

Minutes for the LEYM Executive Committee Meeting April 2, 2021

Please note, this meeting was held via Zoom to help prevent the spread of the Coronavirus.

Present: Christa White, Susan Loucks (assistant clerk), Joann Neuroth, Tom Kangas, Ellen Barnes, Shelley Kotz, Jon Sommer, Bill Warters, Becky Morehouse, Peggy Daub, Jeff Cooper, Clemence Ravacon-Mershon, Lynda Rose, Thomas Taylor, Janet Dando, Jo Posti (clerk) Kate Enger (recording clerk).

Waiting worship started at 6:32

EC21-4-1 Database Coordinator Report presented by Lynda Rose

- Thanks to the organization and work of prior LEYM database managers, the transition to a new database, Salesforce, was nearly seamless.
- The main confusion is with phone numbers. The Salesforce database tracks phone #'s as being mobile, phone or home. Most of the phone #'s transferred as home phone, most of which I assume are actually mobile. I would like to verify the phone information to be accurate.
- In Access (database that was being used), we were categorizing children & youth. In Salesforce, the only way to track individuals is by birthdate. We have not used birthdates in Salesforce so we do not have a way to categorize individuals in relation to their age. Mainly this comes into play when creating information to send for the Annual Sessions report of attenders or asking if there are children/youth. I do not know a way to connect families other than if they are listed as a household. Household members are not listed by relationship or age, only that they are members of a household.
- The Annual Sessions report of attenders appears to be the main user of database information. The format of Salesforce exports does not jive easily with the format of the Annual Sessions report. I was able to get the information to the editor, but it was not easy, and it did not really match what they were trying to get.
- I propose finding a compromise of getting the information from Salesforce and using a format for the Annual Sessions report that are similar.

Lynda is feeling a little overwhelmed with possible future uses of the database. Her focus right now is on making sure all information is entered and is accurate. Some meetings may not have up to date information, or may be hesitant to share it. Lynda is working to get the best possible information and enter it correctly.

Lynda's work is appreciated.

Bill Heinemann from Espenshade Consulting has been helpful in making the transition to the Salesforce system, and will be a resource for solving future problems.

Bill Warters reports that Salesforce does allow us to indicate relationships, but Lynda is unsure how much of that information people want in the database.

Report Accepted

EC21-4-2 Treasurer's report to Representative Meeting, April 2-3, 2021

Submitted by Tom Kangas

Quaker College/Service Scholarship. There were no applications received by the March 1, 2021 deadline. The history of the scholarship by academic year:

- 2019-2020, \$2000 scholarship paid for student attending Earlham College
 - 2020-2021, no scholarship paid
 - 2021-2022, no scholarship will be paid
- LEYM will carry forward into its next fiscal year (2021-2022) a fund balance of \$2000.

On January 27, 2021, LEYM Treasurer and Finance Committee hosted an event called “LEYM Quakers Talking Money” via Zoom. Thirty-one people were in attendance including treasurers, finance committee members, clerks and conveners from monthly and quarterly meetings and worship groups.

Guest speaker Mimi Blackwell provided information about the support that Friends Fiduciary Corporation (FFC) can provide for giving, generally, and about a semi-customizable giving webpage for Meetings that’s under development. The webpage will contain links supported by FFC for both current/annual giving and planned/legacy giving. Included in the current/annual giving will be tools for people to make credit and debit donations to their Meetings.

Attendees introduced themselves and shared responses to two prompts:

- What financial challenges has your meeting faced due to COVID?
- Does your meeting do business with a Black-owned bank?

Treasurer’s report as of 3/20/2021.

Annual contributions have been received from 16 of 19 monthly meetings.

The current balances in LEYM’s Friends Fiduciary Corporation (FFC) investments are represented in the last page of the accompanying financial statements. Note that these balances have been updated only through December 31, 2020. On February 1, 2021 the Quaker Green Fund (QGF) was closed and all of LEYM’s funds were transferred to the Quaker Growth & Income Fund. The latter fund is now fossil-fuel free which made the Green Fund redundant.

Tom showed an example of what the FFC webpage looks like, and how it makes donations easy to make. Peggy shared that PayPal now makes it possible to make donations without charging a fee.

EC21-4-3 Adult & Family Program **Report to LEYM Representatives Meeting for 2/3 April, 2021-** Thomas Taylor

Annual Meeting is to be virtual, as it was last summer. We have extended the time of the meeting to begin on Wednesday, July 28 with an Executive Committee meeting and an evening opening worship and welcomes. As last year, the time has been extended to include a final business session the Saturday following (August 7th). The time of that meeting is up for discussion.

The Theme of our meeting was announced in the *LEYM Winter 2021 Bulletin Healing Through Truth: Living myths from the past causes continuing pain. Pathways through truth help heal.*

Our Speaker, Paula Palmer, of Boulder Meeting (CO) will join us by Zoom for both a plenary talk on Friday evening and a two-hour workshop on Saturday afternoon. Paula will provide a set of readings in advance which she plans to send in time to be printed in the *Spring Bulletin*.

A Bible study leader has yet to be chosen.

The **Schedule** for the Annual Sessions follows the pattern of last year's which, according to the evaluations, seemed to work well. We have accepted proposals for seven **workshops**, so those on Thursday and Friday will be scheduled back-to-back to give Friends a little more choice. Again this year, we have planned for **interest groups**, organizational and personal, but we hope to provide more lead time so that plans and choices can be made. As last year, there is space built into the Adult Program so that there is plenty of room for young people's programming.

Healing Through Truth - 2021

Mon 26 July -

3:00pm Volunteer hosts' orientation - Bill Wartens

Wed 28 July -

3:00pm Executive Committee

7:00pm Opening - Welcomes, Orientation & Worship

Thur 29 July -

9:00 am Bible Study #1

11:00 am Business session #1

3:00 pm Workshops #1

a. Roots & Branches of Quaker Advocacy - FCNL

b. "No way to Treat a Child" - Palestine/Israel Action Group - AA

7:00pm Workshops #2

c. Prison Abolition as a Quaker Practice - Justice Action Group- AA

d. Experiment with Light - Maryann Cancannon, Red Cedar

Fri 30 July -

9:00 am Bible Study #2 & Worship Sharing #1

11:00 am Business session #2

1:00 pm Interest groups - Organizational

3:00 pm Workshops #3

e. Intersection of Earthcare & Justice - Earthcare Committee- AA

f. Spiritual Companion Groups - Cassie Cammann, AA

7:00 pm From Truth to Healing with Native Peoples, Paula Palmer

Sat 31 July -

9:00 am Bible Study #3 & Worship Sharing #2

11:00 am Free time to be used by committees if they need to meet

1:00 pm Interest Groups - Personal

3:00 pm Workshop #4 - Roots of Justice, Seeds of Change - Paula Palmer

7:00 pm Talent Show (Back by popular demand)

Sun 1 Aug -

10/11 am Worship in Local Meetings (planned with those willing & able)

2:00 pm Business Session #3

3:00 pm Reading of Epistle and Meeting for Worship

Sat 7 Aug -
TBA (10am?) Business Session #4.

for the Adult & Family Program Committee
Thomas Taylor, clerk

Claire Cohen has had to ask to miss some planning meetings due to family obligations, but the committee has been keeping her informed and appreciates her expertise.

Peggy asked the committee to consider if a short period of worship can be fit into the schedule each day.

Thomas asked for feedback on what time we should hold the follow-up session on the 7th. Jo asked that people get reports and requests in according to deadlines to help with advance preparation of an appropriate, efficient agenda. If all goes well, we would not need the session on the 7th.

Will Ann Arbor's meeting be co-zoom hosts? This will be discussed as tech aspects of planning go forward.

Thanks to the committee for their plans so far.

Report **accepted**.

EC21-4-4 Ad Hoc Committee on Updating the *Policies and Procedures* Manual. Report to Executive Committee, April 2021

Jeff Cooper (Ann Arbor) reported.

In 2018, Mathilda Navias and I were asked to recommend updates to *Policies and Procedures* to reflect changes beyond new policies minutes at business sessions (which had already been added) and to suggest areas where our policies might be improved. From our original long list, bits and pieces have been approved either by Executive Committee (when feasible) or at Annual Meeting; other matters, such as what will become of the Earthcare and Peace & Justice Committee, are evolving through their own processes and will be determined in due time.

There remain six specific recommendations, two apiece in three areas. Recommendations in the first two areas come from Mathilda and me. As you know, Mathilda has departed from LEYM; within the past few months, Jo Posti appointed Anya Moon (Pittsburgh) to take her place on this ad hoc committee. Recommendations in this third area came about mainly as a result of Mathilda no longer filling the role of webmaster.

We hope to take recommendations to Annual Sessions for discernment. Executive Committee can facilitate this process by recommending whether each proposal *should* be considered by the Meeting, how it might be improved, and, in cases where there are two choices for a proposal, helping decide which is better.

Proposed new text is in red type and explanations or comments are in green. For those wanting full context, *Policies and Procedures* can be downloaded from the LEYM website (leym.org).

Proposed Changes to *Policies and Procedures*, April 2020

(At) II. B, **Representative Meeting**: Two items:

II. B. 2. a, on monthly meeting representatives, states “Whenever the size of the monthly meeting allows, at least one of these [two] representatives should *not* be a Yearly Meeting officer or member of a standing committee.” Is this realistic? **Recommend change to:** “Whenever **possible**, at least one of these representatives should *not* be a Yearly Meeting officer or member of a standing committee.” Alternatively, **delete** this altogether.

II. B. 3. a, on scheduling, states that Representative Meeting should be scheduled in a way that allows distribution of the minutes well before Annual Sessions. Is this truly a scheduling question? Rep Meeting and Annual Sessions typically occur about 3½ months apart.

Instead **recommend** stating, in a separate paragraph, that **Representative Meeting minutes should be made available within one month after the meeting.** **Note:** Executive Committee discussed May 15 as a possible deadline for completing the minutes but reached no conclusion; this is an alternative possibility.

(At) III. A. 1, **Clerk’s responsibilities**

1. h, “In wide consultation with members of the Yearly Meeting, secure for Yearly Meeting approval nominees for a Naming Committee that will nominate the Nominating Committee.” **add** “It has been found useful to include at least one Friend who has served recently on Nominating Committee.”

1. j, “Name members to ad hoc committees, as needed, in consultation with Nominating Committee”: **Delete** “in consultation with Nominating Committee.”

(At) III. B. 4, **Meeting worker (or Webmaster – decide** which it is, and change accordingly).

Finance Committee proposed changing the title to Webmaster, but the Meeting did not act on this proposal, and by current policy the Meeting worker still has two responsibilities not specifically related to the Web:

“(3) Formats minutes from Representative Meeting, Annual Sessions, and Executive Committee (when available) and posts them on the website.”

“(6) On an annual basis, reviews *Lake Erie Yearly Meeting Policies and Procedures*, advises the presiding clerk of inconsistencies that may have arisen as procedures are changed, and ensures that the latest version is posted on the website.”

Recommend **reassigning** responsibilities (3) and (6) to the Publications & Archives Committee:

Explanation: No. 6 was originally assigned to the recording clerk, but recording clerks rarely showed much interest in this, especially after their term was completed. It was reassigned to the Meeting worker when Meeting worker Mathilda Navias had a particular interest in *Policies and Procedures*, but Friends with skills relating to the website don’t necessarily share this interest. Both tasks (formatting minutes and updating *Policies and Procedures*) seem better suited to the Publications & Archives Committee, as minutes of Representative Meeting and Annual Sessions appear in the *Annual Records*, and both it and *Policies and Procedures* are publications.

Formatting of minutes has sometimes been done by the *Annual Records* editor, but the Committee might also assign a Friend interested in this project to take it on.

(If approved, would change “and posts them” to “for posting” at no. 3.)

Jeff commented that tomorrow’s visioning work may change how well these proposed changes meet our needs.

Friends supported the plan to consider the suggestion to delete as proposed in 2 B 2

3Alj consultation with nominating committee seems like a good idea. Ellen expressed concern that if an ad hoc committee is formed during annual sessions, and the goal is to have the committee together by the end of sessions, consultation time may be limited. Could we change it to a recommendation or to say, “where feasible?”

Publications and archives report that they could take on the additional tasks in 3b4

Report **Accepted**

EC21-4-5 Report from M&N to Reps Meeting (4-3-21)Becky Morehouse & Shelley Kotz

Ministry & Nurture Committee has been quite active since Annual Sessions 2020.

Our ongoing work has included:

1. discerning an annual query in the fall and sending a summary of responses to Reps mtg in the spring (see separate report)
2. keeping in touch with those volunteers who plan the Spiritual Formation program each year
3. responding to concerns brought to us from individual Monthly Meetings
4. keeping in touch with Kalamazoo’s Anchoring Committee for Mey Hasbrook’s Traveling Ministry, which has been endorsed by LEYM

New work which we initiated this year include:

1. Collecting resource materials for how to handle difficult interpersonal tension in Monthly Meetings membership in Monthly Meetings or Yearly Meetings guidelines for care of Friends led to various forms of ministry.
2. Clerk’s Chats which met 3 times (with another scheduled for May) which was an opportunity for clerks, assistant clerks, and WG conveners to share ideas, concerns, and questions about their unique work this had a good turnout of 15-20 each session and was well received.
3. Bible Study for any member or attender. 5 sessions meeting monthly beginning with Michael Birkel’s book *Engaging Scripture: Reading the Bible with Early Friends* 35 Friends signed up as soon as it was offered confirming enthusiasm for a bible study across Monthly Meetings

State of the Meeting reports are due by May 15 (earlier than previous years)

M&N will receive those and compile a summary for Annual Sessions

All SoM reports are published in the Annual Records

Ministry and Nurture Committee
Summary of responses to LEYM Query 2020
For Representative Meeting April 3, 2021

The Queries we used this year were from the Friends of Color FGC Pre-Gathering Retreat. They were very powerful queries for Meetings to reckon with as our nation continued to face its embrace of White Supremacy. <https://www.fgcquaker.org/cloud/northern-yearly-meeting/resources/epistle-2020-virtual-pre-gathering-friends-color-and-their>

Twelve meetings sent their responses to M&N. All of those we heard from clearly took the practice of examining these critical queries seriously. It brought deep sharing. Query Three was often used as a focal point. Some meetings examined each query in depth. Some meetings had weekend-long workshops to address their internal racism. Three Meetings now have a Minute on Anti-racism and three are working on it. A number of Meetings have established standing committees to work on racism.

In reading the responses, M&N identified several common phrases and thoughts, which fall into these themes: to uncover unconscious biases /micro-aggressions, supporting organizations/businesses owned or run by People of Color (POC), book groups, building sustainable actions through community, white fragility and examining government sanctioned violence against POC and speaking out about it a macro level.

Some examples of the specifics:

- "We are all called to be swift to love, and in the words of John Lewis, we need practice getting in 'good trouble'".
- "The difference between Equality and Equity is helpful. Their definitions are: Equality means one assumes that everyone starts in the same place and has an equal opportunity to reach their goals. Equity means that one looks at where people are starting and what they need for all to begin on equal footing."
- "We carry a burden of racism and white privilege, need to continuously monitor our judgement/personal/community resources, we often fail to step out of our comfort zone, and we need to accept responsibility for our need to learn and grow"
- "Micro-aggressions are baked into everything", "Be willing to speak up."
- "Say Their Names: Ahmaud Aubery, Breonna Taylor, George Floyd..."
- "Embrace our awkwardness and do our own education."

In summary, given the long-standing history of white privilege and the problems that result from it both in our culture and amongst Quakers, meetings recognize that this work must not be dropped.

Meetings really seemed to grapple with the queries about racism.

M and N is grateful to nominating committee for putting them together. They have been very willing and productive.

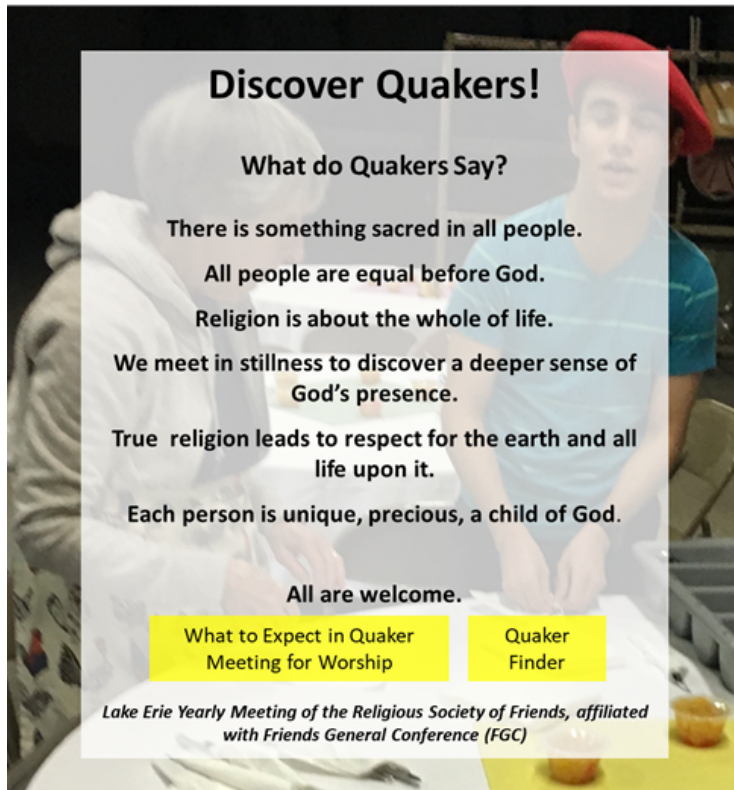
Our clerk wonders if we should keep some of the online options that have facilitated gatherings and communications in the past year.

A group is working on a fall retreat.

Report **Accepted**.

EC21-4-6 Advancement and Outreach Report, LEYM Representative Meeting, Fourth Month, 3rd Day, 2021 From Ellen Barnes

Our focus has been developing a social media advertisement for LEYM. Here is our current draft. The background picture has not been finalized.



The yellow boxes will be links to:

- A Quaker-Speak YouTube Video: "What to Expect in Quaker Meeting for Worship."
- FGC's Quaker-Finder, where people can enter their zip code and find the closest Meetings.

The next steps:

- Finalize background photo. (With appropriate consent.)
- Convert to appropriate file format for Facebook.
- Sort through Facebook advertising options:
 - Explore options for target audience.
 - Cost

Submitted by: Ellen Barnes

Friends commented that the above work was looking good.

Should we drop the word "true?"

The background picture and message could work better together. It's also important to consider how images will appear when viewed on smaller devices. Something simpler like a dove may work better.

Add more information, such as geographically locating us as being in the US? Or geotarget who is seeing the information to make sure the appropriate folks see it? Spell out terms people may not know, like that a yearly meeting is a collection of smaller meetings, or just avoid the Quaker speak and focus on welcoming them to worship. Details can be included on other pages that people can click onto.

To address the excess appearance of word, "religion," we could just say "We respect the earth and all life upon it."

Discussions will continue. Open to feedback, advice, and help. E-mail suggestions to ellen@thebarnesfamily187.com

Report **Accepted**.

EC21-4-7 Report from LEYM Webworker from Bill Warters

Prepared April 2, 2021 for Representative Meeting

Bill Warters continues to serve as the Webworker for LEYM. Current duties suggest a better title might be something like Web Communications Facilitator/Coordinator because the work involves a variety of tasks as noted below:

- migrating the LEYM website from the old system to our own server and new Wordpress installation
- maintaining the new LEYM.org website
- posting job announcements and opportunities
- maintaining email distribution lists
- sending correspondence for committee clerks
- working with Program Committee to host first online annual session
- setting up registration and participant databases for events
- designing a special annual sessions mini-website
- hosting Zoom Meetings sponsored by LEYM
- supporting the Peace, Justice and Environment Interest Groups experiment
- posting LEYM news to our Twitter account
- interfacing with our new Salesforce database and developing some of the new capabilities enabled by that platform.

Since the April 2020 Representatives Meeting for the period of April 1 2020- April 1 2021 I have formally tracked just under 168 hours as billable time, using an app that counts in 10-minute increments. In addition to the hours I billed for, I donated significant time designing the new website and migrating the old information over to it. I did formally track about 10 hours of time for that migration and design work (which I undertook on my own volition), thinking I might bill this effort to the FWCC mini-grant we got, but it was never incorporated into the final spending plan for how the FWCC money would be used due to some coordination challenges. If I had been more aware that I was underspending my annual LEYM budget line, I would probably have submitted at least the additional 10 hours for billing.

Here's a general breakdown of the time spent on the categories I tracked across the course of the year:

- Correspondence: 26 hours
- Phone calls: 12 hours
- Research: 9 hours
- Website updates: 55 hours
- Zoom-related hosting and scheduling: 47 hours
- Mailing list management: 4 hours
- Posting group messages: 4 hours

Issues and Observations

There are a number of areas where the information from our database system and our website and email listservs are not well integrated or in sync since Mathilda left. This includes figuring out who gets notified and how when a new issue of the Bulletin is available, who is on various email distribution lists and what their preferred email is, who the current officers are, who is on which committees, who is monitoring the generic email addresses we have for various leadership roles, what the contact information and meeting schedules are for affiliated Monthly Meetings, how we track youth members, and more. Currently our listserv system which we pay about \$15 per month for has numerous lists that serve to connect us. Some lists are only announcement lists, while others enable group members to send their own announcements to the list for distribution without assistance from the webworker. The current lists include:

- gpqm - Green Pastures Quarterly Meeting officers, meeting clerks, WG conveners, and meeting representatives
- leym2020 - This is an e-mail list for announcements related to the 2020 Lake Erie Yearly Meeting annual session.
- leym2020-business - Email list for announcements related to the 2020 Lake Erie Yearly Meeting Business during annual session.
- leymall - Use only with permission. Everyone in LEYM's database except those who have opted out
- leymattenders - Attenders at LEYM Annual Sessions
- leymbulletin - Bulletin subscribers
- leymbulletinnotice - Everyone in LEYM's database except Bulletin subscribers & those who've opted out
- leymclerks - Clerks of meetings and conveners of worship groups in Lake Erie Yearly Meeting
- leymexecutivecommittee - The Executive Committee of Lake Erie Yearly Meeting
- leyminterestgroups - This is an e-mail list for announcements related to the Lake Erie Yearly Meeting Interest Groups project
- leymreps - Representatives from monthly meetings to LEYM
- leymspiritualformationall - All past and current participants in LEYM's Spiritual Formation Program
- leymspiritualformationcurrent - Current participants of the Spiritual Formation Program in Lake Erie Yearly Meeting
- leymspiritualformationpast - Spiritual Formation past participants
- yearlymeetings - Liberal Yearly Meetings in N. America
- bfmlist - Birmingham Friends Meeting listserv for general communication (a pilot project)

We are also learning more about how to leverage Zoom meetings for our work, and it may be time to consider expanding our single Pro license to include Zoom Pro accounts for LEYM clerks (a perk for being a clerk?). Currently we can add up to 9 additional Pro accounts at the cost of \$150 per seat (this amount was \$180 each, but a discount is currently in effect). The advantage would be that each committee could handle their own meeting and event scheduling without requiring close coordination and billing of time by the LEYM Webworker. It would also allow for multiple concurrent sessions to be held, without the need to recruit help from affiliated Monthly Meetings who have their own Pro accounts. As an example, Ann Arbor Friends Meeting helped host many of the sessions at our 2020 annual meeting. We have a powerful new tool in our Salesforce database system, having wisely invested some funds to migrate away from the Access Database we were using and on to the free Nonprofit Success Pack version of Salesforce that provides us with 10 free administrative user accounts, only 3 of which have been allocated so far (Bill Warters, Lynda Rose, and the consultant who set it up). The system supports sending up to 5000 emails per day (some of which are system generated alerts) which is a high enough level to sustain us. As a test, I used the Salesforce system to send emails to registrants for this Representatives Meeting. I recommend that we develop a team, perhaps called something like the Platform Innovation Team, to consider how we may want to gradually start using more of the available features within Salesforce and our new website. Potential team members might include the Registrar, the Database Manager, the Webworker and the Clerk or Assistant Clerk with consultation with the Committee clerks. We may also want to consider using some of our Salesforce accounts to enable LEYM Committee clerks to have more autonomy and updated information to help them lead their group efforts. I (Bill Warters) am working my way through the very well-designed Salesforce learning materials, and am gaining confidence in what the system can do.

Looking ahead, the next big task for the Webworker will be managing the online Annual Sessions.

Respectfully Submitted,
Bill Warters
LEYM Webworker

A suggested new title for the Webworker: Digital Communications Manager

Each meeting may need some education about Salesforce and what it can do, and perhaps we need some information from each meeting about their needs. This information would help us plan for next year's staffing and budgeting. Jo, Lynda, Susan, and Bill could discuss how this education could best be handled.

Bill pointed out that committees and how they function may be changed after the visioning session, and those changes may influence our needs. Committee communication can be facilitated through Salesforce if people are open to learning the new tech. A starting point may be talking to each committee clerk.

Bill feels he's the only one who understands some of the website functions. He enjoys problem-solving and innovations, but he doesn't feel led to be a full-time worker who handles day-to-day things like e-mails.

Report **Accepted**

EC21-4-8 Publications and Archives, Peggy Daub

On behalf of the Publications & Archives Committee, I can report that we have produced the *Annual Records* and *Bulletin* in the usual manner this year. However, we distributed them rather differently -- since meetinghouses were closed and meetings were taking place virtually, we distributed just 1 to 3 paper copies of the *Annual Records* to meeting addresses and sent a paper copy directly to any individual who requested one. We also sent a pdf file of the *Annual Records* to anyone who requested one. Since we needed fewer paper copies of both the *Annual Records* and the *Bulletin*, that savings in printing costs helped cover additional mailing costs for the AR.

EC21-4-9 Nominating committee- Clemence Ravacon Mershon

We are excited about tomorrow to see if way opens for a new way of working.

Nominating Committee is aware of committee fatigue and that some people have served for a very long time.

Nominating Committee is appealing to Friends to speak out about how they are being led before the bulletin comes out.

They have been working as a committee of 4 people.

Report **Accepted**

EC21-4-10 Children and Youth – Christa White

Lots of teens have advanced to young adult.

Athens kids will not be at annual sessions this year. 6-10 year-olds who attend annual sessions are all from Athens at this time, and are part of the same COVID pod, so they may play together during annual sessions. The absence of the Athens kids for the online sessions brings age of participants to 11-16, which is a good age for Minecraft. The focus may be more on hanging out together. The kids really want to get together in person if possible. Most are tired of zoom.

We have a deposit down for a fall retreat at Temple Hills. Sept 24-26. Temple Hills wants to know if we are going to plan on being there. Families do seem interested in going. Questions remain about vaccinations for children, so it may be good to wait until the CDC has made some recommendations. Plan to make a decision in May.

Report **Accepted**

EC21-4-11 Susan provided a sneak previews for tomorrow's visioning session in regards to LEYM: Awesomeness, but probably not walking out with new things. Suggestions of solutions are welcomed.

We closed for the day with silence at 8:30

April 3, 2021

9:48 Executive Committee re-convened to discuss the finance committee report. Yesterday's attendees were joined by Bob Roehm, Karen Connor, Wink Covintree, Joseph Mills, Terry Grant, Flo Friender, and other people who continued to join in preparation for the visioning session.

EC21-4-12 Finance Committee Report - Tom Kangas

No significant reductions are planned.

The drop in the administrative budget by \$2500 is due to the fact that the migration to Salesforce is essentially done.

Committees are asked to take a look at the budget and communicate with Joann Neuroth about their needs in the upcoming year. Please do so in the next few weeks so there is time to make any needed amendments to the budget before bringing it before annual sessions.

Not meeting in person didn't significantly change our budget, as the annual sessions normally break even.

Bill Warters' time has been used extensively due to virtual meetings. It may be more cost effective to increase the number of seat licenses for committees to run their own meetings rather than having to pay Bill to run so many.

Report **Accepted**

9:55 silent worship to prepare for visioning session led by Susan Loucks