meeting? Is it different than when we are at the meetinghouse? How do individual Friends become engaged and find their niche in each setting?

* * *

AFSC Needs LEYM Monthly Meeting Liaisons

I am a member of the American Friends Service Committee Board's *Friends Relations Committee*. This committee works to engage Friends in the work of AFSC, mentor non-Quaker staff in Friends' tradition and practice, and support yearly and monthly meetings in their social justice work through programs like Small Group Social Justice Ministry.

LEYM has four representatives on the AFSC governing body, the Corporation. For years, Friends Relations has hoped to grow additional, less formal participation by having a liaison in every participating monthly meeting.

An AFSC meeting liaison is a direct connection between an individual Quaker meeting and AFSC. Local liaisons agree to help AFSC and Quaker congregations work for peace and justice by maintaining two-way communication and staying current with AFSC's work nationally and internationally. If you would like to represent your meeting or worship group and be a liaison, please complete the form at www.afsc.org/content/volunteer-interest-form. When doing so, you can skip through any information you prefer not to give and scroll through until the box labeled "Do you have any other experiences or skills you would like to share?" Type in *meeting liaison program* here.

For more information, feel free to contact Lucy Duncan (lduncan@afsc.org) or John Deikis (deikis@gmail.com).

~ John Deikis (Ann Arbor)

FCNL Annual Meeting

November 14–17, Virtual

Shortly after Election Day, the Friends Committee on National Legislation will hold its first virtual **Annual Meeting and Quaker Public Policy Institute**. FCNL General Secretary Diane Randall writes: “In this year of dramatic and difficult change, our gathering will be a time for connection, worship, advocacy, and *fierce love* to strengthen our collective work for the world we seek.” She continues,

Together, we will:

Lobby: For strong action to address police abuse that results in murder and mistreatment; the militarization of the police; and legislation that could begin to transform the practice of policing in this country.

Worship: In both large and small groups. Cherice Bock of Sierra Cascades Yearly Meeting of Friends will offer a message in our Sunday worship.

Learn: What do the election results, as we know them, mean for FCNL’s work? How are others who share your values addressing the challenges of political engagement in 2020 and beyond? Hear from our lobbyists on advancing FCNL legislative priorities.

Govern: For members of the General Committee, this will be a time for discernment and decision-making.

Build community: Join us for discussion sessions and breakouts throughout the four days as we connect with each other and strengthen our spirits together.

To see the schedule, visit <https://www.fcnl.org/updates/annual-meeting-2020-schedule>.

To register, visit <https://act.fcnl.org/survey/annual-meeting-2020>. FCNL asks that you **pay as you are led**, keeping in mind your expected participation, your available resources, and the value of this event to you. They suggest a registration fee of \$75 for the full event or \$50 for the Quaker Public Policy Institute only, knowing some may be able to contribute more and some less or nothing at all. The event is open to all.

School of the Spirit Job Opening

The School of the Spirit, a ministry offering programs rooted in the Quaker contemplative tradition, is seeking a new administrator, who will be an independent contractor with no geographical requirement. The position is part time, with \$27,000 annual recompense.

The services School of the Spirit seeks to obtain are as follows:

- 1) Proactively anticipate opportunities and roadblocks for the ministry, and offer potential solutions, systems, or tools to the board for managing them well.
- 2) Keep the ministry’s financial books.
- 3) Maintain the ministry’s donor database.
- 4) Support ongoing communication among board members, teaching teams and prayer partners, program graduates, and donors.
- 5) Provide administrative support for programs.
- 6) Establish and maintain a robust flow of communication with supporters of the ministry. This includes publishing monthly issues of Snapshots, reviewing the website frequently, generating displays and publications to support marketing efforts, and working with program teaching and leadership teams to identify content for the various communication tools.
- 7) Ensure compliance with legal requirements, including incorporation, insurance, IRS filings, and other routine paperwork.

The anticipated start date for the successful candidate is January 1, 2021.

Information on the position is available on their website: www.schoolofthespirit.org/administrator.

GPQM at Quaker Park



On August 9, 2020, the 75th anniversary of the U.S. nuclear bombing of Nagasaki, Green Pastures Quarterly Meeting met at Quaker Park in Battle Creek, Michigan, for its annual worship with attention to peace in remembrance of that devastating event. Two giant trees sheltered 22 Friends under their arbor. Worship gathered and Spirit spoke gratitude for the breeze and shade and wonder at what these leafy beings have witnessed in this historic place. At rise of meeting, brown bags replaced potluck, and six-foot distancing was no barrier to the joy of fellowship.

~ From the GPQM Bulletin

Calendar for 2020—21

December 5: Peace & Justice/Earthcare Interest Group Discussion Forum (*see p. 7*)

January 15: Due date for:
Submissions for Winter *Bulletin*
Responses to LEYM Query (*see p. 7*)

April 3: LEYM Representative Meeting, via Zoom

April 7–11: White Privilege Conference, Mesa, Arizona (*see www.theprivilegeinstitute.com*)

May 1: LEYM Spiritual Formation Retreat

May 15: Due date for:
Submissions for Spring *Bulletin*
State of the Meeting Reports

June 27 – July 3: FGC Gathering, Radford University, Radford, Virginia (*see www.fgcquaker.org/connect/gathering*)

July 15: Due date for Statistical Reports

LEYM Committee Clerks, 2020–21

(Further contact information available in *Annual Records* and on LEYM website)

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Annual Records Delayed

The *Annual Records* is appearing late this year. Owing to our massive database conversion, receiving data for monthly meeting contacts and the directory section has been delayed. Publications & Archives Committee feels that including this useful data warrants postponing publication. We hope to distribute the *AR* in November.