

LEYM Annual Meeting
2021 Opening Session, Wednesday, 7-28-21

Minutes and Reports

Kate Enger, Recording Clerk

This session was held via Zoom to limit the spread of the coronavirus.

YM2021-01 Centering Worship started at approximately 7 p.m.

Susan Loucks (Pittsburgh), Assistant Clerk, read an epistle from Netherlands Yearly Meeting.

YM2021-02 Jo Posti (Pittsburgh), Clerk, welcomed all participants and gave an opening statement:

Clerk's Opening Statement

Welcome to Lake Erie Yearly Meeting's 2021 Annual Sessions. We have 150 Friends registered this year, a slight reduction from last year's 153, and are grateful to each of you for choosing to spend time with us over the next five days. My prayer is that next year's sessions will be in person and that this week marks the end of our time of only being able to meet virtually.

That being said, the pandemic has taught us some important lessons. Video conferencing has made meeting easier and more accessible to many Friends. Our inability to travel has resulted in reduced carbon emissions. It has inspired us to think creatively about how we offer programming and has increased our interaction with each other throughout the year. I've grown closer to some Friends during this year-and-a-half of isolation, but also recognize the loss many have experienced during this time. Our children and teens are Zoomed out and crave being together in person to play, sing, and eat ice cream in the dining hall.

I'm grateful for the work that Susan Loucks, our Assistant Clerk, our committees, and Bill Warters, our digital communications coordinator, have done to lead the visioning process, interest groups, and committee meetings. I'm grateful to Lynda Rose for transitioning our database to Salesforce this year. This project was significant, but one that will serve our member Meetings and the Yearly Meeting well.

While we have much to be proud of, we are ending this fiscal year with uncertainty. Not only has the emerging Delta variant become a concern that will impact how we plan future sessions, but we have a number of volunteer positions that our Nominating Committee has not been able to fill. If committees such as Adult & Family Program go unfilled, this impacts whether workshops and a plenary session will be offered next July. I'm asking you to think about your capacity to serve and also about Friends from your home Meeting who might have gifts the Nominating Committee should know about.

Whether you're just here for one session or plan to participate in everything, whether you're a casual observer or inspired to get more involved, we hope that this year's sessions feed you and help you connect to other Friends.

We're grateful for the connections we have with Friends visiting us. This year, our guests include:

Kody Hersh - Toward Right Relationship, SEYM

Rachel Ernst Stahlhut, FGC, OVYM

Jackie Stillwell, Right Sharing of World Resources,
NEYM

Bobby Trice, FCNL

Riley Robinson, FCNL

Marcia Roberts, Pacific YM

Lyn Cope, SEYM and Quaker Meeting of
Melbourne

Jeffrey Barr, NYYM

Shaina Low, unaffiliated

Kat Griffith, Northern YM

Philip Maurer, NEYM

Paula Palmer, Intermountain YM and Friends
Peace Teams

Kathleen Wooten, NEYM

Jennifer Bing and Melissa Stoner, AFSC

John Meyer, Eugene/BYM

Anne Remley, Ann Arbor MM (now in Boulder, CO)

YM2021-03 Bill Warters (Birmingham) provided information on registrants by affiliated Meeting as follows:

Akron MM – 3

Manitou WG – 1

Ann Arbor MM – 28

Mid-Ohio Valley MM – 2

Athens MM – 6

North Columbus MM – 7

Birmingham MM – 9

Oberlin MM – 5

Broadmead MM – 16

Pittsburgh MM – 14

Cleveland MM – 2

Pine River WG 1

Detroit MM – 9

Red Cedar MM – 8

Erie WG – 2

Wooster MM – 3

Grand Rapids MM – 8

Other – 13

Granville MM – 1

Unaffiliated – 3

Kalamazoo MM – 7

LEYM 2021 Registrants by Age Category

LEYM 2021 Registrants by Gender Identity

Teen/High School – 2

Female – 96

Young Adult (19-35) – 13

Male – 37

Adult (36-60) – 26

Not Declared – 11

Adult (61+) – 112

Non-binary – 4

LEYM 2021 Registrants by Race/Ethnicity

Transgender-Male – 1

White/European – 122

Transgender-Nonbinary – 1

Black/African American – 5

Different Gender ID – 2

Asian/Pacific Islands – 1

Mixed – 1

Other or Unspecified – 18

YM2021-04 Roll Call by Local Meeting

Kate Enger (Athens), Recording Clerk, asked Friends to react through waves, emoticons, or calling out briefly when their home Meeting was called. Visitors introduced themselves. At this point, approximately 50 Friends were in attendance at the Zoom session.

YM2021-05 Welcome and Highlights of our Annual Sessions Program:

Thomas Taylor (Ann Arbor), clerk of Adult & Family Program Committee, presented highlights of the program as follows:

Good evening, Friends. It has been an honor to work with the Program Committee members over the past years. They are Claire Cohen (Pittsburgh), Susan Hartman (Ann Arbor), Steve Morehouse (Ann Arbor), Greg Mott (Broadmead), and Aran Reinhart (Broadmead). We were sorry to lose the helpful contributions of Claire, who had to drop out partway through.

Last year's Annual Meeting Theme was about **Listening**.

How did we do? Are we all better listeners now? More work to be done?

Since last August, as we discerned about the right theme for these times, we were aware that Truth had become politicized and that, from our beginnings as a people, Friends have raised up our testimony of Truth or Integrity as central to our inner life. A query common among early Friends was "How does Truth prosper among you?" You can't lie to God!

Wilmer Cooper put it well in his 1991 Pendle Hill Pamphlet, ***The Testimony of Integrity in the Religious Society of Friends***. "Integrity in its root meaning and search for wholeness leads to an even deeper sense of community." Wholeness means health in body, spirit, and community. We have all been painfully aware of how the lack of integrity has led to pain, suffering, and brokenness on a broad scale – personal to global.

And so, we invite you to explore with us our theme for this year: **Healing through Truth: Living myths from the past cause continuing pain. Pathways through truth help heal.**

We are blessed with a wide range of workshops to help us focus on a variety of areas needing truth and healing, including human rights, political advocacy, prisons, the environment, racism, and our personal relationships.

Our plenary speaker on Friday evening, Paula Palmer, will challenge us to move toward right relationships with the people who were living in this region before European settlers took it from them by brutal force. We have listening to do. I encourage you to explore the rich list of resources – printed and on-line – that Paula has provided for us in the LEYM *Spring Bulletin*.

Finally, to illustrate how all these things come together, and to show practical and positive ways of behavior, let me share with you a selection from a thought-provoking list called ***How to be an Ally to Indigenous Peoples***, which the Onondaga people have provided and is printed as a poster (see Syracuseculturalworkers.com).

Care for the earth.

Live lightly on the earth.

Consider future generations in our actions.

Work to end global warming.

Support renewable energy.

Remember that all beings (animals, plants) are your relatives, not resources.

Live with gratitude.

Give thanks frequently.

Slow down and listen more than you talk.

Read and promote the United Nations Declaration on the Rights of Native Peoples.

Celebrate Indigenous Peoples Day – October 12.

Learn about and reject the Doctrine of Discovery.

Appreciate the diversity of nations, cultures, and people.

YM2021-06 Epistle Committee formation – Asst. Clerk

Susan Loucks invited Friends to work with her on an epistle. Carolyn Lejuste and Susan Towner-Larsen volunteered to join her.

The Epistle Committee was **approved**.

YM2021-07 Naming Committee formation – Clerk

Susan Hartman, Sally Weaver Sommer, and Nancy Taylor offered to serve on the Naming Committee.

The Naming Committee was **approved**.

YM2021-08 Call for Memorial Minutes for Deceased Friends – Clerk

Some minutes had already been received. Friends were asked to send others to the Clerk if they were available.

YM2021-09 Business Sessions Preview, Consent Agenda

Friends were invited to read reports and contact our Clerk if there were issues that needed discussion.

Friends were also invited to look at other documents available in advance, such as proposals to amend some policies.

YM2021-10 Closing Worship and Invitation to Evening Worship – 8 p.m.

2021 Second Session: Thursday, 7-29-21

Minutes and Reports

This session was held via Zoom to limit the spread of the coronavirus.

YM2021-11 Meeting settled into expectant worship at 11 a.m.

Out of open worship, the Assistant Clerk (Susan Loucks, Pittsburgh) read aloud the epistle from Iowa Yearly Meeting (Conservative), 143rd Annual Session.

YM2021-12 Consent Agenda

Several reports were posted to the LEYM website and included in the documents in advance, namely:

- Ministry & Nurture's State of the Meeting Report
- AFSC
- FCNL
- Olney Friends School
- Quaker Earthcare Witness
- Peace & Justice Interest Groups

As noted previously, these were received by LEYM and accepted in a consent agenda. They appear below following their presentation during the meeting.

Ministry & Nurture's State of the Meeting Report: Submitted by Shelley Kotz (Broadmead) and Rebecca Morehouse (Ann Arbor), Co-clerks

Nominated committee members: Linda Mills, Lisa Klopfer, David Snyder, Maryann Concannon

Active participant: Flo Friender (Kalamazoo Meeting Rep)

Reps are welcome to join our committee meetings. Contact M&N clerks for dates and times.

As is the practice of Ministry & Nurture (M&N), we spent time prior to the 2020 LEYM Annual Sessions to create or choose a Query to present to Monthly Meetings (MMs) and Worship Groups (WGs) for reflection. We worked for some time with the topic of Black Lives Matter and a growing understanding of Systemic Racism to try to craft a query that would address this deep concern. We came to realize that the *Epistle of the 2020 Virtual Pre-Gathering of Friends of Color and their Families* had already created queries coming from a deeper experience and understanding than we have. Heeding their call to action, M&N asked MMs and WGs to sit with these queries and to seek an opening to Spirit with ways to continue learning and to take action. (See M&N summary of Query responses, below).

One of our first decisions in the fall of 2020 after Yearly Meeting was to change the dates for Monthly Meetings and Worship Groups to send in their Response to the Query to Jan 15 and their State of the Meeting report to May 15. Those changes will give Ministry & Nurture the ability to summarize the responses in a timely manner.

As the Covid-19 pandemic continued, MMs and WGs were challenged to find new ways to engage in worship, business, and fellowship. In responding to a need for MM Clerks to talk about the new realities, we offered three 90-minute Zoom “Clerks’ Chats,” which were attended by 12-17 new and experienced clerks. It was a meaningful time of sharing concerns, asking questions of one another, and offering suggestions and advice.

WG conveners also attended. Many have asked for these to continue in the fall.

We took to heart a Friend’s suggestion that we host a Bible Study during this time of isolation and discouragement. Maryann Concannon led 5 Zoom sessions on Saturday afternoons from Feb. to June, generally following Michael Birkel’s *Engaging Scripture: Reading the Bible with Early Friends*. 35 Friends signed up initially, although those numbers decreased as good weather and summer schedules took effect. Those who participated found it meaningful and have asked us to consider hosting more Bible Study sessions next year.

The LEYM Policy and Procedures manual states that M&N oversees the Spiritual Formation (SF) Program as presented by a planning committee. Members of the planning committee are typically selected by the existing planning committee and are responsible for organizing both the physical aspects of the retreats that start and end each year’s program and choosing a program topic and presenters. Although the pandemic created some delay in planning, the 2020-2021 program occurred virtually on the usual date of the first weekend after Labor Day. The program, *Spiritual Companions within an Ecology of Quaker Practice*, was led by Cassie Cammann, Nadine Hoover, and Mark Hoover, and included several other (virtual) check-in workshops offered during the year.

The planning for 2021-2022 Spiritual Formation is underway, with Valerie Groszmann, Sally Weaver Sommer, Ellerie Brownfain, and Lisa Klopfer on the planning committee.

M&N began receiving and reading State of the Meeting reports in mid-May. We value the depth of commitment involved in each MM and WG discernment and their reporting of where they are at this time. We learn from one another and grow in our understanding of Quaker faith as we read of the joys, challenges, successes, and insights of those in our Yearly Meeting family. A summary of the State of the Meeting Reports will be submitted in a separate report.

Report from LEYM Representatives to American Friends Service Committee Corporation — Submitted by Bill Warters (Birmingham), YM Representative to AFSC Corporation; Claire Cohen (Pittsburgh), YM Representative to AFSC Corporation; Paul Helbling (Broadmead), YM Representative to AFSC Corporation; and Kathleen Helbling (Broadmead), YM Representative to AFSC Corporation

In this past year, AFSC has been working on restructuring, with over 50 contributing groups helping in planning the next decade for AFSC. The approved 2020-2030 AFSC Strategic Plan is available for review here: <https://bit.ly/AFSCStrategicPlan>. Three areas were identified as most essential: a just peace, just economies, and just migrations. *Just Peace* concentrates on divesting in militarism, dismantling incarceration, and advancing civil liberties. *Just Economies* concentrates on moving to shared prosperity and promoting

alternative economies. *Just Migration* concentrates on demilitarized borders and helping migrants to build supportive communities. Across all these three goals will be added a concern for climate justice.

The methods suggested are changing systems by working with established networks, governmental advocacy, research and analysis of trends, and community organizing. AFSC is committed to anti-racism, feminism, and youth needs. This will also involve increasing revenue and bolstering financial and risk management. Additionally, AFSC wishes to engage more Quakers in its work. A webpage has been set up to provide quick access to engagement opportunities and information: <https://www.afsc.org/friends-engage>. The goal is to offer effective learning programs and feedback loops to continue improving the connections. Tools for Quakers to do social work and to strengthen relationships with served communities are being developed. One successful project launched this past year was the Quaker Social Change Ministry Program (QSCM), which provides recorded learning content and a getting-started manual. Access it all via <https://www.afsc.org/quakersocialchange>. For more information on how to start a QSCM group in your Meeting or church, please contact Lucy Duncan at lduncan@afsc.org.

For the second year in a row due to COVID-19, AFSC met online for its annual meeting. The 2021 AFSC annual meeting program, *Making New Worlds: Pursuing Peace with Justice*, which was open to all Quakers this year, focused on different aspects of abolition. Friends are invited to explore all the recorded sessions here: <https://www.afsc.org/corpprogram>. A youth initiative is planned for 18–25-year-olds to be involved in leadership development in 2022. The AFSC restructuring spurred by the new Strategic Plan is still in progress, and seasoning is continuing.

Report on Friends Committee on National Legislation for LEYM 2021 — Submitted by Thomas and Nancy Taylor (Ann Arbor), for the LEYM Representatives to FCNL

FCNL's multi-issue advocacy connects historic Quaker testimonies on peace, equality, simplicity, and truth with peace and justice issues that the US government is and should be addressing. Since its founding in 1943, FCNL has played a pivotal role in the creation of the Peace Corps, was instrumental in lobbying for the creation of the Arms Control and Disarmament Agency, helped lobby for the Civil Rights Act, and led efforts in Washington to oppose both the first and second Iraq wars.

FCNL is actually three interlocking non-partisan organizations, led by the General Secretary, working collectively to advance a vision of a peaceful, just, and sustainable world, governed by a 180-member General Committee of representatives from 26 Yearly Meetings and organizations, plus members at large. In recent years, FCNL has made multiple efforts to reach out to and include more young adults in the work, with programs for Young Fellows, Advocacy Corps, Summer Internships, and Spring Lobby Weekend. The 2021 Spring Lobby Weekend took place March 12-15, when more than 500 young people gathered online to advocate to their Senators and Representatives about the Justice in Policing Act (HR 1280), visiting more than 140 Congressional offices by phone and video.

Advocacy Teams in Ohio, Michigan, and Pennsylvania have carried on the work of talking with Congressional staff by video, phone, and the written word about passing bills to repeal the 2002 Authorization for the Use of Military Force (AUMF). They were successful in assisting with its passage in the House; the work on Senate passage continues.

After ten years of dedicated and excellent service, Diane Randall is stepping down from the post of General Secretary. The search for a new Gen Sec is nearing the end: review of applications begins August 1, and the starting date for the successful candidate will be January 1, 2022. The new Gen Sec will be joining a staff of 65 in this vital and engaging work. You are encouraged to inquire about YOUR local Advocacy Team and seriously consider joining it to carry forward your Quaker concerns for peace and justice.

Olney School Report — Submitted by Ellerie Brownfain (Birmingham)

Olney started the year with twenty-six students and the possibility of two more coming this current semester. This is down approximately ten students from last year. The school was anticipating a higher enrollment for

the 2021 year, but the COVID-19 pandemic negatively impacted enrollment. Fall enrollment is expected for 30 students. In spite of its smaller size, Olney is truly a global campus, with students from China, Ethiopia, Uganda, and South Africa. The school continues to follow the COVID-19 protocols from the State of Ohio for residential schools. Fortunately, the campus is large, which includes the 350-acre organic farm, and students have many opportunities for classes and activities in the outdoors, when weather permits.

In the fall, Homecoming was virtual and well-attended. The traditional Olney Distance Run was held with sponsorships and self-reporting times. The school initiated a virtual Guest Speaker program to bring in some knowledge and entertainment from outside. Many speakers -- and virtual guests -- came from the community of alumni. Olney plans to continue and develop that program in the coming year. Other traditionally public events also took place virtually, including Gym-Ex, Commencement, a Silent Auction, and Class Reunions. The Friday night alumni meeting was also held virtually and was well attended.

The school has continued to shrink its projected budget deficit each year. In fact, this year it is operating on a budget that projected no deficits. This was designed before the pandemic and assumed the same annual fund amount as in the last three years. COVID-19, however, has had a negative impact on both admissions and donations.

Donations to Olney continue to be welcomed as well. The Annual Fund goal for 2021-2022 remains at \$300,000, as in the last five years. Every gift to the Annual Fund effectively funds scholarships to Olney students receiving financial aid.

I encourage all F/friends to refer potential students to the school and to consider financial gifts to Olney.

Quaker Earthcare Witness — Submitted by Jonah Brownfain (Birmingham)

Quaker Earthcare Witness had a strong presence virtually as they met for Meeting for Worship during the year and for its Annual Meeting. I encourage Friends to become involved in this necessary Quaker organization.

Peace and Justice Interest Groups Final Report 2021 — Submitted by Joel Ottenbreit (Detroit)

The LEYM Interest group ran three discussion forum sessions during the year. Attendance for the first two was in the range of 25-35 participants. The last session was around half of the first two, because there were other Quaker events scheduled on that day. The feedback from the surveys that were sent out was positive and supportive.

The process for obtaining speakers, registering attendees, and running the program was modified each time to make the sessions operate better. There is a great deal of gratitude for Bill Warters for his technical skills on making the sessions operate smoothly.

If the LEYM Executive Committee chooses to continue this pilot program for next year, these are some changes that should be considered:

- 1) The day and time of the sessions would probably be more attractive on a Tuesday or Thursday evening from 7:00 p.m. to 8:30 p.m.
- 2) One concern that was not well addressed was how to turn the interest group ideas into action toward solving issues, although we did talk about this in the last session. It is suggested that another link be listed on the webpage called "Action Groups." These are groups that are part of LEYM Monthly Meetings that will further topics considered at the discussion forum and turn them into action. For example, the group on Sexism from the Detroit Friends Meeting is continuing its work after presenting at the forum. Members plan to write a blog and to create some lessons for First Day School. They could be listed on the website as an action group for others in LEYM who are interested, thereby creating a way for ideas to be turned into action. The action groups could also send a summary to LEYM for the Annual Session.

Final note: I will not be able to lead the interest group forum for next year if the Executive Committee decides to continue it. I am now the webmaster for the DFM, the convener of the technical committee, and a member

of our group that is working on the new Meetinghouse. I would be willing to help someone who wants to lead it, but my plate is full at this time.

As noted previously, these reports were received by LEYM and **accepted** in a consent agenda.

YM2021-13 Nominating Committee Report

Clémence Ravaçon-Mershon (Erie Worship Group) presented the first reading of the Nominating Committee report. There are important roles still to be filled. Friends who are interested in serving are encouraged to contact members of the current Nominating Committee.

Clémence's name was put forward for LEYM representative to FWCC.

Advancement & Outreach needs Friends to reach out and facilitate communication between Meetings and Worship Groups throughout our geographic area. We especially need people who can utilize social media to reach out to people who may be Friends and don't realize it yet and encourage them to join a Meeting or Worship Group.

Adult & Family Program Committee needs Friends to plan programming. Next year, that programming may include scheduling a plenary speaker, interest groups, Bible study, and activities that spring from the work of interest groups.

YM2021-14 Ad Hoc Committee on Policies and Procedures – Jeff Cooper (Ann Arbor)

In 2018, Mathilda Navias and I were asked to recommend updates to *Policies and Procedures* to reflect changes beyond new policies minuted 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 past Annual Meetings; 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 (see next page). Recommendations in the first two areas come from Mathilda and me. As you know, Mathilda has departed from LEYM; last fall, 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's no longer filling the role of webmaster.

These recommendations were seasoned by Executive Committee in April and later by Publications & Archives Committee, resulting in revisions reflected in the current proposals. They need Meeting approval (or further discernment) to become Meeting policy/procedure.

Below, 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).

(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." *Delete this sentence. It is not realistic for a monthly meeting of any size, and those representatives serving on committees may be more aware of YM activities.*

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.

Delete this and state, in a separate paragraph, that Representative Meeting minutes should be made available within one month after the meeting. (This is not truly a scheduling question, but it is useful to have the minutes available well before Annual Sessions.)

These suggested changes were Approved.

(At) III. A. 1, **Clerk's responsibilities**: Two items

III. A. 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."

III. A. 1. j, "Name members to ad hoc committees, as needed, in consultation with Nominating Committee":
Change to

"Name members to ad hoc committees, as needed; it is recommended that Nominating Committee be consulted."

These suggested changes were Approved.

(At) III. B. 4, **Meeting worker. (See below for suggested new title):**

Last year, Finance Committee proposed changing the Meeting Worker's title to Webmaster, but the Meeting did not act on this proposal, and under 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."

Reassign these responsibilities to the Publications & Archives Committee.

Both tasks (formatting minutes and updating *Policies and Procedures*) seem better suited to P&A, 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 P&A Committee might also find another Friend interested in this project.

If approved, would change no. 3 as shown below and move to Publications & Archives:

"*Edits* minutes from Representative Meeting and Annual Sessions for consistency of language and format for the *Annual Records* and ~~posts them on~~ the website; similarly, *edits* minutes from Executive Committee meetings for the website."

With the Meeting worker being relieved of these responsibilities, *change their title to Digital Communications Coordinator.*

A Friend pointed out that our visioning suggests that we may have additional roles for our Meeting Worker in addition To Digital Communications Coordinator. In addition, Bill is doing more than digital communications, especially in regard to preparing and running our virtual sessions. He's also doing some technical maintenance work.

Our *Policies and Procedures* Manual is a document that must be revisited frequently. We may be considering changes in staffing, especially to support programming for children and youth, and changes may need to be made accordingly.

In the past, committees have been resource-poor, and may not be able to cover the additional work proposed. Peggy Daub clarified during discussion that Publications & Archives Committee does feel that they can take on the suggested additional responsibilities. Policies could be revised again if needed.

Could some of these policies and procedures tasks be taken on by the Assistant Clerk? She or he would then be intimately familiar with recent changes.

A Friend suggested that we table these proposed changes and have the Executive Committee look at some history of how the Meeting Worker position was originally envisioned.

Institutional memory is important, and the Assistant Clerk changes every two years; if he or she takes on the policies and procedures tasks, that may lead to poorer institutional memory.

The suggested change stating that Publication & Archives “*Edits minutes from Representative Meeting and Annual Sessions for consistency of language and format for the Annual Records and posts them on the website; similarly, edits minutes from Executive Committee meetings for the website,*” was **approved**.

The other suggested change related to reviewing and updating policies and procedures will be **held over** for additional discussion and consideration.

The discussion whether to change the Meeting Worker’s title will also be **held over**.

YM2021-15 Treasurer’s Report – Tom Kangas (N. Columbus)

For the 2020-2021 fiscal year (i.e., the twelve months ended June 30, 2021), LEYM’s income picture is good. General Fund contributions were received from all member Monthly Meetings. Total income was \$21,460.

By setting the suggested contribution per member rate at \$30 for this past fiscal year, Finance Committee intended to generate an annual deficit for the General Fund. And indeed, General Fund income was \$7K less than money flowing out of the General Fund due to expenditures and transfers.

Expenditures and transfers from LEYM’s General Fund totaled \$28,453 for the year, which was 98% of the total amount budgeted. Most expense categories were within budget at year’s end, although two were not – Database Manager and Web Manager. Database Manager expense was double the budgeted amount due to the impact of transitioning to the Salesforce system. With regards to the budget line item for “Attending conferences with Quaker values,” one Friend attended a Participating in God’s Power retreat with \$400 of support from LEYM.

The General Fund actually increased in value over the course of the year despite the fact that income was less than the sum of expenditures and transfers out. This increase was due to dividend income and the change in the value of LEYM’s portfolio of investments held by Friends Fiduciary Corporation (FFC).

Several of LEYM’s other funds had activity this year, too, including:

- The Annual Meeting Fund’s activity represents the virtual Annual Sessions held in July 2020.
- The Travel Fund’s one use this year was in support of an FWCC representative for calls made.
- The Youth Activities Fund’s activity represents some income from FFC, deferral of a retreat facility down-payment until fall 2021, and support for one young Friend to attend Friends Music Camp
- The Quaker College & Service Scholarship Fund’s activity represents only an addition of funds, as there were no scholarships requested or awarded for the 2020-2021 academic year
- The Spiritual Formation Fund’s activity represents an honorarium paid for a retreat leader and another deferral of a retreat facility down-payment until fall 2021

All of the funds show a year-end balance that is within or above the acceptable range for each fund, with the exception of the Annual Meeting Fund. However, voluntary contributions in summer of 2020 raised the Annual Meeting fund out of its deficit status.

The General Fund has a year-end balance that is significantly above the suggested ceiling; this fact plays into budgetary recommendations for the 2021-2022 fiscal year that Finance Committee is presenting at these Annual Sessions.

LEYM’s treasury at year end is \$95,403, of which \$33,962 is held on our behalf by Citizens National Bank of Bluffton, OH. The rest is held by FFC.

All FFC dollars are invested in the Quaker Growth & Income Fund, which is a change from last year. FFC has made the Quaker Growth & Income Fund fossil-fuel free and closed our former investment, the Quaker Green Fund, effective February, 2021.

Over the twelve months ended June 30, the FFC investments returned approximately 4% in dividends and experienced an additional 29% increase in market value. These are the drivers behind the \$15K increase in LEYM's total cash balance from \$80K to \$95K.

Treasurer's Report, page 1

LEYM General Fund Income

As of 6/30/2021

For the 2020-2021 Fiscal Year (12 months ending June 30, 2021)

Contribution From	Amount	Deposit Date
Akron Monthly Meeting	250	4/14/2021
Ann Arbor Monthly Meeting	3,630	1/23/2021
Athens Monthly Meeting	2,100	11/14/2020
Birmingham Monthly Meeting	360	11/10/2020
Broadmead Monthly Meeting	1,500	2/8/2021
Cleveland Monthly Meeting	1,230	2/19/2021
Delaware Monthly Meeting	60	4/14/2021
Detroit Monthly Meeting	660	2/1/2021
Grand Rapids Monthly Meeting	510	1/9/2021
Granville Monthly Meeting	840	12/21/2020
Holland Monthly Meeting	200	1/12/2021
Kalamazoo Monthly Meeting	840	1/19/2021
Kent Monthly Meeting	595	11/6/2020
Mid-Ohio Valley Monthly Meeting	100	1/23/2021
North Columbus Monthly Meeting	1,050	10/8/2020
Oberlin Monthly Meeting	1,000	2/3/21 & 5/31/21
Pittsburgh Monthly Meeting	3,450	5/15/21 & 7/12/21
Red Cedar Monthly Meeting	2,460	10/29/2020
Wooster Monthly Meeting	525	12/23/2020
Contributing MM or WG subtotal	21,360	
Individuals	100	
Total Cash Contribution Income	21,460	
In-Kind Donations	-	
Total Contribution Income	21,460	

Treasurer's Report, page 2

LEYM General Fund Expenses - with comparison to Budget

For the 2020-2021 Fiscal Year (12 months ending June 30, 2021)

Account	Actual Expense through 6/30/2021	Budget	Actual expense as a % of Budget	Variance, budget-to- actual, favorable (unfavorable)	Non-cash, in-kind donations through 6/30/2021	Total Expense through 6/30/2021
Operations						
Contract Worker: Database Manager	2,905.00	1,400	208%	(1,505)	-	2,905
Contract Worker: Web Manager	4,237.49	3,100	137%	(1,137)	-	4,237
Insurance	500.00	500	100%	-	-	500
Office Admin (incl. banking costs)	2,077.31	3,500	59%	1,423	-	2,077
Committees						
Advancement & Outreach	-	500	0%	500	-	-
Ministry & Nurture	-	50	0%	50	-	-
Publications	2,476.36	3,200	77%	724	-	2,476
Members						
Attend conference w/ Quaker values	400.00	1,000	40%	600	-	400
Organizations						
Friends General Conference	6,000.00	6,000	100%	-	-	6,000
Olney Friends School	3,000.00	3,000	100%	-	-	3,000
Swarthmore records project	100.00	100	100%	-	-	100
Subtotal cash expenditures	21,696.16	22,350	97%	654	-	21,696
Transfers from General Fund to other Funds						
Travel Fund	2,957.00	2,957	100%	-	-	-
Quaker College/Service Scholarship Fund	2,000.00	2,000	100%	-	-	-
FWCC Travel Fund & Donation	1,800.00	1,800	100%	-	-	-
Subtotal Transfers	6,757.00	6,757		-		
Totals - General Fund Expenses	28,453.16	29,107	98%	654		

Treasurer's Report, page 3

LEYM Summary of Funds Fiscal Year 2020-2021

Fund Name	Beginning Balance as of 7/1/2020	Friends Fiduciary account activity ¹	Transfers between funds	Cash Income	Cash Expense	Subtotal: activity for current fiscal year	Ending Balance as of 6/30/2021	Floor / Ceiling Suggested floor/ceiling amounts for each fund	Notation: non-cash, in- kind Last donations activity through prior to 6/30/2021 FY20-21
Funds held in (i) Base account with Friends Fiduciary Corp and (ii) Citizens National Bank checking account									
General Fund ²	38,710.91	12,746.13	(6,757.00)	21,460.00	(21,696.16)	5,752.97	44,463.88	na 30,000	-
Annual Meeting Fund	(633.39)			1,781.00	(905.19)	875.81	242.42	1,000 3,000	100
Travel Fund	-		2,957.00	-	(150.00)	2,807.00	2,807.00	2,000 4,000	-
Youth Activities Fund ⁴	7,536.59		(99.43)	-	(300.00)	(399.43)	7,137.16	4,000 8,000	-
Quaker Coll/Svc Schol Fund	-		2,000.00	-	-	2,000.00	2,000.00	na na	-
HS Teen Retreat Fund	6,892.64				-	-	6,892.64	3,000 6,000	- FY17-18
Ministry Scholarship Fund	1,649.00				-	-	1,649.00	na 2,000	- FY19-20
Spiritual Formation Fund	4,176.35		(100.00)	-	(200.00)	(300.00)	3,876.35	500 1,500	-
Consultation Fund	3,143.68				-	-	3,143.68	500 2,000	- FY11-12
Travelling Ministries Fund	3,500.00				-	-	3,500.00	na na	- FY13-14 ⁵
Work Projects Fund	2,182.39				-	-	2,182.39	na 2,000	- FY17-18
FWCC Travel Fund	4,439.83		900.00			900.00	5,339.83	na 9,000	-
FWCC Travel Donation	900.00		900.00		-	900.00	1,800.00	na 9,000	-
Funds held in separate account with Friends Fiduciary Corp									
Granville Youth Fund ³	7,671.09	2,498.04	(288.57)			2,209.47	9,880.56	na na	-
Funds moved to the Balance Sheet									
Balance Sheet-Prepaid Exp	-	-	488.00			488.00	488.00	na na	-
TOTAL	80,169.09	15,244.17	-	23,241.00	(23,251.35)	15,233.82	95,402.91		

NOTES>

Funds other than the General Fund are managed through accounting and may be subsidized by the corresponding budget lines of the General Fund.

¹ Friends Fiduciary Corp (FFC) activity includes dividends and net change portfolio value due to market conditions. See Balance Sheet for detail.

² FFC General (Base) Account activity is included here in LEYM's General Fund.

³ Granville Friends Youth Fund is a separate FFC account. FFC activity shown on this line reflects only that fund's change in portfolio value.

⁴ FFC dollars transferred to this line represent dividends paid to the Granville Friends Youth Fund during current fiscal year and credited to YAF.

⁵ Established in FY13-14 by a donation toward LEYM's Traveling Ministry Program, this fund has had no activity from inception to date.

Treasurer's Report, page 4

Lake Erie Yearly Meeting – Financial Position

For the 2020-2021 Fiscal Year (12 months ending June 30, 2021)

Location of monetary assets	Beginning Balance as of 7/1/2020	Change in balance during the fiscal year	Ending Balance as of 6/30/2021		
The Citizens National Bank of Bluffton, OH	33,684.01	278.22	33,962.23		
Friends Fiduciary Corporation, Philadelphia, PA *					
General (Base) Account	38,813.99	12,746.13	51,560.12		
Activity: • Dividends Paid (and reinvested)		1,473.66			
includes: • Change in Portfolio Value, + or -		11,272.47			
Granville Youth Fund Account	7,671.09	2,209.47	9,880.56		
Activity: • Dividends Paid		288.57			
includes: • Change in Portfolio Value + or -		2,209.47			
• Dividends disbursed by FFC to LEYM, recorded to Youth Activ Fund		(288.57)			
Subtotal of both FFC accounts	<u>46,485.08</u>	<u>14,955.60</u>	<u>61,440.68</u>		
Total monetary assets	<u>80,169.09</u>	<u>15,233.82</u>	<u>95,402.91</u>		
Notation: Prepaid Expenses					
UCCR deposit for Youth Activities retreat, Sept 2021	-	388.00	388.00		
Weber Ctr deposit for Spiritual Formation retreat, Sep 2021	-	100.00	100.00		
	-	488.00	488.00		

	Total	% of Beg Bal
Div Pd	1,762	4%
Δ Value	13,482	29%
	15,244	33%

* Note> All of the funds with Friends Fiduciary Corporation are invested in FFC's Quaker Growth & Income Fund (QGIF).

Effective February 1, 2021 the Quaker Green Fund closed and all units exchanged for units in the QGIF. QGIF is now also fossil-fuel free.

The Quaker Growth & Income Fund is a diversified, co-mingled fund with allocations to equities, fixed income and real estate investment trusts (REITs). Its primary objective is to provide stable current income and long-term growth consistent with protecting principal investments against inflation over time. The fund adheres to Friends Fiduciary's Quaker-values investment guidelines and participates in our shareholder advocacy work. It is intended for investors with an investment horizon of five years or longer. The Fund has a standard income distribution policy based on the fund's total return.

Source> friendsfiduciary.org, 12/31/2020

TARGET ALLOCATIONS	Equity	Fixed Income	REITS
International Equity	26.3%		
Small and Mid Cap Equity	18.0%		
Large Cap Equity	28.4%		
Fixed Income (Domestic, Global, Short-Term, plus Cash)		23.7%	3.5%
	<u>72.7%</u>	<u>23.7%</u>	<u>3.5%</u>

The report was **accepted**.

YM2021-16 Finance Committee Report – Joann Neuroth (Red Cedar)

Joann called people's attention to changes embedded in the proposed budget. The Web Manager and Database Manager's compensation has been increased by \$5/hour. Administrative expenses remove a \$2500 item for the one-time purchase of Salesforce and a \$275 increase for AirTable Pro. Committee budgets have been adjusted as requested. Organizational contributions have been increased to reflect cost of doing business. Transfers have been set to permit funds to reach their established ceilings, and to allow the Scholarship Fund to accumulate to \$3000 this year. We recommend that this year's per-person contribution from Monthly Meetings be set at \$25 (down from \$30 last year), since the General Fund balance is above its recommended ceiling. We will use a mileage reimbursement rate of \$0.16/mile.

Individuals are encouraged to consider making a contribution to the Detroit Meetinghouse project. Detroit has a fundraising page set up already through Friends Fiduciary. Friends are encouraged to spread the word to people who were not present today.

Friends are also encouraged to spread the word about and encourage applicants for the college scholarship fund.

Proposed changes to the budget would reduce the General Fund and allow us to meet our expenses without stockpiling funds. Do we want to assume that the stock market will remain stable enough to safely reduce our income?

This budget will be brought forward again for possible approval.

The report was **accepted**.

Meeting for Business closed with a short period of worship, ending at 12:30 p.m.

2021 Third Session: Friday, 7-30-21

Minutes and Reports

This session was held via Zoom to limit the spread of the coronavirus.

YM2021-17 Meeting settled into expectant worship at 11 a.m.

Out of open worship, the Assistant Clerk (Susan Loucks, Pittsburgh) read aloud the epistle from New Zealand Yearly Meeting, 2021.

YM2021-18 2021-22 Budget – Tom Kangas (N. Columbus) and Joann Neuroth (Red Cedar)

The budget was presented for a second reading.

A Friend raised the philosophical question of whether LEYM wants to keep its General Fund balance stable by raising and lowering annual contributions (in inverse relationship with our investment income), as this budget does. The downside of this approach is that, during an economic downturn, Monthly Meetings would have to be asked to increase their contributions. An alternative would be to keep Meeting contributions stable and treat the variable investment income as a source of unearned wealth, which should be put back into circulation in our economy – possibly as donations or reparations or (in an unusual year like this one) by enabling us to gift more to Detroit Meeting's building campaign. The Finance Committee will take this question into consultation with the Executive Committee as it formulates next year's budget.

Finance Committee also plans to revisit the question of the most appropriate mileage reimbursement rate.

The budget was **approved**. See next page.

YM2021-19 Publications & Archives Committee - Peggy Daub (Ann Arbor)

All issues and publications were completed this year, but the continuing coronavirus pandemic precipitated some changes in how we distributed them.

For the first two issues of the LEYM *Bulletin* (fall and winter) and the *Annual Records*, we printed about 70% of the usual number of paper copies. Many people are already accustomed to reading the *Bulletin* in electronic format, and this year, for the first time, we also made the *Annual Records* volume available electronically to people who requested it. By the time of the spring issue of the *Bulletin*, many Meetings were beginning to meet again in person, so we returned to printing the usual number. The lower number printed, both for the *Bulletin* and the *Annual Records*, meant lower printing costs this year.

Although we mailed fewer paper copies, mailing costs rose, so the over-all cost stayed almost the same. We saved a little by doing only one mailing with copies of all the publications for the year to institutions and libraries, rather than our usual practice of mailing each item individually as it is published.

Going forward:

**** Asking for input:** We cut back on the number of paper copies of the *Annual Records* this year since we couldn't distribute through meetinghouses, and for the first time we sent .pdf files of the volume to those who wanted it that way, mailing individual copies of the paper volume to all who preferred that. We can easily make .pdf copies available again this year, but believe it might be a mistake to cut back too far on paper copies. We would love to hear from you if you have an opinion or advice on this question.

****Inviting contributions:** We always welcome material for the *Bulletin*, whether pertaining directly to the work of the Yearly Meeting or describing activities of a Monthly Meeting or Worship Group, or essays, poems, and art by individuals reflecting their spiritual experiences. Materials for the fall *Bulletin* should be sent to by September 15 to <peggydaub@hotmail.com>.

**** Annual Records:** We are happy to announce that Elise Yoder of Pittsburgh Meeting will edit the *Annual Records* this year.

LEYM Budgets		History				LEYM Budgets				Budget approved 08/03/2020		Budget approved 07/03/2020	
		FY 2017-2018		FY 2018-19		FY 2019-20		**Final--as of 6/30/2021		FY 2020-21		FY 2021-22	
General Fund Expenses		Budget	Actual	Budget	Actual	Budget	Actual	General Fund Expenses		Budget	Actual**	Budget	Change
Contractor: Web Manager		2,400	1,290	2,400	2,215	3,000	3,021	Contractor: Web Manager		3,100	4,237	5,100	2,000
Contractor: Database Manager						625	1,330	Contractor: Database Manager		1,400	2,905	2,500	1,100
Insurance		500	500	500	500	500	500	Insurance		500	500	500	-
Administration		575	228	500	301	1,000	1,007	Administration		3,500	2,077	1,500	(2,000)
Travel		3,500	1,024	2,000	2,069	2,000	1,043						
Committees		50	79	200	15	200	-	Committees		500	-	500	-
Advancement & Outreach		50	-	50	-	50	-	Advancement & Outreach		100	-	100	50
Ministry & Nurture		2,800	2,686	3,200	2,854	3,200	3,012	Ministry & Nurture		3,200	2,476	3,200	-
Publications								Publications					
Attend conf w/ Quaker values		4,000	3,545	1,000	(18)	1,000	-	Attend conf w/ Quaker values		1,000	400	1,000	-
Members		6,000	6,000	6,000	6,000	6,000	6,000	Members		6,000	6,000	6,500	500
Organizations		2,000	2,000	3,000	3,000	3,000	3,000	Organizations		3,000	3,000	3,500	500
Olney Friends School								Olney Friends School					
Swarthmore Records Project		100	100	100	100	100	100	Swarthmore Records Project		100	100	150	50
Mtg/se contrib'n Pittsburgh==>		1,000	1,000					Mtg/se contrib'n Detroit ==>		1,000		1,000	1,000
Travel Fund								Travel Fund					
Youth Activity Fund		1,000	1,000	1,000	(3,412)	1,000	1,000	Youth Activity Fund		2,957	2,957	1,200	(1,757)
Quaker Coll/Svc Sch'ship								Quaker Coll/Svc Sch'ship		-	-	-	-
to...								to...		2,000	2,000	1,000	(1,000)
Spiritual Formation Fund		300	300	300	300	300	300	Spiritual Formation Fund		-	-	-	-
Work Projects Fund		200	-	-	-	-	-	Work Projects Fund		-	-	-	-
FWCC Travel Fund (& Donation)		1,800	1,800	1,800	1,800	1,800	1,800	FWCC Travel Fund (& Donation)		1,800	1,800	1,800	-
Total Expenses and Transfers =		26,275	21,552	22,050	16,725	25,775	24,112	Total Expenses and Transfers =		29,107	28,453	29,550	443
General Fund Income		General Fund Income						General Fund Income					
Contributions Income		21,300	16,531	22,600	24,064	25,375	27,077	Contributions Income		21,750	21,460	17,875	(3,875)
FFC Div Inc (Base Acct only)		1,090	1,131	1,000	1,196	1,196	1,284	FFC Div Inc (Base Acct only)		1,000	1,474	1,000	-
Total Income =		22,390	17,662	23,600	25,260	25,375	28,361	Total Income =		22,750	22,934	18,875	(3,875)
Income - (Expenses and Transfers) =		(3,885)	(3,890)	1,550	8,535	(400)	4,249	Income - (Expenses and Transfers) =		(6,357)	(5,520)	(10,675)	(4,318)
FFC chg in portfolio value (Base)								FFC chg in portfolio value (Base)					
Subtotal Other Changes in General Fund =			-	1,133	1,133	(885)	(885)	Subtotal Other Changes in General Fund =			11,272		-
Total Change in General Fund =		(3,890)		9,668		3,364		Total Change in General Fund =			11,272	(10,675)	(4,318)
# members used to produce above est =		710		600		725		# members used to produce above est =		725		715	
Suggested contribution per member =		\$30		\$30		\$35		Suggested contribution per member =		\$30		\$25	
Travel reimbursement, with limits, rate per mile =				\$ 0.45		\$ 0.45		Travel reimbursement, with limits, rate per mile =		\$ 0.17		\$ 0.16	

YM2021-20 Advancement & Outreach – Ellen Barnes (Birmingham)

Ellen Barnes presented a social media ad with active links to introduce people to Quakerism; Friends offered some feedback and suggestions. Friends are invited to send more suggestions to Ellen. [See A&O report under Executive Committee Minutes from meeting on April 2.]

YM2021-21 Arrangements & Site Committee - Considerations for next year – Jo Posti (Clerk, Pittsburgh)

We are hopeful that we can meet in person or in a hybrid capacity next year.

Holding Annual Sessions in Bluffton presents a challenge to participation for our Friends from the Easternmost meetings.

At this time, Bluffton cannot commit to hosting next year. We need to be aware that Bluffton is a very cost-effective option.

In the past, Annual Sessions locations alternated. Some host locations prefer a consistent, yearly commitment; Bluffton may be among them

One suggestion involved hosting in-person sessions at several locations and linking those locations digitally.

The needs of children and youth need to be carefully considered, as they value their time together and enjoy location-specific traditions.

Decisions will need to be made by the fall Executive Session.

Friends who have some expertise with hybrid meetings are asked to consider if they are led to serve on Adult & Family Program Committee or the Arrangements & Site Committee. Friends are also asked to discuss with their home Meetings their preferences and their driving-time requirements to attend.

Meeting ended with silent worship at 12:34 p.m.

2021 Fourth Session: Sunday, 8-1-21

Minutes and Reports

This session was held via Zoom to limit the spread of the coronavirus.

YM2021-22 Meeting settled into expectant worship at 2 p.m.

The Assistant Clerk (Susan Loucks, Pittsburgh) read the Baltimore YM Young Adult Friends epistle. The young adults reported success in finding ways to stay connected and to work toward anti-racist goals together, despite the challenges presented by the pandemic. They continue to work toward finding ways to unite the young adults throughout the Yearly Meeting and finding ways to support one another.

YM2021-23 Naming Committee Report – Susan Hartman (Ann Arbor)

Proposed members for Nominating Committee

<u>Name</u>	<u>Year of Service</u>	<u>End Year</u>
Ellerie Brownfain (Birmingham)	6	2022
TBD		2022
Rick Adams (North Columbus)	1	2023
Winifred Covintree (Birmingham)	1	2023
Rachel Edwards (Pittsburgh)	1	2024
Mike Holaday (Grand Rapids), Clerk	4	2024

The Naming Committee is in conversation with a couple of people about filling the still vacant position. We

hope to find someone to fill it before the Executive Committee Meeting on the 7th. Friends are encouraged to get in touch if interested in this position or have suggestions of someone to serve. Contact Susan at <susandhartman@gmail.com>, Sally Weave Sommer at <sallyweaversommer@gmail.com>, or Nancy Taylor at <netaylor@comcast.net>.

YM2021-24 Webworker Report – Development of Tech Platform Committee

Bill Warters (Birmingham Meeting) presented a report on his activities for the year.

Bill Warters has been serving as the LEYM Webworker since August 2019, so we are approaching two full years of experience in the current position. Bill replaced the departing Mathilda Navias, who wore many hats in our organization. By design, not all of the tasks formerly managed by Mathilda were taken over by Bill, with some such tasks now being addressed by the Database Manager or by Publications & Archives or the *Bulletin* Editors. Making sure we have all the bases covered is still sometimes a challenge, but discussions about changes to LEYM's *Policy and Procedures* are ongoing to help clarify responsibilities and ensure that essential services and tasks get addressed appropriately.

Technical Milestones in the Past Year are as follows:

- June-July 2020 – Annual Sessions are hosted online via Zoom for the first time.
- August 13, 2020 – LEYM secured our own webserver, renewable annually.
- September-October 2020 – LEYM works with Espenshade Nonprofit Consulting to migrate LEYM statistical database from Access to Salesforce Non-Profit Success Pack, where we have received a complementary 10-seat license offered to nonprofits who get approval.
- September 2020 – New website designed; 10 years of existing content transferred from Wordpress.com hosting to our own server. Ensured that most offerings are mobile device-friendly.
- October 4, 2020 – Official launch of new LEYM.org website (on World Quaker Day).
- November 2020 – First self-hosted LEYM.org email addresses set up (such as leymworker@leym.org) to begin migration away from generic gmail accounts for LEYM role workers.
- November 2020 – “Subscribe to new website posts” feature enabled at LEYM.org.
- December 2020-May 2021 – New Peace, Justice and the Environment Interest Groups series hosted via LEYM Zoom.
- June 2021 – Legacy leymquaker account at Wordpress.com is laid down; Technical Services maintained by Webworker.
- Email Listservs on Electricembers for Committees, Events, Local MMs.
- LEYM Events Calendar.
- Generic Email Addresses for LEYM Positions.
- Website (LEYM.org, self-hosted on our own server since Oct 2020).
- Twitter Account (@LEYMQuakers).
- Salesforce Database Integration with Website (still early days...).
- Online Directory and Map of LEYM Monthly Meetings.
- Announcements and Document Sharing for Committees and MMs.
- Zoom Meetings Hosting (Committees, Workshops, Bible Study, Interest Groups, Called Meetings, Online Worship, Representative Meeting, Annual Business Sessions, etc.).
- Online Airtable Database (Events registration, Annual Sessions coordination).

- Annual Sessions (coordination and hosting of online sessions).

New Website Traffic Statistics Future Directions

Given the ongoing challenges of service coordination and the COVID-19-inspired increased online services experience and expectations among Friends, I propose that we establish some kind of Technical Platform Advisory Committee to provide support and feedback, as LEYM continues to expand and refine the use of our technical tools and member service offerings. Potential committee 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. Finally, we think more networking and event information-sharing among LEYM Monthly Meeting webmasters would offer benefits worth exploring. We expect to continue to refine our use of the historical data now organized within our Salesforce NPSP account, and to do more integration between our website, Salesforce, and our Airtable database system. We suggest that we continue with our Airtable Pro account beyond immediate use for Annual Sessions due to the expanded feature set, and we ask that Friends interested in exploring the use of Airtable for their own projects please use this referral link from LEYM (<https://airtable.com/invite/r/ua1R67rh>), as we'll get \$10 credit for each new free account someone creates on Airtable using our referral link. This can help offset the ongoing monthly fee for a pro account.

Respectfully submitted July 13, 2021, by Bill Warters. LEYM Worker

The plan to form an ad-hoc technical platform advisory committee as described in the report was **approved**.

YM2021-25 Database Report – Submitted by Lynda Rose (Athens Meeting)

Eleven of 19 Meetings responded to requests for updated information:

Ann Arbor MM	Grand Rapids MM	Oberlin MM
Athens MM	Granville MM	Pittsburgh MM
Broadmead MM	Kalamazoo MM	Wooster MM
Detroit MM	North Columbus MM	

Monthly Meetings that had not responded to requests for updated information (8 of 19):

Akron MM	Holland MM
Birmingham MM	Kent MM
Cleveland MM	Mid-Ohio Valley MM
Delaware MM	Red Cedar MM

We are making progress on updating and correcting information in Salesforce Database. Birmingham, Cleveland, Red Cedar, and Holland Meetings have submitted their data since this report was written.

One of the main questions is if we want to categorize the children and/or teens by age. At this point we are only using broad categories as follows: Member, Attender, Child Member, or Inactive. Salesforce has the capability to identify age if we want to put in an age. This would allow us to pull a report based on age, as for children in a Meeting. The categories listed above (member, attender, child member, or inactive) must be entered manually; if it changes, it must be manually changed. If we identify children by age, the record changes automatically with time. My recommendation is to use January 1 as the month and day, followed by the child's birth year. This would work in Salesforce and avoid using actual birth dates. No other birth dates need to be entered; this is just for the children.

Another question that has come up is how we want to handle inactive contacts. Do we want to delete persons who become inactive, move, or are no longer involved? Or do we hold that information and just categorize them as inactive? There is a separate entry for deceased folks.

To summarize, annual updating of Monthly Meeting Contact information is in progress. Two questions are: 1) Do we want to use birth-year dates to identify children, teens, & young adults? and 2) Do we want to delete people's contact information when they become inactive?

The Ad Hoc Technical Platform Advisory Committee will consider how race can be included in the identifying information in our database. They will be asked to provide a plan to Executive Committee in six months so that changes can be made in a timely manner.

Making changes to the data in Salesforce may require that Monthly Meetings provide different information or provide it in a different format. The Ad Hoc Committee will also be asked to consider how Monthly Meetings are asked to provide data, as well as how those data will be recorded in Salesforce; they will also bring forth recommendations.

The plan to have the Ad Hoc Committee explore the above recommendations was **approved**.

YM2021-26 Nominating Committee Report – Submitted by Clémence Ravaçon-Mershon

Approved 8-01-2021. *Terms begin and end at rise of Annual Sessions.*

* = Approved by Executive Committee after Annual Sessions.

ExC = serves on LEYM Executive Committee.

LEYM Officers, Committee Members, & Representatives Nominating Committee Report, 2021

Officers

<u>Role</u>	<u>Name & Meeting</u>	<u>Year of Service</u>	<u>End Year</u>
Presiding Clerk ExC	Susan Loucks, Pittsburgh	2	2024
Assistant Clerk ExC	Josephine Posti, Pittsburgh	4	2024
Recording Clerk ExC	Kate Enger, Athens	2	2023
Treasurer ExC	Tom Kangas, North Columbus	3	2022

Communications and Other Workers

Bulletin Editors	Peggy Daub & Jeff Cooper, Ann Arbor	5	2023
Annual Records Editor	Elise Yoder, Pittsburgh (appointed each year by Publications & Archives Ctee)	1	2022
Database Manager	Lynda Rose, Athens	2	2023
Web Master/Mtg Worker	Bill Warters, Birmingham	3	2022
Bookstore	Valerie Groszmann, Kalamazoo	18	

Committees

<u>Name/Meeting</u>	<u>Year of Service</u>	<u>End Year</u>
---------------------	------------------------	-----------------

Advancement & Outreach

# of Members: 6	Years of Term: 3		
Carla Pratt-Harrington, Athens		3	2022
* Joseph Mills, Kalamazoo		1	2024
4 Open Positions, tbd.			
This committee lacks a clerk.			

Committees (continued):

<u>Name/Meeting</u>	<u>Year of Service</u>	<u>End Year</u>
---------------------	------------------------	-----------------

Earthcare Currently dormant. Normally 6 members plus interested Friends.

Finance

of Members: 3 Years of Term: 3

Joann Neuroth, Red Cedar Clerk <i>ExC</i>	4	2024
Ellen Barnes, Birmingham	1	2024
* Seth Reichenbach, Unaffiliated	4	2024

Note: Treasurer serves ex officio

High School Teen Retreat Currently dormant.

Normally 3 adults with 3-year terms + 2 high schoolers with 2-year terms

Ministry & Nurture

of Members: 6 + 1 Rep. from each monthly meeting encouraged Years of Term: 3

Lisa Klopfer, Ann Arbor	4	2024
Shelley Kotz, Broadmead Co-Clerk <i>ExC</i>	4	2024
Rebecca Morehouse, Ann Arbor, Co-Clerk <i>ExC</i>	4	2024
Linda Mills, Kalamazoo	3	2022
David Snyder, Oberlin	3	2022
Maryann Concannon, Red Cedar	2	2023

Nominating

of Members: 6 (appointed by YM through Naming Committee)

Years of Term: 3

Ellerie Brownfain, Birmingham	6	2022
* Sheila Johnson, Ann Arbor	1	2022
Rick Adams, North Columbus	1	2023
Winifred Covintree, Birmingham	1	2023
Rachel Edwards, Pittsburgh	1	2024
Mike Holaday, Grand Rapids, Clerk <i>ExC</i>	4	2024

Peace & Justice Currently dormant.

Normally, 6 members plus representatives from Monthly Meetings.

Publications & Archives

of Members: 4 Years of Term: 3

Bob Roehm, North Columbus	5	2024
Peggy Daub, Ann Arbor, Clerk <i>ExC</i>	3	2022
Rosemary Coffey, Pittsburgh	3	2022
George Hebben, Kalamazoo	2	2023

Note: Web Master and Bulletin Editors serve *ex officio*.

Committees (continued):

<u>Name/Meeting</u>	<u>Year of Service</u>	<u>End Year</u>
---------------------	------------------------	-----------------

Yearly Meeting Planning:***Adult & Family Program***

of Members: 6 Years of Term: 3

Aran Reinhart, Broadmead	5	2022
--------------------------	---	------

Greg Mott, Broadmead	3	2022
----------------------	---	------

4 Open positions, tbd.

This committee lacks a clerk.

Arrangements & Site

of Members: 6 Years of Term: 3

Jon Sommer, Broadmead, Clerk ExC	18	2024
----------------------------------	----	------

John Templin, Broadmead	12	2022
-------------------------	----	------

Bill Warters, Birmingham	4	2022
--------------------------	---	------

Olwen Pritchard, Broadmead	7	2022
----------------------------	---	------

Mary Igoe Meyers, Broadmead	6	2022
-----------------------------	---	------

Sally Weaver Sommer, Broadmead, Registrar	6	2022
---	---	------

Youth & Children's Program

of Members: 12 Years of Term: 2

Christa White, Athens, Clerk ExC	3	2024
----------------------------------	---	------

Ellerie Brownfain, Birmingham

Jonah Brownfain, Birmingham

Stephanie Charlot, Red Cedar

Alfred Clapp III, Athens

Peter Crowley, Cleveland

Noah Molina, Athens

Diane Mott, Broadmead

Jenn Seif, Red Cedar

2 open positions, tbd.

This committee lacks an assistant clerk.

Diane Mott, Broadmead Fall retreat clerk

Ellerie Brownfain, Birmingham Fall retreat assistant

Representatives to Other Quaker Organizations

<u>Organization</u>	<u>Name & Meeting</u>	<u>Year of Service</u>	<u>End Year</u>
---------------------	---------------------------	------------------------	-----------------

AFSC Corp	Bill Warters, Birmingham	4	2024
-----------	--------------------------	---	------

AFSC Corp	Kathleen Helbling, Broadmead	3	2022
-----------	------------------------------	---	------

AFSC Corp	Paul Helbling, Broadmead	3	2022
-----------	--------------------------	---	------

1 open position, tbd.

FCNL Gen Ctee	John Howell, Athens	6	2022
---------------	---------------------	---	------

FCNL Gen Ctee	John Deikis, Ann Arbor	2	2023
---------------	------------------------	---	------

2 open positions, tbd

Note: In the slate approved by the Meeting on August 1, David Snyder (Oberlin) was listed as a continuing Representative to FCNL. Nominating Committee subsequently realized that David's term expired at rise of Annual Sessions.

Representatives to Other Quaker Organizations

<u>Organization</u>	<u>Name & Meeting</u>	<u>Year of Service</u>	<u>End Year</u>
---------------------	---------------------------	------------------------	-----------------

FGC Central Ctee

3 open positions, tbd.

(LEYM Reps appoint Rep to FGC Executive Committee)

FWCC	Sam Milford, Pittsburgh	6	2022
FWCC	Jo Posti, Pittsburgh	2	2023
FWCC	Ellerie Brownfain, Birmingham	1	2024
FWCC	Clémence Ravaçon-Mershon	1	2024

FLGBTQC	Nancy Reeves, Cleveland	7	2022
---------	-------------------------	---	------

Olney Friends School	Ellerie Brownfain, Birmingham	4	2022
----------------------	-------------------------------	---	------

Q Earthcare Witness	Jonah Brownfain, Birmingham	2	2022
---------------------	-----------------------------	---	------

Nominating Committee plans to continue working on filling open positions. Assistance from Monthly Meeting Clerks would be much appreciated.

Report **Approved**.

YM2021-27 Deceased Friends – Jo Posti, Clerk (Pittsburgh)

Memorial minutes are available on the LEYM website (leym.org); see also pp. xxx-xxx in these *Annual Records*.

A Friend requested that the section “Members Gained and Lost” in this year’s *Annual Records* include relevant information from last year, when this column was omitted owing to lack of data.

YM2021-28 Spiritual Formation Retreat

An invitation to a forthcoming Spiritual Formation Retreat will be sent to YM members by e-mail.

YM2021-29 Announcement of the Annual Query for 2021 – Becky Morehouse (Ann Arbor) reported for the Ministry & Nurture Committee (comprised of Shelley Kotz & Rebecca Morehouse, Co-clerks, Lisa Klopfer, Linda Mills, David Snyder, and Maryann Concannon, and with active participation from Flo Friender, Meeting Rep from Kalamazoo.)

The Annual Query this year comes from a careful reading of the State of the Meeting reports, along with attentive listening to the interests and concerns of Friends in various gatherings within LEYM.

We are excited about the growing number of young adults who are coming to our Monthly Meetings with a hunger for more connection to spirit and an eagerness to put faith into action. Many aging Friends are wishing to step away from long-held responsibilities, while also sharing their own faith journeys with others seeking a life grounded in a living presence.

In order to create space for all ages and all experience levels to learn where each is in this moment in time, we offer these two queries. One asks us to respond as individuals; the other asks us to respond as a collective Meeting.

In what ways do I experience a sense of spirit in my life?

What is the role of the Meeting in nourishing depth of spirit among us?

The Query will be sent to LEYM Monthly Meetings and Worship Groups for consideration, with a written response to be sent to M&N by January 15, 2022.

YM2021-30 The Children and Youth epistle was provided by Jonah Brownfain (Birmingham).

I enjoyed playing Minecraft alone.

This year.

Friends expressed gratitude for Jonah's participation and his epistle.

YM21-31 The Epistle was shared by Asst. Clerk Susan Loucks (Pittsburgh):

To Friends Everywhere:

We greet you from our homes in Ohio, Pennsylvania, and Michigan, where we have gathered virtually for a second year. We are palpably aware of the skills, time, and love of Friends with gifts in web-based organization and facilitation who make this kind of gathering possible, as well as the foibles of individual internet connections and interfaces.

Our theme this year, "Healing through Truth," was woven throughout our program. Our Bible study leader opened up texts of terror, shame, and oppression that moved us to consider the wrongs of our current societal environment and reminded us that seeking alignment with Truth is both healing and transformative. Afternoon workshops encouraged us to seek truth and healing as individuals and as a corporate body. We considered the disruption our lives might encounter when we ask Spirit to guide us and lifted up the healing available when we take action in the world.

We have been grateful to start and finish our days with worship. Worship sharing times have been rich, deep, and revealing of the complexity and uniqueness of each Friend. The sense of connection, of profound engagement in the themes of healing and truth telling, both individually and communally, was evident throughout. We discerned together how the tender input from others helps us tell the truth and moves us toward healing.

While we met virtually, we recognize that we live and worship on lands that were taken from native peoples including the Potawatomi, Seneca, Cayuga, Shawnee, Odawa, Ojibwe, Delaware, Chippewa, Ottawa, and many others. Some of the stories of colonization, Christianization, and genocide of native peoples were brought to life by our plenary speaker, Paula Palmer, who led us in a profound and interactive session titled "From Truth to Healing with Native Peoples." She drew attention to our particular, local history of land acquisition for farming and Quaker management of three of the many Indian boarding schools in our region. Paula promised healing for the colonizers as well as the colonized, if we engage in the work before us, and offered a powerful path to health that she received from Indigenous leaders – speak truth, acknowledge the harms done, apologize, forgive, atone, and repair. She encouraged Friends as individuals and collectively in our Meetings to experience the fruits that come from actively engaging with this traumatizing aspect of our past; a release of guilt, new relationships, and joy-filled alignment with Spirit.

LEYM registrant data holds up a mirror to racial, gender, ethnic, and age imbalances that naturally influence our culture. We recognize our lack of diversity and seek to wrestle with our racism and other oppressive habits, traditions, and practices that separate us from those who seem different. How can we continually interrogate our norms, leaving room for and supporting new experiments and openings? We are encouraged to deepen our friendships across Monthly Meetings, by sharing our ideas, experiences, longings, and stories. We are inspired by the possibility of transformation through our encounter of Truth as we hold ourselves accountable to stay open to continuing revelation.

While web conferencing continues to provide desirable accessibility to many and reduced carbon impacts from travel, we notice and grieve the erosion of personal connection across our community that arises from enforced physical distance. It's hard to be present in our life together when duties at home are calling us to walk the dog, go to the grocery store, or even attend to work email. Breakout groups offer a welcomed space for deeper sharing, but there are not the impromptu chances to catch up with Friends when we meet in person, share meals, and immerse ourselves in community. We had no children's program this year, as our

young Friends are not interested in web-based interaction. We feel a huge loss of the vitality and perspective of children and young families. We also notice reduced collective energy of Spirit in our business sessions, partly evidenced by much lower participation. On screen it is harder to know when we are in unity.

Like other Yearly Meetings, we are a unique set of people with unique gifts to leverage towards the world's healing. We recognize that some of us are impatient for change, while others of us need time to process information and experiences, especially the difficult issues of white colonialists' genocide of indigenous peoples, our own racism, and the on-going genocide of the people of Palestine. We encourage Friends to start from the premise that we are all children of God. From there we seek a personal relationship with Truth where we can align our beliefs with our actions. We leave our LEYM gathering, virtual though it was, a bit more refreshed, steeped in the joy of seeing familiar faces on screen, and blessed with new information and new and renewed leadings of the Spirit.

Jo Posti, Presiding Clerk

Carolyn Lejuste, Susan Loucks, Susan Towner-Larsen, Epistle Committee

Friends thanked the Epistle Committee members for their work.

Submitted by Jo Posti, Presiding Clerk

Susan Loucks, Assistant Clerk

Kate Enger, Recording Clerk