



June 25, 2023

Minutes & Reports

Friends Meeting at Cambridge

Meeting for Business in Worship

June 11, 2023

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Friends Meeting at Cambridge (FMC) gathered in a Meeting for Business in Worship on Sunday, June 11, at 1:15 pm. The Meeting was convened by Tom Sander, Co-Presiding Clerk. After a period of silent worship, with 16 people present on Zoom and 22 people in the Meetinghouse, the Clerk opened the Meeting with a reading from the “Advices and Queries for Friends” chapter of the new *New England Yearly Meeting Faith and Practice*:

Advice 13: Offer up your time, talents, energy, and resources for God’s guidance in their use. You may find yourself called to work for which you feel you have no gift. With prayer and discernment you will understand how to respond to the call.

The Clerk then read from Andy Stanton-Henry’s “Three Common Fallacies of Quaker Leadership” in the June 1, 2023, issue of *Friends Journal*:

Della Stanley-Green uses a working definition of a leader as ‘anyone who takes responsibility.’ That describes many Friends who step into roles to serve their meeting or neighbors. I would add that leaders also ‘see possibilities.’ I like social worker and author Brené Brown’s definition: ‘A leader is anyone who takes responsibility for finding the potential in people and processes, and has the courage to develop that potential.’ We might say that a [Quaker] leader is someone who sees possibilities and takes responsibility to develop those possibilities, under the leadership of the Spirit and with the consent of their community.... Parker Palmer wisely reminds us ‘Leadership is a concept we often resist. It seems immodest, even self-aggrandizing, to think of ourselves as leaders. But if it is true that we are part of a community, then leadership is everyone’s vocation, and it can be an evasion to insist that it is not.’

Betsy Roper, Assistant Clerk, led the Meeting in introductions of all present.

Announcements**2023-047**

The Clerk reported that long-time attender Everett Mendelsohn died this past week. More information will be presented when available.

Polly Attwood spoke about a group exploring reparative justice—what it means to us and how we are led to live into it. So far, the group also includes Minga Claggett-Borne, Susan Davies, Nancy Frost, Jane Jackson, Cynthia Knowles, Diana Lopez, Wendy Sanford, and Sandy Sweetnam.

They are realizing more and more that reparative justice is indeed a journey that embraces ongoing learning and involves many steps and actions along the way. One possible step may involve the group bringing a proposal alongside other groups in the fall for ways to use the Bequest monies. They are also feeling led by love and joy, not guilt, to call FMC as a whole toward making an ongoing corporate financial commitment to reparative justice as another faithful step. The group welcomes Friends to reach out to them.

Betsy Roper, Assistant Clerk, read an abbreviated version of the Land Acknowledgement we approved at our February 13, 2022 Meeting for Business in Worship.

The Clerk shared the following with the Meeting:

When our Recording Clerk reads Minutes, please only raise substantive corrections, not minor editing concerns. Wordsmithing concerns take up precious time and can be raised after the business meeting with the Recording Clerk directly.

Please love deeply that of God in each of us and care for each other with a tender heart and soul.

Please actively seek the Light before speaking and listen for the Light in others' comments.

Finally, please pray for me; pray for the Meeting; and let us seek God's unity together.

Fiscal Year 2024 Operating Budget**2023-048**

Jane Jackson, Treasurer, presented the second reading of the Fiscal Year (FY) 2024 Operating Budget for FMC. She identified the changes made since the first reading at the May 21 Meeting for Business in Worship based on feedback from committees and the Interim Coordinating Team (ICT):

The projected deficit for FY24 is about \$80,407, about \$12,000 smaller than presented in the first reading.

The net income from Simple Lunch has been reduced from \$500 to \$250.

The expense for Principal Staff salaries has been reduced from \$146,280 to \$132,067, based on the assumption that the earliest a Meeting Administrator and FDS Coordinator would be on board will be September 1. This assumption also reduces Payroll Taxes, Medical Insurance and Retirement Contribution expenses proportionally.

The Office Technology expense budget has been increased from \$5,000 to \$11,000 based on feedback from the Community, Ministry and Technology Working Group.

The Fellowship & Outreach line item has increased from \$1,000 to \$1,500 based on increased activities planned for next year. The P&SJ budget has also increased from \$200 to \$1,000.

Jane reminded the Meeting that this budget projects a deficit for next year, and, when we end the year with a deficit, our Unrestricted Permanent Funds are reduced by that amount.

Meeting thanked Jane for her work and approved the budget. The budget summary will be presented in the June 25 issue of *Minutes & Reports*.

Change in Composition of the Interim Coordinating Team (ICT)

2023-049

The Clerk reminded the Meeting that the ICT members were originally asked to serve for one year and have now served for almost three years. Veronica Barron stepped down in September 2022, and three of the remaining four (Jonathan Vogel-Borne, Jan Nisenbaum and Deborah Colgan) will be stepping down on June 30, 2023. Tom Sander will stay on as Financial Coordinator and Michael Shanahan has been recruited to supervise FMC staff, both until a Meeting Administrator is hired.

The Clerk asked the Meeting to join him in expressing deep thanks for the invaluable volunteer service of ICT members over these last three years when we have not had a Resident Friend or a Meeting Administrator. Friends approved and expressed their gratitude to the ICT.

Nominating Committee Report

2023-050

Gail Rogers, for Nominating Committee, identified the other members of the committee (Veronica Barron for part of the year, Clerk Chaz Kelsh, Liz Moore, David L. Myers, and Kim West), and the Meeting held them in the Light.

Gail presented for a first reading the list of committee members for FY 2024. She made particular note of the following:

The committee has not found people willing to commit to the Presiding Clerk or Assistant Clerk positions after speaking to many people.

A recommendation that the Office Operations Committee be laid down, which is affirmed by all of those who have been serving on this committee. Any needs regarding the office can be referred to the Trustees Committee.

The Marriage, Family and Relationships Committee is currently in discernment about being laid down.

There are several new people coming onto committees for the first time.

Regarding the absence of nominees for the Presiding Clerk and Assistant Clerk positions, Gail said she understood some people are suffering from fatigue and overwhelmed with other commitments, some don't want to change from their current roles in the Meeting, and some have mentioned not wanting to get involved with the amount of conflict and tension facing the Clerks Team.

Gail responded to a number of questions and edits to the list. The committee will bring a probably revised list of nominations to our next Meeting for Business in Worship for our approval. Edits to the report should be sent to the committee at Nominating@FMCQuaker.org.

The Clerk spoke about the lack of nominees to the Clerks Team. He expressed deep thanks to Ian Harrington for his willingness to stay on as Recording Clerk. Tom feels it is a sad day when we can't find an individual or team of clerks willing to serve and reflects ill on our Meeting. While some Meetings have had a jubilee year where they simply suspended clerks for a year, Tom doesn't feel FMC can take that step due to its size, staff, and level of activity. He remarked how the Chinese character for "crisis" is a mixture of two characters—danger and opportunity or inflection point—and he prays that with Spirit's help this may be an inflection point.

The Clerk opened the Meeting for a period of worship-sharing, asking us to reflect on our own call and discernment to follow Spirit's leading in serving the Meeting. What draws us in and what holds us back from serving more deeply? Where do we need to seek greater clarity?

Friends shared about fatigue within the meeting, recognizing this problem as a possible opportunity to heal our community.

One Friend noted that Way opens unexpectedly in the beloved community. Before we rush into solutions, we need to sit and wait and be patient and reflect and pray. The way forward will be made known to us, through faith in the community. We are on God's time; the Light is stirring. Open up to it and wait.

HEALTHY Reopening Team Proposal

2023-051

Sandy Sweetnam, for the HEALThy Reopening Team (HEART), reported HEART feels that it would be good to have a plan in place for this summer in case the current mask-optional areas prove inadequate to meet the demand of people seeking to worship in the Meetinghouse without masks.

HEART is proposing a Plan B which would allow mask-optional seating in the Meetinghouse in the balcony and on the facing benches both to the left and right of the fireplace. In addition, HEART proposes a Plan C which would allow mask-optional seating in the balcony and on the parking lot side of the Meetinghouse floor; the Longfellow Park side of the Meetinghouse floor would remain mask-required.

HEART will monitor mask-optional demand. If HEART determines that expanded mask-optional seating is needed, the team will implement Plan B, moving to Plan C if Plan B is also inadequate in meeting the demand for mask-optional seating.

HEART may move to reduce the amount of mask-optional seating in the Meetinghouse in the future, depending on the levels of COVID-19 infections in Massachusetts and the demand for mask-optional seating at FMC.

HEART had brought this to the Clerks Team prior to business meeting, and Clerks agreed that it should be brought to Meeting for Business in Worship for reactions. The Clerk at Business Meeting asked Friends for their comments. Several concerns were raised, including that HEART gather feedback from Friends concerning their experience of wearing masks, that HEART find placement within the Meetinghouse for wheelchairs that is not in or right next to mask-optional seating, and that this just be tried for the summer. The Clerk noted a sense of unity and asked if Friends approved. One Friend voiced disapproval and was unwilling to stand aside. A Friend spoke about unity, and that in Quaker practice the sense of the Meeting and unity may emerge for those gathered even when some are not in unity and not willing to stand aside. Another Friend agreed, commending Quakers to read New England Yearly Meeting Faith and Practice online about the sense of the meeting. The Clerk asked the Meeting if, despite a Friend being unwilling to stand aside, Friends felt the sense of the meeting was approval. The Meeting approved the proposal, with feedback to be gathered from Friends, and with HEART to try to identify wheelchair seating.

The full proposal will be presented in the June 25 issue of *Minutes & Reports*.

Transfer of Membership

2023-052

Cornelia Parkes, for Membership Committee, asked Friends to accept the transfer of Carolyn and Keith Hilles-Pilant's memberships from Beacon Hill Friends Meeting. Friends

enthusiastically accepted the request. The Meeting heard from Keith and Carolyn and joyfully welcomed them as members of FMC.

Representatives to 2023 New England Yearly Meeting Sessions

2023-053

The Clerk asked for volunteers to serve as FMC's representatives to this year's New England Yearly Meeting Sessions, to be held August 4-9 in Castleton, Vermont, and on Zoom. Friends approved AC Gilbert (pending AC's acceptance), Patti Muldoon, Ian Harrington, Yani Bray, and Leo Bray to be our representatives. They will report back to a Meeting for Business in Worship in the fall.

Closing Worship

Meeting for Business in Worship adjourned at 3:52 pm, with Friends intending to gather next in an Adjourned Meeting for Business in Worship on Sunday, June 25, 2023, at 1:15 pm on Zoom and at 5 Longfellow Park.

Tom Sander, Co-Presiding Clerk

Ian Harrington, Recording Clerk

Adjourned Meeting for Business in Worship

June 25, 2023

Friends Meeting at Cambridge (FMC) gathered in a Meeting for Business in Worship on Sunday, June 25, at 1:15 pm. The Meeting was convened by Ariel Maddocks, Co-Presiding Clerk. After a period of silent worship, with 13 people present on Zoom and 21 people in the Meetinghouse, the Clerk opened the Meeting with a reading from "To Find Something, Don't Look For It" by Robin Wall Kimmerer:

Attentiveness alone can rival the most powerful magnifying lens.

A Cheyenne elder of my acquaintance once told me that the best way to find something is not to go looking for it. This is a hard concept for a scientist. But he said to watch out of the corner of your eye, open to possibility, and what you seek will be revealed. The revelation of suddenly seeing what I was blind to only moments before is a sublime experience for me. I can revisit those moments and still feel the surge of expansion. The boundaries between my world and the world of another being get pushed back with sudden clarity an experience both humbling and joyful.

Lynne Weiss, Co-Presiding Clerk, read an abbreviated version of the Land Acknowledgement we approved at our February 13, 2022 Meeting for Business in Worship.

Betsy Roper, Assistant Clerk, led the Meeting in introductions of all present.

Death of Everett Mendelsohn

2023-054

The Clerk reported that our long-time attender Everett Mendelsohn died on June 6, 2023. Born on October 28, 1931, Everett was on the Harvard University faculty from 1960 until his retirement in 2007. A self-described pacifist, he was active in attempting to negotiate peace in the Middle East both as the Chair of the American Academy of Arts and Sciences' Committee on

Middle East Studies and through his work with the American Friends Service Committee. Involved in the founding of several organizations and recipient of numerous honors, a colleague described Everett as “one of the founders of the social history of science.”

Friends held Everett and his family in the Light and remembered him for sharing meaningful messages in Meeting for Worship in a booming professorial voice. His family is planning a memorial meeting for worship at FMC on the afternoon of Saturday, October 28, 2023.

Meeting Administrator Search Committee

2023-055

Betsy Roper, Assistant Clerk, announced the formation of a search committee to find a Meeting Administrator (MA): Chris Maddocks, Ian Harrington, Jan Nisenbaum (consulting), Jane Jackson, and Liz Moore. At this point, the MA job description has been posted with Salem Quarterly Meeting and New England Yearly Meeting.

Nominating Committee Report

2023-056

Chaz Kelsch, Clerk of Nominating Committee, presented the list of committee members for FY 2024. Most of the nominations are for a second reading, including the laying down of the Office Operations Committee, with the Trustees Committee agreeing to take on the responsibilities as they arise. There are four additions to the list presented for a first time: TylaAnn Burger for Assistant Treasurer, Chris Maddocks for Avison Fund, William Satterthwaite for Trustees, and River Smallflower for Library. In addition, Caren Seagraves is being added to the Trustees Committee and Chris Maddocks and Barbara Brown are on Personnel Committee although they are not members of the Religious Society of Friends. We raised the issue of membership requirements on certain committees and the meaning of membership for future consideration.

The Meeting approved the nominations presented for a second reading. The list of committees and their members will be presented in the June 25 issue of *Minutes and Reports*.

Interim Clerks Team Proposal

2023-057

The Clerk presented a proposal from the current Clerks Team requesting a 90-day extension for those on the team who are willing to handle or delegate key Meeting responsibilities. The interim clerks will bring a proposal for a process to carry on the Meeting’s work perhaps without a Clerks Team to a Meeting for Business in Worship scheduled for September 10. All interim clerks will step down as of September 30. The Meeting approved this proposal, thanking the interim clerks for being willing to stay on.

A brainstorming group will gather thoughts and input from the wider community in creating a vision for what to do next. Friends interested in participating in the brainstorming group should contact the interim clerks, and the interim clerks will appoint the group or delegate this task to another committee. The Meeting approved this proposal.

We spent some time discussing the need for having a clerk of the Meeting and whether we should ask the Clerks Team to remain in their positions despite being tired. We decided to use this time to consider all options for the future of leadership of the Meeting.

Unity Proposal Regarding Marriage, Family, and Relationships

2023-058

David Anick, Co-Clerk of Marriage, Family, and Relationships Committee (MF&R), for a group also including Sarah Allen, Elizabeth Claggett-Borne, Co-Clerk of MF&R, Jan Nisenbaum, for Pastoral Care Team (PCT), and Sandy Sweetnam, Clerk of Ministry & Counsel (M&C), presented a proposal prepared by the group, which was assembled after the May 21, 2023, Meeting for

Business in Worship to resolve conflicting ideas for handling issues around marriage, family and relationships at FMC.

While we remain committed to nurturing and supporting families and couples in our Meeting community, the group proposes laying down MF&R as a standing committee. The principal responsibilities of MF&R will be taken up by M&C and the PCT, with M&C taking care of clearness for marriage and the care of weddings and M&C and PCT responding to confidential requests for clearness or support committees for individuals, couples or families facing challenges. As a general guideline, M&C will convene clearness committees and PCT will convene committees for ongoing support. Meeting approved this proposal.

The group also proposes holding a threshing session to explore how the FMC community might proceed with a needs assessment and making updates to the Book of Current Practice. The Meeting approved this proposal, with thanks to the group for its work.

The group's proposal will be presented in the June 25 issue of *Minutes and Reports*.

Ad Hoc Grants Group Recommendations

2023-059

The Meeting approved David Myers to serve as Recording Clerk for the next item on the agenda.

Ian Harrington, Convenor of the Ad Hoc Grants Group, indicated the group also included Mary Coelho, Deborah Colgan, Suzanne Cooper, and Holly Lapp. He reported the group looked for organizations that are part of the ministry of members of the FMC community, have a small donor base, and address an area of key concern for the FMC community.

He recommended making grants of \$1,000 each to the Greater Boston Reentry Task Force Committee, Native Land Conservancy, Quaker Earthcare Witness, and Queer Youth Assemble, and of \$1,650 to the Hawkeye Campership Fund. He provided a brief description of each recipient and encouraged Friends to read the group's report and to seek out more information about the organizations' work.

Meeting approved these recommendations.

In addition to discussing potential grants, the group also considered the on-going need for financial assistance to enable some FMC community members to attend workshops and conferences to further their ministry or spiritual development. These requests used to be handled by the FMC Grants Committee when it was a standing committee and had a significantly higher budget. Recently, a fund administered by the Resident Friend which has a \$1,000 annual budget has been used to try to handle these requests (in addition to numerous other purposes). The funds have not been adequate to fully meet these needs. The group proposed that Meeting consider a line item be added to the 2024 Fiscal Year Operational Budget with money to help the FMC community to attend workshops and conferences, with the option to carry over undistributed funds from year to year.

The Group's report will be presented in the June 25 issue of *Minutes & Reports*.

Trustees Request for Contributions to New England Yearly Meeting

2023-060

Jane Jackson, Treasurer, presented for the Trustees Committee a request that we redirect \$645.73 of our annual contribution to New England Yearly Meeting (NEYM) to the Bodine-Rustin Fund in witness against the Friends United Meeting policy prohibiting hiring of persons in any relationship other than heterosexual marriage. Meeting approved this recommendation.

In addition, since we are experiencing a significant surplus this year, Trustees Committee proposed we increase our contribution for the current fiscal year from the budgeted \$47,832 to the amount we have given for many years, \$53,500. Meeting approved this recommendation.

Closing Worship

Meeting for Business in Worship adjourned at 3:55 pm, with Friends intending to gather next in a Meeting for Business in Worship on Sunday, September 10, 2023, at 1:15 pm on Zoom and at 5 Longfellow Park.

Ariel Maddocks, Co-Presiding Clerk

Ian Harrington, Recording Clerk

FMC Budget for Fiscal Year 2024

Approved by Business Meeting in Worship, 6/25/2023

Summary

	FY23 ACTUAL as of 4/30/23	FY23 TOTAL BUDGET	FY24 TOTAL BUDGET
INCOME			
Total 4000 CONTRIBUTIONS	\$218,418	\$285,000	\$245,000
Total 4200 FACILITIES INCOME	\$29,020	\$24,500	\$24,164
Total 4300 OTHER INCOME	\$400	\$10,000	\$250
Total 4500 INVESTMENT INCOME	\$61,100	\$64,522	\$74,020
TOTAL INCOME	\$308,938	\$384,022	\$343,434
EXPENDITURES			
Total 5000 SALARIES AND COMP	\$90,532	\$160,124	\$154,492
Total 5500 PAYROLL TAXES	\$6,879	\$12,249	\$11,819
Total 5600 BENEFITS	(\$13,123)	\$38,064	\$45,336
Total 5700 OTHER COMP RELATED EXP	\$-	\$2,650	\$2,650
TOTAL STAFF EXPENDITURES	\$84,288	\$213,087	\$214,296
TOTAL 6000 OFFICE AND ADMIN	\$17,088	\$23,350	\$23,330
TOTAL 7000 OUTREACH AND INREACH	\$47,744	\$70,832	\$68,440
Total 8000 BUILDINGS & GROUNDS	\$82,531	\$72,500	\$72,300
Total 8500 UTILITIES	\$18,704	\$22,000	\$22,700
Total 8600 OTHER OCCUPANCY	\$1,076	\$2,800	\$2,800

TOTAL OCCUPANCY EXPENSE	\$101,235	\$97,300	\$97,800
TOTAL 8700 COMMITTEE EXPENSES	\$4,450	\$22,463	\$19,975
TOTAL EXPENSES	\$255,881	\$427,032	\$423,841
NET SURPLUS/(DEFICIT)	\$53,057	(\$43,010)	(\$80,407)
*Med ins Return of Premium		(\$32,576)	
	\$53,057	(\$10,434)	(\$80,407)

Detail

	FY23 ACTUAL as of 4/30/23	FY23 TOTAL BUDGET	FY24 TOTAL BUDGET
INCOME			
4000 CONTRIBUTIONS			
4010 MEMBER CONTRIBUTIONS	158,774	200,000	172,000
4020 NON-MEMBER CONTRIB	59,644	85,000	73,000
Total 4000 CONTRIBUTIONS	\$218,418	\$285,000	\$245,000
4200 FACILITIES INCOME			
4210 FACILITY RENTALS	13,670	24,500	20,000
4215 APARTMENT RENTAL	15,350		4,164
4220 GUEST ROOM INCOME	-	-	-
Total 4200 FACILITIES INCOME	\$29,020	\$24,500	\$24,164
4300 OTHER INCOME			
4310 OTHER INCOME	400	9,500	-
4330 SIMPLE LUNCH NET REC/(EXP)		500	250
Total 4300 OTHER INCOME	\$400	\$10,000	\$250
4500 INVESTMENT INCOME			
4510 NEYM POOLED FUNDS INV INC	46,950	48,000	56,000
4530 FRIENDS FIDUCIARY INV INCOME	14,129	16,500	18,000
4590 INVESTMENT INCOME - OTHER	21	22	20
Total 4500 INVESTMENT INCOME	\$61,100	\$64,522	\$74,020
TOTAL INCOME	\$308,938	\$384,022	\$343,434
EXPENDITURES			
5000 SALARIES AND OTHER COMPENSATION			
5010 SALARIES - PRINCIPAL STAFF	80,187	140,414	132,067
5020 SALARIES - HOURLY STAFF	10,345	19,710	22,425

Total 5000 SALARIES AND OTHER COMP	\$90,532	\$160,124	\$154,492
5500 PAYROLL TAXES			
5505 FICA PAYROLL EXPENSE	6,879	12,249	11,819
Total 5500 PAYROLL TAXES	\$6,879	\$12,249	\$11,819
5600 BENEFITS			
5610 MEDICAL INSURANCE	(24,064)	20,944	25,025
5620 DISABILITY INSURANCE	810	1,300	1,300
5630 FLEXIBLE SPENDING ADMIN	450	600	600
5640 WORKERS COMPENSATION	2,165	2,500	2,500
5650 CONTRIBUTION TO RETIREMENT PLAN	7,516	12,720	15,911
Total 5600 BENEFITS	(\$13,123)	\$38,064	\$45,336
5700 OTHER COMPENSATION RELATED EXP			
5720 STAFF CONFERENCES AND EDUC		1,000	1,000
5730 LOCAL TRAVEL EXPENSES		150	150
5740 RECRUITING EXPENSES		1,500	1,500
Total 5700 OTHER COMP RELATED EXP	\$-	\$2,650	\$2,650
TOTAL STAFF EXPENDITURES	\$84,288	\$213,087	\$214,296
6000 OFFICE AND ADMINISTRATION EXPEN			
6010 POSTAGE & MAILINGS	362	1,400	750
6020 OFFICE SUPPLIES	261	550	500
6030 TELEPHONE & INTERNET	2,899	3,500	3,500
6120 OFFICE TECHNOLOGY	7,476	10,000	11,000
6200 PHOTOCOPIER	2,120	2,000	2,000
6300 LEGAL EXPENSE		200	200
6400 ACCOUNTING SERVICES	1,396	1,800	1,500
6500 PAYROLL SERVICES	1,162	1,700	1,700
6600 OTHER OFFICE & ADMIN EXP	150	200	180
6700 FUNDRAISING EXP	1,262	2,000	2,000
TOTAL 6000 OFFICE AND ADMIN	\$17,088	\$23,350	\$23,330
7000 OUTREACH AND INREACH			
7310 RETREAT FEES		400	400
7320 RETREAT EXPENSES - OTHER		200	200
7500 ORG MEMBERSHIPS - NEYM	35,874	47,832	45,440
7510 ORG MEMBERSHIPS - OTHER	100	100	100
7600 OTHER ORGANIZATION GRANTS	11,150	18,800	18,800
7700 OUTREACH/COMMITTEE PROJ	500	2,500	2,500
7720 INREACH/RES FRIEND	120	1,000	1,000

TOTAL 7000 OUTREACH AND INREACH	\$47,744	\$70,832	\$68,440
8000 BUILDINGS & GROUNDS			
8100 MAJOR PROJECTS	26,795	15,500	16,500
8200 MAINTENANCE - GENERAL	40,114	36,000	38,300
8250 COVID-19 CLEANING SERVICES		5,000	-
8300 PROPERTY & CASUALTY INSURANCE INS	11,669	11,000	12,000
8310 PAYMENT IN LIEU OF REAL ESTATE	3,953	4,000	4,500
8400 GARDENING & LANDSCAPING		1,000	1,000
Total 8000 BUILDINGS & GROUNDS	\$82,531	\$72,500	\$72,300
8500 UTILITIES			
8510 HEATING FUEL - OIL	3,647	4,000	4,000
8520 ELECTRICITY	7,597	8,500	9,000
8530 NATURAL GAS	6,029	5,500	6,700
8540 WATER AND SEWER	1,431	4,000	3,000
Total 8500 UTILITIES	\$18,704	\$22,000	\$22,700
8600 OTHER OCCUPANCY EXPENSES			
8610 HOUSEHOLD SUPPLIES & EXPENSE	615	2,500	2,500
8620 CENTER FURNISHINGS	461	300	300
Total 8600 OTHER OCCUPANCY EXPENSES	\$1,076	\$2,800	\$2,800
TOTAL OCCUPANCY EXPENSE	\$102,311	\$97,300	\$97,800
8700 COMMITTEE EXPENSES			
8710 FELLOWSHIP & OUTREACH		1,000	1,500
8720 FIRST DAY SCHOOL	875	2,000	2,000
8730 LIBRARY	732	1,000	1,000
8740 YOUTH PROGRAMS		1,200	1,200
8790 COMMITTEE EXPENSES - OTHER	2,843	17,263	14,275
TOTAL 8700 COMMITTEE EXPENSES	\$4,450	\$22,463	\$19,975
TOTAL EXPENSES	\$255,881	\$427,032	\$423,841
NET SURPLUS/(DEFICIT)	\$53,057	(\$43,010)	(\$80,407)

*Med ins Return of Premium **\$32,576**
(\$10,434)

*FMC received \$32,576 return of premium from our insurance provider in Oct. 2022.

HEALTHY Reopening Team Proposal

Proposal for permission to expand mask-optional seating in Meetinghouse as needed this summer, approved by Meeting for Business in Worship, 6/11/2023

HEART (the HEALTHY Reopening Team) has been working out details of COVID-19 policies approved by Friends Meeting at Cambridge since early 2023. In January 2023, one of the proposals approved was to allow mask-optional seating in the balcony and to the left of the fireplace in the Meetinghouse during Meeting for Worship.

HEART has noticed more people are choosing to worship without masks, presumably due to the warmer weather and reduced concern about catching a serious case of COVID-19. The mask-optional areas are being used extensively. We have also noticed increased numbers of FMC folks attending refreshments and Simple Lunch, showing that many are far more relaxed about participating in indoor activities that do not require masks.

Additionally, President Biden ruled that the COVID-19 state of emergency was over in April 2023 and Massachusetts ended their COVID-19 state of emergency on May 11, 2023. The CDC COVID-19 community stoplight that categorizes the COVID-19 threat has been the lowest level (green) for Middlesex County (MA) for 3 months (13 weeks) and middle level (yellow) for the 6 weeks before that.

HEART members are keeping in regular contact, but the committee is not planning a regular meeting until late September 2023 and is in agreement that it would be wise to seek FMC permission to have a Plan B and Plan C in place if the mask-optional areas approved thus far prove inadequate to meet the demand of people seeking to worship in the Meetinghouse without masks.

Plan B: allow mask-optional seating in Meetinghouse in the balcony and both to the left and right of the fireplace on the facing benches.

Plan C: allow mask-optional seating in the balcony and the left side downstairs in the Meetinghouse (further away from Longfellow Park); the right side downstairs would remain mask-required.

Note: Meetinghouse windows would continue to remain open to circulate in fresh air and reduce the chances of any possible exposure to COVID-19.

Proposed implementation: Once this policy is approved, HEART will continue to monitor mask-optional demand in the Meetinghouse. If HEART determines that expanded mask-optional seating is needed, we will meet as needed and then notify Ministry & Counsel and Fellowship & Outreach Committee about any change of COVID-19 masking in the Meetinghouse, put an announcement in the Weekly Calendar and send an announcement to the database and listserv. Fellowship & Outreach Committee would put up signage. We would first try Plan B for several weeks and only move to Plan C if Plan B is also inadequate in meeting the demand for mask-optional seating.

In the fall as the weather cools, HEART may return to limiting mask-optional seating to the balcony and the left of the fireplace, depending on the levels of COVID-19 infections in Massachusetts and the demand for mask-optional seating at FMC.

Nominating Report, June 25, 2023

<u>Service/Leaders</u>	<u>until 6/30/2024</u>	<u>until 6/30/2025</u>	<u>until 6/30/2026</u>
Presiding (Co-)Clerk			
Assistant Clerk			
Treasurer	Jane Jackson		
Assistant Treasurer	Mark Webster		
Recording Clerk	Ian Harrington		
Recorder (not an officer)	Holly Lapp		
Avison Fund Committee Cynthia Knowles (c)	Cynthia Knowles	# Lance Drane	+ Betsy Hewitt n David Smith
Exhibits Committee	Brian Stevens	George Campbell Mary Coelho Richard Wood # Marion Foster	+ Sara Sue Pennell
Fellowship & Outreach Committee Daria Casinelli (c) Holly Lapp (c)	+ Christel Jorgenson N Christine Stewart + Ian Harrington +# Daria Casinelli + Holly Lapp	Leo Bray # Amanda Marcus	n# Laila Moore Niles n MaryGrace Menner n# Brian Robison
First Day School/Youth Programs Committee	Clark Redner Anne Thompson Amy Greene Jan Nisenbaum	Patricia Wild Leo Bray # Tanzania Roach # Camilla Dickinson	+ Kim West +# Patti Conty + Beth Fuller
Friends for Racial Justice Committee%	Christa Redner # Diana Lopez Daniel Fitzmartin # Wendy Prellwitz Suzanne Cooper # Toussaint Liberator	Deborah Colgan # Nancy Frost Susan Lloyd McGarry # Camilla Dickinson	Elizabeth Claggett-Borne
Fundraising Committee Tom Sander (c) Ariel Maddocks (c)	# Ariel Maddocks Tom Sander	Mary Spitzer # Nancy Frost	+# Nora Sullivan
Gardening & Landscaping Committee Betsy Hewitt (contact)	Ben Warner	# Maeve Whitty Betsy Hewitt # Amanda Marcus	
Library Committee Patricia Huff (c) Alasdair Post-Quinn (c)		Patricia Huff # Alasdair Post-Quinn	N Megan Gianniny n# John Dickson n Jim Hannon
Membership Committee* Yani Bray (c) Daniel Fitzmartin (c)		Cornelia Parkes Deborah Colgan	+ Daniel Fitzmartin + Yani Bray

Memorial Meetings Committee	Sara Sue Pennell Jane Jackson # David Bonner # Toni Lydecker +# Sam Duncan	Tom O'Connor	
Ministry & Counsel Committee* Katy Cullinan (asst.) Sandy Sweetnam (c)	@ Cynthia Knowles @ Sandy Sweetnam @ Jonathan Vogel-Borne Katy Cullinan	Wendy Sanford Beth Fuller George Campbell	N Jan Nisenbaum n Jessica Ronalds + Kim West + Betsy Roper n Erin Bumgarner-Harris
Nominating Committee*	@ David L Myers	@ Kim West @ Liz Moore @ Gail Rogers	n@ Elizabeth Claggett-Borne
Office Operations Committee			
Peace & Social Justice Committee% Michael Carey (c) Ian Harrington (c)	# Michael Carey Ian Harrington Suzanne Cooper	Skip Schiel John Bach # Peter Durigon Kim West Raymond Aucoin Jack Snyder	Jim Serdy # Don Gianniny # Charlie Perelis Silberstein
Personnel Committee*	Jan Nisenbaum	William Satterthwaite	+# Chris Maddocks n# Barbara Brown
Trustees Committee*	Betsy Fox # Alasdair Post-Quinn Joseph Tierney Jan Nisenbaum Jane Jackson (x)	Jo Ellen Hillyer Rick Talkov David White Mark Webster	n# Caren Seagraves

n = new appointment + = reappointment @ = not to succeed self # = not a member of Friends
asst. = assistant clerk c = clerk/co-clerk L = liaison x = ex officio

* Committee generally requires FMC membership % Committee selects its own members

Marriage, Family & Relationships (MF&R) Transition – Unity Proposal

0. Overview

At Meeting for Business in Worship (MfB) on May 21, 2023, there was disunity with respect to a proposal to lay down the Marriage, Family & Relationships (MF&R) Committee. After some discussion airing the issues, the Clerk asked that the Clerks of MF&R, representatives of Ministry & Counsel (M&C) and Pastoral Care Team (PCT), and an individual who expressed strong concerns meet separately and come up with a unified proposal. We have now done as asked. We would like to present our proposal by starting with a brief overview of how the disunity occurred and then, in the context of that narrative, present three action steps for the consideration of MfB.

1. History

The idea to lay down the MF&R Committee began with discussions starting in November 2021 between Nominating Committee and MF&R. At that time, recruitment to MF&R had become difficult and the group noted that the original motivation for a separate committee had been due to a large number of marriages in the 1960s, which has fallen dramatically in recent years. M&C approved the idea of their taking on requests for marriage clearness and weddings.

Due to misunderstandings or process errors, not all of the reasoning and discernment around this was communicated well. Some Friends who felt led to meet a perceived community need subsequently spent some effort to propose an approach fitting the current structure. We regret that this enthusiasm for more active participation in our community was not more effectively re-directed sooner, and that now those individuals must renew their discernment process for how to best contribute to our community. We hope that Friends are not discouraged from deeper participation and that individuals will identify new structures or steer their enthusiasm into other existing committees and working groups.

2. Action Steps

2a) New structure

We remain committed to nurturing and supporting families and couples—those dating, married, and in other forms of intimate relationships—in our Meeting community. We propose laying down MF&R as a standing committee, with its requirements for Meeting membership and three-year terms of service. The principal responsibilities of the MF&R Committee will be taken up by M&C and the Pastoral Care Team (PCT).

Specifically, individuals or couples may request:

- Marriage clearness and care of weddings (M&C)
- Clearness or support committees for individuals, couples or families facing challenges. As a general guideline M&C is best suited to convene clearness committees and PCT to convene committees for ongoing support. Requestors are not rigidly bound by this, and the distinctions between clearness and support are not always clear. These requests to M&C or PCT are considered confidential.

The remaining listed responsibility of the MF&R Committee was to sponsor workshops and forums related to strengthening relationships. At this time, there is no specific plan to continue such programming. However, individuals with ideas or leadings along these lines are encouraged to approach M&C or PCT.

2b) Threshing Session

During the discernment process of laying down MF&R Committee, questions were raised about how well we are meeting the needs of couples and parents in our community. Some enthusiasm was noted for conducting a community-wide needs assessment along these lines. We propose holding a "threshing session" in the next several months to explore how the FMC community might proceed with a needs assessment.

2c) Pastoral Care Team Scope

Updates will be made to the Book of Common Practice, in order to include the changes detailed in (2a) above and the PCT description below.

The FMC Pastoral Care Team (PCT) is under the care of Ministry & Counsel. The team is comprised of meeting members who have received training (utilizing an adaptation of the

Community of Hope model for pastoral care) and are committed to providing care and support to individuals within our community.

The PCT responds to requests from individuals, family members, or concerned others in the community. Anyone in the community should feel welcome to approach any member of the team directly or reach the clerks via email address. Requests are kept confidential within the team.

- Friendly visits (or phone calls) to someone's home or a visit to someone in a hospital or long-term-care facility
 - Accompaniment to a medical appointment
 - Preparation and/or delivery of meals
 - Conversations to assist in determining the need for a Clearness or Support Committee
 - Assistance in convening a Support Committee
 - Supportive visits and friendly presence during a challenging life experience
 - Sending cards on behalf of FMC
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2022-2023 Ad Hoc Grants Group Recommendations

Approved at Meeting for Business in Worship, 6/25/2023.

Grant Recommendations

\$1,000 – Greater Boston Reentry Task Force Committee

\$1,650 – Hawkeye Campership Fund

\$1,000 – Native Land Conservancy

\$1,000 – Quaker Earthcare Witness

\$1,000 – Queer Youth Assemble

\$5,650 – TOTAL

Greater Boston Reentry Task Force Committee

The committee consists of eight people experienced in running reentry programs that provide housing, job training and procurement, referrals to medical and behavioral healthcare, and resources for belonging and community engagement for returning citizens from prison. The committee runs two Reentry Fairs and one Summit a year that offer help and inspiration for many small non-profit groups with their work as service providers including reentry programs and educational programs for the formerly incarcerated.

Additional information can be found by contacting Gate West or Michael Carey.

Hawkeye Campership Fund

The Hawkeye Campership Fund (HCF) is a non-profit 501(c)(3) charity registered in Massachusetts and New Hampshire that raises funds to provide camperships for low-income

youth from historically underserved communities to attend residential summer camp at Camp Hawkeye in Charlestown, New Hampshire. HCF has been in existence since 2008 and has raised over \$200,000. Over the past nine years HCF has sent 280 youth to residential summer camp. Most of these campers come from the greater Boston area, Manchester and rural New Hampshire, rural Vermont, New York City, New York, greater Raleigh-Durham area in North Carolina and Wilmington, Delaware. HCF's mission is to remain financially supportive of these youth and their families throughout the many years they may attend Camp Hawkeye.

In addition, HCF sponsors programs in the arts when financial capacity is available. Last year, it sponsored its first intensive African Drumming program, Telling Our Stories, led by Toussaint Liberator. This program was wildly popular with the campers and spurred many open and honest conversations about identity, culture, and personal yearning. Last year they had 55 youth participate and they hope this year they can involve more.

All money from this grant will go directly to the artist, Toussaint Liberator, and for any program supplies he may need (minimal). A Hawkeye Campership Fund Board of Trustees member will provide fiscal oversight of the grant expenditures and Camp Hawkeye will provide housing, meals, and on-site programmatic support at no cost.

Additional information can be found at [HawkeyeCampershipFund.org](https://www.hawkeyecampershipfund.org).

Native Land Conservancy

The Native Land Conservancy, Inc. (NLC) was founded in 2012 in Mashpee, Massachusetts and received tax-exempt status as a 501(c)(3) non-profit land conservation trust in 2013. The Native-run land conservation group was created for the purposes of protecting sacred lands and natural and cultural resources and encouraging the continuation of Native American traditional lifeways of the Northeast. The NLC's mission is to preserve and protect the natural and cultural resources, habitats, ecosystems, and archaeological sites of lands located in the Eastern Massachusetts region. The first Native-led land trust east of the Mississippi River, NLC wishes to partner with other local and regional land conservancies to preserve and provide tribal wisdom to the land management of rescued properties—"to rescue, manage, and preserve precious land."

Native Land Conservancy board member Gail Melix is an enrolled member of the Herring Pond Wampanoag Tribe of Plymouth, Massachusetts, is a member of Sandwich Monthly Meeting, and serves as Co-Clerk of the Quaker Earthcare Ministry of New England Yearly Meeting.

Additional information can be found at [NativeLandConservancy.org](https://www.nativeandlandconservancy.org).

Quaker Earthcare Witness

Quaker Earthcare Witness (QEW) is a Quaker public voice that grew out of a strong leading among Friends that our future depends on a spiritual transformation in our relationships with each other and the natural world. In 2022 over 800 people participated in QEW's workshops on eco-spirituality, international climate activism and diplomacy, economics and ethics, climate grief, and fossil fuel divestment and direct action. Throughout the year, QEW offers monthly programs, creates and distributes a quarterly newsletter showcasing Quaker action and eco-spirituality, and publicly advocates and builds connections throughout the North American network.

Additional information can be found at [QuakerEarthcare.org](https://www.quakerearthcare.org).

Queer Youth Assemble

Created in August 2021 to foster a queer youth movement across the United States, Queer Youth Assemble (QYA) envisions a world where all queer youth are given safety, autonomy, joy, and the ability to reach their fullest potentials. Its mission is to bring joy and autonomy to all queer youth under 25 in the United States and its territories. Through events, projects, community collaboration, resources, professional development, artistic endeavors, and much more, they strive to create an inclusive and transformative world for queer youth.

Additional information can be found at QueerYouthAssemble.org.

Friends who participated in some or all of the meetings of the *Ad Hoc* Grants Group this year were Mary Coelho, Deborah Colgan, Suzanne Cooper, Ian Harrington (convenor), and Holly Lapp.

In choosing these grants, the *Ad Hoc* Grants Group looked for organizations that 1) are part of the ministry of members of the FMC community, 2) have a small donor base, and 3) address an area of key concern for the FMC community (Care for Returning Citizens, Racial Justice, Working towards right relationship with Native Peoples, Sustainability, and LGBTQIA+ Rights).

In addition to discussing numerous organizations worthy of grants for their work, we also considered the on-going need for financial assistance to enable some FMC community members to attend workshops and conferences to further their ministry or spiritual development. These requests used to be handled by the FMC Grants Committee when it was a standing committee and had a significantly higher budget. Recently, a fund administered by the Resident Friend which has a \$1,000 annual budget has been used to try to handle these requests (in addition to numerous other purposes). The funds have not been adequate to fully meet the needs. Therefore, we recommend a line item be added to the Operational Budget for Fiscal Year 2024 with money to help the FMC community to attend workshops and conferences. Furthermore, we recommend that this line item be set up with the option to carry over undistributed funds from year to year since the needs for financial assistance vary widely from year to year.

Friends Meeting at Cambridge

5 Longfellow Park, Cambridge, MA 02138-4816 www.FMCQuaker.org

Interim Co-Presiding Clerks: Ariel Maddocks, Tom Sander, Lynne Weiss
clerks@FMCQuaker.org
 617-876-6883

Michael Shanahan, Interim Staff Supervisor
facilities@FMCQuaker.org

Amy Mercure, Office Manager
office@FMCQuaker.org
 617-876-6883

To receive links to publications or to join the community listserv, email: office@FMCQuaker.org

Meetings for Worship at FMC

- 5 Longfellow Park, Cambridge**
- Sundays 10:30 am
- Wednesdays 8:30 am to 10 am

- South Shore Preparative Meeting**
- 155 Washington St. (Rt. 53), Pembroke
- Sundays 10:00 am
- Jim deVeer
- 781-982-0653

- Worship Group at Brookhaven**
- 1010 Waltham Street, Lexington
- Sundays 10:30 am
- Elisabeth Cotten
- 781-862-7578

Other Nearby Worship Opportunities

- Acton Friends Meeting,**
- Contact Clerk, acton@neym.org
- Amesbury Monthly Meeting, 120 Friend St., Amesbury**
- Sundays 10:00 am
- Beacon Hill Friends Meeting, 6 Chestnut St., Boston**
- Sundays 10:30 am
- Cambridge Friends School, 5 Cadbury Rd., Cambridge**
- Tuesdays 8:30 to 9:00 am
- Framingham Friends Meeting, 841 Edmands Rd., Framingham**
- Sundays 10:00 am
- Fresh Pond Monthly Meeting, CFS Cambridge**
- Sundays 10:00 am
- Lawrence Monthly Meeting, 15 Forest St., Methuen**
- Sundays 6:30 pm
- Mill City Quakers, millcityquakers@gmail.com**
- Nashoba Worship Group, nashobaquakers@gmail.com**
- Sundays 10:30 am
- North Shore Monthly Meeting, 74 Hart St., Beverly Farms**
- Sundays 10:00 am
- Three Rivers Worship Group, info@threeriversmeeting.org**
- Alternate Thursdays 9:30 am
- Wellesley Friends Meeting, 26 Benvenue St., Wellesley**
- Sundays 10:30 am