

# **THE MINUTES**

*and Accompanying Documents*

## **Illinois Yearly Meeting Religious Society of Friends**

**2018**  
June 20  
to  
June 24



Sessions in the ILYM Meetinghouse  
*Near McNabb, Illinois*

# TABLE OF CONTENTS

YEARLY MEETING OFFICERS.....	1
NUMERICAL STRENGTH CHART.....	2
ADDITIONS AND LOSSES BY NAME AND MEETING.....	4
ANNUAL SESSIONS PROGRAM.....	5
MINUTES.....	6
TRAVEL POLICY.....	16
EPISTLES.....	17
FACILITIES USAGE RATES.....	21
FINANCIAL DOCUMENTS	
Financial Reports for Fiscal Year 7/1/17 to 6/30/18.....	22
2018-2019 Budget.....	26
RECOMMENDED MONTHLY MEETING CONTRIBUTION.....	23
ILYM REPORTS	
Children’s Religious Education.....	28
Children’s Religious Education Coordinator.....	29
Development.....	31
Environmental Concerns.....	31
Faith and Practice.....	32
Finance.....	33
Maintenance and Planning.....	33
Ministry and Advancement.....	34
Field Secretary.....	34
Nominating.....	37
Peace Resources.....	37
Personnel.....	39
Publications and Distribution.....	41
Site Envisioning.....	41
Stewards.....	42
Youth Oversight.....	43
REPORTS OF REPRESENTATIVES.....	44

OTHER DOCUMENTS FROM BUSINESS SESSIONS	
Solar Energy Proposal from BRQ.....	49
Personnel Committee Documents	
Illinois Mandated Treporter Training.....	49
Paid Sick Leave Policy.....	50
Addendum from Personnel Committee.....	52
Faith and Practice Sections (as submitted in Advance Documents)	
Preparing for and Responding to Illness, Injury, Death and Bereavement.....	53
The Yearly Meeting.....	56
Pastoral Care.....	64
Friends and the State.....	66
Recognizing Spiritual Gifts and Leadings.....	70
Religious Education.....	74
Addiction, Substance Abuse and Gambling.....	76
Abuse and Exploitation.....	78
Clearness and Support Committees.....	79
Sexuality and Gender Identity.....	81
Wider Quaker Organizations.....	82
Memorial Meeting Preparation Checklist.....	83
Glossary.....	86
MEMORIALS.....	95
STATE OF SOCIETY REPORTS.....	101
YEARLY MEETING REGISTRATION REPORT.....	117
CONTINUING COMMITTEE MINUTES	
Fall 2017.....	118
Spring 2018.....	127
FINANCIAL REPORT ERRATA	
for 2017 MINUTES and ACCOMPANYING DOCUMENTS.....	132
MEETINGS and WORSHIP GROUPS.....	134
ILYM 2018-2019 APPOINTMENTS	
Officers.....	1
Committees.....	136
Representatives to Wider Quaker & Other Organizations.....	137
YEARLY MEETING SESSION COMMITTEES.....	137
CONTINUING COMMITTEE LIST.....	138

# ILLINOIS YEARLY MEETING OF FRIENDS

2019 Annual Sessions will be held from June 19 to 23  
at the Illinois Yearly Meeting Meetinghouse

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Meetinghouse: 14365 N. 350th Ave., McNabb, IL 61335; 815-882-2214

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## YEARLY MEETING OFFICERS AND OTHERS WITH SPECIFIC RESPONSIBILITIES 2017-2018

**Presiding Clerk:** Cathy Garra

**Assistant Clerk:**

**Recording Clerk:** Pam Kuhn

**Assistant Recording Clerk:**

**Reading Clerk:** Chris Jocius

**Co-Treasurers:** Judy Erickson & Val Lester

**Stewards:** Richard Ashdown, Beth Carpenter, Grayce Mesner & Neil Mesner, Chip Rorem

**Records Librarian:** Brent Eckert

**Among Friends Editors:** Pam Kuhn & Caryn Kuhn

**Field Secretary:** Judith Wolicki

**Administrative Coordinator:** Wil Brant

**Interim Youth Coordinator:** Liam Gardner

**Children's Religious Education Coordinator:** Joy Duncan

**Adult Young Friends Co-Clerks:** Quinn Laird & Ava Rockafeld

**High School Friends Co-Clerks:** Kiva Schobernd & Tad Tamari

**High School Friends Co-Clerk:** Nathan Lasersohn

Contact information can be found in the ILYM directory  
or by contacting the ILYM Administrative Coordinator, Wil Brant  
at [IllinoisYM@ilym.org](mailto:IllinoisYM@ilym.org) or 773-288-3066.

# ILLINOIS YEARLY MEETING 2018

update

## BLUE RIVER QUARTERLY

B-N	CC	Co	St.L	SoI	SR	U-C	
							<u>Members &amp; Attenders Statistics</u>
							Average Attendance
10	7	16	33	9	4	35	Adults
2	1	2	4	1	0	6	Under 18 years old
							 <u>Membership Statistics</u>
10	27	11	37	4	3	43	Resident Adult Members
3	5	0	5	0	0	5	Resident Young Friends
2	38	16	77	0	0	63	Non-Resident Adult Members
<u>0</u>	<u>0</u>	<u>0</u>	<u>2</u>	<u>0</u>	<u>0</u>	<u>4</u>	Non-Resident Young Friends
15	70	27	121	4	3	117	TOTAL
							 Total Adult Members
12	65	27	114	4	3	106	Total Young Friends
3	5	0	7	0	0	9	
							 NEW MEMBERS
0	0	0	0	0	0	0	By Birth or Adoption
0	0	0	3	0	0	0	By Request
<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	By Certificate of Transfer
0	0	0	3	0	0	0	TOTAL
							 LOSSES
0	0	0	1	0	0	1	Deceased
0	0	0	0	0	0	0	Released or Withdrawn
<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	Transferred
0	0	0	1	0	0	1	TOTAL

## MEMBERSHIP SUMMARY

Blue River Quarterly	355
Metro Chicago	499
Wisconsin	<u>5</u>
TOTAL	859

## NUMERICAL STRENGTH CHART

CHICAGO-Area										WI	TOTALS
DG*	Du	Ev	57*	LF	NS	OaP	RV	SB	UFV	Osh*	
27	5	52	18	27	15	14	4	21	7	7	311
<1	2	18	5	9	5	0	0	6	0	0	62
29	8	59	21	62	12	18	9	19	9	3	384
0	2	2	7	9	2	0	0	3	0	0	43
10	4	42	31	65	22	4	2	15	16	2	409
<u>0</u>	<u>0</u>	<u>13</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>3</u>	<u>0</u>	<u>0</u>	<u>23</u>
39	14	116	60	136	36	22	11	40	25	5	859
39	12	101	52	127	34	22	11	34	25	5	795
0	2	15	8	9	2	0	0	6	0	0	64
0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	1	2	2	0	2	0	0	8
<u>0</u>	<u>0</u>	<u>4</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>15</u>
0	0	4	0	2	2	2	0	2	0	0	13
0	0	1	0	5	2	0	0	0	0	0	10
2	2	3	0	0	0	0	0	0	0	0	7
<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>2</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>1</u>	<u>0</u>	<u>6</u>
2	2	5	0	7	3	0	0	1	1	0	23

\*Downers Grove and 57th Street have dual affiliation with ILYM and Western Yearly Meeting (Friends United Meeting). Oshkosh has dual affiliation with ILYM and Northern Yearly Meeting (Friends General Conference). *Please note:* ILYM does not report half-membership for dually affiliated meetings. The totals represent the full membership of dually affiliated meetings.

## ADDITIONS AND LOSSES BY NAME AND MEETING

### ADDITIONS

#### By Request

To Lake Forest: Charlotte Raasch (5/6/18)  
To Northside: Bruce Kanarek (12/17),  
Liam Brubaker (6/18)  
To Oak Park: Pete Schwartz (9/10/17),  
Bonni McKeown (1/14/18)  
To St. Louis: Kathryn Robinson  
(12/10/17), Dean Pruitt (11/12/17),  
Eileen Rooney (8/13/17)

#### By Transfer

To Evanston: Judy Jager from Northside  
(12/17/17), Emma Daisy from  
Charlottesville, VA (4/15/18), David  
Shiner & Nancy Wallace from Lake  
Forest (5/20/18)  
To Lake Forest: Paulete Leonard from  
Upper Fox Valley (3/4/18)

#### By Birth/Adoption

None

### LOSSES

#### By Release or Withdrawal:

From Downers Grove: Stephen Munier,  
Bob Spryszak (7/23/17); others due to  
roll review  
From Evanston: Paul Barker (2/18/18),  
Mason George, Joseph Oberholtzer  
(Young Friends, aged out)

#### By Death

From Evanston: Jamie Laughlin (9/8/17)  
From Lake Forest: Virginia Anderson  
(4/27/17), Constance Mar-Yohana  
(3/15/18), Betsy Warren (5/1/18), Jo  
Mapes (2/2/18), Michael Bly (1/6/18)  
From Northside: Sherry Monroe (12/17),  
Susan Houston (6/18)  
From St. Louis: Dawn Rubbert (8/7/17)  
From Urbana-Champaign: Glori Yoder  
(6/9/18)

#### By Transfer:

From Downers Grove: Sandy Huntley, Pat  
Lucas to Madison Monthly (6/10/18)  
From Lake Forest: Nancy Wallace &  
David Shiner to Evanston (5/6/18)  
From Northside: Judy Jager to Evanston  
(1/18)  
From Upper Fox Valley: Paulette Leonard  
to Lake Forest (3/4/18)

# ILYM 2018 PROGRAM

Theme: *Witness and Renewal*

## WEDNESDAY:

- 12:30-1:45 pm Registration table open
- 2:00-3:30 Opening Session: Worship & Business Meeting
- 3:30-6:00 Free time/committee meetings
- 3:45-6:00 Registration table open
- 5:30-6:00 Singing on front porch
- 6:00-7:00 Dinner
- 6:30-7:30 Registration table open
- 7:15-9:00 Hayrack ride & games for children
- 7:30-8:45 Witness on Social Justice Panel Discussion
- 8:45-9:15 Registration table open
- 9:00 New Attenders Meeting (reg. desk)
- 9:00-9:45 Snacks (dining room)

## THURSDAY AFTERNOON AND EVENING:

- 12:00-1:00 Lunch
- 12:30-1:30 Registration table open
- 1:15-4:00 Recreation activities & programs for children
- 1:30-2:15 Worship sharing groups
- 2:23-3:45 Workshops

## THURSDAY AFTERNOON AND EVENING:

- 3:45-6:00 Free time/committee meetings
- 4:15-5:45 Registration table open
- 5:30-6:00 Singing on front porch
- 6:00-7:00 Dinner
- 7:15-9:00 Children's program
- 7:30-8:45 Presentation by Bestsey Wills
- 8:45-9:15 Registration table open
- 9:00-9:45 Snacks

## THURSDAY, FRIDAY, SATURDAY:

- 6:30-7:00 Early Meeting for Worship
- 6:45-7:45 Breakfast
- 7:30 New attendees meeting on Saturday (reg. desk)
- 7:45-8:45 Babysitting & childcare in play area
- 8:00-9:00 Meeting for Worship (Memorials are read at Sat. M/W)
- 8:45-noon Children's morning program
- 9:00-noon Meeting for Business

## SATURDAY AFTERNOON AND EVENING:

- 3:45-4:15 Help think about next year's Annual Sessions
- 4:30-5:30 Variety Show
- 4:30-5:45 Registration table open
- 5:30-6:00 Singing on front porch
- 6:00-7:00 Dinner
- 7:15-9:00 Campfire
- 7:30-8:45 AFSC Presentation
- 8:45-9:15 Registration table open
- 9:00-9:45 Snacks

## SUNDAY

- 6:30-7:30 Early Meeting for Worship
- 7:30-8:30 Breakfast
- 8:15-8:45 Registration table open
- 8:45-9:45 Reading of Epistles
- 10:00-12:15 First Day School
- 10:00-11:00 Plummer Lecture by Bonni McKeown
- 11:15-12:15 Meeting for Worship
- 12:30-1:30 Lunch
- 1:30 Cleanup and Farewells

## FRIDAY AFTERNOON AND EVENING:

- 3:45-6:00 Free time/committee meetings
- 4:15-5:45 Registration table open
- 5:30-6:00 Singing on front porch
- 6:00-7:00 Dinner
- 6:30-7:30 Registration table open
- 7:30-10:00 Dancing on front lawn
- 8:45-9:15 Registration table open
- 9:00-9:45 Snack served outside during dancing



# MINUTES OF THE ILLINOIS YEARLY MEETING

144rd Annual Sessions

Sixth Month 20-24, 2018, Illinois Yearly Meeting Meetinghouse near McNabb, Illinois

## MINUTES OF THE FIRST SESSION, Fourth Day, Sixth Month 20, 2018

**Minute 1** The 144th Annual Sessions of Illinois Yearly Meeting (ILYM) opened with centering worship.

**Minute 2** Presiding Clerk Cathy Garra welcomed everyone present to the Annual Sessions.

**Minute 3** Cathy Garra welcomed visitors from other yearly meetings including Windy Cooler and Ob Cooler-Stith, from Baltimore Yearly Meeting as well as Becka Haines Rosenberg, a visitor from Friends General Conference and a member of Baltimore Yearly Meeting.

**Minute 4** Reading Clerk Chris Jocius read an excerpt from the epistle from Great Plains Yearly Meeting.

**Minute 5** The Clerk's Committee is a committee to support the presiding clerk. Cathy Garra announced the members of the Clerk's Committee are Wil Brant, Beth Carpenter, Janice Domanik, David Shiner, and Gwen Weaver.

**Minute 6** Cathy Garra thanked all those who came and helped to prepare our campus here in McNabb for our sessions including the coordinators Diane Clark-Dennis and Grayce Mesner; and our cooks Heather Evert and Bobbie Trist.

**Minute 7** Cathy Garra made the following announcements:

Thanks to the Site Envisioning Committee supervising contractors, some touches by a crew at the workday last month, as well as financial support from many Friends, the campground bathhouse renovation is complete and ready for your ablutions. We will celebrate with tours this afternoon and Saturday afternoon.

There is a new version of the Handbook available in hardcopy during sessions or electronically on the ILYM website.

In order to become a more unified yearly meeting, on Thursday and Friday mornings the children, youth, and adult sessions will meet as one during the last 15 minutes of meeting for worship and our opening of meeting for business.

Friends should wait to speak until recognized by the clerk and until the microphone is brought to you. Friends should try to summarize their comments so that they only speak once to an issue.

Friends are encouraged to read the reports from ILYM representatives in the Advance Documents. These reports reflect our continuing commitment to these organizations and during our time together this is a good time to talk to the representatives about what is going on.

**Minute 8** Cathy Garra read the description of the Epistle Committee from the Advance Documents. The Nominating Committee recommends Reading Clerk Chris Jocius, Jessica Easter, and Nancy Halliday to serve on the committee for 2018. Approved.

**Minute 9** Cathy Garra described the Exercises Committee. The description is in the Advance Documents. Cathy Garra asked for three volunteers to write them for this year.

**Minute 10** Phyllis Reynolds made the following announcements from the Ministry and Advancement Committee. The Committee of Care addresses needs which arise during

Annual Sessions. Friends may approach members of the Committee of Care if they would like someone with whom to talk about issues. This year, members of the Committee of Care are wearing mardi gras beads.

The Ministry and Advancement Committee will have an orientation for new attenders at 9:00 pm this evening.

Windy Cooler, a traveling minister from Baltimore Yearly Meeting and a student at Earlham School of Religion, is on campus this year to interview Friends on the influence of Friends and family life as part of her concern on Quaker family life.

**Minute 11** Cathy Garra reminded Friends of our Harassment and Abuse Policy. Copies are posted around campus as well as in last year's minute book and the Handbook. Friends on the Harassment Review Committee for this year are Cathy Garra, Brad Laird, Phyllis Reynolds, David Shiner, and Judy Wolicki.

**Minute 12** Naming Committee's report was read. The committee recommends Alexandra "Coco" Colin, Lake Forest Friends Meeting, to the Nominating Committee through 2021. Approved.

**Minute 13** Fernando Freire reported for the Nominating Committee. The Nominating Committee continues to search for a Presiding Clerk. They have identified Friends who would be able to serve but are not available at this time. They are continuing their search. We will revisit this at the fourth (Saturday) session. Report accepted.

The Nominating Committee presented the list of new names for the year beginning June 24 (rise of Annual Sessions) for Officers, Standing Committees, and Representatives to Wider Quaker Organizations. Approved.

**Minute 14** Illinois Yearly Meeting authorizes Richard Ashdown, Steward; Judith Erickson, Co-Treasurer; Valerie Lester, Co-Treasurer; William Brant, Administrative Coordinator; and Grayce Mesner, Steward, to have access to our safe deposit box at First State Bank in McNabb, Illinois, effective June 20, 2018. Approved.

**Minute 15** Illinois Yearly Meeting authorizes Richard Ashdown, Steward; Judith Erickson, Co-Treasurer; Valerie Lester, Co-Treasurer; and Grayce Mesner, Steward to exercise all powers listed in the resolution with First State Bank in McNabb, Illinois, including signing checks on behalf of Illinois Yearly Meeting of the Religious Society of Friends, effective Wednesday, June 20, 2018. Approved.

**Minute 16** Peter Lasersohn read a minute from Blue River Quarterly Meeting including a minute from Clear Creek Monthly Meeting recommending the exploration of using solar energy for our campus (See Other Documents section). The minute was accepted with referral to the ILYM Environmental Concerns Committee to take the lead, to involve other committees as appropriate, and to make an initial progress report at the fourth (Saturday) session.

**Minute 17** Peter Lasersohn reported for the Faith and Practice Committee. The Faith and Practice Committee noted that the glossary is almost complete and asked Friends to bring forward any input in the next few days. Additionally, Friends are asked to read the "Memorial Meeting Checklist" on their own during the sessions. These will then be brought for action without reading to the body.

The committee is still working on a few sections including a history of the yearly meeting. The committee would like feedback by individuals on the history. There are hard copies available in the meetinghouse or electronic copies on the ILYM website. The committee also expects to include some other small additions during the year. They hope to bring the entire book to the meeting for approval at the next Annual Sessions. Report accepted.

**Minute 18** The Faith and Practice Committee read the revisions for the following sections recommending the sections be approved indefinitely:

Preparation for and Responding to Illness, Injury, Death and Bereavement: Approved for an indefinite period.

The Yearly Meeting: Approved for an indefinite period with one change.

Pastoral Care: Approved for an indefinite period.

**Minute 19** The minutes were read back and approved in the face of the meeting. The meeting closed with affirming worship.

## **MINUTES OF THE SECOND SESSION, Fourth Day, Sixth Month 21, 2018**

**Minute 20** The second session opened after our morning meeting for worship.

**Minute 21** Presiding Clerk Cathy Garra welcomed everyone present to the Annual Sessions including young Friends. Cathy Garra welcomed Jade Eaton from Baltimore Yearly Meeting who is accompanying Windy Cooler.

**Minute 22** Reading Clerk Chris Jocius read epistles from Quaker Council for European Affairs.

**Minute 23** Cathy Garra called attention to the description of the Exercises Committee. We are still seeking Friends to serve.

**Minute 24** Co-Treasurer Val Lester gave the Treasurer's Report. In the coming year, the duties of the Treasurer will be split between two people. Judy Erickson will do the bookkeeping; she will write and receive the checks. Val Lester will be responsible for reports and other questions.

Val gave a general discussion of income and expenses from the past year. She reminded Friends of the payment for the completed bathhouse. Now the Treasurers are ready to receive donations for the next project.

The Treasurers encourage Friends to register early for the Annual Sessions. Generally, registration covers expenses at sessions but late registrations make it difficult to plan and sometimes incurs additional costs.

Our fiscal year ends June 30. The Treasurers will prepare a final statement for the year after this date. Please give receipts to Judy as soon as possible. Report accepted.

**Minute 25** Val Lester reminded Friends that last year's Treasurer's report in the 2017 Minute Book has an errata sheet. The Administrative Coordinator has extra copies if your 2017 Minute Book does not have one.

**Minute 26** Ted Kuhn gave the Finance Committee report. The Finance Committee is considering investing a portion of our assets in one or more funds offered by Friends Fiduciary. A representative from Friends Fiduciary will be on campus during yearly meeting. Report accepted.

**Minute 27** Ted Kuhn reported on the budget. ILYM received more than we expected from monthly meetings this fiscal year and we are grateful for the increase.

Ted gave the first reading of the 2018-2019 budget. The payroll includes an annual increase to amount/hour for each employee. The cost of publication of our *Faith and Practice* book when it is complete will come from the Special Gifts Fund. The committee reminds Friends there will be some changes depending on decisions made at these sessions.

**Minute 28** Cathy Garra reported for the Financial Review Committee. The committee has not had any requests since reporting at the Spring Continuing Committee. The members of the committee will continue to be Ted Kuhn, Ashlee Miller-Berry, and Cathy Garra. Report accepted.

**Minute 29** Alex Lippitt gave the Development Committee report. The committee is pleased to report an increase in individual unrestricted donations meeting an ambitious goal set last June. The committee is trying to analyze how this came about and would like input.

The committee is currently working on three things: the celebration of the renovated bathhouse during Annual Sessions; an updated version of the “Giving to Illinois Yearly Meeting” pamphlet; and collecting stories from ILYM Friends to be retold in appeal efforts. The committee hopes to add to the ILYM website instructions for giving financial contributions to ILYM as well as to develop a set of guidelines ensure the committee’s work is transparent but still respects confidentiality. Report accepted.

**Minute 30** The Faith and Practice Committee read the following sections recommending indefinite approval.

Friends and the State: Weapons. Approved indefinitely with one quotation struck unless a suitable substitute is found before the end of sessions.

Recognizing Spiritual Gifts and Leadings. The committee will make one minor change and bring back later during these sessions and ask for action on the section at that time.

Religious Education. Approved indefinitely with a minor change.

**Minute 31** Nancy Wallace reported for the Personnel Committee. The Personnel Committee has been working on many issues in the past year which are outlined in the committee report. Report accepted.

The Personnel Committee brought forward four items for approval: 1) a sick leave policy for all employees, 2) policy on mandated reporters and background check for paid staff who work with children, 3) the committee’s recommendation for the members of Personnel committee, 4) changes to the responsibilities of the committee. These were held over until the fourth (Saturday) session.

**Minute 32** Nancy Wallace reported a request which came to and has been seasoned by the Personnel Committee that the yearly meeting examine the way that we plan Annual Sessions with our three rotating planning committees. The committee notes the need for understandings on the interaction of the staff with these committees as well as periodic evaluation for how things are working. The committee included some observations from our staff members. However, the committee did not recommend any particular direction for the yearly meeting instead recommending the yearly meeting form an ad hoc committee to consider this further. The request was held over for action at the fourth (Saturday) session.

**Minute 33** The minutes were read back and approved in the face of the meeting. The meeting closed with affirming worship.

## **MINUTES OF THE THIRD SESSION**, Fifth Day, Sixth Month 22, 2018

**Minute 34** The third session opened after our morning meeting for worship.

**Minute 35** Presiding Clerk Cathy Garra welcomed everyone present to the Annual Sessions including young Friends.

**Minute 36** Reading Clerk Chris Jocius read excerpt from the epistle from the Europe & Middle East Young Friends Spring Gathering.

**Minute 37** Cathy Garra welcomed visitors from other yearly meetings including José Woss from Friends Committee on National Legislation.

**Minute 38** Phyllis Reynolds reported for the Ministry and Advancement Committee. The committee invited Arthur Larrabee to lead a clerking workshop at Downers Grove Meeting on June 2. There were 44 ILYM Friends from 11 different meetings in attendance. Friends found the workshop to be very enriching. Report accepted.

**Minute 39** Field Secretary Judy Wolicki spoke of her joyful work among Friends and how she has been nurtured in this past year. She is grateful for suggestions on how she can help monthly meetings and worship groups. She is working on two programs in order to be able to offer them to meetings and worship groups, one on conflict transformation and the other on working with survivors of trauma.

Judy noted that though Rock Valley Friends Meeting and Friends Meeting of Rolla (Preparative) are not having regularly scheduled meeting for worship right now, they are not laying down these meetings.

Judy encourages Friends to keep in touch with each other during the year. She shares in deeply grounded worship with meetings of all sizes. She urges Friends to visit each other and give support especially to small meetings.

Judy traveled 8,435 miles in her work to connect our meetings and the yearly meeting. Report accepted.

**Minute 40** Monica Tetzlaff reported for the Children's Religious Education Committee. The committee has been working on implementing a new curriculum called Our Whole Lives (OWL), a program on human sexuality.

The Children's Religious Education Committee discussed the value of hiring a Children's Religious Education Coordinator in the past year. During the year the coordinator focused on overnight middle school retreats. During Annual Sessions she gave more continuity to the Children's Sessions.

The Children's Religious Education Committee recommends that we make the Children's Religious Education Coordinator a paid staff position indefinitely. This will be seasoned further in the coming year as we review our financial needs for the future. Report accepted.

**Minute 41** Children's Religious Education Coordinator Joy Duncan spoke of her activities. Her work included working with Chicago North Planning Group to organize activities at the Children's Sessions. This year at the Children Sessions, she included youth involvement in things like recycling/composting. She attended the Quaker Religious Education Collaborative gathering last summer as well as the OWL training. She brought back resources for these to the yearly meeting. Joy coordinated two middle school retreats, one at the yearly meetinghouse, the other at Blue River Quarterly. She has planned some retreats and activities for the coming year. Report accepted.

**Minute 42** Mike Dennis gave the report for the Youth Oversight Committee. In the past year there were two high school Quakes, The Quake the Rocked the Midwest in Evanston, which also included four Scattergood students, and a Quake during Blue River Quarterly. At Annual Sessions, the high schoolers will be doing a service project as well as other activities.

The Youth Oversight Committee has had a difficult year. The Youth Coordinator resigned at the end of September. Though the position was posted immediately, no one has applied for it. Friends are asked to give any leads to the committee. Without a coordinator, the committee members tried to fill in some of the tasks. With permission from the Spring Continuing Committee, the committee hired Britany Koresch as an interim coordinator until the end of 2018 Annual Sessions.

The Youth Oversight Committee is seasoning ways to continue the high school program. The way forward is not yet clear. The committee is seasoning the Youth Coordinator function as well as the work of the committee after 2018 Annual Sessions. The mission is to help teens to transition into our adult yearly meeting. Friends need to consider how the program has changed with the use of social media. The committee is considering the job description of the Youth Coordinator to determine if the job as currently described is achievable in the number of hours given.

The Youth Oversight Committee seeks suggestions and help from the yearly meeting on how to continue or create a new strong program for our teens.

Report accepted. Items for approval will be brought to the fourth (Saturday) session.

**Minute 43** The Faith and Practice Committee read the following sections for indefinite approval.

Recognizing Spiritual Gifts and Leadings: Held over until the next session (Saturday).

Addiction, Substance Abuse and Gambling: Approved indefinitely

Abuse and Exploitation: Approved provisionally until the Spring Continuing Committee. The meeting asks the committee to season and incorporate some concerns from Friends and to bring a revised section to the Spring Continuing Committee for action.

Clearness and Support Committees: Approved indefinitely.

Sexuality and Gender Identity: Held over until the next session (Saturday).

**Minute 44** The minutes were read and approved in the face of the meeting. We closed with affirming worship.

#### MINUTES OF THE FOURTH SESSION, Sixth Day, Sixth Month 23, 2018

**Minute 45** The fourth session opened after our morning meeting for worship which included the reading of memorial minutes for beloved Friends.

**Minute 46** Instead of reading an epistle from Southeastern Yearly Meeting, Reading Clerk Chris Jocius posted it for Friends to read.

**Minute 47** Presiding Clerk Cathy Garra welcomed everyone present to the Annual Sessions. Cathy Garra welcomed visitors from other yearly meetings including Tom Weber, Head of Scattergood School, who thanked the yearly meeting for support over the years.

**Minute 48** Friends accepted the submitted Stewards Report and the Maintenance and Planning Committee Report without oral presentation. The Yearly Meeting is grateful for the work of these committees; however, time did not permit the reports to orally presented during Annual Sessions.

**Minute 49** Chris Goode reported on the Site Envisioning Committee. The committee completed the campground bath house renovation and is starting to work on the next project of the accessible bedroom/bathroom addition to the Clear Creek House. The committee will be reintroducing Friends to this project during the year. The committee is planning other tasks that are needing attention. Report accepted.

**Minute 50** The Site Envisioning Committee and the Maintenance and Planning Committee recommend that these two committees be merged. Friends presently serving on the two committees will continue on the new committee. A minute from the two committees follows.

The Site Envisioning Committee and the Maintenance and Planning Committee will merge into a single committee to be called the Maintenance, Planning and Envisioning Committee (MP&E). This committee will be concerned with the maintenance and upkeep of our facilities as well as planning for new projects and the future of the physical campus as a whole. It plans the spring and fall work days, oversees minor maintenance and plans site development including proposals for future repairs, new buildings, and landscaping. It is also charged with gathering, monitoring, and keeping the dreams and goals of the yearly meeting as they relate to the entire campus (new and old buildings and outdoor spaces) and the Campus Plan developed and adopted by the Yearly Meeting in 2012. The committee will work closely with other committees (Ministry and Advancement, Environmental Concerns Committee, Development Committee, Finance Committee, etc.) as well as Clear Creek Meeting and the Stewards to develop, consolidate, and refine the collective vision of the yearly meeting. The committee may, from time to time, hold visioning retreats or workshops, and may require the hiring of outside consultants to develop plans, budgets, and contracts. Members will consist of six to eight members nominated by the Nominating Committee plus the Stewards who serve as ex-officio members. Approved.

**Minute 51** The following action item from the Nominating Committee was brought forward from the first (Wednesday) session.

The Nominating Committee continues to search for a Presiding Clerk. The committee recommends that the Continuing Committee be permitted to approve the appointment of Presiding Clerk if such person is found during the year. Approved.

The committee notes that Cathy Garra has been approved as the Assistant Clerk for one year. She will act as Presiding Clerk, not to exceed one year, until a new person is recommended by the Nominating Committee and approved by Continuing Committee or approved by the yearly meeting at Annual Sessions. When a Presiding Clerk is found, Cathy will finish the term as Assistant Clerk. Approved.

**Minute 52** The Environment Concerns Committee and the new Maintenance, Planning, and Envisioning Committee will continue to work during the year on the minute about solar energy brought from Blue River Quarterly Meeting.

**Minute 53** The Yearly Meeting approved Children's Religious Education Coordinator to continue for one year. The meeting asks the Finance Committee to discern financial confidence to proceed and sustain as an ongoing position and report at next year's Annual Sessions. Approved.

**Minute 54** Ted Kuhn reported for the Finance Committee. The committee recommended the budget for the 2018-2019 year. Budget approved.

The committee recommends that the yearly meeting increase the recommended contribution per monthly meeting adult resident member to \$255. This will cover the cost increases faced annually by the yearly meeting. Approved.

The Finance Committee recommends that action concerning the investments in the Friends Fiduciary could be brought to and could be approved by Continuing Committee. Approved.

At the end of the fiscal year if there is a surplus in the Operating Fund, the Finance Committee will move that surplus to the Special Gifts Fund. Approved.

**Minute 55** The Faith and Practice Committee recommended the following sections for indefinite approval.

Recognition of Spiritual Gifts and Leadings: Approved indefinitely.

Sexuality and Gender Identification: Approved indefinitely asking the committee to refine the language in one minor part.

Wider Quaker Organizations: Approved indefinitely with a minor change and the addition of a brief introduction

Memorial Meeting Preparation Checklist: Approved indefinitely

Glossary: Approved indefinitely

The committee recommends that the small additional texts be brought to Continuing Committee for provisional approval. Approved.

**Minute 56** Mike Dennis reported for the Youth Oversight Committee. The yearly meeting held this committee in the Light. The committee welcomes help in finding a new Youth Coordinator as well as identifying volunteers to help with the teen program including Quakes.

Until a youth coordinator is appointed, the committee asks permission to work with the Personnel Committee to appoint an interim Youth Coordinator between now and next Annual Session. Approved.

To comply with federal law, the committee recommends permission to pay overtime when an employee goes over 40 hours from a Sunday through Saturday. The committee will endeavor to keep the hours down. Approved.

The committee has met with Judy Wolicki, Field Secretary and the Children's Religious Education Committee. The committee reports the following three items, the final one for action: a) The committee is committed to working with structuring the hours of the Youth Coordinator by working more with volunteers. b) The committee is committed to working proactively with other committees such as Children's Religious Education Committee. c) In the coming year, the committee will be making a more careful evaluation of how the hours are actually being used and will be developing a new job description. The Youth Coordinator position is currently budgeted for 500 hours/year. For the coming 2018-2019 year, the committee asks for permission to increase the hours to the maximum of 700 per year though the committee is committed to keeping the hours down. The committee is asked to give a report to the Finance Committee by March 2019 about future requests. Approved.

**Minute 57** Cathy Garra announced the date for the Fall Continuing Committee previously approved by the Continuing Committee for October 13, 2018, here at the Yearly Meeting meetinghouse, hosted by Clear Creek Monthly Meeting. Friends are asked to publicize the middle school retreat which will be at the same time and continue into the next day.



**Minute 58** Cathy Garra recommend the date for the 2019 Annual Sessions to be June 19-23, 2019. Approved.

**Minute 59** Presiding Clerk Cathy Garra gave attention to the following reports that Peace Resources, Environmental Concerns, and Publications and Distribution Committees submitted for Annual Sessions. These reports do not have item for Yearly Meeting approval. The Yearly Meeting is grateful for the work of these committees; however, time did not permit the reports to be read during Annual Sessions. Reports accepted.

**Minute 60** Presiding Clerk Cathy Garra noted that Illinois Yearly Meeting sends representatives to different Quaker organizations where they become an important part of the sense of the meeting for those organizations.

Representative reports from American Friends Service Committee, Friends Committee on National Legislation, Friends General Conference, Friends World Committee for Consultation, and Olney Friends School were received for Annual Sessions. Additionally received was a representative report from National Religious Campaign Against Torture. Reports accepted.

**Minute 61** Nancy Wallace reported for the Personnel Committee. The committee brings forward the following items for approval.

The Personnel Committee has written a sick leave policy to be in compliance with Chicago and Cook County regulations. The committee recommends that this policy be made available to all paid employees of Illinois Yearly Meeting regardless of where they live and that it be a part of the Employee Manual. Approved

The Personnel Committee recommends the following policies for paid staff members who work with children:

a) In order to be in compliance with Illinois law, paid staff members who work with children are required to be Mandated Reporters and to complete a Mandated Reporter training every two years. Once completed the certificate should be given to the Administrative Coordinator who will keep them on file. Approved.

b) All paid staff members who work with children are required to have a background check which normally includes fingerprinting. The yearly meeting is responsible for the costs. The Personnel Committee recognizes that a background check and fingerprinting does not make a program absolutely safe. However, the committee feels it is prudent to use whatever tools we have available in that direction.

Approved.

The Personnel Committee suggests that all volunteers who work with children be strongly encouraged to do the Mandated Reporter training. It is a free, online course. Completed certificates should be sent to the Administrative Coordinator. The committee also suggests that volunteers who work with children, particularly those who chaperone overnight events, have a background check. The Personnel Committee asks that this be referred to the Youth Oversight and Children's Religious Education Committee. Accepted.

The Personnel Committee recommends that the membership of the Personnel Committee should consist of a clerk and three members chosen by the Nominating Committee. (These four members serve as a subcommittee of oversight for the Administrative Coordinator.) Additionally, the clerks from the committees with oversight of a paid staff member and clerk of the Finance Committee serve ex-officio as part of the committee. Approved provisionally for the coming year.

**Minute 62** Recommendation to add to the Continuing Committee description: Seasoning, discerning, and approving timely policies involving legal issues, brought by the Personnel Committee, when a decision needs to be made before the next Annual Sessions. Approved.

**Minute 63** Nancy Wallace reported on a request from the Personnel Committee that the yearly meeting examine the way that we plan Annual Sessions. After laboring, this was held over until Sunday's sessions.

**Minute 64** The minutes were read back and approved in the face of the meeting. The meeting closed with affirming worship.

## **MINUTES OF THE FIFTH SESSION, First Day, Sixth Month 24, 2018**

**Minute 65** The fifth session opened with centering worship.

**Minute 66** Friends heard five epistles written by the following groups: high school, middle school, grades kindergarten through 5 grade, preschool, and Adult Young Friends. Accepted.

**Minute 67** The Epistle Committee read the epistle. Approved.

**Minute 68** There was not an Exercises Report this year.

**Minute 69** The Yearly Meeting appoints an ad hoc Annual Sessions Planning Review Committee. The committee is appointed for one year through the end Annual Sessions 2019.

The charge of the committee will be to review, assess, and make suggestions for improving how Annual Sessions of Illinois Yearly Meeting are planned. This would include site preparation, services, program, food, and the Children's Session. The high school program is currently done separately from our planning groups.

Some expectations of the committee include to: listen and interview planning groups from recent years, compile how groups have met, how positions have been filled, follow up on planning work by the group; listen deeply to the observations of the Administrative Coordinator and Children's Coordinator and if applicable the Youth Coordinator, recognizing the weight of their concerns; listen to others who may have input such as our cooks, Clear Creek Monthly Meeting, Maintenance, Planning, and Envisioning Committee, Youth Oversight Committee, the Stewards, and anyone else who may be interested; review log books; and to listen for suggestions from any others.

Some suggestions for the committee include to: compile areas of strengths and short comings or confusion; examine structural process for effectiveness and continuity in our planning; consider alternatives and refinements.

The committee is expected to report to Spring Continuing Committee for seasoning and to 2019 Annual Sessions.

The ad hoc Committee will be composed of at least two Friends each from the regional planning groups who have been involved with planning: Chicago North, Chicago South, Blue River Quarterly plus the Administrative Coordinator and the Children's Religious Education Coordinator working in their capacity. Approved.

**Minute 70** Pam Kuhn agreed to receive names for ad hoc Annual Sessions Planning Review Committee. She will convene the first meeting. Committees-with-oversight of staff are reminded of the Financial Review Committee if needed.

**Minute 71** Illinois Yearly Meeting thanks outgoing members of committees for their service to Illinois Yearly Meeting, as well as those who are beginning or extending their service to the yearly meeting. In particular the meeting thanks Cathy Garra for presiding over these sessions without an assistant clerk and for her willingness to be acting clerk for the coming year until a new presiding clerk is named. The Yearly Meeting also thanks Britany Koresch for stepping up as a member of the Youth Oversight Committee and later as interim Youth Coordinator. Her service enabled the yearly meeting to have a teen program. Approved.

**Minute 72** Illinois Yearly Meeting thanks the many Friends for contributions of time, large and small to the three planning groups: Site, Children’s Sessions, Program and Food making this a spiritually rewarding Annual Session. Approved.

**Minute 73** Cathy Garra repeated our dates for the Fall Continuing Committee October 13, 2018 at the Illinois Yearly Meeting meetinghouse and next Annual Sessions, June 19-23, 2019 also at the Illinois Yearly Meeting meetinghouse.

**Minute 74** The minutes were read back and approved in the face of the meeting. The 144th sessions closed with grateful worship.

Catherine G. Garra  
Presiding Clerk

Pamela Joram Kuhn  
Recording Clerk

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### **TRAVEL POLICY**

Friends are not to be hindered from traveling on ILYM business as official representatives or committee members due to lack of funds. However, in view of the limited amount of funds available in the budget for this purpose, the Travel Fund should be used according to the following guidelines:

1. Requests for travel funds should be made well in advance to the Treasurer.
2. The amount to be advanced or reimbursed is based on the current IRS rate per automobile mile driven in service of charitable organizations (14 cents per mile in 2018) or reasonable commercial fares. Friends are encouraged to be prudent.
3. Conference registration fees may be reimbursed.
4. Any ordinary expenses for food or lodging may be reimbursed.
5. Questions of travel reimbursement for committee business should be cleared through that committee in advance of the travel and reported to the Treasurer.
6. Friends World Committee for Consultation Triennial travel will be handled from its own fund.

## EPISTLES

### 2018 ILLINOIS YEARLY MEETING

To Friends Around the World,

We send you Friendly greetings from the muddy yet vibrant campus of our McNabb, Illinois meetinghouse. The abundant rainfall we have received these four days mirrors the blessings showered upon our meeting as we reflect on the theme of this year's Annual sessions, "Witness and Renewal." The workshops, a performance honoring the tireless work of Mother Jones (an influential American labor and child rights advocate of the early 20th century) and the near completion of our *Faith and Practice* all speak to the yearly meeting's dedication to honor the foundational witness of activists in the past as well as cultivate the seeds of action to address contemporary concerns.

Our workshops and evening discussions consisted of recreational and rejuvenating activities such as bicycle riding and blues singing as well as informational sessions on the work of Friends in the Friends World Committee for Consultation, the history of Friends' participation in the Poor People's Campaign, antitorture activism, solar energy, and social justice concerns.

After 27 years, our *Faith and Practice* is nearing completion. This has been a spiritual labor of love and many sections within our *Faith and Practice* speak to contemporary concerns such as harassment and substance abuse while also educating about Quaker history in Illinois. It has been 91 years since we have had our own Faith and Practice!

As fruitful as our time together has been, we have also honored the grief that many of us are tenderly holding. There were many tears shed as we read memorial minutes for the much-beloved Friends who had died since our last gathering. We also grieved over the sad state of affairs taking place within the United States and impacting international affairs. There is much that we can no longer take for granted. Nevertheless, we take the words of Civil Rights leader Dr. Martin Luther King Jr to heart as we invest in continued work of our meeting and remain vigilant in the face of distressing social changes. We leave you with his words.

One of the great liabilities of history is that all too many people fail to remain awake through the great periods of social change...[T]oday our very survival depends on our ability to stay awake, to adjust to new ideas, to remain vigilant and to face the challenge of change

Dr. Martin Luther King, Jr, "Where do We Go from Here: Chaos or Community?"

Illinois Yearly Meeting, McNabb, Illinois, Sixth Month, 24, 2018

## Epistle from Adult Young Friends

*Adult Young Friends did an improv-inspired performance epistle. Before reading the epistle they solicited different type of words (animal, number, food, noise, adjectives, etc.) from the gathered body. They then plugged in those words into their epistle. Those words appear as underlined.*

Greetings to all Frogs,

The Yearly Meeting of Friends in Illinois comes together for the 312th year, to focus in the theme of Witness and Renewal.

In the quiet of hairy Mcnabb, Illinois, we gathered at our historic meetinghouse surrounded by fields of corn and soy. We welcomed the opportunity to work with the high school group and their service project, sewing elephants for children's advocacy centers. We strengthened our community through 12 activities and social get-togethers such as a joint out trip to nearby Buffalo Rock State Park for quacking, collecting by a campfire for chicken nuggets, and a midnight stroll to the Quaker cemetery down the road. AYF found inspiration this week in sharing hair with alligators through leadership and teaching opportunities, a yoga workshop, a pollinator house at fellow friend Dick Ashdown's nearby farm, and volunteering throughout the week with childcare. We helped with a safety demonstration from the horse marshal and learned not to playfully run people with fire extinguishers.

This week was full of pink times sharing snacks, partaking in the meeting's all ages wet dancing evening, and trouncing the high schoolers in a game of wink and in overall attendance numbers. We are growing!

The rain storms, slimy winds, cloudy skies, and flash flood warnings could not dampen our spirits and neither could the time we spent in long squishy meetings. We leave this meeting refreshed and reminded that kindness is everything.

With love and silliness, the AYF group: Rose, Quinn, Brittany, Amal, Laure, Ava, Choz, Raffi, Casey, Claire, Jason, Nicole, Steve, Caryn, Gabe, Jose, Zackery, and Christina.

## Epistle from High School Friends

*High School Friends did a prop-based performance epistle. Following is the narration with performance descriptors.*

*Dramatic entrance with luggage. Nathan says "We gotta put the stuff in the thing."*

*We played Crazy 8s in the basement and Jasmine ended up with 31 cards. Jasmine throws cards.*

*We wanted to start off our first night with a tradition that we have enjoyed every year so far, the hayrack ride. People get on the ground to pick grass. We spent entire seconds of our free time picking grass to pay for our tickets. When we went up to the desk they denied us entrance and laughed at us. A person acts as Nathan's aunt laughing. Everyone says, "We demand respect!" Jasmine throws chair. We also demand our own hayrack ride with ACTUAL hay. A pause for laughter. But we are demanding this in a respectful manner.*

*Later that night, we went over the rules with Britany and she told us she would "always have the magic red binder with her." Camile says, "Right after our meeting she left it in the room."*

*We did a sewing workshop with donated shirts and fabrics from Friends. We are very grateful for all of the donations and glad we can help children in need. Nobody knew*

how to fold or pin our projects so we had to do a bit of learning. *People struggling with fabric on the floor.*

We made benches with Mike and Noel. It started raining out. Jasmine ran outside anyway. *Pour water on Jasmine.*

We learned how to drill and sand and saw, but we inhaled a lot of sawdust. Later that night, we played wink and.... *People playing wink. Jasmine says, "And I beat Rose!!!" Everyone says, "Twice."* The no siblings rule was broken by Laure and Claire.

*Playing cards on table or floor.* We played Crazy 8s with 12 decks of cards and Kiva won. After that, we played a game called heart attack that our Scattergood friend Tom taught us. After lunch and workshops, we did pudding. *People pretending to pudding (playing on a tarp of pudding).* We also tried to play wink in the pudding but it did not last long because we were all so slippery. We put too much water in the pudding and it was chunky until we started playing in it and throwing it. Jasmine and Camille got the most pudding on them and it was hard to get it off when Brittany and Claire hosed us down. We were all very cold and ended up getting pudding all over the bathhouse when we showered. *Jasmine break danced on the slippery floor.*

After we showered it was time for lawn dancing, but before the music started a child yelled an expletive at Quinn. *Kiva gets on knees and says, "Quinn, you're a BEEP."* When the dancing started, Rose's daughter, Poppy, ran around and almost got stepped on, despite her squeaky shoes. *Release Poppy or someone with her shoes.*

We had a meeting for business and nominated Jad as co-clerk and Nathan as recording clerk. *Jad and Nathan wave.*

We rode to Dick's and built a pollinator house with various natural materials. Everything was a little moist and there were a lot of bugs crawling on everything. Kiva even found a possum in the toilet there! *Liam as possum, Kiva opens blanket and screams.* Some of us got to ride back to the meetinghouse in the back of Dick's truck.

We had our out trip at Buffalo Rock with the Adult Young Friends and climbed a mound, slipping back down after. We got back from the trail and played Marco Polo on the playground until it was time to leave. *People play Marco Polo.*

We did yoga with Quinn which was very relaxing. *Everyone poses, some fall.*

To put an end to our amazing adventure we went on the annual graveyard walk. *Everyone walks down the middle.* We made loud noises, *ugh*, then we thought we heard voices, so we came back. *Line up and leave.*

### **Epistle from Middle School Friends**

*Middle School Friends did a performance epistle, doing a satire skit of a business meeting.*

Riona: Minute 1: Clerk is Ob. He left, so now its Tiegan. Minute 2: Recording Clerk is Lorelei. She's here. Minute 3: I'm the reading clerk.

Tiegan: Friends, we have \$250 to distribute between ourselves. As things stand, the winners of the Sudoku competition have it all.

Lorelei: We should split it equally.

Zara: But some people weren't involved.

Libby: Maybe we should give it to charity.

Zara: How about we give it to Bo---rry?

Tiegan: Can I remind you about Minute 11? Silence before and after each speaker.

Everyone: What?

Tiegan: Okay, guys. We have a solution.

Riona: Minute 21: All members of the middle group get \$25.

Gaby: So I get paid for showing up?

Tiegan: Yes, because equality.

Riona: \$20 will be given to the high school group because someone from their group ...cough, cough Daniel...got left behind and became an ambassador to our group.

Lorelei: Not an ambassador, a refugee.

Lilly: We'll buy soap for the meetinghouse bathrooms.

Tiegan: It's a better soap.

Zara: What scent?

Everyone: Oh! What scent! What scent!

Tiegan: Any objections? Meeting adjourned.

Gaby: What about faith and play?

Tiegan: Fine. What did you guys think about the faith and play?

Zara: Oh me? I thought it was pretty awesome, man. But John Woolman was crazy going to see the Native Americans like that.

Gaby: No, that was brave.

Zara: But crazy.

Gaby: No

Tiegan: Minute 11! Silence friends!

Lorelei: Moving on.

Any: (arrives) I'm only ten hours late.

Tiegan: That is all, Friends. Meeting adjourned. For real!

Lilly: Thanks for watching.

### **Epistle from Kindergarten to 5th Grade Friends**

Greetings from the elementary school-aged class located in the tent northwest from the meetinghouse, on the ILYM campus near McNabb Illinois, on the fifth and final day of the 2018 Annual Sessions.

Our attendance was down this year, so the kindergarten through grade 2 class was combined with the grades 3 through 5 class. Even so, we only had 4-6 students each day.

This year's theme, "Witness and Renewal," led us to study 3 different stories of famous Quakers. On Thursday, we learned of the impact of French Quaker Stephen Grellet even though he preached in an EMPTY (or so he thought) logging camp. On Friday, we followed John Woolman as he traveled through the wilderness to meet with Native Americans and found that Spirit brought them together despite the language and cultural differences. On Saturday, we followed John Woolman's personal journey as he became convinced that slavery is wrong, and in his efforts to gently persuade Friends to free their slaves.

We also had lots of fun. Our favorite game was Capture the Flag on the front lawn. Before and after the first John Woolman story, we re-enacted his difficult and dangerous 10-day journey through the wilderness: The plentiful and unwelcome rains set the stage nicely for us to slog through swamps, cross uncharted rivers and lakes, and muck through the sticky mud of the wild soybean fields (we had to amend the story a bit here). The highlight of our week was tie-dying pillow cases. We used indigo dye, the same dye that John Woolman refused to use and sell because the plants were grown and harvested using slave labor. It was very cool how the white pillow cases came out of the bucket of dye looking bright green, but then slowly turned to deep blue as we exposed them to air.

### **Epistle from Pre-K Friends**

“How are we Friends of one another?” That is the query Kevin, Mako, and Bruce brought to our beloved Pre-K children, a query that followed them throughout their drawing and finger painting art projects, snack and storytelling times, nature walks, and the making of cards they planned to give to other Friends.

The age of each child informed their understanding. A not-yet 3 year old responded, “I love you!” then sought someone’s fingertip to kiss. A 4 year old mentioned, “Someone in my school is my friend even if she doesn’t want to spend time with me.”

We pondered, “Do Friends draw on other Friends’ drawing paper without permission?” And, “Does the chair lain on its side need a hug because it might be hurt, even if it is doing a good job covering a trip/fall area?”

Noel and Sarah took the children on a nature walk and they learned that slowing down helped them better notice the world around them—they closely observed a daddy long-legs, a fire-fly, and a worm. Margaret brought her auto-harp and graciously played sprightly tunes. Bobbi enacted the “Journey of Stephen Gerrlet: Sermon in the Woods,” then generously joined the group yet again, to sing a few songs.

The children discovered that mixing green and yellow finger paint, did, in fact, produce green, which could be, and was, applied topically, all the way from the tips of the fingers to the shoulders—on both arms.

They also discovered that our children immediately adopted the same bio-break rhythm—

conveniently leading to everyone toileting at the same time—5 children and 2 teachers in one bathroom required us to all be mindful of our Quaker testimonies of community and equality.

In all, our young Friends agreed they were happy to have spent time with one another, practicing being ever-better Friends of one another.

#### **RATES FOR USE OF ILYM FACILITIES**

Site fee for ILYM groups:	\$ 25
Fee per person, per night:	\$ 5
Maximum fee per ILYM group:	\$500

Gas and electric startup fee, and dumpster fee  
(at cost, according to size) if necessary.



**ILLINOIS YEARLY MEETING  
STATEMENT OF FINANCIAL POSITION/BALANCE SHEET  
FISCAL YEAR ENDING JUNE 30, 2018**

	<b>End Balance 6/30/2018</b>	<b>Opening Balance 7/1/2017</b>
<b>Assets</b>		
Cash		
Checking Account	251,912.97	263,459.98
Friends Meetinghouse Fund	0.00	10,000.00
Paypal	<u>582.66</u>	<u>523.96</u>
Total Cash	252,495.63	273,983.94
Accounts Receivable	1,570.00	1,412.00
Undeposited Funds	280.00	3,842.50
<b>Total Assets</b>	<b><u>254,345.63</u></b>	<b><u>279,238.44</u></b>
 <b>Liabilities</b>		
Loans from Individuals	1,000.00	1,000.00
Accounts Payable	2,387.66	3,842.46
Payroll Taxes Payable	<u>0.00</u>	<u>0.00</u>
Total Liabilities	3,387.66	4,842.46
 <b>Net Assets</b>		
Unrestricted Undesignated	60,625.19	60,625.19
Unrestricted Designated	159,301.43	162,739.44
Temporarily Restricted	<u>31,031.35</u>	<u>51,031.35</u>
Total Net Assets	250,957.97	274,395.98
<b>Total Liabilities &amp; Net Assets</b>	<b><u>254,345.63</u></b>	<b><u>279,238.44</u></b>

Note: Because it is difficult to appraise, the value of the McNabb site (land and buildings in McNabb, Ill.) is omitted from the Assets section of this report.

**ILLINOIS YEARLY MEETING - MONTHLY MEETING CONTRIBUTIONS  
JULY 1, 2017 - JUNE 30, 2018 (PREPARED 8/16/18)**

	Unrestricted	Property	World Conference	Total
Blue River Quarterly	0.00	0.00	0.00	0.00
Bloomington-Normal	4,128.00	0.00	0.00	4,128.00
Burlington WG	500.00	0.00	0.00	500.00
Clear Creek	5,000.00	0.00	0.00	5,000.00
Columbia	2,860.00	0.00	0.00	2,860.00
Downers Grove	7,250.00	0.00	0.00	7,250.00
Duneland	2,016.00	0.00	0.00	2,016.00
Evanston	14,576.00	0.00	0.00	14,576.00
57th Street	5,040.00	0.00	0.00	5,040.00
Lake Forest	17,325.00	0.00	0.00	17,325.00
Northside	2,175.00	0.00	0.00	2,175.00
Oak Park	4,032.00	0.00	0.00	4,032.00
Oshkosh	75.00	0.00	0.00	75.00
Rock Valley	0.00	0.00	0.00	0.00
Rolla	0.00	0.00	0.00	0.00
South Bend	4,800.00	0.00	0.00	4,800.00
Southern Illinois	1,320.00	0.00	0.00	1,320.00
Spoon River	720.00	0.00	0.00	720.00
Springfield WG	0.00	0.00	0.00	0.00
St. Louis	9,265.00	0.00	0.00	9,265.00
Upper Fox Valley	1,000.00	0.00	0.00	1,000.00
Urbana-Champaign	9,240.00	0.00	0.00	9,240.00
<b>Total</b>	<u>91,322.00</u>	<u>0.00</u>	<u>0.00</u>	<u>91,322.00</u>

**MONTHLY MEETING  
RECOMMENDED ANNUAL CONTRIBUTION  
PER ADULT RESIDENT MEMBER  
IS \$255.**

**ILLINOIS YEARLY MEETING  
STATEMENT OF FUND ACTIVITY  
FOR THE PERIOD 7/1/2017 - 6/30/2018 (PREPARED 8/19/2018)**

	Balance 7/1/2017	Income	Expenses	Budgeted Transfers	Other Transfers	Balance 6/30/2018
<b>ASSETS</b>						
UNRESTRICTED UNDESIGNATED						
1. General Operating	60,625.19	150,238.06	(113,676.07)	(13,000.00)	(23,561.99)	60,625.19
UNRESTRICTED DESIGNATED						
2. Special Gifts	49,861.24	0.00	0.00	(7,500.00)	8,561.99	50,923.23
3. Current Projects	9,122.17	0.00	0.00	0.00	(9,122.17)	0.00
4. Payroll Reserves	36,000.00	0.00	0.00	7,500.00	0.00	43,500.00
5. FWCC World Meetings	2,000.00	0.00	0.00	1,000.00	0.00	3,000.00
6. Maintenance Reserve	65,756.03	0.00	0.00	11,500.00	(15,877.83)	61,378.20
7. Faith & Practice Reserve	0.00	0.00	0.00	500.00	0.00	500.00
TEMPORARILY RESTRICTED						
8. Property Improvement	51,031.35	0.00	0.00	0.00	(20,000.00)	31,031.35
<b>TOTAL NET ASSETS</b>	<b>274,395.98</b>	<b>150,238.06</b>	<b>(113,676.07)</b>	<b>0.00</b>	<b>(60,000.00)</b>	<b>250,957.97</b>
<b>LIABILITIES</b>						
Loans from Individuals	1,000.00					1,000.00
Accounts Payable/Other Liabs	3,842.46					2,387.66
<b>TOTAL CASH</b>	<b>279,238.44</b>					<b>254,345.63</b>

- |      |      |                     |
|------|------|---------------------|
| Fund | Name | Oversight Committee |
|------|------|---------------------|
- 1 **General Operating** Finance  
Our general operating fund, where we organize our annual budget.
  - 2 **Special Gifts** Finance  
A reserve fund to receive larger unrestricted contributions and all unrestricted bequests, used for special projects.
  - 3 **Current Projects** Maintenance, Planning & Envisioning  
Unrestricted donations to be used for renovation projects as approved at 2013 Annual Session
  - 4 **Payroll Reserves** Finance  
A reserve fund that would be used for payroll only during unexpected financial circumstances.
  - 5 **FWCC World Meetings** Finance  
A reserve fund to provide travel assistance to ILYM's reps to FWCC world gatherings.
  - 6 **Maintenance Reserve** Maintenance, Planning & Envisioning  
Used to save for and pay for irregular site maintenance, repair & upgrade projects.
  - 7 **Faith and Practice Reserve**  
A reserve fund for the initial publication of the ILYM book of *Faith and Practice*
  - 8 **Property Improvement** Maintenance, Planning & Envisioning with Development  
Restricted by donors to be used for new building projects.

The **Financial Review Committee** is a subcommittee of Finance Committee. It is charged with reviewing any items going over budget and determining how to pay any items consistent with our budget.

## ILLINOIS YEARLY MEETING OPERATING BUDGET 2017-2018

	2018-2019 <b>Budget</b>	2017-2018 Actual	2017-2018 Budget
<b>Income</b>			
Contributions from Meetings	<b>86,000</b>	91,322	84,000
Contributions from Individuals	<b>35,700</b>	37,585	35,700
YO Quake Registrations & Fundraising	<b>0</b>	480	0
Gatherings & Retreats	<b>19,900</b>	19,890	17,900
Fundraisers & Other Income	<b>0</b>	470	0
Interest & Investment Income	<b>2,550</b>	492	400
<i>Total Income</i>	<b>144,150</b>	150,238	138,000
<b>Expenses &amp; Transfers</b>			
Operating			
Personnel (Payroll, Staff Travel, Office) <sup>1</sup>	<b>(62,500)</b>	(53,266)	(59,915)
YM Travel Support <sup>2</sup>	<b>(4,500)</b>	(1,480)	(4,500)
Gatherings & Retreats	<b>(18,800)</b>	(21,304)	(16,800)
Site (Facilities & Maintenance) <sup>3</sup>	<b>(24,500)</b>	(20,120)	(23,500)
Committees <sup>4</sup>	<b>(10,700)</b>	(7,890)	(10,700)
Support to Others <sup>5</sup>	<b>(10,650)</b>	(9,585)	(9,585)
Legal Reserve for Personnel Committee	<b>0</b>	(31)	0
<i>Total Operating Expenses</i>	<b>(131,650)</b>	(113,676)	(125,000)
Budgeted Transfers			
Transfer to <i>Maintenance Reserve</i> Fund	<b>(11,500)</b>	(11,500)	(11,500)
Transfer to <i>FWCC World Meetings</i> Travel	<b>(1,000)</b>	(1,000)	(1,000)
Transfer to <i>Faith &amp; Practice Reserve</i> Fund	<b>0</b>	(500)	(500)
Bathroom Project and Other Transfers			
Bathroom Project:		(60,000)	0
see transfers listed below that paid for this project			
transfer from <i>Current Projects</i>		9,122	0
transfer from <i>Maintenance Reserve</i>		15,878	0
transfer from <i>Property Improvement</i>		20,000	0
transfer from <i>Special Gifts</i>		15,000	0
transfer net <i>General Fund</i> surplus to <i>Special Gifts</i>		(23,562)	
<i>Total Expenses &amp; Transfers</i>	<b>(144,150)</b>	(150,238)	(138,000)
<b>Net General Fund Income (Deficit)</b>	<b>0</b>	0	0
<b>EXPENSE LINE ITEM DETAILS</b>			
<b>(1) Personnel</b>			
Salaries & Payroll	<b>(54,700)</b>	(46,504)	(52,315)
Staff Travel	<b>(6,600)</b>	(5,956)	(6,600)
Office	<b>(1,200)</b>	(807)	(1,000)
<i>Total</i>	<b>(62,500)</b>	(53,266)	(59,915)
<b>(2) YM Travel Support</b>			
ILYM Committee Travel	<b>(1,000)</b>	(43)	(1,000)
ILYM Reps Travel	<b>(3,500)</b>	(1,437)	(3,500)
<i>Total</i>	<b>(4,500)</b>	(1,480)	(4,500)

**ILLINOIS YEARLY MEETING, OPERATING BUDGET 2017-2018**  
EXPENSE LINE ITEM DETAILS (CONT.)

	2018-2019	2017-2018	2017-2018
	Budget	Actual	Budget
<b>(3) Site</b>			
Annual Facilities Expenses (Oversight: Stewards)			
Insurance	<b>(6,000)</b>	(5,965)	(5,500)
Routine Maintenance	<b>(5,500)</b>	(5,734)	(5,500)
Urgent Maintenance	<b>(2,000)</b>	0	(2,000)
Mowing & Tree Trimming	<b>(6,000)</b>	(5,525)	(5,500)
Annual Services (inspections, winterizing)	<b>(2,000)</b>	(1,754)	(1,500)
Utilities	<b>(3,000)</b>	<u>(1,141)</u>	<u>(3,500)</u>
<i>Total</i>	<b>(24,500)</b>	(20,120)	(23,500)
<b>(4) Committees</b>			
Ad hoc	<b>(50)</b>	0	(50)
Adult Young Friends	<b>(250)</b>	(191)	(250)
Children's Religious Education	<b>(250)</b>	(249)	(250)
Development	<b>(750)</b>	(736)	(750)
Environmental Concerns	<b>(150)</b>	(32)	(150)
Faith and Practice	<b>(100)</b>	0	(100)
Finance	<b>(100)</b>	(80)	(100)
Handbook	<b>(50)</b>	0	(50)
Maintenance and Planning	<b>(150)</b>	0	(150)
Ministry and Advancement	<b>(200)</b>	(168)	(200)
Nominating	<b>(250)</b>	0	(250)
Peace Resources	<b>(200)</b>	0	(200)
Peace Tax Fund	<b>(50)</b>	0	(50)
Personnel*	<b>(100)</b>	(1,126)	(100)
Publications	<b>(5,500)</b>	(3,663)	(5,500)
Site Envisioning	<b>(150)</b>	(5)	(150)
Youth Oversight	<b>(2,400)</b>	<u>(1,641)</u>	<u>(2,400)</u>
<i>Total</i>	<b>(10,700)</b>	(7,890)	(10,700)
<b>(5) Support to Others</b>			
Quaker organizations to which ILYM assigns representatives			
Friends General Conference (FGC)	<b>(4,000)</b>	(3,600)	(3,600)
Friends World Committee for Consultation (FWCC)	<b>(3,500)</b>	(3,150)	(3,150)
American Friends Service Committee (AFSC)	<b>(400)</b>	(360)	(360)
Friends Cmte. on Natl Legislation (FCNL)	<b>(400)</b>	(360)	(360)
Friends Peace Teams (FPT)	<b>(300)</b>	(270)	(270)
Quaker Earthcare Witness (QEW)	<b>(250)</b>	(225)	(225)
Friends for Lesbian & Gay Concerns (FLGBTQC)	<b>(50)</b>	(45)	(45)
Regional Quaker educational institutions			
Chicago Friends School (CFS)	<b>(300)</b>	(270)	(270)
Scattergood School	<b>(200)</b>	(180)	(180)
Earlham College	<b>(200)</b>	(180)	(180)
Earlham School of Religion (ESR)	<b>(100)</b>	(90)	(90)
Olney Friends School	<b>(100)</b>	(90)	(90)
Right Sharing of World Resources (RSWR)	<b>(300)</b>	(270)	(270)
Project Lakota	<b>(200)</b>	(180)	(180)
Friends Journal	<b>(200)</b>	(180)	(180)
National Religious Campaign Against Torture (NRCAT)	<b>(100)</b>	(90)	(90)
Quaker United Nations Office (QUONO)	<b>(50)</b>	<u>(45)</u>	<u>(45)</u>
<i>Total</i>	<b>(10,650)</b>	(9,585)	(9,585)

\*Financial Review Committee approved \$1,000 legal retainer for Personnel Committee to insure that our policies are in compliance with new laws. To date \$31 remains unspent (see also *Operating Budget*).

## YEARLY MEETING REPORTS

### CHILDREN'S RELIGIOUS EDUCATION (See Minute 40)

The Children's Religious Education Committee has met regularly via conference call to talk over such issues as the timing of middle school retreats and how best to work with the area planning group responsible for Children's Sessions. We have also discussed how best to introduce a new curriculum—the Our Whole Lives (OWL) program. We are happy to have received a new member, Robyn Sullivan. We have also been moved to consider how best to coordinate our program with the Youth Oversight Committee in order to provide ministry, religious education, and fellowship for our children in a holistic manner from birth to 18.

Michael Pine, Robyn Sullivan, and Bobbi Trist, as well as Joy Duncan, attended OWL training September 21-23, in Rockford, Ill. Several of us volunteered at ILYM Middle School retreats. These successful retreats involving between 8 and 9 young Friends were held in the fall of 2017 at McNabb, Ill. and the spring of 2018 at Blue River Quarterly.

Children's Religious Education Coordinator: Throughout this year the CRE Committee has been blessed by the spirit-led and organized work of Joy Duncan, the Religious Education Coordinator. Following are some queries and our answers after having a CRE Coordinator for a whole year:

What good and worthwhile things have been done by having a coordinator, what have been the audiences and range/numbers of participants in things/events that would not have otherwise happened?

One outstanding feature of the Children's Religious Education Coordinator's work has been the middle school retreats. This is a time when many young people stop coming to meeting, often because there is no local program for them when they age out of First Day School. Middle school is also a time of transition, when children are exploring Life's great questions, when they are forming the values they will carry with them into adulthood. It is a crucial time to explore questions relating to religion, and a time when we lose many young people because there was no program there for them. There were two retreats this past year with 8 participants in the fall and 9 in spring, serving a total of 12 participants, 4 of them new to the yearly meeting. The fall retreat dealt with Truth and the spring with body image and creation. There were also two middle school retreats the previous year.

These retreats, the publicity, the planning, and affording the participants an overnight experience with each other, would not have been possible on this consistent a level without a staff person. In decades past many women did not work outside the home when their children were young. That is no longer so common. In today's fast paced world, few of us have the time necessary to devote to that level of commitment over a span of years.

Another advantage of having a staff person is the continuity the position provides for ILYM Children's Sessions at Annual Sessions. The responsibilities rotate among the three geographical areas of the yearly meeting, so each area has this duty only every three years. Having a staff person enables Friends who may not regularly work with children to try their hand at it. They have a backup and an expert to lean on for ideas. A staff person also provides institutional memory and helps to coordinate the children's program with the adult theme. Since we have added this position the children have been integrated into the adult program in many ways, making them part of the whole fabric of our time together. This enriches the experience for children and adults, alike.

The CRE Coordinator is also available to help local meetings start or enrich existing First Day Programs. She directs inquiring Friends to online resources and is also willing to help individual meetings with their particular needs.

How has the work of the committee been augmented and advanced, by having a reliable, knowledgeable Friend dedicated to part of that work? Would CRE recommend continuing the position?

Having a dedicated, passionate, knowledgeable person in this position has energized all of us on the committee and injected new ideas into the mix. Of course, some day, if we keep this position, the person in it will change. We have had a Field Secretary for, I believe, over 30 years. I can think of 5 people who have held this position. Each one brought different talents to the work and had somewhat different ideas about how to carry it out. But each one brought passion and dedication to the job. The same can be said of the High School Coordinator, and the Administrative Coordinator, both of which have had at least three different persons in those positions. We no longer question whether these positions should be continued. Now we are turning our attention to the needs of our youngest members. They are the future of the Society of Friends, and the world sorely needs what we have to share. We, the CRE Committee, unequivocally recommend continuing this position.

Our Whole Lives Training: Through Friends on the CRE Committee and at Evanston Meeting sensing a need and an opportunity, ILYM CRE Committee has become deeply involved in planning a new program for 7th through 12th grade ILYM youth. Our Whole Lives (OWL) is a comprehensive, lifespan sexuality education program. In order to inform the adults, caregivers, and parents of about this program, ILYM and the CRE Coordinator will offer two OWL introduction workshops just for adults at 2018 Annual Sessions on Friday June 22 and Saturday June 23. For more specific program information please visit the OWL webpage at: [www.uua.org/re/owl](http://www.uua.org/re/owl). We are planning the first weekend sessions for 7-12th grade Friends in December 2018 or March 2019. We are reaching out to Northern Yearly Meeting and Scattergood to also participate also. Robyn Sullivan is preparing a budget for the OWL training so that CRE can present it to ILYM for the next year.

Committee members: Joy Duncan (ex officio), Dale Gardner, Barb Lawhorn, Michael Pine, Robyn Sullivan, Monica Tetzlaff (clerk), Bobbi Trist.

## **CHILDREN’S RELIGIOUS EDUCATION COORDINATOR (See Minute 41)**

Children’s Sessions Planning: Planning for Annual Sessions is intense and time-consuming in the spring. There are a lot of moving parts in the children’s program and many, many volunteers to sign up and check in with. I had the pleasure of working with Chicago North Planning Group this time and I am grateful to them for being generous volunteers, coming up with new ideas and for making Children’s Sessions just plain possible. As a planning group, we met twice face-to-face at Evanston Meeting and communicated a lot via email. In my role as a staff person to organize Children’s Sessions, I have had many phone calls, a few in person meetings, and many emails.

Changes this year: two different campfires; Middle School Friends recycling and composting as a type of service project; Middle School Friends joining High School and Adult Friends on Thursday evening and Sunday morning—moving toward more multigenerational programing; different format for children to join adults in the



meetinghouse than last year; two hired childcare workers; and more support to teachers/activity leaders for curriculum/ideas.

#### Reporting on My Year of Youth Programming

- Quaker Religious Education Collaborative gathering at Quaker Hill Aug. 18-20, 2017. This was the third annual QREC gathering that I attended. There are panels, interest groups and workshops and I always bring back new ideas and resources for Quaker religious education.

- OWL (Our Whole Lives) training in Rockford Sept. 21-23, 2017

- Middle School Retreat at McNabb Oct. 28-29, 2017 – note: not at same time as Fall Continuing Committee. Theme was Truth and was assisted by Bobbi Trist. And Marie White. The main activities were visiting Dick Ashdown, his miniature horse, his famous oak and the Friends cemetery. We did a big baking project and related it to Truth even making our own recipes for Truth. Eight middle school Friends participated (one was brand new to ILYM youth programming).

- Spring Blue River Quarterly Retreat – I led the middle school group and was assisted by Dale Gardener, Bobbi Trist, and Grayce Mesner. Nine middle school Friends participated (two were brand new to ILYM youth programs). The multigenerational programs at BRQ were really great. My program was two Godly Play stories about Creation (and the Big Bang), a body image workshop (for middle school and high school Friends separately) and a hike around the lake.

- My Self-designed Professional/Spiritual Development – Part spiritual support and guidance, part learning and training from a Quaker religious educator who leads a deeply rooted and spiritually grounded middle school program. I funded this by applying to the Lyman Fund and being granted all the funds necessary to cover my travel expenses and spiritual guidance sessions. I had the amazing opportunity of staffing three New England YM junior high retreats in December 2017, January 2018, and April 2018 and having Gretchen Baker-Smith as my mentor. I have already been applying my new knowledge and experience to my work as ILYM's Children's RE Coordinator.

- Clerking Workshop with Larrabee, June 2, 2018: I am looking forward to this at the time of writing this report. As part of my staff review, it was a goal to gain some strong clerking skills.

#### Advanced Planning Calendar of Youth/Youth-related Events:

- Middle School Retreat is already scheduled to happen during Fall Continuing Committee Oct. 13-14, 2018 at McNabb.

- New Eagle Watch Weekend is scheduled for Jan. 26-27 2019 with Val Lester helping me to organize and coordinate.

- Spring Blue River Quarterly Middle School Retreat April 12-14, 2019

#### OWL (Our Whole Lives) work continues

- Workshops at Annual Sessions: Robyn Sullivan, Bobbi Trist, Michael Pine, and I have put together two workshops for adult Friends to better understand OWL curriculum and our plans to bring this to our middle school and high school Friends.

- Moving forward with two retreats for this coming winter possibly weekends in Dec. 2018 and March 2019

- Potential collaboration being explored with Friends from Northern YM and Scattergood School for these two retreats.

Respectfully Submitted, Joy Duncan

## **DEVELOPMENT** (See Minute 29)

The 2017–2018 annual appeal for unrestricted annual giving has yielded \$35,024.50 through May 31, 2018, more than the total unrestricted giving in 2016 – 2017 which was \$27,394. We are in a good position to reach our 2017 – 2018 goal of \$35,700. The reasons for the increase is not clear and the Development Committee would enjoy input, whether conjectural or evidence-based. Possible stimuli included:

- Fear of changes in the tax law making tax deductible contributions less available from 2018 on
- Changes in the appeal letter
- Conditions in the country encouraging people of conscience to contribute
- Addition of flexible automated payment options, although usage of these options so far has been minimal

For the remainder of 2017-2018 we plan to focus on:

- Planning two celebrations of the renovated bathhouse at Annual Sessions with tours and a display table with balloons and a collection box as well as juice and cookies in collaboration with Chris Goode
- Drafting an updated version of “Giving to Illinois Yearly Meeting” adding focus on giving for those of us of limited means, and additional creative ways for older Friends to give taking advantage of IRAs and estate planning, to be published in the second half of 2018 after consulting tax and financially savvy Friends
- Beginning an annual process to collect stories of “betterment” for ILYM Friends from annual unrestricted annual giving, to be used to support 2018–2019 and on-going appeal efforts

Effectively deferred until 2018–2019 are the following:

- Working with the Publications and Distribution Committee to build a convenient and useful Development presence on the ILYM website to explain contributions, collect them and report on contributions vs goals on an on-going basis.
- Developing a set of giving guidelines with specific emphasis on permissible giving, personal information sharing and donor contact. We want to make sure that our work is transparent, that there is “nothing going on behind the curtain.” Our work product would combine existing minuted guidelines, legal restrictions, financial restrictions and the “Policy Regarding Access to and Use of Contribution and Donor Information.”

Another thing we plan to do for 2018–2019 is to get the appeal letter out in early November in order to get ahead of the holiday appeals rush. The Development Committee stands ready to support, as feasible, the Site Envisioning and Maintenance and Planning Committees to support additional usage of the Clear Creek campus, and fund raising for planning and eventual completion of the Clear Creek House remodeling/addition.

## **ENVIRONMENTAL CONCERNS** (See Minute 59)

The Environmental Concerns Committee continues to work on the following issues:

- At the west end windbreak, only eight osage orange trees are alive. We intend to interplant eastern red cedars (*Juniperus virginiana*) in the windbreak as the dominant tree species next fall (see display).
- Finding a location for a fire ring for younger Friends so that theirs is separate from one used by high school and young adult friends.

- David Wixom and ECC is organizing a bicycling workshop at ILYM Annual Sessions for Thursday June 21 in the afternoon (rain date is Friday).
- ECC will be constructing Aldo Leopold benches at Annual Sessions using lumber from the barn. Participation of high school and or YAF Friends is part of this project.
- Report approved by ECC on May 31, 2018.

## **FAITH AND PRACTICE** (See Minutes 17, 18, 30, 43, 55)

The Faith and Practice Committee has met seven times since 2017 Annual Sessions. In this time, we have revised four texts whose provisional periods are now expiring:

- Preparing for and Responding to Illness, Injury, Death and Bereavement (adopted 2015 for a 3-year provisional period)
- The Yearly Meeting (adopted 2016 for a 2-year provisional period)
- Pastoral Care (adopted 2017 for a 1-year provisional period)
- Friends and the State (adopted 2017 for a 1-year provisional period)

These texts are attached; the committee now proposes that they be adopted for an indefinite period.

The committee also proposes nine previously unapproved texts:

- Recognizing Spiritual Gifts and Leadings
- Religious Education
- Addiction, Substance Abuse and Gambling
- Abuse and Exploitation
- Clearness and Support Committees
- Sexuality and Gender Identity
- Wider Quaker Organizations
- Memorial Meeting Preparation Checklist (previously published by the Ministry and Advancement Committee; revisions made)
- Glossary

It is the view of the committee that the book would be nearly complete with the approval of these sections. We therefore suggest skipping the usual provisional period, and adopting these texts immediately for an indefinite period. This would allow the committee to spend the coming year on final editing and other tasks necessary to publication. If Friends are uneasy with the idea of approving any of these sections indefinitely, we propose the alternative of a one-year provisional period.

In addition to these texts, the committee has produced a draft on the history of Illinois Yearly Meeting, and a separate text outlining the rationale for a new ILYM Faith and Practice and summarizing ILYM's history with earlier books of discipline. The committee seeks the views of Friends on whether these sections are necessary; and if so, how much detail they should contain, and how they should deal with sensitive issues from the recent past. We plan to ask the Continuing Committee to give us some direction on these issues, so that we can bring the project to a speedy conclusion.

Remaining work on the book includes the addition of a short discussion of threshing sessions and worship sharing to the section "Friends Manner of Decision-Making"; sample travel minutes and transfer letters; identification of any further additions, clarifications or corrections in the existing text; additional quotes and queries throughout the book; deciding on an arrangement of chapters; and final editing for consistency and style. After this is complete, we will bring the entire book to the Yearly Meeting for final approval.

After final approval is given, we intend to produce an index, work with Publications Committee on issues of formatting, do final proofreading, and publish the book.

## **FINANCE** (See Minutes 26-28, 53, 54)

Finance Committee has spent a considerable amount of effort on discernment of the proposed budget for FY 2019.

Our personnel expenses are continuing to increase due to cost of living increases for our staff, and may need to increase further in the event that the scope and hours worked for the Youth Coordinator increase; an item that youth oversight committee is considering.

There are also many small increases across the board in the costs of our site and buildings. We expect increased Annual Sessions registration income and expenses which generally offset each other thanks to the increasing attendance at Annual Sessions over the past few years.

Committee expenses are similar to the previous year. Personnel committee intends to hire legal review for policies in the next year; however this will come out of special gifts. In the previous year we budgeted reserving \$500 for Faith and Practice publication costs; however Finance Committee is of the opinion that it is easier to use the Special Gifts Fund for this rather than keep an extra line in our report. The current proposed budget shows separate budgets for Maintenance and Planning and Site Envisioning Committees; if the Yearly Meeting approves merging these committees then the proposed budget would likewise combine the two lines.

Finance Committee also recommends returning support to other organizations to the historical level.

On the income side of the report, we have observed that monthly meetings are responding generously to the expanded scope and budget of the yearly meeting, and as a result we are forecasting an increase in the contributions from meetings. We expect contributions from individuals to be relatively stable from the current year.

To balance the budget, Finance Committee is recommending that the Yearly Meeting approve investing a portion of our assets in the Friends Fiduciary Fund (FFF), split evenly between the Green Fund and the Quaker Index. Both FFF funds are invested in line with Friends' values; however the Green Fund is more weighted toward green energy companies. Interest from these investments will allow us to meet our budget without continually as much of a burden on individual Friends and meetings. Finance Committee will be providing more information about FFF during Annual Sessions.

Finance Committee is continuing to work with Development, Personnel, Site Envisioning, and Maintenance and Planning Committees to assist with their work. Finance Committee is also continuing to work on the history of ILYM budgeting.

## **MAINTENANCE AND PLANNING** (See Minute 48)

Maintenance and Planning Committee has worked cooperatively with Site Envisioning Committee since 2017 Annual Sessions. This team approach resulted in a May 5, 2018, workday with improved productivity and increased attendance. Work primarily focused on painting the exterior of the new shower house. Other work completed included repairing walls and replacing the screen door in the Fox Hole, removal of the outdoor shower and debris from behind the shower house, and cleaning out the Clear Creek House basement. Members of Environmental Concerns Committee also weeded and pruned the grounds. Stewards' presence with ECC, SE, and M&P added support along with hiring workers for tasks beyond the skill and time constraints of volunteers. This combined committee effort and willingness to hire paid laborers lends hope that we can maintain the ILYM buildings and grounds for the future.

Many thanks to those 17 present at the workday: Mike Dennis, Carol Bartles, Grayce and Neil Mesner, Chris Goode, Brittany Koresch, Ted Kuhn, Nancy Halliday, Noel and Sarah Pavlovic, Chip Rorem, Dick Ashdown, Bill and Alyce Howenstine, Caryn Wixom Kuhn, Judy Wolicki, and Meredith George.

Submitted by Meredith George

### **MINISTRY AND ADVANCEMENT (See Minute 38)**

Our primary focus has been developing the Clerking Workshop, led by Arthur Larrabee, held on June 2, at Downers Grove. Arthur has led clerking workshops at Friends General Conference and Pendle Hill, and in other locations. 42 Friends from around ILYM as well as three Chicago Friends School Board Members attended. A more detailed response will be provided at Annual Sessions.

Windy Cooler, a traveling minister from Baltimore Yearly Meeting and a student at Earlham School of Religion is visiting many yearly meetings to interview Friends on the influence of Friends on family life. She will be seeking interviews with Friends at ILYM. Signups and locations will be available at the registration table. The interviews, with adults over 18, will be held in a quiet place and are confidential.

We accepted the engagement letter for Judy Wolicki, our Field Secretary. She continues to visit and serve many meetings in ILYM. She knows them well and helps bring us together in shared experiences. In the fall some of us attended Blue River Quarterly Meeting as we explored the possibility of a Northern Quarterly Meeting. In our February meeting we shared deeply our experiences in our own lives, with our own meetings and those we have visited.

For the Committee on Sexual Abuse and Harassment our responsibility is to respond to problems of sexual abuse, harassment and other problematic behaviors at Annual Sessions, Continuing Committee, and ILYM programs. We focus on problems that occur with those who are not paid employees of ILYM. Ministry and Advancement is exploring a deeper understanding of the meaning of this issue.

### **Harassment Review Committee**

Harassment or sexual abuse will not be tolerated at Illinois Yearly Meeting Annual Sessions, Continuing Committee sessions, or any other ILYM-sponsored activity. Harassment includes demeaning actions, words, jokes, comments, or bullying behavior based on an individual's gender, sexual orientation, abilities, race, ethnicity, appearance, or age.

Please see or call any of the Friends listed below if you have experienced harassment, or if you have a concern about a situation where an Illinois Yearly Meeting event involves sexual abuse, discrimination, or harassment. Complaints will be handled promptly and confidentially. See the approved Harassment and Sexual Abuse Policy, 2017 Minute Book, pages 37-38 for more information.

Phyllis Reynolds, Clerk, Ministry and Advancement; Cathy Garra, Presiding Clerk;  
Brad Laird, Ministry and Advancement; Judy Wolicki, Field Secretary;  
David Shiner, appointed at large.

### **FIELD SECRETARY (See Minute 39)**

When I began as Field Secretary in 2011, I had a lot of trepidation about what would be expected of me, and whether I would be "up to" the job. I wondered what your expectations were, and how they might be fulfilled. Grace from the Spirit and your

graciousness in guiding me in the ways to serve you have convinced me that this is the most joyful, best job I have ever had. The joy bubbles up every time I visit a meeting, offer a retreat or program, or spend time one-on-one with a Friend. It even bubbles up when I sit down to write a report for you, to let you know what I have been doing, and what I have been hearing from you.

Reading back over my reports, I continue to be aware of all the ways you support and guide me. I am honored to continue to serve you, my Friends, and I want, once again, to express my appreciation for the ways in which I am nurtured and trusted. And to express, once again, that your thoughts and suggestions are always appreciated. I am always delighted to have the chance to visit, to engage in listening or conversation, to develop new programs as requested or to offer one that I have used before.

One program I am working on is based upon the superb five-day workshop I attended at the FGC Gathering in July called “From Conflict to Connection,” facilitated by Friends from New York Yearly Meeting’s Committee on Conflict Transformation.

In August I attended the Quaker Religious Education Collaborative Conference and came away with suggestions, books, and materials that I have been carrying to meetings as I visit. Ideas presented at the conference include ways to help small meetings and meetings with few or no children to be ready to be welcoming to children who do come. In connection with this, I hope in the future to continue to provide resources and support for a group of parents with young children who hope to gather a “Quaker Parenting” group.

In April, I attended the program at Women’s Weekend on “Responding to Challenging Situations” and “Bystander Intervention.” The program was exceptional and provided information about how to respond and what to do when faced with an uncomfortable or difficult situation playing out in front of us. I have some materials to share, and am looking forward to using this information in discussions in the future.

In May, I attended a two-day training for ministers called, “Risking Connection in Faith Communities: A Training Curriculum for Faith Leaders Supporting Survivors of Trauma.” As Quakers, we are all ministers to one another and to the outside world. I am working on the possibility of a program to be offered in the next year, to train Friends in the facts and issues surrounding the issue of trauma experienced by members of our meetings and others, and how Friends can understand and respond to these facts and issues.

At Annual Sessions, I will be co-facilitating with Dan Stevens a workshop on leadings.

I continue to be concerned about small meetings, which I experience as deeply grounded in worship, yet struggling to find ways to increase their numbers, and to not burn out from the responsibilities that cannot be shared widely due to their small numbers. I continue to seek to nurture and support these Friends, and to find ways to help forge connections and commitment across meetings and among individuals who will also support them. Rock Valley Friends have not been meeting. Their 95 year old member has moved to Oregon. One member has been joining the meeting in Beloit, Wisconsin as this is fairly close to Rockford. The Rolla Friends have not met since the memorial meeting for George MacPherson, but remain hopeful that they will be able to do so in the future. As of the time I am writing this report, neither Rock Valley nor Rolla intends to lay the meeting down. Spoon River Friends continue to meet regularly in spite of their small number. I hope to visit Friends from these three meetings in late summer or fall of this year.

Clear Creek Friends have once again invited me to help them with their retreat in late summer or early fall. Burlington Friends have asked me to shape a program for them to be held over a weekend, to include issues of vocal ministry for Friends and what it means to be Quaker for others from the community. It is likely that this program will occur in September or October, but could be earlier.

During my time as Field Secretary, I have watched meetings expand and contract. This year is no exception. That expansion and contraction reflects the fact that our meetings are alive (and “kicking,” I think). We continue to experience periods when meetings are silent, with little vocal ministry, and periods where meetings are gathered and expressive. In my visiting this year, I continue to encounter wisdom in vocal ministry and to experience the value and efficacy of our shared silence. I believe that it is our sharing of silence and listening that gives us strength and courage to take action in the world and to support Friends as they do so also.

Once again, I offer here a list of new and persisting topics being raised by Friends in my visits, discussions, emails and other correspondence from meetings and individuals:

- Ministry to meetings and individuals struggling with conflict (continuing to seek ways to foster better communication, resolution of conflicts, and reconciliation)
- Ministry to individuals who are survivors of trauma (and the recognition that so many of us are deeply affected by trauma)
- The deep divisions in our society and how to work to heal them
- Leadings, our inner guide and how to deal with our inner critic
- Eldering and supporting Adult Young Friends in their discernment of the actions they are called to take in the world now and how they can take those actions
- Need for purpose and encouragement in this time of political concern and uncertainty – What actions are we led to take at this time? How do we find ways to go forward, when we are bombarded with opportunities to be stuck in blaming and ridicule?
- Discussion of “What Is God?” – What does “God” mean to each of us? What names do we use? How does what I believe and can articulate join with what other Friends say? How can what I believe align with what someone of another tradition believes? What is the Truth we seek? Can talking about our different perspectives help us to join together?
- Issues around meeting spaces: renewal, renovation, finding new space, intentionally using questions around space to strengthen community and commitment
- Continuing work on issues of race and privilege and how to address them, especially in ourselves
- Building on the work we have begun to fully welcome and integrate all our children, youth, and young adults into the full life of their monthly meetings and our yearly meeting
- Continuing to commit to and connect with one another and with the Light
- Continuing to discern ways to build and nurture our community
- Learning more about the issues of gender identity and acceptance
- Recognizing individuals’ gifts and finding ways to help individuals use their gifts
- Outreach and welcome to those seeking deeper spiritual experience

### Travel and Visits

This year I have traveled, visited meetings, and listened deeply. I have offered programs, facilitated discussions and worship sharing, and offered care, encouragement and resources in person and by phone and email to individuals and meetings. As time permits, I continue to correspond by notes, email and phone calls with those I am unable to visit in person. I have also been privileged to visit and spend time with Friends in their homes and to participate in “Meetings for Eating” in Normal and in Downers Grove.

During the fiscal year 2017-2018 I visited with Friends in Bloomington Normal, Carbondale, Clear Creek, Rolla, Columbia, Downers Grove, Hyde Park, Evanston, the mid-week meeting for worship at the Admiral in Chicago (under the care of Evanston),

Lake Forest, Northside, Oak Park, Oshkosh, Duneland (Valparaiso), Burlington (IA), Urbana-Champaign, Upper Fox Valley, Rolla, South Bend, Elkhart, Springfield, and St Louis, several of them more than once. I attended Blue River Quarterly meetings in DuBois and Cantrall, the SnowQuake Gathering hosted by 57th Street (attended by Chicago area Friends and others) and Women's Weekend in McNabb. See above for planned future visits and programs. I plan to continue to attend and help facilitate the Fourth Sunday program at Downers Grove Friends Meeting during the next year. This discussion group continues to be a rich opportunity to learn and bring new ideas to other ILYM monthly meetings.

As ever, my goal is to continue to connect meetings and individuals to each other. I encourage Friends to connect to one another across meetings, to keep in contact by visiting, phone calls, emails, cards, and letters.

I hope, as always, that I can do more and better work as your representative in the next year. Please share with me your thoughts, ideas, and concerns, Friends. Let me know how I can serve you and your meetings.

As always, I want to express my sense that it is an honor to serve the yearly meeting, and a joy to serve you, my Friends. Thank you for your continued support, nurture, guidance and trust.

Respectfully submitted, Judy Wolicki, Field Secretary

#### **NOMINATING** (See Minutes 12, 51)

The Nominating Committee asks for your approval for the submitted report including approval of members who have committed to renewed or new terms as officers, committee members, and representatives to Quaker organizations.

We continue to labor and have discussions and discernment in the search for a Presiding Clerk who would serve from the rise of Annual Sessions and continue on for two years, with a third year as Assistant Clerk. In addition we will need to identify a new Assistant Clerk by a year from now to begin the following four-year rotation. We know there is a deep well of experience and potential among us, but that it has not yet been the time for anyone to take on the job. We have approached many of you over the last two years about filling this critical position. If any of you has had a change of availability and is willing to re-consider this commitment, please contact one us during these sessions or before Fall Continuing Committee which meets Oct. 13, 2018.

Given this unusual circumstance, we ask the Yearly Meeting to approve giving Continuing Committee the authority to approve of a Presiding Clerk should a name come forward after Annual Sessions. In the meantime, we ask that Yearly Meeting allow for Cathy Garra, our current Presiding Clerk, to continue in that role until such time as a Friend for Presiding Clerk comes forward through the nominating process and is approved. Then Cathy Garra would return to her Assistant Clerk position for the balance of her term ending in 2019.

#### **PEACE RESOURCES** (See Minute 59)

Committee members: Kent Busse, Mark McGinnis, Dave Moorman, Jan Mullen (clerk), Dan Stevens. John Knox and Dave Moorman are members of the committee on the Friends Peace Tax Fund (established 1990).

PRC activity this past year: Conscientious Objection: The first objective for Peace Resources is "To develop a proactive conscientious objection counseling program." At the 2017 Annual Sessions, the workshop presented by David Finke and Mark McGinnis



on Conscientious Objection was well attended. Monthly meetings are encouraged to work with their youth in becoming aware of the choices they have with regard to military service. Mark continues to be available should any youth or family want more information. Any Friends interested in joining this Working Group are invited to contact members of PRC.

The next three objectives are related to Education of children, teens and young adults on conscientious objection. Looking toward the future, PRC would like to develop a new initiative in conjunction with the Youth Oversight Committee and monthly meetings which would support youth in expressing their personal beliefs regarding peace, which could then be documented in the event of a military draft and a desire to obtain Conscientious Objector status.

Advocating for Peace in times of Terrorism, war and the threat of war: The Science and Security Board which evaluates the worldwide threat of destruction each year, by nuclear war and threats to the environment, has in January moved the hands of ‘the Doomsday Clock,’ to two minutes to midnight, indicating what we all know: we are in perilous times. Quaker peace and environmental activists are working hard to bring us back from the precipice. Information and projects abound in organizations such as the AFSC (American Friends Service Committee) and FCNL (Friends Committee on National Legislation), Quaker United Nations Office (QUNO), Friends World Committee for Consultation (FWCC), Friends for a Nonviolent World (FNVW), and Friends Peace Teams.

The Peace Resources Committee can best serve monthly meetings by encouraging their connection to these organizations. We are reviewing and updating the links to these organizations on the ILYM website and hope that monthly meetings will find these useful. We also hope that as monthly meetings develop activities, projects and initiatives regarding peace, that they will publish these through the PRC Yahoo listserv.

Advocating for humane treatment of prisoners and the elimination of all forms of torture: At the 2017 Annual Sessions, ILYM adopted a minute regarding torture. This year PRC is offering a workshop at annual sessions on the work of John Calvi, founder of QUIT, the Quaker Initiative to end Torture, and NRCAT, the National Religious Campaign Against Torture, of which ILYM is a member. The workshop will focus on what can be done, from simple actions to large initiatives, by individuals or groups. Monthly meetings are encouraged to learn about NRCAT and consider joining.

Communications: PRC can only be as effective as its ability to communicate with monthly meetings and those members who are working towards peace. To that end, we have developed a contact list and reached out to each monthly meeting by email and/or phone. We appreciate those who have responded and keep us updated on changes in contacts, and hope that all monthly meetings will help us to keep updated. The Yahoo listserv has good potential if we can all use it to share information.

In these times, we are all called to do something to respond to the threat of war. We look forward to hearing of many ways in which Quakers are being led to work towards peace.

Jan Mullen

#### ADDENDUM: Purpose & History of the Peace Resources Committee

The Peace Resources Committee consists of 6-12 members appointed for 3 year terms to accomplish the objectives listed below. The ILYM Peace Resources Committee neither duplicates nor replaces the work done within monthly meetings. Instead, over time, the hope is for a liaison relationship to develop between monthly meeting committees and this yearly meeting committee. The Nominating Committee has aimed to

find members for the committee who are Friends with gifts, skills, knowledge and strong leadings regarding the objectives.

Objectives:

- a) To develop a proactive conscientious objection counseling program;
- b) To assist young Friends in expressing their personal peace testimonies and documenting these beliefs for their spiritual growth as well as for a draft board, should one be activated;
- c) To share these processes with junior high, senior high and Adult Young Friends in cooperation with the Youth Oversight Committee;
- d) To explore possibilities of working with existing peace-building activities such as the Quaker Volunteer Service, Training & Witness Committee; Project Lakota; and the AFSC/Intermountain Yearly Meeting Joint Service Project to enhance peace building with a spiritual and service-oriented basis for Young Friends;
- e) To encourage Friends to examine and re-examine the meaning of the Peace Testimony in the context of our response to modern terrorism and war which has made it possible to wreak major devastation on people and their environment with minimal direct human involvement;
- f) To become a source of knowledge and to encourage Friends' consideration of the options for and rationale of resistance to payment of war taxes;
- g) To serve as a resource for monthly meetings, quarterly meetings, regional meetings and IYLM's program committee in identifying knowledgeable speakers and workshop leaders on the above topics.

### **PERSONNEL COMMITTEE REPORT** (See Minutes 31, 32, 61-63, 69)

The Personnel Committee has been meeting by conference call regularly since September with good results. We have been covering many of the sticky legal issues relating to having employees. Some of the things we have accomplished are:

- Created a New Hire Checklist to help oversight committees and the Treasurer ensure that all necessary documents are collected from new employees.
- Worked with an attorney familiar with nonprofit organizations regarding the exempt versus non-exempt status of our employees (they are non-exempt)
  - Revised how we pay employees (twice per month rather than monthly)
  - Reviewed Overtime regulations and attempted to either find ways to avoid overtime or to add time to the budget for FY19 to cover it.
- Completed Staff evaluations. At the Fall Continuing Committee, the Personnel Committee recommended that an annual review for each employee occur as follows: Yearly meeting Friends are sent (via email) a copy of the job descriptions for each employee near the end of calendar year. If anyone has any relevant feedback or suggestions, these are to be given to the clerk of the appropriate committee-with-oversight by January 15. The evaluations should occur between January 15 and Spring Continuing Committee. We recommend that the evaluations do not occur on the same day as an event in which the employee is involved. The committee found that this process worked well in 2018, and we recommend that the committees with oversight continue this practice.
- Two members of the Personnel Committee carried out an annual performance review with the Administrative Coordinator. A subcommittee of the Personnel Committee heard the report of this review. If Friends have concerns or feedback regarding the Administrative Coordinator's job, please contact the Clerk of Personnel Committee.

- Submitted a budget for FY19 to Finance Committee.
- In addition, the Personnel Committee is continuing with:
  - Working with legal counsel to ensure that ILYM policies are in legal compliance
  - Working on revising the Employee Manual during FY19

Items for approval

(1) In order to be in compliance with the Chicago and Cook County, Illinois Sick Leave ordinance, the committee has written a Sick Leave Policy and had it reviewed by an attorney familiar with Chicago and Cook County laws. (See Other Documents section or the Personnel Committee page in the ILYM website for a copy of this policy.) The committee recommends that the submitted Sick Leave Policy be made available to all paid employees regardless of where they live and that it be a part of our employee manual.

(2) The committee recommends that the Yearly Meeting adopt the following policies for paid staff members who work with children:

- Paid staff members who work with children are now required be Mandated Reporters and to complete a Mandated Reporter training every two years in compliance with Illinois law. (See Other Documents section). Volunteers are also strongly encouraged to do Mandated Reporter training. The guidance for doing this should be placed in the Log Book and the Yearly Meeting Handbook. There is no cost involved. Once the training is completed, the form should be printed and submitted to the ILYM Administrative Coordinator.
- All paid staff members who deal with children will be required to have a background check which includes fingerprinting. The fingerprints would be kept by the firm hired to do the prints. The yearly meeting is responsible for all costs. We encourage volunteers to do this as well since it is considered a best practice for those working with children.

(3) At Fall Continuing Committee we asked to change the Personnel Committee composition. We have now decided that the current composition is working well. It is good to have cross communication between the various committees of oversight over our employees and contractors (non-building). However, in order to address confidentiality issues that can arise within our committee, we have set up a subcommittee to deal with personnel items related to the Administrative Coordinator. Thus the proposed description of membership for the Personnel Committee would be:

The Personnel Committee shall consist of:

- A clerk and three additional members of ILYM to be appointed by the Nominating Committee, who will normally serve as the subcommittee overseeing the Administrative Coordinator
- The clerk from each committee of oversight (currently Youth Oversight, Religious Education, and Ministry and Advancement)
- Clerk of Finance Committee
- The yearly meeting clerk serving ex-officio

(4) We would like to replace the Committee Responsibilities listed in the Personnel Manual with:

- Annually review the Personnel Manual.
  - Implement any mid-year legal changes.
  - Recommend any other Personnel Manual changes for approval by ILYM
    - With concern for best practices and legal aspects, review and approve job descriptions developed by each committee-with-oversight covering their respective staff.

- With concern for best practices and legal aspects, review and give feedback or suggestions to annual performance appraisals done by each committee-with-oversight covering that committee's respective staff. Be sure these are placed in the confidential personnel files kept by the ILYM Treasurer.
- Review the annual salary adjustment with the Finance Committee.
- Contact each staff member annually to see if there are questions or needs relevant to the Personnel Committee.
- Coordinate with the ILYM Treasurer access to electronic files of job descriptions and evaluations for the Personnel Committee and the clerk of committee-of-oversight.
- Set up a process for background checks to be used by the clerks of each committee-of-oversight and to support the evaluation process.
- Establish annually a subcommittee of the Personnel Committee to supervise the Administrative Coordinator.

## **PUBLICATIONS AND DISTRIBUTION (See Minute 59)**

### Print

- *Among Friends*: The 2018 Annual Sessions issue has been printed and delivered
- Plummer Lectures & Minutes Book: Everything is up to date, no new publications

### Web

- ILYM.org: No additional updates hopefully will have something new to report at Annual Sessions

## **SITE ENVISIONING COMMITTEE REPORT (See Minutes 49, 50)**

The committee met twice since last Annual Sessions; once in October and once in combination with the Maintenance and Planning Committee in February and discussed the following items.

**Committee merger:** The Site Envisioning Committee and the Maintenance and Planning Committee together agreed to the notion of merging, enlarging both committees who are often working on the same projects. One of the existing committee clerks can continue as clerk of the new committee, and hopefully many of the existing members will be able to stay on. As the committee does its work we expect that some members will be more focused on the shorter term fix and repair issues and others on the longer term larger building and planning concerns, but that there is a great value in us all participating and contributing to both.

**Campground bath house renovation:** The work to renovate the interior of the bathhouse was completed in November at the agreed upon cost of \$60,000, and the exterior masonry was painted at the workday in May. We hope that the exterior wood can be painted during Site Prep or a Fall Work Day. All who use the bath house will reflexively remember where everything is, but will be surprised by how different it all looks, how easy it will be to keep clean, and how much better it works, and how much more comfort and privacy there is. Development Committee is hosting tours Wednesday and Saturday at 4:30 p.m. during Annual Sessions.

**Campus caretaking:** We have been developing a stable of contractors with special skills for different kinds of maintenance and repair work and who are familiar with us and our campus and hiring them for particular tasks that need to be done. This is how we are currently dealing with the more complicated aspects of maintaining our campus such as cleaning our well filters, reworking water heaters, spring turn-on and fall shut-down of the bath house, grab-bar installation at Clear Creek House showers, door rescreening at the cabins and meetinghouse, squirrel repairs and clean-up at the high school bunkhouse, etc.

Spring Campus Work Day/Fall Work Day planning: The Maintenance and Planning Committee Report describes the work accomplished at spring workday. We hope to schedule a fall workday to do those pesky, but low skill maintenance items that we can do ourselves.

Property purchase: Dick Ashdown has plans to approach Matthew Nelson, owner of the adjacent property (and Helen Jean Nelson's grandson) again about trying to purchase the three-quarter acre strip of property south of the meeting house. We look forward to hearing what he is able to find out.

Next projects: Dean Tieman, the bath house contractor reviewed the schematic plans for renovation of the garage into the accessible bedroom/bathroom addition at Clear Creek House which continued to confirm that the cost might be around \$120,000 including a new septic system. We intend to further develop these plans and work with the Development Committee to provide drawings and materials to assist with raising funds.

Our committee is actively exploring ways to make sensible use of solar energy on our campus and is very interested in the new possibilities allowing Ameren to develop local solar projects supported by local community members, and how Clear Creek Meeting and the yearly meeting might be part of that.

Proposed minute for adoption at Annual Sessions: The Site Envisioning Committee and the Maintenance and Planning Committee will merge into a single committee to be called the Maintenance, Planning and Envisioning Committee (MP&E). This committee will be concerned with the maintenance and upkeep of our facilities as well as planning for new projects and the future of the physical campus as a whole. It plans the spring and fall work days, oversees minor maintenance and plans site development including proposals for future repairs, new buildings, and landscaping. It is also charged with gathering, monitoring, and keeping the dreams and goals of the yearly meeting as they relate to the entire campus (new and old buildings and outdoor spaces) and the Campus Plan developed and adopted by the Yearly Meeting in 2012. The committee will work closely with other committees (M&A, ECC, Development, Finance, etc.) as well as Clear Creek Meeting, and the Stewards to develop, consolidate and refine the collective vision of the yearly meeting. The committee may, from time to time, hold visioning retreats or workshops, and may require the hiring of outside consultants to develop plans, budgets, and contracts. Members consist of six to eight members nominated by the Nominating Committee. The Stewards serve as ex-officio members.

Respectfully submitted: Christopher Goode, clerk

## **STEWARDS** (See Minute 48)

The Stewards continue in service to the yearly meeting. We are happy to be assisting the Maintenance and Planning Committee and the Site Envisioning Committee in completing their expanded work list. We participated with them in the Spring Work Day and were happy to see so much accomplished. Their reports will further explain the scope of work completed.

Dick Ashdown and Grayce and Neil Messner continue to complete projects on site. They are increasingly using contractors to assist them as needed. This assistance is leading us to a hybrid type of oversight that begins to identify how we might evolve into having a caretaker. We feel it premature to move to the expense of a full-time caretaker relationship at this time. We look forward to the consolidation of the Maintenance and Planning and Site Envisioning Committees. We feel that this move will strengthen the

ability of our group to care for our property and deploy contractors to do the work that is beyond us.

We have continued to work with the Finance Committee on a report that will make our budget more approachable to more Friends. We hope that this report will answer more of the questions about our site spending and our budget priorities over time. We look forward to that report when it is ready for presentation.

Respectfully submitted, Dick Ashdown, Beth Carpenter,  
Grayce Mesner, Neil Mesner, and Chip Rorem

## **YOUTH OVERSIGHT COMMITTEE REPORT** (See Minutes 42, 56)

Members: Warwick Daw, Diane Clark Dennis (interim clerk), Michael Dennis (incoming clerk), Kate Gunnell, Andrea Kintree, Britany Koresch (interim youth coordinator)

This year there was no fall quake, but there was

- A Quake that Rocked the Midwest Jan 19-22 attended by 9 teens from ILYM, as well as, 4 teens and 2 teachers from Scattergood; The teens had workshops on Bayard Rustin and pottery, as well as organizing LGBTQ historical documents at Gerber/Hart Library and cooking their own meals
- A Quake at Blue River Quarterly April 20-22 attended by 6 teens from ILYM; The teens attended workshops on solar energy, recycled craft, and a mini-OWL lesson on body image.
- During Annual Sessions, the teens will do a service project with Adult Young Friends (AYF) sewing book bags and pillow cases for the Children's Advocacy Center along with donated books inside (donations have been solicited via ILYM admin coordinator and these advanced materials); The teens will also do workshops on Pollinators, Leather Stamping, create benches with Noel for Clear Creek grounds, as well as helping out with the dinner one night and an out trip with AYF to Mathieson State Park.

The past year has been a difficult one for youth oversight and the high school Friends programs. Rose Dennis formally resigned as youth coordinator 9/30/2017 citing concerns about the lack of budgeted hours to fulfill needs of teens/events required and her own family obligations. The position was posted immediately, distributed to AYF and posted at Earlham College, but to date not a single person has even applied. If you know of anyone please encourage them to look at the position at [ilym.org/HSFriends](http://ilym.org/HSFriends) and/or talk to the incoming clerk, Michael Dennis.

As I mentioned, it was not possible to organize and hold the fall quake. The YO clerk at the time, Britany Koresch, stepped in to organized and lead the January Quake as a volunteer. Even with help from Evanston Friends and the Scattergood teachers, she concurred the hours were much more than budgeted for the youth coordinator. In recognition of her efforts, Youth oversight requested and received permission from both Spring Continuing Committee and Personnel Committee to at least allow Britany to be paid as an Interim Youth Coordinator for the Spring Quake and Annual Session and to make me (Diane) the Interim Clerk. Please join me in thanking Britany for stepping in to help our teens.

But please understand that that this was a very short term fix. While Mike is stepping into to help Brittany for most of Annual Session and become the YO clerk again, we are still asking for more than 40 hours of work in this week. At rise of Annual Session, Brittany has given notice that she will be moving to Ohio with her partner, the

authorization for the interim youth coordinator position will be over and, as noted earlier, there have been no applications for Youth Coordinator.

Brittany has collected past documents and data as well as create a Youth Coordinator binder to help with an easier transition. She also created an Instagram and Twitter account under "ilymHSF" to help disseminate information as well as update the ILYM HSF page on the ILYM website. YO has struggled with the issues of not enough hours for almost 3 years now. We have tried suggestions of scaling back the effort to fit the budget, which resulted in cancellation of several quakes and low attendance. We have tried suggestions of seeking more volunteers, but received help from only a few people and not enough. YO has discussed with each other and Personnel the possibilities of increasing hours and providing overtime if necessary—but we have not been able to reach unity on making a recommendation to the Yearly Meeting. If YO is to fulfill the charge of outreach, engagement, and spiritual nurturing of our teens through four quakes (fall, winter, spring, summer) and via social networking, the current position is untenable.

Thus we ask for Yearly Meeting's direction on the following things:

- Your prayers, thoughts and suggestions for a way forward
- Help recruiting a youth coordinator and more volunteers
- Until a youth coordinator is appointed, permission to work with Personnel Committee to appoint an Interim Coordinator for upcoming Quakes if needed
- In compliance with federal law, permission to pay overtime if the Youth Coordinator goes over 40 hours in a 7 day period from Sunday to Saturday
- Increase the allotted time for the Youth Coordinator from 500 to 700 hours per year

## **REPORTS OF REPRESENTATIVES**

### **AMERICAN FRIENDS SERVICE Committee**

There are several ways for Friends to get involved with AFSC. Following is a list of current possibilities. Anyone seeking to get more involved with AFSC, either individually or as a meeting, please, contact one of the ILYM AFSC Representatives or check out the AFSC website.

Quaker Social Change Ministry: Available to all Friends who wish to do Spirit-led, social justice work connected to the work of AFSC. Quaker Social Change Ministry is a transformative approach to social justice work that combines Spirit+Action to:

- Re-enliven and re-imagine corporate witness
- Follow the leadership of communities most impacted by injustice
- Build relationships within the meeting, with local organizations, and with AFSC
- Bring “Mystics” and “Activists” together
- Participate in a Spirit-led group process
- Tell our stories and learn in a supportive environment
- Co-create the Beloved Community

Quaker Social Change Ministry is based on a model used by Unitarian/Universalist congregations interested in doing powerful social justice work at a local level. Quaker Social Change Ministry builds on their original model and adapts it to a Quaker audience.

Sanctuary Everywhere webinar: Quaker Social Change Ministry This webinar, started in May, includes people discussing ways to practice the kind of community we are seeking to create in the broader world with a small group—one based on close-knit sharing, vulnerability, and accountability to the communities we wish to support.

Centennial First Day School Curriculum. An 8-week curriculum that introduces youth to AFSC's key issues and allows them to explore how those issues connect to Quaker testimonies. The last two weeks are an intergenerational experience, where elders can share their stories of AFSC with the youth and other members of the meeting and upload them to the Peace Works site.

"Denormalizing Whiteness for Racial Justice" is a resource guide created by AFSC for use in Quaker meetings/churches to complement ongoing work on racism and white supremacy. The guide presents a number of different types of resources to assist Friends to engage this work either individually or collectively.

QuakerSpeak videos: AFSC has partnered with QuakerSpeak to produce a series of videos highlighting some of our key issues and how Friends can get involved. Watch the videos, share them with your meeting/church, and follow-up by taking action.

Carol Bartles, Phyllis Reynolds, Contessa Miller

## **Friends Committee on National Legislation**

Friends Committee on National Legislation (FCNL) celebrates 75 years of existence this year. Capping decades of successful lobbying for issues like peace, nuclear disarmament, racial and social equality, immigration and refugees, to solutions for gun violence and for environmental stewardship, FCNL looks forward to many more decades of Quaker witness.

Since the 2016 election, FCNL has channeled a surge of activism. The Advocacy Corps, where young adults get paid to organize their local community around federal legislation, has grown. FCNL Advocacy Teams, volunteer lobbyist groups organized in Congressional districts around the country, have also grown in number and have come to Illinois. FCNL organized lobby days have brought together growing numbers of activists with their Congressional Representatives and Senators.

In this time of bitter divisions, FCNL has gathered bipartisan coalitions. The House Climate Solutions Caucus authors environmental bills sponsored by members of both parties. Cooperation with other faith groups has been resisting changes to food stamp benefits in the agriculture bill. The new Quaker Welcome Center has offered a place for quiet reflection and discourse for members and staffers from all sides.

FCNL is happy with its recent capital campaign that, among other things, financed the Quaker Welcome Center and made it a model for green urban architecture. Endowments were increased to maintain more stability in future downturns. And of course, donations have helped support the greater lobby efforts using the young people of the Advocacy Corps.

FCNL maintains lobby work on a litany of issues found on their website: [fcnl.org](http://fcnl.org). Advocacy resources abound on the site too: [fcnl.org/action/advocacy](http://fcnl.org/action/advocacy). FCNL invests in our future through programs pitched for young adult activism: [fcnl.org/about/young-adults](http://fcnl.org/about/young-adults).

Much work remains to be done. And though the current political climate can make it seem difficult to succeed, our work with FCNL remains hopeful and promising.

## **FRIENDS GENERAL CONFERENCE**

In early November Friends General Conference (FGC) launched the Institutional Assessment on Racism by gathering staff, clerks of committees, officers, and the team chosen to carry out the work of the assessment for a week end retreat with Crossroads, a consulting organization. The purpose was to get not only the Institutional Assessment working group up to speed but also a broad representation of those who work and



volunteer for FGC. While structural oppression does not diminish the presence of the Spirit in us, it does create barriers to full participation in our faith community. In dismantling barriers, we must tap into the power of the Spirit while acknowledging that structural oppression and systemic racism does spiritual violence to us all. To be faithful we must act to eliminate them in order to be fully inclusive in ways that are more than mere words. As part of the assessment FGC is asking Friends to complete a survey. While the deadline was May 31, 2018, it is not too late to complete it. If you have not done so please go to: [serveymonkey.com/r/FGC\\_IA](https://serveymonkey.com/r/FGC_IA) and complete it.

FGC's work continues in many other areas while doing the Institutional Assessment. Spiritual Deepening continues to offer a collection of experiential activities and exercises for small groups and newcomers to explore together with the goal of building connections with Quaker roots, growing as a spiritual community, and listening deeply to the Light within. There are two ways to engage—in a small group that meets in-person or through an eRetreat which builds spiritual community online.

FGC's committees and staff continue the work toward a sustainable budget. Part of this work is to communicate the impact of FGC's programs, increase engagement with FGC, and ensure the financial support necessary to maintain a sustainable budget is available.

QuakerBooks of FGC operates an online bookstore at [quakerbooks.org](http://quakerbooks.org) through a fulfillment house which allows enhanced customer service and fulfillment of orders in a timely manner. Quaker Press has two new books this year: *Seeds that Change the World: Essays on Quakerism, Spirituality, Faith and Culture* by Debbie L. Humphries and *A Gathering of Spirits: The Friends General Conferences 1896-1950* by Doug Gwyn.

Quaker Cloud offers a user friendly platform for a monthly or yearly meeting to have a public presence online. The service has undergone a number of technical improvements and has a new way of providing customer support which resolves issues usually with 24 hours. This is an easy to maintain, low cost and feature rich website that includes a minute manager and member directory (the latter are password protected and for meeting members/attenders only). Over 150 meetings/Quaker organizations are now using the Quaker Cloud and FGC encourages those who are not using the service to seriously consider it.

Ministry on Racism offers assistance and support to monthly meetings and yearly meetings that want to develop their racial and ethnic awareness, increase their diversity, and strive to address the impact of racism on our society. The program provides a Pre-Gathering for Friends of Color and their families, regional gatherings for Friends of Color and their families and organizes Friends who wish to attend the annual White Privilege Conference. Three hundred and fifteen individuals attended the White Privilege Conference over a period of 8 years and about 500 Quakers and members and staff of Quaker organizations and schools attended it in Philadelphia in 2016 when FGC put together the host team for the conference.

Christian and Interfaith Relations Committee brings Quaker perspectives to ecumenical and interfaith events. It also connects us with faith-based conversations about truth, justice, and reconciliation.

## **FRIENDS WORLD COMMITTEE FOR CONSULTATION**

FWCC, the Friends World Committee for Consultation, brings together Quakers from around the world to join in worship and fellowship. Like most Quaker organizations, FWCC is struggling with funding. FWCC's Section of the Americas (SOA) has moved from being a staff-run organization, with 7-8 full-time and part-time

staff, to one with two full-time staff who are seriously undercompensated. They love what they do, which is to promote Friends talking with each other face-to-face. However, concerns about the environment and cost of meetings means that there are fewer and fewer face-to-face meetings, both here in the Americas and worldwide. This has meant that FWCC has had to find new and effective ways to fulfill its mission while relying heavily on its representatives to serve as volunteers in positions that were formerly held by paid staff members.

One way that FWCC has worked to continue having Friends meeting face-to-face is the Traveling Ministry Corps. This program involves having spiritually gifted Friends travel to meet with monthly meetings so that Friends can experience and commune with people from other Quaker traditions. Earlier this year, for example, Julie Peyton, an Evangelical Friend from the Northwest, came to the Chicago area. She worshipped and led workshops with Friends from Northside, Evanston, and Lake Forest meetings. It was a memorable occasion for the many Friends from those meetings who participated.

Another method of sharing what FWCC does was experienced by Evanston Friends Meeting last fall, when they hosted the FWCC SOA Executive Committee Meeting. Executive Committee meetings last for 4-5 days and, like all FWCC gatherings, bring together Friends from different countries and traditions. On the last day, members of the Executive Committee worshipped at different Monthly Meetings in the Chicagoland area in order to extend the interactions between people from different Friends traditions.

In addition to planning its own events, FWCC encourages Quakers to explore other branches of Quakers on their own. One such opportunity for Friends in Chicagoland is the Iglesia Evangelica Amigos de Blue Island, located at 10740 S Artesian in Chicago. The ministers are Omar and Arlene Castillo, who hold services in Spanish and English. Many Chicagoland Friends have met the Casitillos and their fellow worshippers from Igleisa Evangleica at the annual Corn Roast, hosted by the Howenstines at their farm in Woodstock in early September every year. Visiting these Hispanic Friends at their spiritual home is a great way to explore the worship and fellowship of other branches of Friends.

ILYM representatives to FWCC will be leading workshops on Thursday and Friday afternoons during Annual Sessions. Friends are cordially invited to attend them in order to learn more about FWCC.

## **OLNEY FRIENDS SCHOOL**

When school started last fall it ran under new leadership, Kenneth Hinshaw no longer in the role of head of school. Interim co-heads for this year are Micah Brownstein (Dean of Student Affairs) and Cynthia A. Walker (Dean of Academic Affairs). For the first time in five years the faculty was fully staffed before the start of school.

The curriculum has had some changes, renewing the focus on college prep. While the core courses, schedule, and requirements remain basically the same, they have returned to a more structured curriculum incorporating deadlines, limited resubmissions, and an ABCDF grading system. Language studies are expanding, with on-line classes in Swahili and Tagalog joining Spanish and Japanese. There was a total enrollment of 52 students for the 2017-2018 year.

In January, Olney started a “Defining the Future” campaign to ensure that the school would be able to open in the fall of 2018. They were hoping to receive \$250,000 by March 31.

They received \$360,022! This was in addition to the annual fund goal, also of \$250,000. So again, as they celebrate 180 years, they will be able to start school this

coming fall. Olney is working with EMD Consulting in St. Louis, whose expertise is in non-profits. They are helping Olney create a strong plan for a sustainable future. One student wrote, "I'm a senior graduating this year. Being an alumnus of Olney is a special thing. I'm so grateful that thanks to our donors' generosity, my underclassmen friends will be part of the legacy too....I plan to be a donor, too, even if it's only a few dollars at a time at first."

The Bi-Annual Scattergood/Olney Soccer Match was held at Earlham College the weekend of September 15-17. Both teams enjoyed seeing the campus, seeing college students who graduated from their schools, and then, on Sunday, playing their game, which Olney won.

Activities mentioned in the co-heads report include selling nearly 1,000 loaves of their famous pumpkin bread, the Fall Outing to Athens, OH and touring Ohio University, the Thanksgiving celebration hosted by the ninth graders, and the December holiday dinner managed by the tenth graders. They continued the tradition of February Friday when they had special campus activities. One Friday saw the freshmen traveling to Cincinnati and the other three classes going to Pittsburgh.

To learn more about Olney Friends School, go to [olneyfriends.org](http://olneyfriends.org), call 740-425-3655 or send mail to 61830 Sandy Ridge Rd, Barnesville, OH 43713.

## **NATIONAL RELIGIOUS CAMPAIGN AGAINST TORTURE**

NRCAT provides many ways in which monthly meetings, peace committees and individuals can support the elimination of torture:

Torture Awareness Month activities: Each June, human rights and faith organizations mark Torture Awareness Month in remembrance of June 26, 1987, when the Convention Against Torture and other Cruel, Inhuman and Degrading Treatment or Punishment came into force and the nations of the world took a major step toward ending torture.

NRCAT has on its website [nrcat.org](http://nrcat.org) many creative ideas on how meetings can create more awareness of torture, solitary confinement, and the relationship to anti-Muslim sentiment to torture. NRCAT took an active role in opposing the nomination of Gina Haspel as acting director of the CIA citing her involvement in approving torture at a black site and other connections.

Membership: ILYM has joined NRCAT as a Participating Member. This level of participation includes naming a representative and making a modest financial contribution. Meetings that are not ready for that level of participation can join as Endorsing Members who endorse the Statement of Conscience and agree to consider using their programs.

Monthly Meetings are encouraged to become Members of NRCAT at either level, to create a minute in opposition of torture, and submit that minute to the Peace Resources Committee which will publish it on the ILYM website and also send it to the John Calvi website: [quit-torture-now.org/](http://quit-torture-now.org/)

Statement of Conscience: Individuals can sign this Statement which is on the NRCAT website. "Torture is a Moral Issue" Statement of Conscience:

Torture violates the basic dignity of the human person that all religions, in their highest ideals, hold dear. It degrades everyone involved -- policy-makers, perpetrators and victims. It contradicts our nation's most cherished ideals. Any policies that permit torture and inhumane treatment are shocking and morally intolerable.

Nothing less is at stake in the torture abuse crisis than the soul of our nation. What does it signify if torture is condemned in word but allowed in deed? Let America abolish torture now -- without exceptions.

Solitary Confinement: As of January 2018 there were 2,300 inmates in solitary confinement in Illinois (*Chicago Reporter*), and nationwide over 80,000. Downers Grove Friends Meeting co-hosted a program with the Just Views program of the DuPage Peace Through Justice Coalition on solitary confinement, showing a video from NRCAT followed by a panel discussion. Friends are invited to contact Jan Mullen for details on this presentation.

Respectfully submitted by Jan Mullen

## **OTHER DOCUMENTS FROM BUSINESS SESSIONS**

### **SOLAR ENERGY PROPOSAL FROM BRQ**

A Report and Proposal of Blue River Quarterly Meeting to Illinois Yearly Meeting 2018: At Blue River Quarterly Meeting held 4/21/2018, Clear Creek Monthly Meeting presented the following minute, approved by that meeting 4/15/2018.

Clear Creek Monthly Meeting would like to see Illinois Yearly Meeting pursue the possibility of using solar energy for our campus. Along with wind energy, solar energy is a safe, non-pollutant source of energy to power our needs. Solar panel grids are presently planned for Marshal and Putnam Counties, where land is being identified to place the necessary installations. We ask that Illinois Yearly Meeting seriously consider further research into solar energy to see if this would be a project we should pursue.

Blue River Quarterly Meeting united with the minute and approved forwarding it to ILYM, together with the following minute approved by the quarterly meeting:

BRQ proposes that the Environmental Concerns Committee research solar energy to see if this is an energy source we should pursue, perhaps by participating in a collective operated by an off-site third-party energy provider. We remind Friends that central to this request is the issue of preserving the earth—stewardship—and is less financial in nature. We look forward to learning more from the Environmental Concerns Committee to inform our understanding of how to pursue a carbon-neutral footprint, both for our campus, specifically, and for the sake of our commitment to the environment, generally.

### **ILLINOIS MANDATED REPORTER TRAINING**

All paid staff (required) and volunteers (requested) working with children and teens are asked to go through the free Illinois Mandated Reporter Training at [mr.dcfstraining.org](http://mr.dcfstraining.org) and provide the Administrative Coordinator a copy of their certificate of completion to have on record. If you have already done this for work, another committee or before, you can submit whatever documentation you have from that instead.

The purpose of this online course is to help all Illinois Mandated Reporters understand their critical role in protecting children by recognizing and reporting child abuse. Everyone who suspects child abuse or neglect should call the Illinois Department of Children and Family Services Child Abuse Hotline (1-800-252-2873) to make a report, but Mandated Reporters are required by law to do so. The Mandated Reporter requirement includes Members of the Clergy and Child Care Personnel.

You will have to register on the site, but the training is free. This Training Includes: a) A pre-training assessment (13 multiple-choice questions); b) 60-90 minutes of self-paced interactive training; c) A post-training assessment (13 multiple-choice questions); and d) A Certificate of Completion. The training is self-paced, so if you are familiar with any of the materials you can go faster. The pre and post test are the same questions, but it does not give you the answers until you get to the end. If you need to, you can retake the post test. The training is set up to work best in Microsoft Explorer, but can be done in Chrome, Safari or other browsers. Note that at the top of the [mr.dcfstraining.org](http://mr.dcfstraining.org) website page is a tab for the documents used in the training. You can access or save them before, during or after the training.

## **PAID SICK LEAVE POLICY**

Policy: It is the policy of Illinois Yearly Meeting of the Religious Society of Friends (“ILYM”) to permit employees to be absent from work on an authorized short-term basis for illness or injury, as described in this policy. To help employees maintain their income during these authorized absences, ILYM will provide compensation according to the guidelines below (“Paid Sick Leave”).

Comment:

- (1) Any employee who works at least 80 hours within any 120-day period is eligible for Paid Sick Leave as described in this policy.
- (2) An employee may use Paid Sick Leave for the following circumstances:
  - (a) the employee is ill or injured, or for the purpose of receiving medical care, treatment, diagnosis, or preventive medical care;
  - (b) a family member of the employee is ill or injured, or to care for a family member receiving medical care, treatment, diagnosis, or preventive medical care
  - (c) the employee, or a family member of the employee, is the victim of domestic violence, as defined in Section 103 of the Illinois Domestic Violence Act of 1986, or a sex offense, as defined in Article 11 and Sections 12-7.3, 12-7.4, and 12-7.5 of the Illinois Criminal Code of 2012; and
  - (d) the employee’s place of business is closed by order of a public official due to a public health emergency, or the employee needs to care for a child whose school or place of care has been closed by order of a public official due to a public health emergency.

The term “family member” for the purposes of this policy includes the employee’s child, legal guardian or ward, spouse under the laws of any state, domestic partner, parent, spouse or domestic partner’s parent, sibling, grandparent, grandchild, or any other individual related by blood or whose close association with the employee is the equivalent of a family relationship. A child includes not only a biological relationship, but also a relationship resulting from an adoption, step-relationship, and/or foster care relationship, or a child to whom the employee stands in loco parentis. A parent includes a biological, foster, stepparent or adoptive parent or legal guardian of the employee, or a person who stood in loco parentis when the employee was a minor child.

- (3) An employee is eligible to be compensated for regular base wages lost during certain periods of authorized absence to the extent that he or she has accrued days of Paid Sick Leave as provided under this policy. Days of Paid Sick Leave begin to accrue on the first calendar day after the commencement of an employee's employment. For every 40 hours worked after an employee's Paid Sick Leave begins to accrue, he

or she shall accrue one hour of Paid Sick Leave. Paid Sick Leave shall accrue only in hourly increments; there shall be no fractional accruals. An employee who is exempt from overtime requirements shall be assumed to work 40 hours in each work week for purposes of Paid Sick Leave accrual, unless his or her normal work week is less than 40 hours, in which case Paid Sick Leave shall accrue based upon that normal work week. For each employee, there shall be a cap of 40 hours Paid Sick Leave accrued per 12-month period. The 12-month period shall be calculated from the date the employee began to accrue Paid Sick Leave. At the end of an employee's 12-month accrual period, he or she shall be allowed to carry over to the following 12-month period half of his or her unused accrued Paid Sick Leave, up to a maximum of 20 hours.

- (4) An employee may begin using Paid Sick Leave on the 180th calendar day following the commencement of his or her employment. An employee may not use more than 40 hours of Paid Sick Leave per 12-month period. The 12-month period for an employee shall be calculated from the date he or she began to accrue Paid Sick Leave. Paid Sick Leave may only be used in increments of four hours per day.
- (5) In order for Paid Sick Leave to be considered authorized and potentially eligible for compensation, employees must obtain approval for the absence from their supervisor. If the need for Paid Sick Leave is reasonably foreseeable, employees should give their supervisor seven days advance notice of an anticipated absence. If the need for Paid Sick Leave is not reasonably foreseeable, employees should give their supervisor as much advance notice as is practicable under the circumstances. Needs that are "reasonably foreseeable" include, but are not limited to, prescheduled appointments with health care providers for the employee or for a family member, and court dates in domestic violence cases. Unauthorized absences and absences in excess of what is allowed under this policy, except for an approved leave of absence, will be considered abuses of this policy and are grounds for disciplinary action.
- (6) If an employee is absent for more than three consecutive work days, the employee must provide certification that use of Paid Sick Leave was authorized under this policy. For time used pursuant to subsections (2)(a) or (b) documentation signed by a licensed health care provider shall satisfy this requirement. Such documentation does not need to specify the nature of the employee's or family member's injury, illness, or condition. For Paid Sick Leave used pursuant to subsection (2)(c), a police report, court document, a signed statement from an attorney, a member of the clergy, or a victim services advocate, or any other evidence that supports the employee's claim, including a written statement from him or her, or any other person who has knowledge of the circumstances, shall satisfy this requirement. The employee may choose which document to submit. No more than one document shall be required if the Paid Sick Leave is related to the same incident of violence or the same perpetrator. Employees who falsify the reason for using Paid Sick Leave will be subject to disciplinary action, up to and including termination, and compensation for the absence will be stopped immediately.
- (7) Employees returning from Paid Sick Leave must report to their supervisor, and, when appropriate, certify that they are fit to return to work. The supervisor should make a record of the employee's absence and return to work and forward a copy to the Human Resources Department.
- (8) Compensation during Paid Sick Leave will not be granted before days of Paid Sick Leave have been accrued. In addition, authorized days off for Paid Sick Leave will

- not be considered as working time for calculating weekly overtime compensation.
- (9) ILYM does not provide financial or other reimbursement for any unused accrued Paid Sick Leave upon an employee's termination, resignation, retirement or other separation from employment.
  - (10) ILYM offers this policy to all employees regardless of where the employee resides or works for ILYM.
  - (11) ILYM does not cover any individual who is an independent contractor.
  - (12) ILYM will award Paid Sick Leave under the as a Front-load Annual Accrual based upon the scheduled hours worked for any given fiscal year. Employee will begin to accrue additional Paid Sick Leave, as set forth in this policy, if employee's actual hours worked during the fiscal year exceed the scheduled hours.

This policy has been written to conform with Chicago and Cook County, Illinois sick leave requirements by law.

### **ADDENDUM FROM PERSONNEL COMMITTEE**

Personnel Committee has received requests from two of our staff members asking that ILYM create an ad hoc committee to research alternative ways to plan for Annual Sessions. It is a best practice to periodically question how we do things, and it would be good to review our processes and look at how other yearly meetings do their planning.

The structure for rotating the planning Annual Sessions between the ILYM regions each year was established prior to our adding staff to do things that had not been done previously, and prior to adding considerably more property and buildings to our property. While our method of planning has been functional, the staff members believe it has some shortcomings which result in Annuals Sessions not being as good as they could be. Also, we are seeking to better integrate programing for our children, adults, and all-ages groups, which is creating a need to have a structure that incorporates more interaction between the planning areas that used to operate more independently. The issue is how to create more joint programming and oversight?

Shortcomings in our current processes that the staff members have observed include:

- Things do not always get planned in a timely manner, materials are not supplied, things are not set up or done in a proper manner, or people decide to do things in a certain way that does not take into consideration, or ignores, wider issues. This results in various problems that arise in the lead up to and during Annuals Sessions that require the staff (mainly the Administrative Coordinator and the Children's Religious Education Coordinator) to resolve, compensate for, or spend time getting people to do those items at the last minute.
- While each planning area has an overall coordinator, there have been problems getting someone to fill those positions and/or having a person in that position do the necessary oversight to ensure that things get done.
- For Children's Religious Education, the three-year rotation with the three regions model is good in that it allows us to start with fresh eyes and a new group each year but is less than desirable in that it lacks continuity and efficiency.

We are aware that there are many benefits to the current system. We do not want to end up with a situation in which certain people "always do the children's program" or who always do any other task. That would not provide our meeting with sufficient diversity of input into, or experience with, the various programs. So we are recommending the formation of an ad hoc committee to investigate these matters and bring a recommendation to the Yearly Meeting.

Personnel Committee wondered if we were the right body to season this request. We decided that there was no other body that the staff could formally bring their request to, so we are raising this issue to the Yearly Meeting. We expect that the recommended process, whether or not changes are made, will shed new light on our planning practices that will lead to new energy and vitality for both Annual Sessions planning and all Friends' experience of Annual Sessions. Personnel Committee is not proscribing what the ad hoc committee should do or find, but we do unite with the staff in their request that an ad hoc committee be formed.

If Friends would like to read the memos from our staff regarding this, please come see Nancy Wallace at Annual Sessions.

## **FAITH & PRACTICE SECTIONS**

*The follow sections were submitted for approval/review.*

*The approved text is available on the ILYM website or from the ILYM office.*

### **Preparing for and Responding to Injury, Illness, Death and Bereavement**

Death is no more than a turning of us over from time to eternity. Death, then, being the way and condition of life, we cannot love to live, if we cannot bear to die.

William Penn, 1693

Quakers do have something very special to offer the dying and the bereaved, namely that we are at home in silence. Not only are we thoroughly used to it and unembarrassed by it, but we know something about sharing it, encountering others in its depths, and above all, letting ourselves be used in it.... People so often talk about someone "getting over" a death. How could you ever fully get over a deep loss? Life has been changed profoundly and irrevocably. You don't get over sorrow; you work your way right to the centre of it.

Diana Lampen, 1979

#### *Preparing for Injury, Illness, and Death*

Injuries are often unexpected, and an individual who has suffered one may be unable to care for herself or himself for a period of time. Serious illness, including mental illness, can also occur at any time. Either injury or illness may require an extended period for recovery and rehabilitation, or may even result in death. In either case there will be a need for support from the meeting.

Meetings are urged to prepare in advance for serious illness or injury of members and attenders. This preparation, often organized by the care and counsel or similar committee, includes establishing ways to provide spiritual and practical support for those who are ill or injured as well as for their family and loved ones. Practical support may be in the form of transportation to medical appointments and visits, preparing meals, shopping, providing respite time for caregivers, and/or childcare. The form and provision of practical support will vary depending on the size of the meeting, the geographical spread of the meeting community, and the available support from outside the meeting. Spiritual support may include deep listening as well as holding meetings for worship with the individual and loved ones in a hospital, nursing/rehabilitation facility, or their home. All support should be provided in a manner that respects the dignity of the individual.

Adult Friends have a responsibility to prepare for serious illness which may lead to death. While this work can be emotionally difficult, Friends are urged to execute legal documents that express their wishes and intentions, such as a Medical Power of Attorney for someone to make decisions for them if they cannot, a Durable Power of Attorney for



someone to take care of financial and other matters if and when they are incapacitated, a Living Will stating their wishes about the extent of treatment, a Last Will and Testament (or revocable trust) that arranges for care of dependents and disbursement of assets, and a document arranging for disposition of the body after death. These documents should be revisited whenever there are life changes such as marriage, the birth or adoption of a child, the death of a life partner, a move out of state, or a significant inheritance. A clearness committee can be helpful in deciding what goes into those documents.

Preparing for illness and death also involves providing information to those who have been given responsibility for making decisions that are in accordance with the wishes of the individual as well as others whose lives will be affected. Meetings may want to provide periodic opportunities for members to discuss the spiritual and practical issues that arise around serious medical challenges and the end of life. In some meetings, the care and counsel committee or its equivalent maintains a file of Friends' end-of-life wishes so that the meeting can help support those who are ill and their loved ones, or for the purpose of arranging a memorial service. This file may also include information about who to contact in case of emergency or other information that is seen as relevant by the individual establishing the file.

### *Support of the Bereaved*

Death often faces us with the most difficult questions, yet it may be the occasion of our most profound insights into the meaning of life. As Friends seek to surround the bereaved with love and care, the sustaining power of God can bring to all concerned not only courage but a transforming truth about death and life itself. Although life instinctively avoids death, death is not the opposite of life. It is essential to the ongoing, changing nature of life.

North Pacific Yearly Meeting, 1993

Once a member or attender of a meeting has died, the meeting should reach out to the family whether near or far. As we support those who are grieving, we should bear in mind that there is no single path for moving through grief. The meeting should be able to provide listening support to the family and loved ones of the deceased, as well as other forms of pastoral care as needed. It may be useful for the meeting to designate particular individuals or a committee to provide ongoing listening and spiritual support.

Those who provide support for the bereaved should be aware that in some respects grief for the loss of a loved one never ends. There will be moments when the person who has died is just the one we wish to speak with about an experience, and the sense of loss will arise fresh again. The grieving process provides an opportunity for spiritual growth for all concerned. Friends need to support each other in the process of grieving. When the person who has died has been an important part of the meeting, the entire community will be grieving, and the meeting needs to provide an atmosphere where all feel able to express their grief openly. Meetings will want to have literature and knowledge of community resources about issues concerning death and bereavement available.

Special attention needs to be focused on the children or the child siblings of a Friend who has died. Children need a safe environment in which to express their grief. The meeting may wish to consider art projects, special storybooks, or even a memorial meeting for the benefit of the bereaved children including their friends and classmates.

### *Memorial Meetings*

It is customary to have a Memorial Meeting for Worship, sometimes referred to as a Celebration of Life, for a Friend who has died. Illinois Yearly Meeting's Ministry and Advancement Committee has prepared a *Memorial Meeting Preparation Checklist* (pp. XX-XX) to assist meetings in planning Memorial Meetings for Worship.

Typically, a Memorial Meeting for Worship will include people who are not familiar with worship in the manner of Friends. This means that someone, usually the clerk, will rise shortly after the start of the memorial service and explain a Friends Memorial Meeting for Worship. A brief written explanation is often made available.

Gathering together in waiting worship provides an opportunity for all present to remember and hold in prayer the deceased. Out of the silence, individuals may feel called to share messages about the life of the person who died. The messages may focus on the spiritual impact of the Friend's life, or they may be stories about the Friend. Speakers may also share a poem, a song, a Bible verse, or another passage that has special meaning for them at this time. All those present are welcome to speak, allowing a period of silence to frame any spoken message so that all can feel the effect of what has been shared.

Those attending the memorial meeting may find themselves laughing as well as crying as they hear about the deceased individual's life. Many will leave the memorial meeting with a sense that they have come to know the person better because of the spoken messages. The worshiping community may feel a sense of releasing the Friend who has died.

Following the Memorial Meeting for Worship, there is customarily an opportunity for those present to visit individually with the family and loved ones, and to share with each other in an informal manner. It is helpful if the meeting takes responsibility for providing refreshments, setting up, and cleaning up.

Meetings may want to find a larger location than their usual meeting place for a memorial service if their usual meeting space is small or the deceased was well known. Sometimes a meeting may need to coordinate the timing or place for the memorial meeting, especially if the individual was a public figure.

Occasionally, the family of a deceased Friend may request that there be a graveside service in addition to the Memorial Meeting. This service will also be held as worship in the manner of Friends, although it will normally be a much shorter and smaller gathering. Immediately before, during, and after the lowering of the body or the ashes into the grave, silence is maintained. A similar practice is followed if the ashes are scattered rather than buried.

### *Memorial Minute*

In Illinois Yearly Meeting it is customary for the monthly meeting to prepare a memorial minute for any ILYM Friend who has died. A committee or an individual member of the monthly meeting prepares the memorial minute and shares it with the meeting. Once the meeting has approved the memorial minute, it is forwarded to the yearly meeting for inclusion in the next ILYM meeting minute book. The meeting appoints a Friend to read the minute at the meeting for worship for memorials during the yearly meeting sessions.

### *Queries*

For the individual:

- Have you discussed with your loved ones your wishes concerning serious medical crises and dying?
- Have you prepared for your own death?
- Are you willing to give up driving and other activities when you no longer have the ability to do them safely?
- Have you prepared durable powers of attorney for financial and medical decisions if you cannot make them for yourself?

- Do you have a will or trust? Have you shared it with others?
- Do you have written instructions for disposition of your body, including possible organ donation, and have you shared these instructions with those who must exercise them?
- Do you give yourself time to grieve when a loved one dies?

For the meeting:

- Do we discuss issues concerning the end of life?
- Do we provide opportunities for individuals to gain clearness around issues of aging and dying?
- Do we provide loving support and assistance for those who are aging? Do we do this in a manner that preserves their dignity?
- Do we visit, listen to, and worship with an individual who is dying?
- Do we offer tender concern to the family and loved ones of a person who has died or is dying?
- Do we have emergency contact information on members and attenders?
- If a Friend can no longer drive safely, is the meeting able to provide help with transportation?
- Are we mindful of our limits, individually and as a meeting, in supporting a person who is seriously ill, dying, or grieving? What resources can we turn to when those limits are exceeded?
- Does the meeting have a process that ensures spiritual and practical support for those who are ill or dying?

Life, then, is a gift of time. For each of us the days are numbered. I am grateful for each day I have to walk this beautiful earth. And I do not fear the return to the earth, for I know.... that it is part of myself.

Elizabeth Watson, 1979

## **The Yearly Meeting**

A yearly meeting of the Religious Society of Friends is an association of monthly meetings, preparative meetings, worship groups and quarterly meetings. Its constituent meetings are usually located in the same general geographic region, and share a similar perspective on faith and practice. As the name indicates, a yearly meeting gathers annually to conduct its business, which may include consideration of spiritual concerns of its members and calls to witness to the wider world, as well as such organizational matters as care of property, budgeting and finances, selection of officers and committee members, planning for future events, and other concerns brought forward by monthly meetings, quarterly meetings, or ILYM committees.

Illinois Yearly Meeting was established in 1875 when two quarterly meetings joined to form the new yearly meeting: one with monthly meetings in Iowa originally under the care of Baltimore Yearly Meeting, and the other consisting of monthly meetings in Illinois and Indiana under the care of Indiana Yearly Meeting, now known as Ohio Valley Yearly Meeting. Throughout its history, Illinois Yearly Meeting has included local meetings across a wide region, centered on Illinois but never limited to it. The section of this chapter on Monthly Meetings (p. xx) describes the processes by which a monthly meeting joins or leaves Illinois Yearly Meeting.

### *Functions of a yearly meeting*

A yearly meeting, like any Friends meeting, is a community in which Friends worship together, care for each other, seek together the leadings of the Spirit, and support one another's spiritual growth. Yearly meetings serve their membership by furthering connections between Friends, fostering a more expansive and fuller sense of Quaker

community than Friends might attain from their local meetings alone. These connections form as Friends come together for the annual sessions of the yearly meeting, through intervisitation, and by participation in the common work of the yearly meeting through committee meetings or other gatherings throughout the year. Much of the work of the yearly meeting is grounded in its care and concern for the spiritual growth and well-being of its constituent meetings and individual members.

Yearly meetings also help to advance the cause of Quaker witness to the world. Every monthly meeting undertakes such witness; but a yearly meeting, especially one that serves as large a geographical area as ILYM, is in a position to embark on collective action more effectively and with a more powerful voice than any individual meeting. This sort of activity can take a number of forms. It might involve charitable or relief work. It might take the form of peace and reconciliation work or draft counseling. It might involve using our collective voice to urge a civic policy consistent with Quaker values. It might be for the purpose of involvement in the wider Quaker world or any other expression of Friends testimonies.

The yearly meeting writes and promulgates its own Faith and Practice, which articulates the guiding principles, organizational processes, and collected expressions of faith of Friends it serves. In doing so it provides a structure that serves to affirm what it means to be a Quaker in general and an ILYM Quaker in particular.

Relationship of the yearly meeting to individual members, monthly meetings and other regional meetings

Individuals are members of the yearly meeting by virtue of their membership in one of its constituent monthly meetings. In the case of Illinois Yearly Meeting, the authority of the yearly meeting is not over the monthly meetings individually but rather through them collectively. Monthly meetings are independent financial entities from Illinois Yearly Meeting. They control their own finances and own their own property.

As described in “Setting up, laying down, and re-affiliation of monthly meetings” (pp. xx–xx), the quarterly and yearly meetings have a role in the establishment and laying down of monthly meetings. In addition, the yearly meeting has a responsibility to nurture the spiritual health and growth of monthly meetings and individual members of all ages. The ILYM Field Secretary, the Youth Coordinator, the Ministry and Advancement Committee, the Religious Education Committee and other positions and committees have been put in place to support the spiritual care of the monthly meetings and their members.

#### *Relationship of ILYM and Clear Creek Monthly Meeting*

Illinois Yearly Meeting has a longstanding close relationship with Clear Creek Monthly Meeting. Clear Creek Monthly Meeting has met in the vicinity of McNabb, Illinois since before the establishment of Illinois Yearly Meeting. In recent history, Clear Creek Friends have met for worship at the Yearly Meeting House or at the Clear Creek House of Illinois Yearly Meeting. The yearly meeting and monthly meeting therefore have a unique relationship, and both seek to be continually mindful to communicate and clarify their respective needs and responsibilities with regard to the buildings and grounds.

#### *Relationship of ILYM with the wider Quaker world*

Illinois Yearly Meeting benefits from association with national and international Quaker organizations that support the yearly meeting in various ways and help further its witness to the world. Illinois Yearly Meeting is affiliated with Friends General Conference and sends representatives to serve on FGC’s Central Committee, its

governing board. Illinois Yearly Meeting also sends representatives to the American Friends Service Committee Corporation and to the Friends Committee on National Legislation General Committee. Illinois Yearly Meeting is affiliated with Friends World Committee for Consultation, and sends representatives to the Section of the Americas. As the yearly meeting is moved, and Friends agree to serve, ILYM sends representatives to other Quaker organizations such as Quaker Earthcare Witness; Friends for Gay, Lesbian, Bisexual, Transgender and Queer Concerns; Friends Peace Teams; and others.

Illinois Yearly Meeting communicates with other Yearly Meetings around the world through the tradition of sending and receiving epistles, or letters, composed at annual sessions. Excerpts of selected epistles from other yearly meetings are read aloud during annual sessions, and ILYM's epistle is sent to yearly meetings around the world to share spiritual concerns, challenges, leadings, and accomplishments of ILYM.

### *Organization and Structure of ILYM*

#### THE CORPORATION

In 2004, Illinois Yearly Meeting of the Religious Society of Friends was incorporated in the State of Illinois under the Illinois General Not For Profit Corporation Act as a regional church. (Previously, Illinois Yearly Meeting had been organized in 1875 as a trust under 1872 enabling legislation.) Our incorporation bylaws were approved by the yearly meeting in 2007, stressing the continuity of operation of Illinois Yearly Meeting and its Quaker business principles and practices. Incorporation provides protection of individual officers or stewards of the yearly meeting from legal liability by shifting such liability to the corporation. The clerk, assistant clerk, and two stewards act as the Board of Directors for the corporation, and a treasurer serves as the Registered Agent for ILYM, the liaison between the State of Illinois and Illinois Yearly Meeting of the Religious Society of Friends. The Board of Directors represents Illinois Yearly Meeting of the Religious Society of Friends in matters that require legal authority.

#### OWNERSHIP OF PROPERTY

The yearly meeting may purchase and own property. The Illinois Yearly Meetinghouse, now on the National Register of Historic Places, was built in 1874 near what is now McNabb, Illinois in anticipation of the first sessions of the Yearly Meeting. Over the years, additional land has been purchased and various changes have been made to land owned on both the south and north sides of "Quaker Lane" or County Road 350 North adjacent to the 1874 Meetinghouse grounds: construction of a dining hall later converted to the Junior Yearly Meetinghouse, construction of a dormitory, construction of a campground with bathhouse, the re-location of the Junior Yearly Meetinghouse to the north property, the disassembly of the dormitory, and the repurposing of its materials to build six cabins on the north property. In 2009 the Yearly Meeting purchased approximately six acres immediately to the west of the Meetinghouse property, including a farmhouse that was subsequently renovated and is now known as Clear Creek House of ILYM.

#### OFFICERS OF THE YEARLY MEETING

Officers of the Yearly Meeting are nominated by committee and approved by the assembled yearly meeting. The following are descriptions of officers that have been of service to Illinois Yearly Meeting, but this list does not limit or prescribe the possibilities. The yearly meeting may create officers and assign responsibilities to best serve its circumstances and needs at a given time.

The work of the *presiding clerk* is to prepare the agenda for the business meeting, to help set the worshipful tone of the gathering, to recognize those who wish to speak, to collect and articulate the sense of the meeting, and to help maintain right order in the

proceedings. He or she should keep informed of ongoing activities of the Yearly Meeting during the year so as to be responsive to issues as they arise. The clerk also carries on correspondence relating to the business of the yearly meeting. A clerk's committee is appointed to assist him or her in this role. The *assistant presiding clerk*, who is ordinarily an incoming or outgoing presiding clerk, assists with the clerk's duties and may substitute for the clerk if needed. Both the clerk and the assistant clerk should be members of the Religions Society of Friends.

The *recording clerk* composes minutes to be read back to the assembled body for approval, thus recording the decisions and actions of the yearly meeting. The *assistant recording clerk*, ordinarily an incoming or outgoing recording clerk, assists as needed.

The *reading clerk* reviews incoming epistles from other yearly meetings, and selects portions of these to be read at the start of business sessions. He or she may also be asked to read other items before the yearly meeting, and he or she serves on the committee that drafts the annual outgoing epistle from Illinois Yearly Meeting to the wider Quaker world.

The financial transactions of the yearly meeting are entrusted to a *treasurer* or *co-treasurers*, who receive contributions to the yearly meeting and pay out obligations or contributions as directed by the yearly meeting. The treasurer makes reports on the financial status of the yearly meeting, and works closely with the finance committee, the stewards, and committee clerks as needed.

The *stewards* of Illinois Yearly Meeting have the responsibility and authority to manage the real estate and tangible property of Illinois Yearly Meeting, at the direction of the annual sessions. They may appoint and/or engage persons or companies as required for these purposes. Stewards will represent the Yearly Meeting in renovating the buildings and grounds; in securing insurance; and in handling easements, leases and other management needs as they arise. Among these may be planning, zoning, and building permit issues, and property tax matters. Illinois Yearly Meeting may direct others to assist the stewards in specific matters.

#### OTHER POSITIONS

In addition to the positions listed above, the yearly meeting may appoint Friends to new or existing positions as needed to accomplish the work of the yearly meeting. Examples of such positions are editor(s) of a yearly meeting publication, a records librarian to oversee the collection and archiving of yearly meeting records, and a website coordinator to oversee and update a yearly meeting website.

#### YEARLY MEETING EMPLOYEES

Illinois Yearly Meeting may employ individuals to serve the yearly meeting as the need arises and funds are available. The yearly meeting in annual sessions minutes the desire and financial ability to hire an employee. The yearly meeting may delegate the work of writing a position description, posting announcements, and interviewing and selecting a candidate to a committee which is given oversight for a particular position. The final approval for hiring is given by the yearly meeting in its annual sessions, unless delegated to the Continuing Committee. A Personnel Manual sets forth guidelines for hiring, compensation, and oversight of the yearly meeting's employees. The number of employees and their position descriptions are at the discretion of the yearly meeting. The following paragraphs give brief descriptions of employee positions that are serving identified needs of Illinois Yearly Meeting at the time of this writing. Detailed descriptions of the qualifications, responsibilities, and expectations for each position are maintained in ILYM's Personnel Manual.

The many duties of the *Administrative Coordinator* include keeping a calendar of ILYM-related events, sending out yearly meeting news and announcements, and posting relevant information on the yearly meeting website. He or she collects and records data on membership from ILYM's constituent monthly meetings, assists in the preparation of ILYM publications, and facilitates the distribution of logbooks and other materials to committees and planning groups. Certain duties of the administrative coordinator are associated with annual sessions, such as collecting and making available reports and other documents in advance of the meetings, overseeing registration, and coordinating many logistic details that are necessary for the sessions to run smoothly.

The work of the *Field Secretary* is to focus on the spiritual nurture of ILYM's constituent meetings and worship groups. The Ministry and Advancement Committee has oversight of the Field Secretary, and may work closely with him or her to identify needs within the yearly meeting. It is understood that each person who fills the role of Field Secretary brings different gifts to the work, and that person is trusted to discern how to best use his or her gifts while working among Friends. That work may include visitation; offering workshops, retreats, or meetings for reconciliation; responding to needs brought forward; and encouraging the work of the Spirit in local or regional meetings.

ILYM's *Youth Coordinator* works closely with the Youth Oversight Committee and the clerks of the high school young friends to plan and carry out their gatherings, both at the annual sessions and throughout the year. In addition to meeting at the annual sessions, high school age Friends typically gather for three "Quakes", at least one of which has traditionally involved young Friends from other yearly meetings. The Youth Coordinator also serves as a resource person for monthly meetings and encourages youth participation in yearly meeting activities and service.

#### YEARLY MEETING COMMITTEES

Much of the work of the yearly meeting is carried out by committees that meet as needed during and between ILYM's annual sessions to accomplish their work. A committee is often where Friends first bring concerns for corporate discernment, where proposals for actions are drafted and seasoned, where minutes are composed, where the budget is drafted, and where Friends work together on maintenance or other tasks related to the buildings and grounds. Committees bring forward proposals for the yearly meeting's consideration, and they need its approval before taking action, for example, before committing funds or speaking on behalf of the yearly meeting.

*Standing committees*, in general, include committees that address ongoing needs and concerns of the yearly meeting, including spiritual support of its members, support for the organizational and fiscal well-being of the yearly meeting, maintenance of its property, and support for the service and witness of the yearly meeting.

Matching the gifts and talents of individual Friends with the needs of the yearly meeting and its work is the concern of the *Nominating Committee*. Nominating committee members seek out Friends to serve as yearly meeting officers, committee members, committee clerks, and representatives from ILYM to wider Quaker organizations, and the committee brings their names to the yearly meeting for consideration.

The *Finance Committee* is responsible for preparing the proposed annual budget for Illinois Yearly Meeting, for providing guidance and support to the treasurer(s), and for putting into place procedures that serve the yearly meeting in receiving, maintaining, and disbursing funds.

Among the responsibilities of the *Ministry and Advancement Committee* is care for the spiritual life of monthly meetings and worship groups in the yearly meeting. It

undertakes this in conjunction with the ILYM Field Secretary, for whom it is the committee of oversight. Members of the committee have often undertaken visitation among meetings and organized activities to promote spiritual development among Friends. The committee may be called upon to assist meetings who are struggling with conflict or other internal issues.

While standing committees are generally expected to exist long-term, the yearly meeting may from time to time decide to alter the configuration of its committees to adapt to changing circumstances. Whatever the particular configuration of committees at a given time, the yearly meeting is advised to consider making provisions for committee oversight of such matters as:

- Maintenance of buildings and grounds
- Policies and practices regarding yearly meeting employees
- Support for religious education at the monthly meeting and yearly meeting levels
- Support for high school aged Young Friends
- Editing and distribution of yearly meeting publications, both paper and electronic
- Provision for the long-term well-being of the yearly meeting, both materially and spiritually
- Maintenance of a yearly meeting handbook of current policies and practices
- Advancement of Friends' testimonies

Up-to-date descriptions of the composition and responsibilities of ILYM committees is maintained in the Illinois Yearly Meeting Handbook (see pp xx – xx).

*Ad hoc committees* may be appointed by the yearly meeting to address a specific concern which is relatively short-lived, which lies outside the scope of any standing committee, and/or which requires input from several existing committees. The members of the committee, the expected tenure of the committee, and the body to which the committee will report are decided at the time it is formed. When the specific concern has been addressed to the satisfaction of the yearly meeting, the committee is laid down.

#### THE ANNUAL SESSIONS

Illinois Yearly Meeting gathers for several days of annual sessions each summer at the historic Illinois Yearly Meetinghouse near McNabb, Illinois. Members and attenders of constituent monthly meetings, preparative meetings, and worship groups, members of other yearly meetings, representatives from wider Quaker organizations, and individual seekers are all welcome and encouraged to attend the annual sessions. In addition to daily sessions to consider the business of the Yearly Meeting, the annual gathering ordinarily includes invited speakers, worship sharing groups, workshops, programs for children and teens, time for committee meetings, time for worship, and opportunities for recreation and fellowship.

For many Friends, the annual gathering is a time of spiritual refreshment and renewal, as they encounter or renew relationships with Friends from other meetings and engage together in worship and in the work of the Spirit. Speakers from within the yearly meeting and beyond it share their work and bring insight and inspiration. Joy may be found in singing, in shared work, in the beauty of the landscape, in watching the children grow from year to year.

#### BRINGING BUSINESS TO THE YEARLY MEETING

Most of the business at yearly meeting annual sessions comes by way of its committees, whose representatives report on the committee's work and bring proposals for action by the yearly meeting as needed.

An individual Friend with a concern or leading should ordinarily take it first to their monthly meeting or to an appropriate yearly meeting committee. If a monthly meeting



decides that a concern should be raised to a wider group, the next step is for the monthly meeting clerk or representative to take the concern to a quarterly meeting, if available, or to the continuing committee of the yearly meeting. From a quarterly meeting or the continuing committee, a concern may be placed on the agenda for consideration at the yearly meeting annual sessions, or it may be referred to a yearly meeting committee for further discernment.

A concern brought forward by a yearly meeting committee would similarly be brought to the yearly meeting continuing committee, which would proceed as described above. While such a process is not mandated, it allows leadings and concerns to be examined and held in the Light by smaller groups, so that by the time a recommendation or call for action comes to the yearly meeting it has been well “seasoned”.

#### DECISION-MAKING AT THE YEARLY MEETING LEVEL

Friends in attendance at the business meeting during annual sessions are welcome to speak as recognized by the clerk. Decisions are made through discernment of the sense of the gathered body of Illinois Yearly Meeting at the annual sessions and need not be ratified by its constituent monthly meetings.

There may be situations in which the yearly meeting cannot reach unity or for some other reason may not be able to make a decision during the annual sessions. The yearly meeting at annual sessions can choose to minute that Continuing Committee has authority to act on specific items during the year.

Decisions and actions of the yearly meeting are articulated and approved during the session and are recorded as written minutes. The recorded minutes of the Yearly Meeting make up the record of its actions and are published in booklet form each year after annual sessions and also made available to all on the Yearly meeting website. The minute books are archived at the University of Illinois Library.

#### EPISTLES AND EXERCISES

During the annual sessions a committee is appointed to write an epistle, or letter, to Friends in other yearly meetings and organizations. The epistle conveys the yearly meeting’s spiritual message, based on the concerns, actions, and insights arising during the yearly meeting sessions. After approval by the yearly meeting body the epistle is communicated to Friends world-wide.

It has been the practice of Illinois Yearly Meeting to have a separate committee write a summary of “exercises” of the yearly meeting sessions, reflecting that which has inspired or moved the meeting during their gathering. The exercises may record events or significant ministry that would not appear in the business session minutes. Both the exercises and epistle are recorded in the yearly meeting minute book, but, ordinarily, only the epistle is sent to other groups of Friends.

#### THE JONATHAN W. PLUMMER LECTURE

Beginning with the 1961 sessions, Illinois Yearly Meeting has followed a tradition of having one of its members present at the annual sessions an address named in honor of ILYM’s first clerk and “father” of Friends General Conference, Jonathan W. Plummer. The original minute simply named the lecture as an opportunity “to hear from a member of the Yearly Meeting,” without restricting the content. Friends have typically chosen to share their spiritual journey or to share spiritual insights or concerns from their lives. After presentation at the annual sessions, the Plummer Lecture is published, disseminated and archived at the University of Illinois Library.

## CHILDREN, HIGH SCHOOL YOUNG FRIENDS AND ADULT YOUNG FRIENDS

The young people of Illinois Yearly Meeting are a treasured part of the community. At annual sessions, the children participate in a religious education program planned by yearly meeting Friends. There are opportunities for organized recreation, crafts, service projects, and free play.

The *High School age Young Friends*, under the supervision of the Youth Oversight Committee and Youth Coordinator, help to plan their own yearly meeting experience, and they appoint their own clerks to oversee their business meetings and to record minutes. They write an epistle to share their experiences with the wider Quaker world. Throughout the year Young Friends and their adult advisers plan additional gatherings for ILYM high school Friends, or host or participate in gatherings with Young Friends from neighboring Yearly Meetings.

*Adult Young Friends*, from ages about 18 to about 35, may plan gatherings, outings, business meetings, or other activities specifically for Adult Young Friends in addition to participating in the scheduled yearly meeting proceedings. Adult Young Friends may appoint their own clerks and write an epistle describing their particular experiences and concerns. They may plan activities and gatherings throughout the year as time and energy permits.

## PLANNING AND CARRYING OUT THE WORK OF THE ANNUAL SESSIONS

Planning for the annual sessions has typically been divided into different areas of responsibility which are delegated on a rotating basis among planning groups, each composed of members of monthly meetings from a designated geographic region of the yearly meeting. The planning and preparation tasks include choosing a theme, inviting evening speakers, inviting an ILYM Friend to give the Plummer Lecture, organizing workshops and worship sharing groups, securing kitchen staff to provide meals, preparing the site, planning for the children's program, and organizing any other special events during the week. The yearly meeting's administrative coordinator has generally taken responsibility for publicity, registration, coordination of housing, and certain logistics of preparing for the annual sessions.

Much of the daily work during the annual sessions, such as serving food, cleaning common areas, and making sure consumable supplies are replenished, is done by those who sign up for volunteer jobs each day. The ILYM handbook and regularly updated logbooks provide specific details about the tasks of the planning groups and the distribution of work during the sessions.

## CONTINUING THE WORK OF THE YEARLY MEETING BETWEEN SESSIONS – CONTINUING COMMITTEE

The Continuing Committee of Illinois Yearly Meeting generally meets once each fall and once each spring to consider the work of Illinois Yearly Meeting between annual sessions. Membership of the Continuing Committee includes all ILYM Friends, who are encouraged to attend its meetings and participate in its business. Effective functioning of the Continuing Committee is best accomplished if those in attendance include at least officers of the yearly meeting, an appointed representative from each monthly meeting and worship group, representatives from the High School Young Friends group and the Young Adult Friends group, clerks of all ILYM standing committees and ad hoc committees, and clerks of constituent regional groups. The yearly meeting clerk presides over the proceedings and the recording clerk prepares minutes. These minutes should be included in the minute book of the next yearly meeting and made available to all on the ILYM website

The main functions of Illinois Yearly Meeting's Continuing Committee are to move forward business that has been initiated by the sense of the business meeting at the previous annual sessions and to prepare new business that will come before the next annual sessions. Continuing Committee hears progress reports from committees working on yearly meeting business and from the planning groups working to prepare for the next annual sessions, allowing committees to respond to one another's work and to coordinate as needed. Committees and monthly meetings are encouraged to bring new business to continuing committee meetings where Friends help to discern whether a particular concern or request for action is ready to come before the yearly meeting as a whole or whether it would benefit from further study or action within a smaller group, such as one of the committees.

On occasion, Continuing Committee may be called upon to take action that would ordinarily occur during annual sessions. The business meeting at annual sessions may delegate a decision or action on a particular item of business to the Continuing Committee by approving a minute specifying the decision or action to be taken. In addition, there are some circumstances in which the Continuing Committee may need to take action that has not been anticipated ahead of time, such as dealing with sudden personnel vacancies, emergency repairs to property, and the like.

#### THE HANDBOOK

Illinois Yearly Meeting maintains a Handbook, to provide an up-to-date compilation of policies, procedures, practices and organization of the Yearly Meeting. The document is under the care of the Handbook Committee which reviews minutes from the annual session for decisions that represent changes to current practice. They may bring the changes to the Handbook to the annual session or Continuing Committee to ensure they have accurately reflected the intent of the minutes or to seek clarification of proposed text.

#### ILYM FAITH AND PRACTICE

While the ILYM Handbook records details of procedures and practices of the yearly meeting that may change with particular circumstances, ILYM's Faith and Practice intends to reflect the enduring elements of our faith and our practice that provide the foundation of our identity as Friends, and as Friends of Illinois Yearly Meeting. Changes to the ILYM Faith and Practice should be undertaken with caution and only after careful discernment. Should Illinois Yearly Meeting decide that revisions are in order, the yearly meeting shall appoint a committee to propose such revisions and bring their recommendations to the yearly meeting for consideration.

### **Pastoral Care**

Quakers regard all individuals in their meeting community as "members one of another" (Romans 12:4). As Friends, we regard ourselves as being called to care for each other's spiritual, emotional, and physical well-being. The traditional term for this form of ministry is "pastoral care." For Quakers in Illinois Yearly Meeting, pastoral care is the collective responsibility of the entire body, especially at the local meeting community.

Pastoral care begins when we recognize the needs of our fellow worshippers. We do this by coming to know one another deeply and by listening to each other actively and lovingly. Every encounter, whether at the meeting house or elsewhere, is an opportunity for us to learn about the needs of others and to respond to those needs.

The spiritual welfare of a meeting is greatly helped if its social life is vigorous, and members take a warm personal interest in one another's welfare. The pastoral work of the Society is specially committed to [the Care and Counsel Committee], but our members should generally not allow themselves to feel that they are relieved from responsibility. In the greater events of life, such as marriage, birth of a child, illness or death, it is our duty and privilege to share in one another's joys and sorrows; and sympathy thus shown is a potent means of binding us in closer fellowship.

London Yearly Meeting, 1925

Pastoral care often takes place informally, as a natural consequence of our concern for one another. When Friends find that informal means of care are insufficient for a particular situation calling for pastoral care, they should bring that issue to the care and counsel or similar committee (pp xx-xx) or to the meeting as a whole if there is no committee for such matters. Members of the committee that undertakes pastoral care are expected to take a personal interest in the spiritual, emotional, and physical welfare of each member and regular attender in the meeting, thus assuring that everyone within the meeting community is supported in difficult times. Ministry to individuals outside of the meeting community is also of concern to Friends, but it is not normally referred to as "pastoral care."

Situations for which pastoral care might be in order are discussed elsewhere in this Faith & Practice, including conflict within the meeting (pp xx-xx) and death and bereavement (pp xx-xx), among others. Individuals who are not members of the committee that undertakes pastoral care are encouraged to bring such issues to the attention of that committee, particularly when they discern that their individual gifts are not likely to be sufficient to deal with the issue at hand.

In order to undertake responsibility for pastoral care, members of the care and counsel committee are encouraged to:

- acquaint themselves with all members and attenders in order to keep informed about their various needs for personal encouragement and assistance;
- inform others, as appropriate, if there are needs for which the Meeting can be helpful;
- communicate with any Friend whose relationship with the Meeting has gone amiss;
- facilitate communication between individual Friends and the Meeting's official structures for clearness and support.

The care and counsel committee is expected to undertake pastoral care with humility, tact, and discretion. This involves the ability to listen carefully and tenderly, to "speak the truth in love," to maintain confidentiality, and to refrain from giving advice unless asked. Gifts of insight, experience, and emotional maturity are especially helpful.

The humility with which the care and counsel committee is called to carry out its work includes acknowledging any limitations in its abilities and resources. It is therefore beneficial for the committee to be aware of the presence of gifts and expertise among the members and attenders of the meeting.

In cases in which the care and counsel committee discerns that the meeting's resources are insufficient for a particular concern, it may wish to refer the Friend(s) under its care to an outside organization that provides practical or material assistance, counseling, or other services. The committee is urged to inform itself about the availability of such services and to keep an up-to-date directory with contact information on the organizations that offer them.

The role of the care and counsel committee, while important, should not detract from the responsibility of the entire meeting community concerning pastoral care. As "members one of another," Friends are called to take this responsibility seriously and to undertake it tenderly. Even when primary assistance for someone in the meeting community is beyond the resources of that community, committees or individuals within

the meeting might be able to offer a caring presence as well as practical support in matters such as transportation, meals, or childcare. While it is important that Friends do not “outrun their guide” in attempting to provide care in ways for which they are not equipped, it is equally important that we endeavor to act in support of each other as the Spirit leads.

I have come to know that one essential ingredient is to recognize that we are not responsible for fixing the situation. Except for the few situations in which provision of some material aid is needed, we are not likely to be able to resolve the situation, but rather to be with the person or family in the midst of it.... We are called to be instruments for the work of the living God; we are called to be channels through which the Spirit can move.

Arlene Kelly, 1993

## Friends and the State

While we recognize the need of law and order, which in the present condition of mankind can perhaps only be maintained by governments resting on human authority, we believe that in the degree that we come individually under the government of that principle of justice and unselfish regard for the welfare of others, that lies at the foundation of the Christian faith, we shall render governments sustained by force, unnecessary, and build up through self restraint, the government of Righteousness in the earth.

*Rules of Discipline and Advices of Illinois Yearly Meeting of Friends, 1878*

Friends’ relation with civil government proceeds both from our recognition that government plays a useful and beneficial role in promoting the common good, upholding justice, and providing a system for collective decision-making; and from our awareness that government sometimes depends on violence or threats of violence to achieve its goals, and may be diverted from the pursuit of justice into the service of powerful interests. It is our responsibility to participate in the civic life of our communities, states, nations and world. But it is also our responsibility firmly to oppose governmental structures, actions and policies which promote war or injustice of any kind.

### *Civic Responsibility and the Political Process*

Remember your responsibility as citizens for the government of your town and country, and do not shirk the effort and time this may demand. Do not be content to accept things as they are, but keep an alert and questioning mind. Seek to discover the causes of social unrest, injustice and fear; try to discern the new growing-points in social and economic life. Work for an order of society which will allow men and women to develop their capacities and will foster their desire to serve.

London Yearly Meeting, 1964

Love of God and humankind calls us to labor for a just, equitable and peaceful society. Friends are urged to participate fully in public life, working to build and maintain civic institutions which strengthen communities, promote health and safety, and protect the rights and freedoms of all people. Friends should stand willing to serve their communities as needed, in elected or appointed office, through volunteer work, organizing, or in other ways. Friends communicate their views on public policy to those in positions of authority, promoting policies and decisions which build peace and justice.

Engagement in the political process is a necessary and useful part of efforts to improve the world, but also requires a good deal of care. Decisions in the public sphere, as in a Friends meeting, are most effective when those affected by them are deeply

convinced of their rightness. A contentious, partisan spirit is rarely helpful in producing such conviction. Friends engaged in political activity must guard diligently against letting triumph over political adversaries become a goal, rather than reaching a real collective understanding of how an issue is to be resolved.

...and we are not for Names, nor for Men, nor for Titles of Government, nor are we for this party, nor against the other, because of its name and pretense; but we are for Justice, and Mercy, and Truth, and Peace, and true freedom, that these may be exalted in our Nation; and that goodness, righteousness, meekness, temperance, peace, and unity, with God, and one with another; that these things may abound, and be brought forth abundantly...

Edward Burrough, 1659

Friends' religious values provide ample motivation for advancing peace, justice, compassion and equality in public life and government policy. But the promotion of such values must be clearly distinguished from the promotion of religion itself. Friends are firmly committed to the separation of church and state, and do not countenance any role for government in supporting religion, or any role for religious institutions in the operation of government.

Meetings are cautioned that their legal status as tax-exempt churches may be threatened if they campaign for particular political candidates, or engage in substantial lobbying.

#### *Police, Judicial, and Penal Institutions*

Over more than three and a half centuries, Quakers have often faced imprisonment or other legal penalties for the sake of religious conscience. Based in part on this experience, Friends have been concerned to improve the institutions by which society deals with criminal and civil wrongdoing of all kinds. We work for the creation of a justice system which treats all people fairly, recognizes the value of every life, and promotes honesty, compassion, and regard for others as central principles by which society is ordered.

True justice consists not in the punishment of wrongdoers, but in kind and equitable treatment of all people. Once wrongdoing has occurred, the possibility of complete justice is lost. The first priority in building justice, therefore, is to foster the values of kindness, fairness, charity, and respect — in ourselves, in others, and in the general organization of society. To the extent that people order their lives around these values, and perceive themselves to be treated by others in accordance with them, the need for a system of responding to crimes and other wrongs is diminished.

The present reality of injustice requires some means of investigating crime and bringing those who commit it to account. Friends therefore recognize the legitimate police powers of the state. However, we stand in opposition to the militarization of police equipment and tactics. We recognize too the problems caused by real or perceived bias in police conduct, and support efforts to reduce it, and to hold officers accountable when bias occurs.

When crimes are committed, Friends generally favor responses which focus to the extent possible on repairing the damage caused by the crime, involving all the affected parties in the resolution, and creating the conditions under which both those who have been affected by crimes and those who have committed them can resume safe and responsible roles in society.

In some cases, people who have committed crimes may have proven so dangerous that it is necessary to separate them from the rest of society, at least for a time. Such

separation must not be imposed as a form of vengeance or retribution, but conducted in a way which recognizes and respects the humanity of prisoners. Prisoners, no less than other people, have a moral right to good quality healthcare, human interaction, and the opportunity to maintain family relations. The families of prisoners must not be excessively burdened by obstacles to communicating with their loved ones in prison, such as unreasonable fees. Every effort must be made to provide prisoners with the skills, habits, and attitudes which will allow for a safe and successful reintegration on release. It is the responsibility of society as a whole to provide opportunities for people released from prison to build honest and productive lives; the lack of such opportunities all too often encourages ex-prisoners to resume criminal activity.

While we recognize a need to restrain those whose dangerous behavior is a threat, that restraint and any help offered must reflect our concern for that of God in everyone. The prejudice, dishonesty, and racism prevalent in society frequently lead to unfair and unjust sentences and to brutality in the handling of prisoners. Improvement in the parole system and the reduction of pretrial time are greatly needed.

New York Yearly Meeting, 1995

### *Capital Punishment*

Friends have long felt a special concern to end the use of capital punishment as a penalty for crime. It is our faith that something of God is present in all people, even those who have committed the most heinous acts. A proper regard for the sanctity of human life weighs heavily against the idea of destroying life, even when intended as an act of justice. No person is beyond God's power of redemption, but to cut short an offender's life is to give up hope for his or her eventual reclamation. Execution of offenders by the state also tends to create in people's minds the impression that killing is a legitimate response to perceived offenses. It has a degrading and brutalizing effect on society, and offers no better safety than alternatives.

No man is ever utterly lost, and however deep he is sunk in evil, the only just approach to him is to work for his recovery. This principle led John Bellers, the earliest Friend to pay serious and systematic attention to social reform, to plead for the abolition of the death penalty. Society had done enough for its own protection, he argued, when it had rendered a murderer harmless by putting him in prison; if it did more it was acting in a spirit of revenge.

Harold Loukes, 1960

### *Oaths*

In certain legal contexts, such as when testifying in court, Friends may find that they are asked to swear oaths. Since the very earliest days of the Quaker movement, Friends have resisted this expectation, taking seriously Jesus' injunction "Do not swear at all...

Let what you say be simply 'Yes' or 'No'; anything more than this comes from evil" (Matthew 5:37). Swearing sets up a double standard, implying that a lie is more acceptable if not sworn to. In place of swearing, Friends generally give a simple affirmation that what they say is true. Statements made after such an affirmation are subject to perjury laws, just as sworn statements are.

The distinction between swearing and affirming may seem minor to some people; but the right to affirm rather than swear was hard-won, and many of our predecessors suffered greatly to establish it. Friends are urged not to abandon it lightly.

### *Conscientious Objection and Civil Disobedience*

Friends have long held that participation in war is incompatible with a life of compassion and love for one's enemies as taught by Jesus. We stand in support of those who refuse for reasons of conscience to be conscripted into military service, or to register for such conscription. We likewise support those who withhold a portion of their taxes, up to the amount which would otherwise go to military spending, provided the withheld amount is set aside for charitable donation if not seized by the government.

More generally, we hold that no government or other human authority may compel people to act contrary to their conscience. When one's deeply and sincerely held moral convictions are incompatible with the demands of the state, it is one's right and responsibility to refrain from complying with those demands.

The witness of those who conscientiously disobey a law is badly undermined if they—or those with whom they are associated—are perceived as having little regard for law even apart from issues of conscience. For this reason, all Friends are strongly urged to adhere strictly to the law in all cases where conscience permits.

When one's conscience is in tension with the expectations of the state or other authorities, difficult decisions must be faced. Noncompliance without sacrifice may not be possible and should not be expected. Those who violate the law for the sake of conscience must be prepared to receive punishment as the law provides. Employees who find that they cannot conscientiously perform essential parts of their jobs must be prepared to lose them. In many cases it may make more sense to resign, than to insist on remaining in a job while refusing to perform it.

Friends feeling led to violate the law for reasons of conscience, or to pursue any course of action which may result in adversity for themselves or others, are urged to seek a clearness process from their meetings. Young Friends who believe that they may eventually seek legal status as conscientious objectors are advised to document their anti-war beliefs and activities, starting as early as possible. In some cases it may be appropriate to seek a minute from one's monthly meeting in support of action pursued as a form of religious witness. See 'Recognizing Spiritual Gifts and Leadings', pp. xx-xx. Meetings should stand ready to provide spiritual and practical support to Friends and others who may be suffering for their convictions.

Meetings have a role not only in supporting individuals as they face such issues, but also in taking action themselves, as a meeting. The corporate action of a meeting may provide a powerful witness to the unjustness of a law. Modern examples include Friends meetings which have sheltered refugees who were in the United States without proper documentation, and meetings which held same-sex marriages under their care before such marriages were legal. Meetings must approach such actions very seriously, and only with deep, prayerful discernment, and clear-eyed attention to possible consequences. But if, after such careful discernment, a meeting is united in its perception of what God requires it to do, it must proceed as led.

Civil disobedience means open, considerate, non-violent defiance of some law which is against the conscience of those who disobey it, and is resorted to after all means of altering it have been exhausted. Since the purpose of civil disobedience is to compel others to re-examine the conscientious basis of the law, the proposed disobedience and the reasons for it are widely announced in advance. The law enforcement authorities are given every opportunity to prevent the proposed action and to punish the participants. The necessary role of the authorities in enforcing the law is recognized and they are treated courteously, but opposition to the law is unyielding and its opponents willingly



accept prison sentences and sacrifice all rather than comply. This builds a moral force which no law can withstand if the cause is just and the disobedience is sufficiently widespread and prolonged.

Lawrence S. Apsey, 1960

### *Weapons*

Friends have a special concern to build a more peaceful society, and therefore work for a careful reduction in the proliferation of weapons, not only among nations supplying their military forces, but also among private individuals arming for personal defense.

The desire for effective means of self-defense is natural and understandable, and we do not condemn those who feel unready to suffer injury or death rather than defend themselves. But relying on the threat of violence as a deterrent to attack does not usually advance the goal of a society organized on the basis of loving compassion, justice, and forgiveness. The outward appearance of peace can perhaps be maintained through such threats; but this is a false peace, which provides fertile ground for the seeds of later conflict. When it is the norm to keep tools for killing people close at hand, the risk to people's lives is increased, not decreased.

As a body, Friends have held since the seventeenth century that the Divine Spirit "will never move us to fight and war against any man with outward weapons." We recall Jesus' injunction "Do not resist one who is evil. But if any one strikes you on the right cheek, turn to him the other also" (Matthew 5:39). Individual Friends who have weapons for defense against other people are tenderly advised to consider whether the time has come to give them up. Friends who have guns for hunting or sporting purposes are urged to secure them carefully to prevent accidents, theft, and easy misuse in moments of lost temper or suicidal despair.

Meetings are strongly advised not to allow firearms or other weapons at their gatherings or on their property. Friends and meetings are encouraged to work toward the general reduction of personal armament in wider society, and to support measures which impose reasonable regulations on firearms trade and possession.

### *Queries*

1. Do I fulfill my civic responsibilities when they do not conflict with divine leadings?
2. How does the meeting serve the local community in ways that foster the common good?
3. What does the meeting do to promote peace and help eradicate injustice, both locally and in the world at large?

## **Recognizing Spiritual Gifts and Leadings**

All Friends are called into a ministry sooner or later, whether public or private, in word or deed or silent prayer, of long duration or short.

Lloyd Lee Wilson, 1993

All Friends are called to minister to others, but not all are called to do so in the same way. Offering a vocal message during meeting for worship is the best-known form of Quaker ministry, but it is far from the only one. Ministry may involve caring for those who are ill, teaching First Day school, or helping with hospitality for the meeting's events. These forms of ministry rarely call for formal recognition, but they serve to deepen the covenant community that is at the core of every Friends meeting.

Ministry is most effective when it takes place in accordance with one's gifts and leadings. In Quaker parlance, a "gift" is a God-given ability that is intended to be used for spiritual purposes, while a "leading" is a call to action based on a Friend's sense that God has led her or him to take on a particular cause, for example pastoral counseling or chaplaincy in a prison or hospital. Such leadings typically emerge as a result of prayerful consideration of a concern, and they often reflect the gifts of the person who is led to act on them.

In some cases, a gift or leading may call for special recognition and/or support from a Friend's home meeting. Historically, this occurred when a meeting formally acknowledged that one of its members had a gift of spoken ministry and saw fit to "record" that Friend as a minister. Early Quakers felt called to support such members spiritually and practically, often "releasing" those recorded ministers so that they could travel in the ministry for the benefit of the entire Religious Society of Friends. Few Quaker meetings record ministers nowadays, but some still do; and many more formally recognize and support the leadings of their members without recording them as ministers.

Some meetings within ILYM have adopted procedures regarding recognition of leadings and/or recording of ministers, and others might wish to do so. In all cases, such procedures should be regarded as suggestive rather than definitive: while they often prove to be helpful, they cannot replace prayerful discernment by the meeting community.

### *Recognition of Leadings*

Monthly meetings are occasionally called upon to discern whether to formally recognize the leading of an individual Friend. Such recognition means that the meeting agrees to take that leading under its care. A Friend who wishes to have the meeting take a leading under its care engages in the meeting's processes of spiritual discernment, which normally involve the meeting's care and counsel committee (see Section xx-xx).

A clearness committee appointed by the care and counsel committee (or by the meeting as a whole, if the monthly meeting is too small to have such a committee) undertakes discernment on whether the Friend in question is rightly led, and thus whether the meeting should support the leading. This discernment is to be undertaken in the manner of Friends, that is, as a shared search for God's will until clarity has been reached. While no prescribed set of questions or approaches is fitting for all situations, the committee might consider discussing with the Friend queries such as the following:

- What is the nature of the leading?
- What gifts are necessary to follow the leading?
- Is this the right time for you to follow the leading?
- Are there aspects of the leading that you are still seeking to clarify, and for which the meeting can offer assistance?
- What challenges do you expect to face? How can the meeting help you handle those challenges?
- If the meeting provides you with formal recognition, will that help to advance the leading? How so?
- How will following the leading affect your spiritual journey? How might it deepen the spiritual life of the meeting community?
- How will following the leading affect your other responsibilities, including your responsibilities to the meeting?
- What kind of spiritual and practical support will you need in order to follow the leading? How much of that support do you expect the meeting to provide?

Once the clearness committee has completed its discernment process, it reports its findings to the monthly meeting, taking care to note any assistance that the led individual might need if the leading is to be taken under the meeting's care. This assistance involves spiritual nurturing and provisions for a travel companion if the leading involves travel. It might also include measures such as financial support, communication to bodies for which recognition of the leading may serve as a professional endorsement (see "Letters of Endorsement" below), and/or release of the Friend from responsibilities to the monthly meeting for some period of time.

The meeting as a body then decides whether to take the leading under its care. This discernment should involve not only the meeting's sense of whether the leading is a true one, but also the fit between the meeting's needs and resources and those of the led individual. This means that the meeting should query itself concerning its readiness to take the leading under its care, just as the clearness committee has queried the led Friend.

Anyone whose leading has been formally recognized is expected to confer regularly with a support committee selected by the meeting's care and counsel committee. The support committee acts on behalf of the meeting in helping the Friend stay grounded in the spirit as the leading continues to unfold. It is advisable for the led individual to offer a report on the leading to the meeting on at least an annual basis. This provides an opportunity for both the individual and the meeting to grow and deepen their spiritual lives.

### *Recording of Ministers*

In addition to supporting leadings, Friends meetings sometimes choose to record ministers, although this practice has become less prevalent over time. Illinois Yearly Meeting has not made use of it since the early 20th century, but monthly meetings within ILYM are welcome to decide whether they are led to do so.

As with the recognition of leadings, the recording of ministers involves spiritual discernment of God's will on the part of the meeting community. Unlike recognition of leadings, however, it is generally the meeting itself rather than the led Friend who initiates the proposal that a Friend be recorded as a minister. The recording of a minister is also generally intended to be enduring, unlike recognition of a leading, which may end after completion of a particular set of activities. This distinction is approximate, and will depend on the circumstances and on discernment by the meeting community.

The recording of a minister does not confer greater status or more privileges upon that Friend than on any other. On the contrary, it involves significant responsibility, for the recorded minister should expect to be held to a high standard.

[W]e do believe and affirm that some are more particularly called to the work of the ministry, and therefore are fitted of the Lord for that purpose...and that . . . there is something more incumbent upon them in that respect than upon every common believer.

Robert Barclay, 1678

In undertaking discernment concerning the recording of ministers, monthly meetings may wish to consult sources other than this Faith and Practice, including books of faith and practice of other yearly meetings that record ministers. They may also wish to contact Friends from monthly meetings, particularly those meetings within ILYM that have already undertaken such discernment.

As with recognized leadings, recorded ministers should confer regularly, preferably in person, with a support committee appointed by their meeting, and should offer regular

reports on their ministry. The meeting should recognize that it has the authority to lay down a ministry as well as to recognize one. All such decisions should be taken seriously and prayerfully.

### *Preparing for Discernment of Gifts and Leadings*

It can be helpful for monthly meetings to prepare themselves for requests involving leadings and ministries. In part this involves simply being aware that such requests may occur, and that they may reflect God's will concerning various members of the meeting community. However, the meeting might also wish to consider how it might handle requests of this kind before they come about.

While general procedures for discernment concerning leadings are outlined in the "Recognition of Leadings" subsection above, those procedures might not be adequate for all meetings and all types of leadings. For that reason, meetings without formal processes regarding requests for recognition of leadings might wish to consider developing them. In so doing, the care and counsel committee should consider asking other ILYM meetings whether they have approved procedures on those matters that can be used as appropriate in developing their own.

If a meeting discerns that it is willing to record ministers, it might find it desirable to adopt formal procedures for initiating and terminating recognition of ministries. If so, those procedures should take into account the case of a Friend who transfers membership into the meeting after having been recorded as a minister in another Quaker meeting or church. The meeting will then be prepared for such situations if and when they arise. Again, the presence of such procedures is intended to enhance, rather than to exclude, discernment by the meeting community.

### *Travel Minutes, Letters of Endorsement, and Letters of Introduction*

Under special circumstances which are often related to spiritual gifts and leadings, a monthly meeting may see fit to issue a letter to an individual Friend. The various types of letters are indicated and explained below.

#### TRAVEL MINUTES

If a recognized leading involves travel outside of one's home meeting, the monthly meeting must first approve of that travel. If it chooses to do so, a designated member of the meeting, usually the clerk, is expected to provide the led individual with a *travel minute*. A travel minute is a brief letter that indicates the meeting's approval of the leading and requests that hosting Friends offer loving care to the visitor.

It is customary for travel minutes to be read aloud in the meeting that is being visited, usually directly after Meeting for Worship or at the beginning of the Business Meeting or other event in which the visiting Friend participates. The clerk or representative of the visited meeting then endorses the travel minute, noting the date of the visit and offering a return greeting to the issuing meeting. Most endorsements also attest to the faithfulness of the traveling Friend. Travelers are expected to return their travel minute to their meeting when they return home.

#### LETTERS OF ENDORSEMENT

A special case of leadings involves Friends who wish to serve in a professional capacity for which they need an endorsement from a recognized religious community (in addition to other credentials, usually those of a professional nature). This occurs most regularly in the case of pastoral counselors, chaplains, and others who provide

psychological and theological guidance in settings such as hospitals, prisons, nursing homes, rehabilitation facilities, and residential care facilities, usually in an interfaith environment. In such cases, the monthly meeting's discernment with respect to the Friend's leading must take into account the type of endorsement that is required. The meeting's endorsement does not certify or imply professional qualification, but rather supports the Friend in undertaking service for which they require a religious endorsement in addition to any professional credentials. The meeting should be sensitive to any deadlines involved with respect to the role in question, treating the request in a manner that recognizes those deadlines while maintaining Quaker processes of discernment.

If the meeting elects to take under its care the leading of a Friend who wishes to serve in a professional capacity of this sort, it authorizes the issuing of a *letter of endorsement* to that Friend. That individual and the meeting should decide upon a mutual process for periodic reporting on the Friend's ministry (see "Recognition of Leadings" above). The meeting should be aware that re-endorsement may sometimes be necessary for certification purposes, depending on the requirements of the organization in which the Friend is serving.

#### LETTERS OF INTRODUCTION

Friends or regular attenders who plan to visit another Friends meeting(s), whether as part of their travel plans or due to relocation to another area, are welcome to request a *letter of introduction* from the clerk of their monthly meeting even if they are not visiting the other meeting(s) on the basis of a recognized leading or recorded ministry. A letter of introduction identifies its bearer as a member of a meeting community, extends greetings from that community to the receiving meeting, and asks that hosting Friends cordially welcome the traveler. (See also Sojourning Members, Transfer of Membership, and Isolated Friends, xx-xx.)

### Religious Education

Monthly meetings have a continuing responsibility to foster understanding of the beliefs and practices of Friends to members, attenders, and children under their care, enhancing full participation in the life of the meeting.

Southeastern Yearly Meeting, 2013

Religious Education is important for everyone who participates in a Friends meeting. Each individual is on a spiritual journey which continues throughout life, and everyone needs the opportunity to continue the search with others. Meetings can support them by providing a First Day School program for children from infancy through high school as well as an adult religious education program. Most meetings have a committee or committees to plan and coordinate these programs (see 'Religious education committee', pp. xx-xx).

#### *Children's Programs*

Children's religious education programs will vary depending on the size of the meeting and the number of children. In a large meeting with lots of children, the children may be divided into appropriate age groups and classes designed for their respective developmental stages. In smaller meetings or meetings with few children, it may be necessary to have a multi-age group. In this latter situation the program needs to be designed to maintain the interest of all the children. That may mean having older children assist their teacher(s) by acting as mentors for the younger ones.

It is important that every meeting, regardless of size, be prepared to offer religious education to children every Sunday, even if there are none who attend regularly. Friends'

experience is that meetings that are not prepared for the arrival of children are unlikely to keep those whose families do attend. Meetings without children are advised to consider having a box of materials that can be used with any children who come to meeting. An adult can use the materials to provide an instant opportunity for the child(ren), even when that opportunity was unexpected.

The children's religious education program may begin with the very youngest children learning how to share, manipulate materials, listen to stories, and sit quietly in meeting for worship. As the children get older they need a more focused program that helps them to understand Quaker faith, testimonies, and practices; the Bible; and other religions: and supports them in exploring moral and religious issues. The program should be set up in a manner to ensure they have a grounding in Quaker faith and practice before they finish high school, a grounding that includes being a part of the meeting for worship on a regular basis. Curricular ideas can be obtained from appropriate yearly meeting committees and staff, Friends General Conference, the Religious Educators Collaborative, someone involved with children's religious education in another monthly meeting, or other sources as appropriate.

The selection of teachers for First Day School is a weighty matter for any Friends meeting. While most adult Friends do not feel they are experts in teaching, it is important for the children to experience a variety of members as teachers, and for adults and children in the meeting to get to know each other. For the protection of both the children and the teachers, there should be at least two teachers present in each class. Meetings are encouraged to be sure the teachers are not always parents of the children in the First Day program (See Monthly Meeting Religious Education Committee on pp. xx-xx.). Parents are encouraged to prepare their children to participate in First Day School and to inquire about the experience afterward.

It is important for the meeting to create an environment that is welcoming to the children. Whoever is responsible for leading a class is encouraged to be sure the classroom is inviting, and that it has been prepared before the participants arrive. Children will be happy to see materials ready, and to be in a space that makes them feel important and welcomed. The teachers need to pay attention to how the children react during class in order to determine whether it would be a good idea to take a different approach or even change topics.

Individuals who teach First Day School often find that the experience is spiritually enriching. Meetings are encouraged to support teachers' spiritual growth and grounding in Quaker faith and practice.

### *Adult Programs*

There are a variety of ways to approach adult religious education programs. They may occur before or after meeting for worship or at another special prearranged time. Their purpose is to help members and attenders become more spiritually grounded, to provide the opportunity to share spiritual journeys, to reflect together on how our faith guides our daily lives and to facilitate the spiritual growth of the meeting community. The program will therefore focus on Quaker faith, testimonies and practices; the Bible; writings by Quakers; and/or other matters that arise out of spiritual concerns. A session may consist of a discussion of a pamphlet or book, a time devoted to worship-sharing around a query, a presentation by one individual who has had a unique experience or has studied a particular topic, or the sharing of spiritual practices. Friends have found that such programs help them deepen their experience of the Divine and strengthen their connection with one another.

Adult education programs should be of interest to newcomers. In order to facilitate inquirers and new attenders learning more about Quakers, a meeting may also want to periodically host special introductory classes.

### *Retreats and Intergenerational Programs*

A meeting's sense of community may be strengthened through special events in addition to its regularly offered educational programs. These may involve a day of shared activities around a specific topic or spiritual practice, or they may be retreats that last a weekend at a place away from the meeting house. In either case, the meeting may choose to invite someone from outside the meeting to be a facilitator; alternatively, a meeting committee may take on that responsibility. Retreats can be for adults only, designed for a specific age group of children in the meeting, or intergenerational. Other all-meeting activities are also encouraged, one example being a picnic to celebrate the beginning of First Day School in the fall or to mark its end in the late spring. A meeting could participate in a peace vigil or other sort of demonstration based on Quaker testimonies. In every situation it is important first to have a discussion about how the event relates to our Quaker principles.

### *Programs beyond the Local Meeting*

Many Quaker organizations provide opportunities for individuals to continue their spiritual journeys. Friends may participate in workshops and worship sharing at the annual sessions or special weekend workshops offered during the year by the yearly meeting. Retreats and workshops on a variety of topics are available through Pendle Hill Retreat Center in Pennsylvania and The Earlham School of Religion. Other regional, national and international Quaker groups (see section on Wider Quaker Organizations, pages xx-xx) also provide opportunities for individual Friends and meetings to grow spiritually.

### *Queries*

- How does our meeting provide for the religious education of children and adults?
- How do we recognize and nurture the gifts of children and adults in our meeting?
- How does our meeting prepare adults and children for worship?
- How does our meeting prepare adults and children for living in a manner consistent with the principles of the Religious Society of Friends?
- How do we share our spiritual journeys with each other, including our children?
- How do we help our children participate in all aspects of the meeting community?
- Does our meeting conduct background checks and mandated reporter training for teachers and other child care workers?
- Does our meeting encourage individuals to participate in events beyond the local meeting?

## **Addiction, Substance Abuse, and Gambling**

Friends,—Whatever ye are addicted to, the tempter will come in that thing; and when he can trouble you, then he gets advantage over you, and then ye are gone....Your strength is to stand still, after ye see yourselves; whatsoever ye see yourselves addicted to, temptations, corruption, uncleanness, &c. then ye think ye shall never overcome. And earthly reason will tell you, what ye shall lose; hearken not to that, but stand still in the light that shows them to you, and then strength comes from the Lord, and help contrary to your expectation. Then ye grow up in peace, and no trouble shall move you.

George Fox, 1652

Addiction presents one of the most difficult challenges in spiritual life. Whether to alcohol, gambling, sex (including pornography), or any of a myriad of other potentially addictive behaviors and substances, addiction always detracts from life, and in many cases is damaging in the extreme, both to the addicted individuals and to others around them. Once established, addiction usually cannot be overcome by sheer willpower. It is therefore essential to watch oneself carefully for the early signs of developing addiction, to be honest with oneself about them, and to seek help when necessary.

Meetings must bear in mind that some of their own members and attenders may be struggling with addiction. The meeting environment should be one of loving support and understanding, combined with a firm resolution not to enable the addictive behavior. Pastoral care committees should inform themselves about community resources for combatting addiction, and refer Friends when appropriate. Meeting activities should be organized in such a way as to avoid contributing to addiction or weakening the resolve of those who are trying to resist it.

### *Alcohol, tobacco, and substance abuse*

Excessive alcohol use has been a concern of Friends since the beginnings of the Quaker movement. An early passage in George Fox's journal describes his discomfort at being asked to join drinking games as a teenager. Friends' concerns about alcohol gradually increased, and by the late nineteenth century, many meetings — including Illinois Yearly Meeting — advised total abstinence. This is no longer expected, but Friends continue to place a high value on clearness of mind. Friends are urged to be cautious in their use of alcohol, and watchful for any sign in themselves of immoderation or problematic drinking.

Friends do not generally serve alcohol at meeting events, and many meetings do not allow it on their property. This is especially important for people recovering from alcohol abuse. Meetings should be aware that people in recovery may turn to religious practice, both as a source of strength in maintaining that recovery and as a setting for social interaction and community away from alcohol.

Prescription pain medications and many other legal and illegal intoxicants present similar dangers to alcohol, and should be approached with similar watchfulness for signs of abuse.

The addictive nature of tobacco and its injurious effects on health — even at second hand—are now beyond dispute. Friends are urged to keep completely clear of all tobacco and recreational nicotine, and meetings are advised not to allow it on their property.

To those trapped in substance abuse, such advice [as to abstain from alcohol] may seem hollow. Commonalities exist between addictive behaviors with these substances and other compulsive actions such as in the areas of eating disorders, gambling, overwork and physical abuse. The causes go deep and may not be fully understood, but the resulting pain, fear, desperation and denial, damaging the abuser and all around that person, need to be supportively recognized. A meeting community should be ready to listen non-judgmentally, offer information about sources of help, refuse to enable people to continue in harmful patterns, and continue to offer an environment free from addictive practices.

Baltimore Yearly Meeting, 1988

### *Gambling*

Gambling can easily become addictive to certain individuals, with highly destructive effects. Friends have long opposed all forms of gambling, not only because of its potentially addictive nature and ruinous consequences, but also because it involves a



fundamental injustice. Other forms of economic activity, when properly executed, involve an equal exchange for all parties involved; but gambling always results in an imbalanced outcome: one person's gain comes at another's loss.

Friends are advised to keep clear of all gambling. This requires care and discernment, since some forms of gambling may not be easily recognized as such, and there are many unclear cases. Before making a financial investment, it is best to query oneself whether it would serve as a useful provision of capital, or mere speculation on later changes in value. Even small retail purchases sometimes come with automatic contest entries, as do charitable donations. It is best to attend carefully to any scruples one may feel regarding the use of money, especially when there appears to be a prospect of gain with nothing useful provided in exchange.

Meetings are urged not to use any form of gambling — even raffles or prize drawings — in order to raise funds.

### *Queries*

1. Do I live moderately, as prescribed by Friends' testimonies of simplicity and integrity?
2. Are my recreational activities consistent with Quaker values?
3. Does the meeting provide an environment free from drugs, alcohol, tobacco, and other potentially addictive substances?

## **Abuse and Exploitation**

Friends' testimonies (see "Testimonies" pp. xx–xx), along with our belief that there is that of God in everyone, encourage a heightened awareness of the need for care in our relationships with one another. Still, Quakers recognize that, despite our testimonies and our highest aspirations, members and attenders of Friends meetings are not exempt from weaknesses. We are all capable of hurting each other, and we are all at risk of being hurt. Some hurtful incidents are easily rectified. Others are not.

Abuse, exploitation, harassment, bullying, and other similar types of misconduct — whether physical, verbal, sexual, or emotional — are contrary to Friends' testimonies. Individual Friends bear responsibility in those areas; so too do Quaker meetings. Every meeting and worship group must do whatever it can to provide a safe and loving environment for everyone, as Friends seek to affirm the worth of all children of God.

Anger and frustration may result in hurtfulness which leaves physical, sexual or emotional wounds. Healing and forgiveness are possible when our hearts are opened to the transforming love that comes from the Spirit Within.

Iowa Yearly Meeting of Friends (Conservative), 2011

Each meeting is advised to do its best to prevent occurrences of abuse, exploitation, and similar forms of misconduct in any event that takes place under its auspices, and to undertake actions of both a preventive and responsive nature when it has the opportunity and/or need to do so. In addition to making every effort to assure safety in its gatherings, each meeting should be prepared to deal promptly, actively and lovingly with incidents involving misconduct. Any meeting that does not have a policy stating its expectations concerning such matters might want to consider developing and minuting such a policy, perhaps first consulting with meetings that have already done so.

Once misconduct of any sort has taken place, the meeting has an important role to play in providing an environment in which healing can occur. Friends who have harmed

others or been harmed by others are likely to feel out of right relationship with the Meeting, especially if they feel it is not safe to address these matters. The work of dealing with such issues is formally the responsibility of the care and counsel committee (pp. xx–xx), but every member and attender plays a part in nurturing a trustworthy and beloved community.

### *Queries*

1. How can our meeting assure that its practices and events are free of exploitation and harassment?
2. If abuse occurs or has already occurred in our meeting, how can we reach out to both abuser and abused? How can we foster the process of healing for those involved and for the meeting as a whole?
3. How can our meeting offer protection and support to those who have been adversely affected by abuse and other forms of misconduct? Has our meeting prepared itself with appropriate contact information in order to make referrals to professional resources if that becomes necessary?

## **Clearness and Support Committees**

The clearness committee is, at its heart, about the mystery of personhood and of God's call in our lives. These are intertwined dynamics by which we become more fully human.

Valerie Brown, 2017

### *Clearness Committees*

Clearness committees are intended to serve Friends who seek assistance in reaching clarity about a personal concern or decision. Such committees help Friends determine what God would have them do based on the Quaker belief in the Inner Light in each person (see *The Light Within and Its Religious Implications*, pages xx–xx). The task of clearness committees is to provide spiritual support in helping Friends attend to, and be guided by, the Inner Light.

Any Friend is welcome to seek the assistance of a clearness committee to clarify an issue and seek a way forward, or to discern the truth of a leading. More specifically, Friends may seek clarity about a proposed marriage (see *Marriage*, pp. xx–xx), membership in a monthly meeting (see *Membership* pp. xx–xx), a change in family circumstances, a move to another region, a change in vocation or job, a contemplated divorce, taking a stand or witness on a public issue, traveling in the ministry, or any other personal concern for which a decision is needed.

The process generally begins when a Friend brings a personal concern to a member of Care and Counsel or an equivalent committee. The committee inquires into the nature of the concern in order to determine whether it is best taken up by a clearness committee or in some other way, such as a support committee (see below) or a professional from outside of the meeting community. In the latter case, the care and counsel committee may provide resources to the Friend with the concern (See *Pastoral Care*, pp xx–xx).

Once a decision is made that a clearness committee is to be formed, the care and counsel committee, often in consultation with the individual Friend, establishes that committee. The clearness committee is typically composed of three to six Friends who represent a diversity of gifts and backgrounds. Friends who can deeply center, who are open to others and their situations, and who listen well and demonstrate empathy are good candidates for clearness committees. Before making a commitment to be part of a clearness committee, a Friend who has been asked to serve should understand why they

have been asked, as well as the nature of the issue and the likely time commitment.

Since the clearness committee is designed to address a concern or decision, it can be helpful for committee members to be given some relevant background information before meeting with the Friend in question. It is therefore advisable for that individual to provide written information to the committee about the situation in advance.

It is important that members of the clearness committee commit to maintaining confidentiality and respecting the privacy of the Friend with the concern. However, if the concern raises issues of child abuse, committee members cannot ensure confidentiality, as they are legally regarded as mandated reporters. Confidentiality can also not be ensured if issues involving domestic violence, elder abuse, suicidal ideation or behaviors of a criminal nature are made known to the committee.

Once a clearness committee has been formed, a clerk or convener is chosen, as is a recorder. The clerk ensures that a suitable meeting space is secured, convenes the meeting(s), sets time parameters, and articulates the process to be followed. The recorder takes notes on whatever is deemed relevant and helpful for the Friend seeking clarity.

Once the agreed-upon time for a meeting arrives, the clerk of the clearness committee facilitates the meeting and helps ensure a worshipful atmosphere. The clerk begins the meeting by inviting those present to enter into a period of waiting worship. As arranged in advance, the clerk or the person who has requested the clearness committee speaks out of silence and shares the question(s) to be answered and the issues involved. The members of the committee then engage with the Friend (or Friends, in the case of a clearness committee for marriage) to clarify the concern under consideration and seek a path forward with the help of Divine guidance. Drawing on the spirit that unites Friends in meeting for worship, they ask clarifying questions to help the individual seek clarity as to God's will for them.

The discipline of asking honest, open questions is at the heart of the clearness committee.  
Parker Palmer, 2004

Questions that are clear and brief facilitate the clearness process by enabling the Friend with the concern to focus and gain insight. The individual may choose not to respond to particular questions, or may ask for the group to return to waiting worship at any time. In some cases, failure to answer questions can inhibit insight; in others, the individual may not know the answer or may feel the information is too private to be shared in that setting.

Clearness committee members are expected to refrain from expressing judgments and imparting advice, much less attempting to solve the situation or make decisions for the seeker. All parties seek clearness in a corporate endeavor to find the way forward. It is the spirit with which the committee members approach their task that facilitates this outcome.

Toward the end of the meeting, the clerk may ask each person present to share a sense of what has emerged. A determination is then made as to next steps. These might include the scheduling of another meeting and/or defining other ways that the committee can support the Friend in moving forward. Committee members are advised that they should not discuss with anyone, the matters for which the Clearness Committee has been assembled, except in a formal committee meeting. The clerk ends the meeting as it began, with a period of waiting worship.

Clearness committees for membership or marriage report to the care and counsel committee. That committee then makes a recommendation to the monthly meeting, which subsequently decides whether to approve the individual for membership or the couple for marriage under the care of the meeting. Clearness committees that are convened to discern

whether the meeting should take a leading or ministry under its care report directly to the monthly meeting or to the care and counsel committee, according to the practice of that meeting (see “Recognizing Spiritual Gifts and Leadings,” pp. xx–xx.) Clearness committees established for other matters do not ordinarily bring business to the care and counsel committee or the monthly meeting. Such committees therefore do not normally give reports or recommendations to anyone other than the Friend who raised the concern.

### *Support Committees*

There are times when an individual Friend may feel the need for ongoing support that does not necessarily involve reaching clearness about a personal concern. This may happen for Friends who are facing hardship or other personal challenges or taking on new responsibilities. A newly-appointed presiding clerk, for example, may seek a support committee to provide guidance in carrying out the responsibilities of that position. This support may come from the monthly meeting, the yearly meeting, or members of wider Quaker organizations, particularly those who are familiar with the individual who is seeking support. Alternatively, a Friend serving in an important position on wider Quaker organizations may seek support from other Friends at the local or yearly meeting level.

In any of these cases, a Friend may request that the care and counsel committee form a support (or guidance) committee for them. Alternatively, Friends who sense that someone in their meeting is struggling may offer to form a support committee on that person’s behalf.

Meetings of support (or guidance) committees tend to follow a similar process to meetings of clearness committees. Members of support committees are expected to ask questions, listen, and offer supportive feedback rather than expressing judgements and imparting advice. If a Friend needs a support (or guidance) committee over an extended period of time, the meeting replaces members of the committee as needed. Support committees may continue until the individual’s concern is resolved.

It is advisable for support committees to be time-bound, although the need for ongoing support from the meeting may continue for a longer period than the tenure of the committee itself.

### *Queries*

1. Am I willing to ask for a clearness or support committee for help in dealing with significant issues in my life?
2. Is the meeting willing and able to provide clearness and support committees for those who request them?
3. Are the meeting’s processes for the formation and performance of clearness committees clear and readily available?

## **Sexuality and Gender Identity**

The mystery of sex continues to be greater than our capacity to comprehend it...[I]ts mystery relate(s) to the mystery of God’s relationship to us.

Mary S. Calderone, 1973

Quakers consider sexuality to be a gift. Like the gift of spirituality that we have also been given, it is intended to be developed and progressively understood as each of us proceeds through our life’s journey. Considering one without the other may mean that we do not fully grow in our understanding of the role of either in our lives.

Friends regard personal and corporate discernment about sexual behavior, as well as discernment regarding attitudes about matters of sexuality and gender identity, to be a reflection of the Testimonies (pages xx–xx). Sexual relations, like all human relations, should be marked by honesty, integrity, personal responsibility, and mutual respect. We are called to interact lovingly with each other recognizing that all of us are equally beloved by God. For this reason, ILYM and its meetings and worship groups seek to be welcoming and affirming for all those who attend.

Our cultural understanding of sexuality and gender identity is evolving quickly at present, perhaps more quickly than at any previous time in recorded history. This fact is reflected in changing views on matters such as sexual orientation, gender identity and expression, and same-sex relationships, among many others. Friends' perspectives regarding these matters can be expected to continue to evolve in the foreseeable future, and related issues will continue to emerge. Individual Friends may find that their sense of their own gender identity and sexuality is fluid or has changed over time, and this may lead them to express themselves in new ways.

Friends are encouraged to be tender with each other and themselves as we engage with matters concerning sexuality and gender identity recognizing that changes in perspective will occur for different people at different times. Friends are called to acknowledge the importance of seeking divine guidance in these, as in all matters. While such discernment can be difficult and complex, Friends are reminded that we are called to act always in ways that embody Love.

### *Queries*

1. Is my sexual behavior consistent with Friends' testimonies on honesty and integrity? Is it kind and compassionate? Does it reflect Friends' belief that all of life is sacred?
2. How spiritually open is our meeting to sharing and hearing the diversity of experiences and viewpoints of its members and attenders on matters of sexuality and gender identity and expression? Is our meeting committed to a unity that is deeper than this diversity?

## **Wider Quaker Organizations**

The *American Friends Service Committee* (AFSC) was founded by the Religious Society of Friends (Quakers) in 1917 to promote lasting peace with justice as a practical expression of faith in action. Drawing upon continuing spiritual insights and working with people of many backgrounds, AFSC endeavors to nurture the seeds of change and respect for human life that transform social relations and systems.

The *Friends Committee on National Legislation* (FCNL) lobbies the federal government of the United States to advocate for actions involving peace, justice, equal opportunity, and environmental stewardship. A nonpartisan organization founded in 1943 by the Religious Society of Friends, FCNL seeks to build relationships across political divides in order to promote policies that reflect Quaker values such as peace, integrity, and simplicity.

*Friends General Conference* (FGC) is an association of yearly meeting, and directly affiliated monthly meetings in the United States and Canada, including Illinois Yearly Meeting. FGC, which was founded in 1900 and has expanded considerably since then, sponsors an annual gathering of Friends, nurtures meetings and worship groups, represents Friends at the World Council of Churches, and works to grow and sustain a vital and loving community of Friends based on a shared search for unity in the Spirit.

*Friends for Lesbian, Gay, Bisexual, Transgender, and Queer Concerns* (FLGBTQC) is a North American Quaker organization that affirms that of God in all people regardless of sexual orientation and gender identity. Initially organized as a Committee of Concern in 1971, FLGBTQC developed into its current form in the intervening years. Members gather twice a year for worship and fellowship, drawing sustenance from each other and from the Spirit.

*Friends Peace Teams* (FPT) develops long-term relationships with communities in conflict around the world, creating programs for peacebuilding, healing, and reconciliation. FPT was founded in the 1990s with the goal of making every Friends Meeting House and Church a center for peace-making, and builds on extensive Quaker experience in combining practical and spiritual aspects of conflict resolution.

The *Friends World Committee on Consultation* (FWCC), established in 1937, brings together Friends of varying traditions, beliefs, and cultural experiences in order to celebrate their common heritage and express the Quaker message to the world. FWCC sends representatives to the Quaker United Nations Office (QUNO), represents Friends at international religious gatherings and events, and unites Quakers from all over the world.

*Quaker Earthcare Witness* (QEW) is a network of people taking action to address the ecological and social crises of the world from a spiritual perspective, one that emphasizes Quaker process and testimonies. Founded in 1987, QEW's primary calling is to facilitate transformation of the human attitudes, values, and worldviews that have resulted in environmental destruction in the modern world.

## **Memorial Meeting Preparation Checklist**

### *Things to do in preparing for a memorial*

The death of a beloved member or attendee can be a trying time for a Friends meeting. Ideally, the meeting community will unite in love and mutual support. Knowing in advance what steps are needed to assist the bereaved and prepare for a memorial service can help foster such unity. With this in mind, the Ministry and Advancement Committee of Illinois Yearly Meeting has prepared this brief account of matters to consider following the death of a member, attendee, or loved one related to the meeting community.

It should be clear in advance which meeting committee is responsible for memorial preparation. That committee needs to take action as soon as possible after notification of a death, beginning with the appointment of a contact person to take on various responsibilities and to communicate with the proper parties. Designating a contact person, and clarifying this within the committee and with the family of the deceased, will help avoid ambiguities, duplication of effort, miscommunications, and missed steps—all of which can lead to problems at a time when those involved are least able to handle them well.

While many of the matters listed below should be undertaken by the meeting, some are typically handled by a funeral home—often selected from an elaborate *a la carte* menu, for a fee that quickly adds up. Having the meeting's committee and contact person acting on behalf of the family can be an important statement of Friends' testimony on simplicity, and can result in significant savings, both material and emotional, to the bereaved.

The following are among the items that should be considered following a death in the meeting family:

1. *Ministering to the family of the deceased.* The period immediately following the death of a loved one invariably involves grief, and Friends dealing with the family need to be sensitive to that fact. Anyone serving in this role needs to be a listener as much as a dispenser of information. He or she needs to be prepared to address a number of sensitive issues, including what to do with the body (burial, cremation, etc.) and whether any assistance is needed in matters of this sort. While preparation for the memorial service needs to proceed apace, planning for it cannot trump consideration for the family of the deceased. Planning the service is part of our ministry to the family of the deceased, not merely done for the convenience of the meeting.
2. *Obituary/Death Notice.* While this is separate from the memorial minute (see below), it is an important matter to consider. It's right to inquire of the family as to its progress, or even to find someone else to take it on, if the family is unable to do so. We owe it to the larger public simply to let people know that the person in question has died. If necessary, someone can work with the family in drafting the notice. This will entail knowing the local standards for submission (word-counts, pictures, deadlines, costs, etc.). Such standards can usually be obtained with a phone call or on-line and should go into the appropriate committee's files for future reference.
3. *Memorial Minute.* Monthly meetings are expected to prepare a memorial minute to forward to the yearly meeting for presentation at the annual sessions. It should be decided as soon after the death as possible who will write this on behalf of the meeting. While the memorial minute bears some similarity to the obituary/death notice, it differs in that it need not be composed as quickly and is intended for Friends rather than for the general public. Information the departed person might have provided, particularly with respect to their Quaker activities, can be helpful in preparing this, as can the obituary itself.
4. *Arrangements for a venue other than the Meetinghouse.* Consideration of the memorial service should begin by assessing the likelihood of attenders filling or overflowing the space the meeting has to offer. Most alternative locations will either charge a fee or expect a contribution. Regardless of the space selected for the memorial service, the following matters need to be clarified in advance: access to a kitchen; availability of tables, chairs, and serving ware; who sets up, takes down, and cleans up; proper parking space for family and guests; etc. Nothing should be taken for granted.
5. *Getting the word out.* There are at least three groups who need to know about the memorial meeting: family and friends, the meeting community, and the local community. The obituary may serve the last group, and a meeting email list may cover the meeting community. The meeting should offer help to the family in notifying far-flung friends and family, particularly if the deceased was alone or local survivors are elderly. Friends and family should be given notice before a general announcement is made concerning the memorial service. Printing up a postcard with information on the memorial on one side is one easy way to get word out to a large number of people quickly.
6. *Overnight hospitality.* If there are people coming to the memorial service from out of town, it is very helpful to offer hospitality. The meeting should let the family know who will coordinate hospitality. If there will not be enough sleeping space in homes, it may be possible to arrange a group rate at a local motel.
7. *Participation by family.* Don't forget the young people! While some children will be able to sit through the memorial service, it may be necessary to provide childcare,

- especially for the younger ones. Be sure that parents know about this when they arrive and that they can bring their children to the childcare site at any time during the memorial.
8. *Flowers.* These are usually part of the memorial—whether available in and around the worship space, or on a separate table—and can be very simple (from people’s gardens) or more elaborate arrangements obtained from a florist. Check with the family on their preferences. Family members may have had floral tributes sent to a funeral home that they can bring (or allow someone else to pick up) and which can be added to the service. Choosing where these go after the service should be part of the planning.
  9. *Displays.* Often, a meaningful part of a funeral, memorial, or visitation is a space where photographs, awards/citations/certificates, and personal mementos can be shown and appreciated, as people are arriving, after the service itself, or both. Accumulating and deciding on a mode of display for such mementos — possibly including electronic projection — can be a meaningful way that a family member can contribute, but it shouldn’t be expected of them. Make advance arrangements so that tables or easels are available.
  10. *Memorial Handout.* This is completely optional, but it is something that families often choose to have available. Even though Friends’ worship is unprogrammed, the order of service can be outlined, with names and functions of those agreeing to participate in particular roles. If a flyer is handed to those coming in, this may include the obituary and/or the memorial minute. Organizing and producing this requires planning—there are a number of elements going into it, and clear responsibility should be assigned. Check with the family regarding inclusion of a photo or other graphics, as well as paper stock, color, etc. Allow enough time for compiling, laying out, duplicating, and arranging for people to hand out copies at the doors.
  11. Some other possible considerations in planning for the memorial service:
    - Traffic controllers to direct cars in parking.
    - A greeter(s) to welcome people at the door, pointing out the guest book if there is one, and handing out the memorial flyer if there is one.
    - At least one basket for condolence cards.
    - Ushers to seat people, especially latecomers.
    - A microphone runner if needed.
    - A musical offering, before, during, or at the end of the worship, at the family’s discretion.
    - Advance designation of someone to read the obituary or memorial minute, if this will be done during the memorial service.
    - Information about any organizations designated as recipients of memorial contributions. It isn’t necessary to have the addresses—just the name that should go on a check, and then have the committee take charge of mailing them in.
  12. *Opening and Closing Worship.* Prior to the service, make sure that someone (often the clerk of the meeting or a family member) is designated to open the service with a brief explanation of a Quaker Memorial, including how the hour will proceed, how the conclusion will be signaled, and where refreshments/visitation will take place. Attenders should be told about the nature of Quaker worship and encouraged to offer ministry in as spirit-led a manner as possible, keeping in mind that some attenders are unlikely to have ever set foot in a Quaker meeting house before this service. An example of an initial announcement is given below. It is also helpful if this



information is provided in written form to people as they enter. The person who makes the initial announcement should also conclude the worship service.

13. *Refreshments*. This is an important opportunity for people to continue the memorial process after the conclusion of the service. Refreshments can consist of finger foods, a light meal, a potluck, or whatever suits the needs of the family. A food coordinator, perhaps a member of the meeting's Hospitality Committee, should take charge of this well in advance of the date of the service.

14. *Death Certificate*. Be sure to get multiple certified copies of the death certificate, both for claiming survivor and insurance benefits and for those who have traveled from a distance and can claim a bereavement fare.

The needs of the family of the deceased will continue after the memorial service. Friends will need to be especially sensitive to how much those who are grieving need continuing support, and how much they wish to be left alone. Friends' experience shows that a well-handled and well-attended memorial service can be a very important step in the process of consoling the bereaved and bonding the meeting community.

### *A Sample Introduction for a Quaker Memorial Service*

Quakers gather for worship in silent expectation. We believe that in the silence all people can experience God directly. We have no pastor, no altar, no sermon, and no choir. Any ministry that occurs comes from those in attendance, including you, who feel led to speak or share a song or a reading.

Today, we encourage you to share any thoughts or stories you have about *[name]* that are especially meaningful to you. It is helpful if you stand to speak so that others can hear you better. Please leave a few moments between messages so that all have the opportunity to reflect on the previous message.

The memorial service will last approximately an hour, or until all who wish to speak have had a chance to do so. Meeting will be closed with a handshake. There will be an opportunity for informal visitation afterwards *[specify location and whether there will be food]*.

## **Glossary**

Acknowledged minister: *A recorded minister*.

Advancement: Promoting the vitality of Friends meetings or of the Quaker movement generally, including both internal community-building efforts and outreach to the broader public.

Advices: Words of advice, issued by a meeting to its constituent meetings or individual members, often in connection with *queries*.

Affirm: To indicate that one's statements are true, particularly when such an indication is legally required, as when giving testimony in court. Friends generally affirm rather than swear, in accordance with Jesus' injunction to "swear not at all," (Matthew 5:34) and to avoid the implication that lies are more acceptable if not sworn to.

After the manner of Friends: Done in harmony with Quaker principles; following Quaker practice.

AFSC (American Friends Service Committee): a Quaker organization devoted to service, development, and peace programs throughout the world.

Allowed meeting: *A recognized meeting*.

Associate membership: A form of membership accorded in some meetings to children, differing from ordinary membership in that it expires at a certain age, normally in early adulthood.

As way opens: If and when one is spiritually prepared (for a particular course of action) and an opportunity for that action presents itself.

Attender: A person who regularly attends a Friends meeting without being a member of it.

Beanite: A Friend or meeting belonging to the tradition of Joel and Hannah Bean, 19th century ministers who founded San Jose Meeting in California. Beanite meetings are typically unprogrammed, liberal, independent of other Friends organizations, and located in the western U.S.

Birthright Friend: A Friend whose membership was initiated at birth or adoption, by virtue of the parents already being members; or more loosely, anyone who was raised since early childhood in a Quaker setting. Used in contrast to *convinced Friend*.

Birthright membership: Membership in a Friends meeting which is extended automatically to children whose parents are members at the time of birth or adoption. Many meetings no longer grant birthright membership, but it was traditional to do so.

Break meeting: To end a meeting for worship, traditionally by shaking hands.

Called meeting: An “extra” meeting for business, in addition to those held according to the regular schedule, typically to deal with an urgent question which cannot wait for the regular business meeting.

Center down: To quiet one’s mind and settle into worship, so that one is open to the leadings of the Spirit.

Children of the Light: An early name for the Quakers.

Christ Within: The Spirit of Christ, as manifest within each person; the Spirit or Light Within.

Clearness: 1. Confidence that a decision or action is in accord with Divine will, as revealed by the Light Within. 2. Freedom from burdens, constraints or obstacles, particularly of a spiritual nature.

Clearness committee: A committee set up to assist an individual or group in seeking clearness about a decision or concern. Such committees are appointed for couples requesting marriage under the care of a meeting, and for individuals requesting membership in a meeting; they may also be organized at an individual’s request to aid in personal discernment about matters not requiring a meeting decision.

Clerk: An individual appointed by a business meeting to discern when the meeting has reached its decisions, and articulate those decisions back to the meeting for its approval. The clerk also recognizes speakers in meeting for business, signs letters and other documents on behalf of the meeting, and may have other responsibilities as the meeting assigns.

Concern: A deeply felt and spiritually-based sense that some matter requires attention.

Congregational Friends: *Progressive Friends*.

Conscientious objector: An individual who refuses to participate in military or other activity, on the grounds that his or her conscience will not permit it.

Conservative meeting: A meeting belonging to the tradition of those Orthodox Friends who resisted certain aspects of 19th century evangelicalism. Conservative meetings are typically unprogrammed, but more traditionalist and explicitly Christian than many other unprogrammed meetings.

Continuing revelation: The belief that God continues to guide and inform people through the Light Within, as opposed to the idea that God’s revelation was completed at some point in the past, such as with the composition of the most recent parts of the Bible.

Convinced Friend: A Friend who became a member by request, after having become convinced of the religious Truth advanced by Friends, as opposed to a *birthright Friend*.

- Convincement: An inner conviction of the religious Truth advanced by Friends, especially as a reason for initiating membership in a Friends meeting.
- Covered meeting: A *gathered meeting*.
- Discernment: Spiritual labor to discover Divine will, especially through individual or corporate worship, in order to distinguish authentic leadings from other motivations which do not arise from the Spirit; or the outcome of such labor.
- Discipline: 1. The procedures and policies by which a Friends meeting operates, including official expectations for members and constituent meetings. 2. A book outlining these policies, procedures and expectations, typically issued by a yearly meeting. Many yearly meetings have replaced their books of discipline with books entitled *Faith and Practice*, such as this one.
- Disown: To issue a statement (by a meeting) that a particular individual is out of fellowship with Friends; to terminate a Friend's membership for cause. Disownment is now very rare. The primary purpose of disownment is to clarify to the public that the disowned Friend's actions are not to be regarded as those of a Friend or taken as representative of the meeting. Disownment does not cut all ties with the individual, who normally may continue participation in meeting activities which are open to the public.
- EFCI (Evangelical Friends Church International): an organization of evangelical Friends meetings throughout the world.
- Elder (noun): 1. An experienced and respected Friend, especially one who exercises leadership in a meeting. 2. A Friend appointed to exercise special care toward the ministers and potential ministers of a meeting, fostering the development of their gifts, encouraging whatever in their ministry seems a faithful expression of the Spirit's guidance, and tenderly offering correction when ministry seems inappropriate or misguided.
- Elder (verb): 1. To act as an elder. 2. To criticize or reprimand as inappropriate or un-Quakerly.
- Epistle: A letter, especially a formal letter conveying a spiritual or religious message. By tradition, each Friends yearly meeting issues an epistle to other yearly meetings annually.
- Evangelical meeting: 1. A Friends meeting incorporating major features of evangelical Protestantism, such as a strong emphasis on salvation through faith, and reliance on the Bible as a source of religious doctrine. Evangelical meetings are typically pastoral and programmed. 2. A meeting affiliated with *EFCI*.
- Exercises: The proceedings or transactions of a meeting; or more generally the course of activity in a Friends gathering, whether part of a business meeting or not. Traditionally, yearly meetings issue an annual "report of exercises" summarizing the major decisions, issues considered, ministry offered, and memorable events at that year's gathering.
- Expectant worship: *Waiting worship*
- Facing benches: Benches at the front of a traditionally arranged Friends meeting room, facing the main body of the meeting and usually arranged on a raised gallery. Seating on the facing benches was originally intended primarily for ministers, so that they might be heard more easily when speaking; but came to include elders, clerks, and other meeting officials.
- FCNL (Friends Committee on National Legislation): a U.S. Quaker lobbying organization working "to create a world free from war, a society with equity and justice for all, a community where every person's potential may be fulfilled and an earth restored."
- Feel a stop: To sense that some contemplated decision or course of action should not go forward.

FGC (Friends General Conference): an organization of yearly meetings and other Quaker groups in the U.S. and Canada, including Illinois Yearly Meeting. Originally a Hicksite organization, FGC now includes meetings from a variety of Quaker traditions, though primarily of an unprogrammed style of worship and liberal theological perspective.

First Day: The first day of the week, more commonly called Sunday. Similarly, Second Day is the day commonly called Monday; Third Day is the day commonly called Tuesday, etc. Early Friends did not use the common names of the days of the week because most of them derive from the names of Pagan gods, in whom they did not believe; some Friends continue to have similar scruples, or use the numerical names as an expression of Quaker identity and tradition.

First Day school: A children's program of religious instruction held on *First Day*, analogous to Sunday School in other denominations.

First Month: The first month of the year, more commonly called January. Similarly, Second Month is the month commonly called February; Third Month is the month commonly called March, etc. Early Friends did not use the common names of the months because most of them derive from the names of Pagan gods, in whom they did not believe; some Friends continue to have similar scruples, or use the numerical names as an expression of Quaker identity and tradition. Note: Prior to the calendar reform of 1752, First Month was the month commonly called March, Second Month was the month commonly called April, etc.

FLGBTQC (Friends for Lesbian, Gay, Bisexual, Transgender and Queer Concerns): a Quaker organization that affirms that of God in all people regardless of sexual orientation and gender identity.

FPT (Friends Peace Teams): a Quaker organization which develops long-term relationships with communities in conflict around the world, creating programs for peacebuilding, healing, and reconciliation.

Friend: A Quaker. Adherents to the Quaker movement have called each other "Friends" since very early in its history. A common explanation for the use of this term is that it is in reference to John 15:14–17, but there is little in early Friends writings to corroborate this.

Friends Church: 1. A Friends meeting, especially a programmed or pastoral meeting. 2. The *Religious Society of Friends*. Used especially by Friends belonging to programmed or pastoral meetings.

FUM (Friends United Meeting): an international organization of Friends meetings. Originally an Orthodox organization, FUM now includes meetings from a wide variety of Quaker traditions, though primarily of an explicitly Christian perspective.

FWCC (Friends World Committee for Consultation): an international organization encouraging fellowship and communication among the various branches of the Religious Society of Friends.

Gathered meeting: A meeting in which worshipping Friends feel an unusually deep, quickening sense of connection with each other through the operation of the Spirit; a meeting in which the communal character of worship is strongly or vividly perceived.

Gift: A God-given ability intended to be used for spiritual purposes.

Good order: *Right order*.

Gospel order: The order of a community, or of the world more generally, as its members live in right relationship with one another and with God; the pattern of organization into which Divine guidance leads us.

**Gurneyite:** A Friend or meeting in the tradition of the supporters of Joseph John Gurney in the schisms which divided Orthodox Quakerism in the mid-19th century, characterized by a relatively evangelical perspective with emphasis on the authority of the Bible, and on the atoning power of the outward, “historical” crucifixion and resurrection.

**Hicksite:** A Friend or meeting in the tradition of the supporters of Elias Hicks in the schism of 1827–28, characterized by a strong emphasis on doctrinal freedom and to some extent by Hicks’ theological views, which downplayed the significance of the outward, “historical” crucifixion and resurrection except as “figures” of the inward operation of Christ’s Spirit in each individual.

**Hold in the Light:** 1. To place mentally under the healing, beneficial influence of the Light Within; to pray for, especially wordlessly. 2. To examine or consider (a topic) with the aid of the Light Within; to consider while silencing one’s thoughts and setting aside one’s personal desires and rationalizations, in order to better discern Divine will.

**Indulged meeting:** An older term for *allowed meeting* or *recognized meeting*.

**Inner Light, Inward Light:** The *Light Within*.

**Lay down:** To discontinue; especially, to discontinue a meeting. Laying down a monthly meeting means discontinuing its business meeting as a monthly meeting, and is compatible with continuation of the meeting community in some other form.

**Leading:** A deeply felt, spiritually-based conviction, impelling one to engage in a particular course of action.

**Light Within:** The Divine presence held by Friends to be manifest in all people, conceptualized in a variety of ways but originally and still by many Friends identified with the Spirit of Christ. The Light Within reveals to us our true natures, makes clear to us what is right and what is wrong, leads us to act or suffer for Truth, and transforms us, as we allow it, into better people. Also referred to as the *Spirit, that of God in everyone*, or in a variety of other ways.

**Meeting:** 1. *A meeting for worship, meeting for business*, etc.; a gathering of Friends for religious purposes. 2. A body of Friends which holds such meetings on a regular basis.

**Meeting for business:** A Quaker business meeting; a meeting for worship in which Friends gather to make collective decisions pertaining to the meeting community.

**Meeting for marriage:** A wedding; especially one conducted in the manner of Friends, in which the couple marry each other without a separate officiant to marry them.

**Meeting for sufferings:** A body appointed to conduct business on behalf of a yearly meeting in the interim between its annual business sessions, so called because such business originally consisted primarily of action in support of Friends who were imprisoned or otherwise suffering for their religious convictions. The corresponding body in Illinois Yearly Meeting is the Continuing Committee.

**Meeting for worship:** A gathering for the purpose of worship, understood by Friends to be a collective waiting in silence, from which anyone present may speak as led to do so by the Spirit.

**Meeting for worship with a concern for business, meeting for worship with attention to business:** A Friends meeting for business. So called because Friends wait in such meetings to be guided by the Divine Spirit, just as in ordinary meetings for worship where no business is conducted.

**Meeting of ministers and elders:** Historically, a meeting in which the ministers and elders of a Friends community gathered on a regular basis to consider their ministry and other conduct, and respond to queries pertaining to it. Such meetings have now mostly been replaced by worship and ministry committees.

- Meetinghouse: The building in which Friends hold their meetings, especially if owned by the meeting and dedicated to that purpose. *Note:* The body of Friends which gathers in a meetinghouse is referred to simply as a “meeting,” not as a “meetinghouse.”
- Member: A person having membership in a Friends meeting, standing in a relation of mutual care and accountability with the meeting community.
- Memorial Meeting: A meeting for worship held in memory of a person who has died; a Quaker memorial service.
- Minister: A Friend who ministers to the spiritual needs of others, especially one who feels a long-term, ongoing call to such service and is recognized by a meeting as having a gift for such work.
- Ministry: Speech or action which benefits the spiritual condition of others, such as speech offered under a sense of Divine leading in meeting for worship.
- Monthly meeting: 1. The primary level of Quaker business meeting, conducting the business of a single local meeting, or in some cases, of a small number of meetings across a limited region. The monthly meeting is the level at which membership resides. 2. The body of Friends whose business is conducted in such a meeting.
- Opening: 1. A revelation or new understanding of a spiritual truth. 2. An opportunity for spirit-led action.
- Orthodox Friends: A Friend or meeting in the tradition of the opponents of Elias Hicks in the schism of 1827–1828, in modern times represented by *FUM*, *EFCI* and the *Conservative meetings*.
- Outrun one’s Guide: To say more in meeting for worship than one is led to say by the Spirit; or more generally to allow one’s personal will to guide actions which were begun under a sense of Divine leading.
- Overseer: Historically, a Friend appointed to labor with those meeting members whose conduct appeared to be inconsistent with Quaker principles, and if necessary, bring their cases to the monthly meeting. The role of overseers later evolved to the coordination of pastoral care for a meeting. Use of the term *overseers* for pastoral care committees is now strongly discouraged, as for some Friends this term may carry connotations connected with slavery.
- Particular meeting: A local congregation of Friends, whether organized as a monthly meeting, preparative meeting, or worship group.
- Pastoral meeting: A meeting in which a particular individual is appointed as pastor.
- Plain dress: Attire chosen in accordance with Quaker ideals of simplicity, plainness and modesty: free of ornamentation or superfluities, and without respect to the vain and changing whims of fashion. Through much of the history of Quakerism, plain dress was understood to involve a long straight coat with a stand-up collar and broad-brimmed hat for men, and a long skirt, shawl and bonnet for women; but such attire has now become rare.
- Plain speech: Speech in a style conforming to Quaker ideals of simplicity, plainness and honesty: free of flattery and euphemism, with no honorific titles or honorific pronouns, and avoiding all terminology which is inconsistent with one’s religious convictions. Traditionally, plain speech was understood to require the use of the old second person singular pronoun *thee* and its related forms when addressing just one individual; using numerical names for the days of the week and months of the year such as *First Day*, *First Month*; and avoiding the use of certain greetings and leave-takings, such as *good day* and *Godspeed*.
- Popcorn meeting: An informal term for a meeting for worship during which multiple Friends speak in quick succession, with little silence in between, especially if the speaking is regarded as excessive or as detracting from the depth of worship.

Preparative meeting: The business meeting of a single local meeting, forming part of a larger monthly meeting; or the body of Friends whose business is conducted in such a meeting.

Programmed meeting: A meeting with a set order of service, as opposed to a meeting held entirely in waiting worship.

Progressive Friends: A movement which separated from the main body of Hicksite Friends in the mid-19th century, characterized by an emphasis on doctrinal freedom, local autonomy for meetings, no formal recognition of ministers or elders, and robust political engagement. Progressive Friends gradually dwindled away as a separate body, but much of their perspective and practice has been adopted into the wider Quaker world.

Public Friend: A Friend who undertakes extended ministry outside her or his home meeting.

QEW (Quaker Earthcare Witness): a network of people taking action to address the ecological and social crises of the world from a spiritual perspective emphasizing Quaker process and testimonies.

Quaker: A Friend; a member of the Religious Society of Friends; an adherent to the spiritual movement this Society represents. Originally a derogatory term for Friends used by people outside the movement, it has long since been embraced by Friends and lost the scornful tone it once conveyed.

Quarterly meeting: A regional body of Friends, consisting of more than one monthly meeting and forming part of a larger yearly meeting; or the business meeting of such a body.

Query: A question, especially a question posed to guide self-examination and discernment. Historically, meetings were expected to provide regular written responses to a series of queries about their spiritual and practical conditions. Nowadays queries are more often considered by meetings or individuals simply as a contemplative practice, without minuting or reporting the responses.

Quietism: A variety of Quakerism emphasizing separation from mainstream society, strict meeting discipline, and a relatively hierarchical meeting structure. Quietism was the predominant form of Quakerism through much of the 18th and 19th centuries, but the term was not introduced until later.

Read out of meeting: To *disown*; to terminate a Friend's membership for cause.

Recognized meeting: A regularly held meeting for worship, formally established by a monthly meeting but held at some distance from it; a worship group held under the minuted care of a monthly meeting.

Recommended minister: *A recorded minister*.

Recorded minister: An individual who has been recorded in the minutes of a meeting as having an ongoing gift and leading to minister to the spiritual needs of others.

Recorder: An individual appointed to keep the membership records of a monthly meeting.

Recording clerk: 1. An individual appointed to record the minutes of a business meeting, usually sharing with the clerk the responsibility for composing the wording of those minutes. 2. In some yearly meetings, such as Britain Yearly Meeting, a senior staff member charged with a variety of executive and managerial duties for the yearly meeting.

Released Friend: A Friend who has been released by his or her meeting from other responsibilities, in order to engage in ministry or follow a leading. Release is sometimes understood to involve financial support.

Religious Society of Friends: The entire Quaker movement, considered as a single body or organization.

Right order: Practices and procedures which have been found to help Friends in conducting their business and witness according to careful discernment of spiritual leadings.

Rise of meeting: The end of a meeting for worship, when the worshippers leave their seats.

Season: To take under an extended process of discernment; to consider deeply and at length.

Sense of the meeting: The united understanding of the Friends gathered in a meeting for business, regarding some proposed decision or other issue under consideration.

Society of Friends: The *Religious Society of Friends*.

Sojourning membership: A temporary form of membership, in a meeting where one expects to be staying for a limited time. If and when the sojourn ends, membership reverts automatically to one's home meeting.

Speak to one's condition: To touch one deeply and spiritually, in a way which is suited to the particulars of one's inward state.

Spirit: The Divine presence in all people, by which we are guided, comforted, and transformed for the better; the *Light Within*, or *that of God in everyone*.

Stand aside: To state one's lack of unity with a decision in business meeting, while agreeing that the decision may proceed despite this lack of unity.

Stand in the way: To declare opposition on a spiritual basis to a proposal in business meeting, with the intent of stopping a decision in favor of the proposal. Standing in the way does not completely shut down the decision-making process, and normally requires taking some responsibility for helping the meeting find another way forward.

State of Society report: A report prepared by a meeting, outlining its spiritual and practical condition. In Illinois Yearly Meeting, monthly meetings prepare a State of Society report at least annually, which is read in the quarterly meeting (if any) and published in the yearly meeting minute book.

Steward: One into whose care something of value is placed. More specifically in Illinois Yearly Meeting, one of a group of individuals appointed to manage the real estate and tangible property of the yearly meeting.

Sufferings Fund: A fund administered by a meeting, dedicated to the aid of Friends who are suffering for their religious convictions, or for other purposes as decided by the meeting.

Support Committee: A committee charged with providing spiritual or practical support to a person facing challenging circumstances, or engaged in the pursuit of a leading.

Testimony: A religious truth to which one testifies. Applied in modern Friends usage especially to general concepts encapsulating the principles and values by which Friends aim to order their lives, such as integrity, peace, simplicity, equality, community, and stewardship.

That of God in everyone: The Divine presence in all people, through which every life has value and the capacity for good; the *Spirit*, or *Light Within*.

Thee: The second person singular pronoun. Historically in English, when speaking to just one person, it was usual to address that person using the pronouns *thou*, *thee*, *thy* and *thine*. In contrast, a group was addressed using the plural pronouns *ye*, *you*, *your* and *yours*. By the time the Quaker movement began, it had become common to address a single individual using a plural pronoun as a form of honor or flattery, especially if the addressee was of higher social status than the speaker. Quakers objected to this usage as arising from a spirit of pride, and insisted on the use of *thou*, *thee*, *thy* and *thine* when addressing a single individual, regardless of social hierarchy. (In colloquial Quaker usage, *thou* eventually came to be replaced by *thee*, and the second person singular verb forms by forms similar to the third person singular.) Over the centuries, *you* and its related forms have gradually lost all honorific



connotations, and few Friends continue to use *thee* and its related forms; but some do, mainly as an expression of Quaker identity and tradition.

Threshing meeting: 1. In early Quakerism, a meeting with the general public, held to identify those individuals who might be interested in becoming involved with the Quaker movement. 2. A *threshing session*.

Threshing session: A meeting in which an issue is given preliminary consideration and discussion, with no final decision expected.

Travel minute: A minute issued by a meeting, indicating that the meeting supports a particular individual as he or she travels in the ministry or under a sense of religious concern; or, a document attesting that such a minute has been approved by the meeting, which the traveling Friend carries and presents to any meetings he or she visits, as certification of the home meeting's support.

Under the care of (a meeting): With the official support and oversight of the meeting; in a relation of mutual responsibility with the meeting.

Unprogrammed meeting: A meeting whose worship is held with no planned order of service; a meeting which engages in *waiting worship*.

Unprogrammed worship: Worship with no planned order of service; *waiting worship*.

Vocal ministry: Spoken words intended to help the spiritual condition of other people, especially speech given under a sense of Divine leading in meeting for worship.

Waiting worship: Worship in which Friends wait silently to be moved by the Spirit to speak in prayer or ministry, as opposed to worship with a planned order of service.

Weighty Friend: A highly respected Friend, especially one whose discernment often has a strong influence on meeting decision-making.

Wilburite: A Friend or meeting in the tradition of the supporters of John Wilbur in the schisms which divided Orthodox Quakerism in the mid-19th century, characterized by a strong emphasis on plainness, separation from the world, traditionalism, and a rejection of the evangelical movement.

Worship group: A local group which meets regularly for worship in the manner of Friends, especially if not organized as a monthly or preparative meeting.

Worship sharing: A modern Quaker practice in which the members of a small group share their thoughts or feelings with one another in a worshipful way, usually in response to a specific theme or query.

Yearly meeting: A regional or national body of Friends, normally gathering for business once per year and consisting of multiple quarterly and/or monthly meetings; or the business meeting of such a body.

## MEMORIALS

### VIRGINIA LEE ANDERSON

1935–2017

Virginia Lee Anderson was born in Evanston, Illinois, to Arthur and Florence Anthony Anderson on June 3, 1935. Virginia (Ginny) joined Lake Forest Friends Meeting on April 3, 1977. As an active and devoted member, she was particularly beloved by the children. Each Sunday at 10:00 a.m, she would bring her guitar and sing with them in a corner of the Sunday school area.

Virginia was a graduate of Cornell College in Iowa with a Bachelor of Arts, Northeastern Illinois University with a Master of Arts, and Chicago Theological Seminary with a Master of Divinity.

While retaining her membership in Lake Forest Meeting, Virginia was ordained in the United Church of Christ, became a pastor of Friedens Church in Syracuse, New York, moving to Oneida, New York, in 1990.

Virginia passed away April 27, 2017, and is interred at Valley View Cemetery, Oneida. Surviving is her adopted grandson, Joshua Arthur Anderson, whom she raised since early childhood; Joshua's siblings, Jacob Tornberg and Adam Fifendifer; and her caretakers, Sandra Rogers, Wendy Tornberg, and Martin Goodfellow. She was predeceased by a very close friend, Marianna Brinker.

### MICHAEL BLY

1942–2018

Michael Lee Bly was born October 31, 1942 and died January 6, 2018. He was the only child of Harold and Reba Bly. Michael was born in Burlington, Iowa but spent most of his life in Illinois. During his youth he moved around central Illinois until seventh grade when his family settled in Ottawa. During his growing up years his family was Protestant and their participation in services was irregular. As a student at Northern Illinois University, Michael became a Roman Catholic. After graduation in 1965 he married Janice Serri. He worked for the Elgin State Mental Health Center as a social worker and then went to Loyola University where he obtained a Masters in Social Work. While he was getting his masters, Peter was born in 1966.

After completing his education, Mike worked for the Department of Children and Family Services (DCFS), then the Special Education District of Lake County (SEDOL), before becoming a school social worker at Warren Township High School in Gurnee. Aaron was born in 1970 while Mike was working for SEDOL. After Aaron's birth, Mike went looking for a spiritual home. When he went to Lake Forest Friends Meeting, he had found his place. He was especially grateful for the friendship of Bernice and Paul Corteol who made him feel welcome.

Mike was an outdoors enthusiast. He sailed, cross-country skied, biked, camped, hiked and traveled widely with Jan, his wife of 52 years. He shared his enthusiasm for

the outdoors with many others, introducing them to the many activities he loved. He had a special love and respect for Lake Michigan—both while sailing on it and sitting above it on the rocks in Waukegan Harbor during his weekly group Zen meditations.

Although he would not have identified himself as an intellectual, Mike was an avid reader of books and poetry. He enjoyed music—he played the autoharp—and taking in movies. And he loved bad jokes, rarely passing up the opportunity to offer up a groaner of a pun.

It is impossible to think of Mike and not be taken by his caring nature. This nature expressed itself in many ways. He provided rides when they were needed. He had a special knack for connecting with young people, with students at his high school, as well as with children at Lake Forest Friends Meeting and the children of his many friends. In recent years Mike became involved as a volunteer tutor with Roberti House, a settlement house in Waukegan that serves mainly a Hispanic population of all ages. Mike's caring side also extended to the mundane. His devoted stewardship of the meeting included spending countless hours mowing the meeting's backyard and making sure the meetinghouse never ran out of toilet paper and paper towels.

As a spiritual seeker, Mike was independent-minded, intent on working through questions that arose for him in his own way and his own time. These qualities were what drew him to membership in the Religious Society of Friends and two decades later, to Zen Buddhism.

He valued and relished sitting in waiting worship, a central aspect of Quaker worship, augmented further by his Zen meditation practice. His frequent vocal ministry was heartfelt and spontaneous. He loved to read Quaker and Zen literature and ponder their common grounds. Both spoke to the social worker in Mike, to his caring nature. One called him to see and experience that of God in others. The other nurtured that delving, deepening his understanding of self and others and helping him transcend the sense of separateness. As the veil of separate self fell away, Mike's love of others and the natural world deepened.

## **VIRGINIA GILMORE**

1924-2018

We celebrate the life of Virginia Gilmore who, along with her husband Gene, was a valuable part of Urbana-Champaign Friends Meeting for many years. Virginia was one of the brave women who served as a welder, and later in the Women's Army Corps, during World War II, because she believed so passionately that Hitler needed to be stopped. But she also spent the rest of her life advancing various peace and justice causes in our city, and as a legislative assistant for Helen Satterthwaite, a State Representative and a Friend in our meeting.

For 26 years, Virginia was the originator and the powerhouse behind the meeting's Peace Bazaar, whose proceeds benefited local and global peace efforts. Gene reported that the Peace Bazaar raised some \$42,000 over those years—in 1960's and 1970's dollars! It was a whole lot of work by a whole lot of people. Virginia's initiative and networking skills brought together the many groups (including The Women's International League for Peace and Freedom and the NAACP) who cooperated to make the Bazaar an annual success.

Virginia and Gene were generous hosts in sharing their home for many Friendly gatherings from New Year's Eve parties to summer picnics. Ken Southwood remembers

her welcoming smile whenever Friends entered her home, and that his son Paul lived with the Gilmores when Ken and Janet spent their sabbatical in Indonesia. Many of us remember that Virginia was the first person to greet us when we walked into the meetinghouse and how very much at home her warmth made each of us feel.

Gene and Virginia each had their own ways of reaching out to the community, but at some very deep level, they were thoroughly in agreement. The first that we learned of the need for a temporary home for a Vietnamese refugee was during a Quaker business meeting. Gene and Virginia at once invited him into their home. Somehow, each understood deep down that this needed to be done, and they would do it. They did not need to discuss and negotiate first. They would simply do it.

One of our meeting's favorite memories of Virginia is that she got herself arrested during a Vietnam War-era peace demonstration at the gates of Chanute Air Force Base. When she spoke about her arrest during worship the next Sunday, she credited Thatcher Robinson with inspiring her to get herself arrested although she had often had strong disagreements with him.

Virginia also had a strong disagreement with another friend but did not leave it that way. After that private uproar, she invited our Friend over to teach her how to make bean sprouts. It was a creative way to wage peace and after that, Virginia and this Friend were much more relaxed and in harmony with each other.

Often during business meetings, Dodie Weeks, our treasurer, told us how much money we had in the bank. Virginia would immediately suggest we give it all away to some good cause. Years later, Dodie revealed that she tried hard to have some good reason why she could not tell us how much money we had in order to protect our account from Virginia's good intentions.

We have much to give thanks for and to celebrate in the life of our Friend Virginia Gilmore as we honor her life and her legacy to our meeting. Thank you, Virginia.

## **ROBERT G. GODSEY**

1927–2017

Robert G. Godsey, long known and appreciated in Quaker circles in Indiana, passed away July 20, 2017, at the Sanctuary at St. Paul's in South Bend Indiana. A memorial service was held for him at the Sanctuary on July 28, 2017. He was born on August 18, 1927, in Richmond, Indiana, to Isaac L. and Emma M. Godsey. Bob served as Assistant Business Manager of Earlham College and director of the Richmond Housing Authority. He was also a director of the American Friends Service Committee of Indiana and Kentucky. In 1949 he married Lavona Reece. Their four children survive, as well as fourteen grandchildren and five great-grandchildren. Later he married Lois Carlson who died in 2002. They lived in Bremen, Indiana, where he was the owner/operator of the local State Farm Insurance Company, before retiring to South Bend. On March 26, 2004, in the South Bend Meeting of Friends, he married Martha Bernauer, to whom he was a devoted and passionate spouse. Madelyn survives Bob.

Bob reached out in service to the local community wherever he was. He was active with the Kiwanis. Bob loved music and added his rich voice to choirs in all the places he called home including the Michiana Men's Chorus. Madelyn and Bob also hosted meetings to read and discuss A Course in Miracles. Bob gave his experience and balanced judgment to many committees of the South Bend Friends meeting and he

mentored new attenders. He represented South Bend Friends in community groups and was delegated by ILYM to AFSC. It was a thrill to Bob and to Madelyn to attend the AFSC meeting in Philadelphia.

Bob provided a sense of joy and thoughtfulness to every occasion. Friends will remember the twinkle in his eye and the wisdom and experience he brought to the meeting. We are thankful for the time that South Bend Friends Meeting was able to spend with Bob.

### **JAMIE ALLISON LAUGHLIN**

1953–2017

Jamie Allison Good was born in Evanston, Illinois on August 8, 1953. Her family lived in Evanston and then Mount Prospect until 1964, when her dad, who worked for IBM, was transferred to Rockford. She spent most of her later childhood in Rockford with her parents, Jonne and Bob; older brother, Tom; and two younger sisters, Jody and Jackie.

She enjoyed figure skating and tennis. She graduated from Guilford High School in Rockford in 1971. Around this time, the family moved to Arlington Heights when her dad was again transferred. She met Ken Laughlin in 1973 through her cousin who was Ken's best friend. She became interested in Quakers and joined the Evanston Friends Meeting in 1973. She and Ken were married at the Evanston Friends Meetinghouse in 1974. For many years, she was active in the meeting and served on various committees.

Jamie had always been interested in Nursing and graduated from Elgin Community College as an R.N. with an Associate Degree in Nursing in 1981. Her specialty was pediatric nursing, especially medically complex children. She worked in a hospital environment for a number of years, then became involved with the in-home care of children with special needs. She also worked as a school nurse up until retiring from nursing in 2004 due to health issues. Jamie was a great cook and maintained many lifelong friendships. Jamie and Ken had one child, Allison Laughlin, in 1986.

Although Jamie and Ken separated in 2005 and later divorced, they maintained a friendship and continued to “co-parent” Allison, who inherited her love for helping children from her mom. Jamie continued to struggle with health issues, but in the last several years, was able to better manage her health and become more independent.

Sadly, she passed away due to heart failure at the age of 64 on September 8, 2017. She was preceded in death by her parents, Jonne and Robert Good. A Memorial Service was held at Evanston Friends Meeting on October 7, 2017.

### **JO MAPES**

1931–2018

Jo Mapes (Joanne Claire Coombs) was born in Chicago on July 20, 1931, and passed away on February 2, 2018. Because her mother was unable to care for her, the Jewish Children's Bureau placed her in the home of Abe and Nettie Hodes. Her mother later “re-claimed” her. When she was 16 she ran away to San Francisco. She married at 17 and had three children. She eventually became an American folk singer, songwriter, critic and writer. She was prominent in the folk music revival of the 1950s and 1960, appearing as a regular performer at the Gate of Horn Club in Chicago. In 1962 she had her farewell appearance at Carnegie Hall. She stopped recording and later became an advertising

copywriter and nightclub critic for the Sun-Times in Chicago. She raised three children by herself, along with trying to care for her mother.

In the 1990s, she moved into a lovely building for seniors in Deerfield, Illinois. She completed a book titled “Passing Through” about her life and the folk music boom of the 50s and 60s. At the same time, she realized she needed a spiritual community, and found the Lake Forest Friends meeting. She began attending in 1998 and became a member in January 2000.

**CONSTANCE MAR-YOHANA**  
2009–2018

Constance Mar-Yohana, aged 8, passed away on March 15, 2018. Constance, along with her devoted parents, Rachelle Jervis and Marc Mar-Yohana, was a member of Lake Forest Friends Meeting. Constance was a bright spot in our meeting. She especially enjoyed playing on our backyard swing set. She brought many smiles to our members’ faces as we listened to her joyful laughter and watched her learn to verbalize and to interact with her faithful service dog, Otis.

Constance’s family described her as a smart and funny kid, as well as a loving daughter and friend. Constance loved to swim, hike in the woods, read, paint, and play Mario Kart and Wii Golf. Throughout her short but rich life, her joyful energy, boundless spirit and persistence helped her overcome many challenges. Constance will be missed by everyone whose life she touched.

**MARJORIE LINDSAY REED**  
1922–2018

Marjorie Lindsay Reed died on May 1, 2018 at age 96 after a long happy life. She was a graduate of Vassar College and a member of a prominent family in Chicago. We remember her at Lake Forest Meeting, as her children wrote, for her “warmth, love, humor and broad smile, and sense of wonder about the universe.”

Marjorie had a great love of the writings of Rufus Jones and Martin Buber. She once said that her introduction to Rufus Jones was when she was searching for some book at the library. When she reached her hand up, she realized that book was not there but instead her hand went to a book by Rufus Jones, as though she was being guided to his work. In 2005 at our meeting, she facilitated a discussion of Jones. She called the discussion group “Mind, Spirit, & Creative Imagination: Moving towards Spiritual Unity, not Uniformity of Thought.” Here is one of the quotations she included in the outline: “If, as I believe, religious faith is an essential feature of life for the full culture of the individual person, it is even more important for the formation and stabilization of a rich and continuing civilization” (Rufus Jones, *A Call to What is Vital*, p. 29).

Marjorie also appreciated the Pendle Hill Pamphlets. She started to subscribe to the pamphlets at the suggestion of her friend and Lake Forest Meeting member, Ruth Winter. Marjorie was the star of our adult religious education groups which often centered around a pamphlet. She came prepared, with quotations from other sources, bringing depth to the discussion.

Outside of the meeting, Marjorie was very involved with an adult education center called Common Ground in Deerfield, Illinois. The two founders and other faculty

members gave lectures on a variety of religious and spiritual topics. Marjorie served in various capacities on the board for many years and was a great supporter of the work of the organization. She also had an interest in the Urantia Book, a spiritual book that came together in the 1940s. She shared some of the articles with us at various times which led to some philosophical discussions.

Although Marjorie never officially became a member of the meeting, she was an important part of the spiritual growth of many of us at Lake Forest, a true seeker.

## **DAWN RUBBERT**

1948–2017

Dawn Rubbert, longtime member of St. Louis Friends Meeting, died August 7, 2017, after a period of illness. Dawn's death leaves a void in our meeting and in our wider Quaker community—we miss her faithful service to the meeting and others, her joyful presence in meeting, and the messages she shared most often through song in her sweet voice.

She was raised Lutheran, and from an early age participated in Civil Rights issues and anti-war activities. The connection between the love we receive from God and the way we then love those around us became a driving force in her life.

She tried a variety of faith traditions, before finding her spiritual home within Quakerism. She gave freely and joyfully of her time to the meeting through her service on the Advancement, Communications, LGBT Alternatives to Military Service, and Hospitality Committees. Within Illinois Yearly Meeting, Dawn served as clerk of Blue River Quarterly and the Peace Resources Committee among others. Not only did she serve her local and regional meetings, but willingly gave her time and service to the American Friends Service Committee, Friends General Conference, and with Friends Peace Teams through the African Great Lakes Initiative.

As Program Manager for the African Great Lakes Initiative she responded to questions from potential volunteers, and guided them through the process of raising funds and traveling to East Africa. Her experience as a social worker greatly informed her work with AGLI as she guided volunteers and their families through the process. In 2012, Dawn travelled to Kenya to attend the World Gathering of Friends. There she was able to meet many of the people with whom she had been communicating for years.

She was a deft editor, an able organizer, a wise community member. We will remember the strong testimonies of service, simplicity, peace, equality, and community that Dawn gave to the world through her service. She did not wait to be asked, but eagerly offered to help in all the situations she encountered.

## **BETSY WARREN**

1928–2018

Elizabeth Anne Curran Warren grew up in St. Louis and New York, attending Bryn Mawr College, before marrying Geoffrey Warren in 1949. They raised four daughters. After living in several cities, the family moved to Glencoe, Illinois. Along the way Betsy earned her masters from the University of Kansas and a Ph.D. in Political Science from the University of Nebraska. Betsy taught classes in political science at Loyola University in Chicago. She became involved in local politics including serving as the mayor of Glencoe. She also wrote studies about subsidized housing in the Chicago area.

In her 70s, after her husband died, she started exploring religions around the world and she started coming to Quaker meeting. She joined Lake Forest Friends Meeting in 2003 while still maintaining her membership in the Episcopal Church. She seemed to fit right into our meeting and had a “Quakerly” sense about her. She became our representative to Friends Committee on National Legislation, regularly reporting on the FCNL activities at our meeting for business. She was the convener of the Finance Committee.

Betsy heard about our Plummer Lectures at the yearly meeting but was surprised that we knew so little about Jonathan Plummer for whom they were named. (Plummer had been a Glencoe resident in the nineteenth century as well as an important Friend at Illinois Yearly Meeting.) Betsy decided to research and fill in that gap. She searched the archives at Earlham College, the University of Illinois, and Swarthmore College to find out his story. In 2006, she published a short biography, *Jonathan Wright Plummer: Quaker Philanthropy*. She wrote the following description of the book which appears on the Amazon website: “The book about Jonathan Plummer comes out of my association with the Religious Society of Friends. This group attracted me because of their practice of silent group worship and a simple lifestyle. In this time of great national stress, the Quaker devotion to peace and their quiet service to mankind satisfies my sense that theirs is an appropriate response to the needs of our times.”

In 2010, Betsy moved with one of her daughters to Door County, Wisconsin, where she died after a short illness in May 2018 at age 90.

## STATES OF SOCIETY

### BLOOMINGTON-NORMAL FRIENDS MEETING

Friends in our meeting have struggled through a year with personal setbacks and frequent worries about political issues in our community and our nation. We are drawing together for support during times of discouragement. We are reaching out in deeper participation in community organizations and in yearly meeting activities and committees. As always, our fellowship times with each other often include sharing meals where we try to nourish both spiritual lives and stomachs.

Our largest local event in the past year was our First Annual End of the Summer Community of Friends Picnic in September 2017. We were blessed with sunny weather and enjoyed intergenerational games, playing with dogs and grilled food together. Friends from around Bloomington-Normal and other ILYM meetings are welcome to join us for the Second Annual Picnic later this year.

In the past year, we have been trying to attend to our adult attenders’ and members’ need for learning more about Quaker practices and a desire for more open discussions on topics of faith by holding monthly adult education hours. This year the focus of our study and discussion was primarily the ILYM Faith and Practice from the ILYM website. We appreciate the work that has gone into completing this document over the past several years.

To respond to increased participation from preschoolers (and their parents) in the meeting, we started using the curriculum *Growing in the Light* for First Day School. Maintaining a “critical mass” of regularly attending children, preparing age appropriate lessons for different age groups, and having sufficient adult volunteers have continued to challenge us.

We are mindful of lessening attendance from some long-time members and are holding them and our influx of new attenders in our thoughts as we try to make decisions



that will nurture the spirits and strengths of our meeting. We have been seasoning the proposal to form an ongoing ministry and care committee.

In 2016 and 2017, we often found our numbers at worship were overflowing Friends' living rooms in their homes, so we searched for other larger spaces to meet. We settled on Building 7 at Normandy Village in Normal. This building is part of the former campus of the Illinois Soldiers and Sailors Children School, a residential school for orphans of service members founded after the Civil War by avid supporter of education Jesse Fell, who was raised in a Quaker family in Pennsylvania. Our meeting room is a quiet and serene environment. The building is surrounded by green space near a public fruit garden (Refuge Food Forest) and a playground used by two small private schools also located in the Village area.

## **BURLINGTON WORSHIP GROUP**

The Burlington Worship Group currently has five regular participants, with occasional guests or others who drop in. Our meeting tends to be mostly silent, partly because we are a small group, but also because we are all comfortable with the spiritual power of silence. When vocal ministry comes forth, it contributes to the meeting. We always spend a few minutes sharing together after worship.

Our worship group is on Quaker Finder, and we have a listing in *Friends Journal*. We are included in the listing of religious organizations in our local newspaper, *The Burlington Hawkeye*, and we also contribute weekly to their "Church Notes" by providing a "Quaker prayer for worship," usually a quote from an early Friend. We worship at 8:30 a.m. at the Burlington Art Center, which is an accessible and well-known location. Our information is on the bulletin board at their entrance, along with other groups that use their space.

We gather as friends, comfortable and happy in each other's company. Whatever transpires during worship either uninterrupted silence, song, or speech is worthwhile and meaningful. Those called to speak share messages of value and these messages are relatable, at the heart.

We connect with other Friends in a variety of ways. Our strong links with Clear Creek Meeting continue. We try to take part when we can (even if only represented by one person) in several of their events each year, as well as those of Illinois Yearly Meeting. Two of our members are active with AFSC on the national level.

On several occasions this year, we have also joined with Friends in Iowa. Last summer, four of us worshiped with Salem Quaker Church one Sunday, which was a spirit-filled and meaningful experience. Two members of our worship group hosted several leaders and participants in an Iowa Yearly Meeting (FUM) week-long vacation bible school in Burlington. One member attended Iowa Yearly Meeting (Con.) Annual Sessions.

All of us are active in our local community. This enhances both our worship together and our individual community work. Although most of what we do in the community has no explicit Quaker connection, several activities do. Two of us regularly attend an ecumenical weekly Centering Prayer group. Three of us have volunteered with the Alternatives to Violence Program at the Iowa State Penitentiary. Our worship group also has a small fund that helps the local AVP pay for supplies or meals for a gathering. Those of us involved in a local peace vigil are strengthened by Quaker peace values.

Our worship group is small, and we do occasionally cancel, given our schedules. But, for all of us, it is an important part of our spiritual and community life. We find our meeting for worship deepens our commitment to all personal relationships with family, friends, co-workers and those we serve.

## CLEAR CREEK MONTHLY MEETING

Quiet faithfulness. We feel that phrase best sums up the state of our meeting this year. We continue to worship weekly, either in Clear Creek House or in warmer months in the yearly meeting meetinghouse. Our numbers range from five or six to a dozen or more, depending on the week. Messages are few and far between, but always come from a deep spiritual place. We quietly go about the business of nurturing each other and the property entrusted to our care, thankful for our small but strong community.

In an effort to both support our existing families and perhaps draw new ones, this year we committed to providing first day school on a regular basis. One of our members in Macomb agreed to try to provide a children's program one Sunday a month on a trial basis, but illness, weather, and other unforeseen circumstances kept that from working out. Undaunted, we decided to try to provide first day school ourselves and have been doing so for the past several months. These "youth Sundays" are typically the first Sunday of the month, so feel free to join us. More children are always welcome.

We did not have a retreat this year, being busy with other activities, but we did have a Homecoming event in October. We enjoyed worshipping together, First Day School activities for the children and a cookout. The weather did not cooperate so that we could have one of Dick's famous hayless rack rides, much to everyone's disappointment. Our annual Easter celebration included worship, children's activities, potluck, and an Easter egg hunt.

For the past several years, usually in December, we have sought out the names of needy families in Putnam County whom we might help financially. In the past we have worked through the school district to identify these families, but that was not possible this year so we received suggestions from the Director of the Putnam County EMTs and shared our resources with two deserving families.

We officially welcomed into membership Barbara Bumgarner Malany. Barb grew up in Clear Creek Meeting and has attended often over the years, but had never requested membership. We are pleased to finally be able to formally recognize her as a member.

This year we had two opportunities to work together to share a bit of Clear Creek history and life. We were asked by the yearly meeting program committee to present the Thursday evening program at Annual Sessions, "The Rural Meeting or What Happens Here the Other 360 Days a Year." This led us to really look at who we are and what we do as a meeting. It proved to be a fascinating exercise. We were surprised to realize how much we do with so few people who are scattered over such a wide territory. It left us humbled and tired. Our program was well received and we received many positive comments about it. Then in October, we presented a similar program to the Magnolia Township Preservation Association Annual Meeting. This program focused more on history and the role of Quakers in the development and growth of the area. We enjoyed preparing these programs and the opportunities they provided for us to work together and see each other more often as we developed and practiced our presentations.

This summer, long-time member Elizabeth Bumgarner visited us from her home in Florida and offered to give Clear Creek a house she owned in Hennepin, Illinois, near McNabb. We accepted the house with gratitude and the understanding that we had no desire to be landlords and would likely sell the house. We have advertised it locally, within the yearly meeting, and in *Friends Journal*, hoping to attract a Quaker family to the area. It is our hope that we can sell the house within the year and use the proceeds to do good things in the community.

As resident caretakers of the yearly meeting property, we spend many hours each year working on the grounds. Last fall, we sacrificed picking up branches around the

property to provide a local high school student with a project that would fulfill her community service commitment at school. We are a generous group! We also hired someone to replace the siding on the west wall of the Clear Creek House garage and hope to re-side the north wall this spring. We are looking forward to the coming of spring so that we can get back to connecting with the grounds.

Officially, Beth Carpenter is our clerk this year, with Mike Dennis serving as assistant clerk, but it proves to be more of a tag team or co-clerking arrangement, depending on their travel and family commitments. It works well for us.

We enjoy the visitors who find their way to our door. Each fall we have high school students from Streator who visit us as part of a class assignment and we enjoy meeting and talking with them. Friends at the campus for committee meetings or retreats sometimes join us for worship and we appreciate the energy they bring to us. We encourage you to visit us any time.

## **COLUMBIA FRIENDS MEETING**

The year 2017 has been one of blessings and challenges for Columbia Friends Meeting, as we reckon with our current situation and consider our visions for the future.

Our attendance has been lower than in the past (usually fifteen to twenty people), but our small numbers have created an intimacy and friendliness in our meeting. We have gained a few new regular attenders to replace those who have moved away or moved on, and worship has been enlightening and uplifting. Our meeting has benefited in other ways by the presence of new attenders: new activities introduced, such as fun board games (rather than Scrabble every month); skills and talents offered; fresh outlooks and ideas shared.

We have observed the cycle of life this year, with birth as well as death. Our dear friend Sherry Monroe passed away due to cancer in December. She had moved to Chicago a few years ago but stayed in frequent contact with us, and even continued editing our meeting's newsletter. We welcomed our newest member, William Saunders, born June 22, 2017 to Adam Saunders and Adrienne Stolwyk, who were married under the care of our meeting in 2014. William often attends meeting for worship and occasionally shares his joys and insights. On May 6, we were happy to join two Friends, Jeff Brotemarkle and Jane Goodman in marriage under the care of the meeting.

We have supported the youngest and oldest members of our community. First Day School has become more organized under the leadership of Jo Denzin and Sandy Matsuda, with a curriculum based on Quaker values. Mae and Louis Franzel (now five and three years old) attend regularly, and are sometimes joined by William, or by visiting children. In December, as a fundraising activity, the children prepared and sold snack bags and raised almost \$300 for Heifer International. At the other end of the spectrum, we have continued to hold a Meeting for Worship each month at a local nursing home where two of our longtime members, Scott Searles and Betty Halenda, reside.

We have continued to be involved in our larger community, holding a weekly peace vigil, and continuing some financial support of local groups and organizations that support peace and justice.

Much of our energy has been focused on discussions about the future of our meetinghouse. We bought a plot of land in central Columbia, hoping that this location would be more convenient for our current and potential attendees. We must now figure out how to finance the construction of a new meetinghouse. Toward this end, we held a yard sale in June and raised over \$700. In November, we sent out a fundraising letter, and

we received generous support from Friends near and far for the new meetinghouse project. From all of this support, we have been able to significantly pay down the loan for the lot. We have considered the possibility of collaborating with an independent private school on a more ambitious building, as well as the option of constructing a simpler building that meets our needs, while leaving room for future collaboration with other groups. These possibilities have brought up passionate feelings that we are navigating as we consider how to implement our Quaker values.

## **DOWNERS GROVE FRIENDS MEETING**

Downers Grove Friends Meeting has been enriched this past year with the presence of new attenders as well as the continued attendance and participation of long time members. We have been energized by our contacts with our yearly meetings, both Western Yearly Meeting and Illinois Yearly Meeting, other Quaker organizations and various efforts with community involvement.

DGFM participates actively in AFSC, FCNL, in particular the local FCNL advocacy group, and supports other Quaker organizations and efforts. We are a member of the community organization DuPage United, and we collect money at monthly meals for People's Resource Center and Hope's Front Door. People can donate their pocket change to our "Your Change for Social Change" jar, the contents of which are donated to various causes. This year some members have been especially good with informing Friends each week about concerns we can respond to as individuals.

Our meeting combined efforts with the West Suburban Faith Based Peace Coalition to present a panel discussion and movie from the National Religious Campaign Against Torture, of which DGFM is a member. The movie was about the inhumane use of solitary confinement, by the military as well as in prisons, and is called Breaking Down the Box.

Within our meeting, we had a good response to our fall Quaker 101 and plan to have it again this spring. We hold monthly groups for Meeting for Learning, Worship Sharing, and a discussion group on Quaker life. A weekly evening Meeting for Worship has begun, initiated by one of our new members. Our attendance at Meeting for Worship and at these activities has been increasing. DGFM was joined by members of the Oak Park Friends Meeting for a Christmas Carol Sing that filled our meetinghouse with adults and children, music, food and joy. We are happy to greet visitors nearly every week; a number of visitors have become regular attenders and Mark Jelen has joined as a member.

DGFM draws from a large geographical area. While a few events mainly for older Friends occur during the week, due to driving issues activities for our younger members, attendees and children fall mainly to Sundays, making Sundays full. With so many commitments and demands on Friends' time, Nominating Committee is struggling to find people who can fill the several committees which are the lifeblood of our meeting, providing service and also creating community.

DGFM has a Young Friends Religious Education Committee of dedicated members who prepare plans for any children who might attend, but no ongoing group of children has emerged to support a First Day program. Few Young Friends participate regularly in our meeting. Since there is not a core group to form a First Day School, young families looking for a 'home' for their children's religious education and experience tend to visit a few times but go to other faith communities. This is a situation we have not found an answer for but we continue to be prepared for and welcoming to young visitors.

Our hope for this coming year is to continue to integrate newer attenders and members into the life of the meeting. In doing so, we will all become more vital and our

own Light will grow as we nurture those who seek to learn about Friends and Downers Grove Friends Meeting. We would also like to continue reaching out to the broader Quaker community. Children's Religious Education Committee plans to continue offering two events this year which are multi-generational and involve fellowship with other area meetings. In the past, we have invited others to a Memorial Day picnic and the Christmas Carol Sing.

## **DUNELAND FRIENDS MEETING**

Duneland Friends Meeting, despite its small size, is a meeting with consistent and loyal members. Friends continue to gather at least twice a month for worship and fellowship, and several times a month for Bible study. High values of the meeting are to worship together and our care for one another. Duneland Friends lovingly attend to the needs and care of our children and they are an integral and uplifting part of our communal life.

We started the calendar year with praise and fellowship through a lovely intergenerational Christmas meeting with singing and potluck held in January. In worship, Friends shared four poems and three songs. Our young Friends played clarinet, cello, and violin elevating the celebration with their music. Their performance was impressive. Many messages were shared at the end before singing. Some of the messages focused on the work to be done in the new year and Friends agreed to engage in a spiritually lead process to discern how we can best share our measure of Light in Valparaiso.

In May, Brad Laird, Monica Tetzlaff, and Hannah Laird visited from South Bend Monthly Meeting. We learned about Monica's activism around lead poisoning and poor communities in South Bend. Brad continues to work as a union organizer. He covered many topics and shared his focus on being faithful rather than on belief. We have been blessed with the visitation of Judy Wolicki, the Illinois Yearly Meeting (ILYM) Field Secretary.

While the Meeting has a strong core of Friends who attend regularly, additional attrition is noticeable. One of our dearest friends and Friend, Roxy Jacobs moved to Arcadia, Florida in late 2016. We enjoy when she visits, and she remains strongly connected to our meeting. Other Friends also remain associated with the meeting on a more sporadic basis. That said, we have also gained a few seekers who consistently contribute to the meeting with their presence.

Our dear Friend Marlou Carlson has continued to face health challenges such that she is largely confined to bed and wheelchair. She is such a valued presence in our meeting that her care is expressed through her ongoing prayer for our meeting. She loves being a quiet presence during our bi-monthly Bible Study sessions. On occasion after Meeting for Worship, young Friends and adult Friends go to her home to visit her. We sing hymns and worship silently with her. She seems to enjoy these visits and Friends enjoy visiting her.

Duneland Friends remain involved and committed with ILYM and beyond. Friends serve on the Faith and Practice Committee, Environmental Concerns Committee, Site Envisioning Committee, attendance at Continuing Committee and as ILYM representative to Quaker Earthcare Witness.

May the Spirit continue to guide our meeting as we reflect and expand our understanding of how the Light within can shine and be transformative. Through this process we seek to deepen our spiritual journey to be a Light in the world.

## **57TH STREET MEETING OF FRIENDS**

Over the past year, community and the meeting as a congregation has been a focus in many different ways. We all share a concern with the size of the meeting, because we have over the last few years lost members to retirement and we have suffered deaths among our members and regular attenders.

We are committed to helping nurture the leadings of individuals as they relate to the meeting as a whole and to help each of our Friends flourish as individuals. One of these leadings led to sessions with a Congregational Coach, and these sessions have been followed up on in smaller group meetings. Overall, the attention to congregation has helped us think and act together in order to develop the roots of the meeting. The meeting seems to share leadings about deepening worship and strengthening community.

With regard to the size of the meeting, younger visitors have become attenders and are sticking with the meeting. These new faces have joined and contributed to already established projects: helping teach first-day school, serving on the Nominations Committee and other committees, helping collectivize the work and fun of SnowQuake. The younger adult Quakers are also taking initiative to organize themselves as a cohort within meeting. We joyfully support all of this activity. Additionally, the meeting has been made more vibrant by long-time attenders becoming members of 57th Street over the past year.

An all-ages Religious Education Program, in the morning on every 2nd First Day, has brought new perspectives and provided an occasion for new interactions among members. These monthly sessions have introduced children, long-time members/attenders and new attenders to corporate worship and Quaker practice, and this has been an opportunity as well to share and deepen our spirituality.

We continue to discern our way forward as a productive and supportive community.

## **LAKE FOREST FRIENDS MEETING**

This year, inspired by unexpected personal exchanges that took place during a trio of adult religious education sessions on aging, Lake Forest Friends Meeting started a program of semi-regular social potlucks. Each of these potlucks has a prompt or theme, ranging from the very Quakerly “How did you first learn Quaker practice at Lake Forest Friends Meeting?” to the more worldly show and tell of what it is that we do with the rest of our week. But no matter the prompt, the real purpose of these gatherings is to learn more about our fellow Quakers as lowercase-f friends. For one such potluck we gathered in January, at Ted Kuhn’s new home, to explore the question, “What brings you to Lake Forest Friends Meeting each week?” Many insightful answers were given, but a strong theme often repeated throughout our circle focused on the idea of recharge—Meeting for Worship offers a respite from the cares of the week and a resource for approaching the week to come. It should be no surprise in our age of pocket-sized electronic devices that a battery-based metaphor would take its place alongside the still waters of shepherders. In light of this exchange, the state of Lake Forest Friends Meeting is energizing.

One abundant source of energy is the gathering of children that attend each Sunday. Our First Day School is, by any objective measure, still quite small, but compared to the even smaller attendance of recent memory the children’s program feels downright boisterous. This fall we held a First Day School Kick-Off Potluck Picnic for the entire meeting outside on the under-utilized grounds of our meetinghouse. It was a joyful, sunny start to the school year and many members commented on how nice it was to get out and enjoy our very own yard. Four to six children attend our preschool each week

under the watchful eyes of AJ Doherty and Jan Bly. A rotating roster of Friends, helmed by Betsey Means Wills, leads our middle school group of three to five boys. Lately our middle schoolers have been exploring that of God in everyone through lessons about other religions and taking numerous field trips to various houses of worship. A threshing session on religious education was held to help discern the meeting's future educational goals spurred, in part, by the upcoming need for an elementary program brought about by the aging of our preschoolers and the arrival of a new family.

Attendance at meeting for worship ranges from a dozen on snowy, winter Sundays to as many as 40 on particularly busy days. An average Sunday sees just under 30 in worship, with several adults busied outside of worship with First Day School or hospitality duties. The children join us for the last five to ten minutes of worship and share an account of their school activities after the break of Meeting for Worship. It is not uncommon to have a Meeting for Worship pass in silence, an occurrence that often feels correct and fulfilling. Most Meetings for Worship are visited by vocal ministry and our collective gathering feels open to the small, meaningful messages of continuing, daily revelation. A query read on the first Sunday of each month primes a more active vocal ministry. The Ministry and Worship Committee recently worked on a discernment to help direct the selection of these queries. A midweek Meeting for Worship is held each week and an active program of adult religious education meets for discussions before Meeting for Worship. With Pam Kuhn serving as clerk, after a year of rotating clerks serving two months each, meeting organization feels more stable and items overlooked during the more ad hoc clerking arrangement are better addressed. Repair of the meetinghouse chimney and repaving of the drive were required for proper stewardship of the facilities that house our spiritual and social practice.

Many members of Lake Forest Friends Meeting provide active support to Illinois Yearly Meeting, including Cathy Garra as presiding clerk. This spring, our meeting hosted ILYM Continuing Committee. Many of our members regularly attend meetings of a local advocacy group organized by the Friends Committee on National Legislation. Members of our meeting are active participants in the programs of Friends General Conference.

The Peace and Social Justice committee has been an active and engaging presence in our meeting, many of their efforts focused on education and raising awareness. A Human Rights Symposium, organized largely and enthusiastically by Arlene Hickory, gathered multiple local organizations at our meetinghouse in a spirit of mutual effort and shared goals. Wally Winter and Ellen Ewing hosted Quaker author George Lakey for a Chicago-area book tour. Forums were hosted on a peace tax and a viewing of the film 13th, on the intersection of race, justice, and mass incarceration. Our meeting continues to support the Howell family, who founded F.O.C.U.S. (For Our Children's Undistracted Success) in memory of Justus Howell, a young African American man killed by police in the neighboring town of Zion. In addition to inviting F.O.C.U.S. to the aforementioned Human Rights Symposium, toys were collected at Christmas-time and a scholarship fundraiser was held. Betsey Means Wills, headlined the fundraiser portraying labor activist Mother Jones. Scott Wills and friends played music, Donna Harding sang and Genevieve Petruzzelli offered a presentation on historical black women working for social justice. A spoken word piece written and performed by Latoya Howell, mother of Justus, was a highlight of the event.

Longtime member Mike Bly died in January and a Celebration of Life was held at the meetinghouse. Mike's love and spirit are a continuing presence and will shape the life of our meeting for years to come. Child member Constance Mar-Yohana died in March,

and we continue holding her parents in the Light. Marjorie Reed, a regular attender of our meeting for over 35 years, died in May at 96.

Charlotte Raasch has become a new member of our meeting. Paulette Leonard moved to the area and has transferred her membership from Upper Fox Valley Meeting. Several folks who visited for the first time this year continue to attend regularly. The birth of Eliza Sarah Colin increased the size of both the Colin family and our future First Day preschool classes.

## **NORTHSIDE FRIENDS MEETING**

Northside Meeting has had a resurgence of growth; the future of the meeting is not as precarious this year as it recently was. Our size is a cyclical challenge, larger to smaller, smaller to larger. We are pleased that what we have reached this year has the feeling of a Goldilocks right size—not too small to meet our challenges and not too large to be flexible and even nimble.

As we contemplate the past year, and our history, we are conscious of things we used to have and would like to have, but do not—a strong First Day Program, a fuller set of committees—even as new people are arriving on our doorstep and presenting us with their own gifts. We express gratitude for the Millennial Generation who bring enthusiasm and vitality to our meeting. Although they lead busy lives and are more mobile, a strength of our meeting is to appreciate them while they are here. We seem to play the role of a gateway meeting for new Friends and those passing through.

Second Hour program was revitalized and managed this year by a Friend with fervor and energy, who took on the project and made it happen. One of the most well-attended programs was a presentation on programmed Friends by Julie Peyton of Friends World Committee. Two High School seniors have introduced us to the issues around gender and trans identity; we continue to learn and try to practice sensitivity around this new awareness. Trips and outings have been organized by Friends sharing interests and inviting others to attend. This happens in spite of not having a committee organizing them. The second annual Womans March, and the March for Our Lives had a strong NFM presence. Our paid meeting facility assistant, Tyroam McGhee, is a blessing, safeguarding our worship. Ty cares for our space so that we can focus on Spirit instead of stressing and struggling with burnout over facilities.

The death of our Clerk, Sherry Monroe, was a devastating loss for Northside. She was in the heart and center of the meeting, and her rapid illness and subsequent death gave us a sense of the fragility of life and made us more aware of our own mortality. Sherry was a weighty Friend who carried a heavy load for the meeting. The task of finding Friends with the time and energy to step up and share the burdens is a challenge for the faithful core who attend business meeting.

We have few children this year and their ages are widely separated, challenging us to come up with both childcare and a suitable First Day Program. Exacerbating this is the challenge of getting enough adults to volunteer to develop and lead programs and to sign up for tasks that keep the meeting going. Northside Friends participate in a thriving 8:00 a.m. Wednesday morning worship at Admiral at the Lake with an average attendance of 6 to 12.

Although we have a set of perennial complaints, such as why some friends are always late, or why we do not have an active Peace & Social Concerns Committee, or a quieter entry into the worship space, the quality of our worship is deep and satisfying. As one friend said, “things may get hard, but Spirit has us covered.” Our small community is



diverse and includes both those who want more Bible contexts and teachings and those who do not; “If someone needs a homogeneous group, well, we can’t be that.”

Comings and goings: 12/2017: Bruce Kanarek was welcomed into membership; 12/2017: Judy Jager's membership transfer from Northside Friends Meeting to Evanston Meeting was approved; 12/2017: Sherry Monroe died. The meeting hosted a memorial celebration in February, 2018.

## **OAK PARK FRIENDS MEETING**

Winds of change are evident in the Oak Park Friends Meeting these days. Membership continues to grow, both from new people who desire to join us and from long-time attenders who have sensed a change in their relationship to the meeting. Not so many years ago, most of the people present on a First Day were attenders with a smattering of members and visitors. Now, most are members with a smattering of attenders and visitors. Five years ago, a dozen chairs could be set up to provide adequate seating. Now, twenty are regularly needed. With so many newcomers, the meeting joyfully spends much time and energy teaching and modeling the Quaker way. Midweek worship, once a month during the school year, continues to attract a regular, grateful group.

Although children have not yet become a regular feature of weekly worship, the Children’s Committee creatively planned a Family Day in April that brought out seven people under the age of eighteen. Future family days are being planned. Peace & Justice has added “Environment” back into its name as the committee has strengthened and found new energy to embrace a variety of ventures, while continuing to support FCNL and meals/holiday baskets for disadvantaged people.

Serious discontent with our current location led to a three-year effort to discover a site that would be: quiet, welcoming to children, ADA accessible, financially responsible, with outdoor signage, kitchen, storage and chairs for thirty people. About fifty sites were considered and twenty-five were visited. However, way has not opened and the uncertainty around what may happen next has its own cost. The last Direction of the Meeting conversation indicated great energy to leave. However, more recent events have produced comfort for staying. We can trust that more will be revealed.

The Ministry & Care and Peace, Justice & Environment Committees are preparing to offer a Sustainability Circle, for those who wish to deepen their commitment to living lives as OneEarth people, and to release the destructive habits of MultiEarth people. The Sustainability Circle would meet regularly to provide education, mutual support and worship sharing, “because we can’t do it alone. But together we can fulfill our desire for Earth-size living. We can hone practices so compelling that supersize, MultiEarth ways become obsolete!” (Jubilee Circles, Lee Van Ham, 1917).

Our oldest member is encouraging us to read *The Fearless Benjamin Lay: The Quaker Dwarf Who Became the First Revolutionary Abolitionist*, Marcus Rediker, 2017. We rejoice in the continuity of seventy-five years of Quaker presence in Oak Park. At a celebration potluck in 2017, Pam Timme told us of people and stories to remember and embrace. And recently, she received communication from the child of a 1940s member, and was able to share memories with him based on the archives she has so carefully kept. “Joy is an act of resistance” (Toi Dericotte).

## OSHKOSH MONTHLY MEETING

### Elder's Report

A report should emphasize the good and the progress made while utilizing the missteps to teach so that others can learn from them. This was a troubling report because it all seemed to have been said before. Our meeting is small and very diverse: that is its great weakness and great strength. We each have our bundles and, as we grow older, are learning to concentrate on those most important to us. Of course, that leaves more left undone and it is hard to forgive ourselves for that. However, learning to forgive ourselves for not being super-people is part of our spiritual advancement. Forgiving ourselves and others is hard. It is an ongoing task to understand what God demands of us. We often confuse what we want with what God wants. God asks only that we try and never give up. We ask that we succeed—and sometimes do not.

This report is a celebration of life and meeting challenges. Our meeting has been struggling with life lessons on many different levels—the teenage challenge, the challenge of elderly relatives, the challenges of changing roles in our lives and marriages as we feel too tired to continue, to name just a few. We have done well, for the most part. It is easy to get wrapped up in our causes and to run over individual opinions in our quest to “get something done” in our current society. We have tried to not bring this secular group psychology into our meeting, but to bring the Society of Friends’ spiritually out into our world. We have kept in mind the fact that our religion begins with the individual and have put work into respecting individual opinions and lifestyles. We have worked at being forbearing with our families, understanding with our friends, hopefully helpful to those in need, and have striven mightily to make sure the necessary tasks are covered by someone. No, we have not been perfect—we have snapped and been less diligent in formalities than we or others might have liked. However, we have tried to make amends when possible without outside urging. That is a triumph in itself—recognizing the need to repair “wrongs” that are personal. It is easier to recognize the impersonal wrongs like slavery and killing, but harder to recognize/appreciate the care a friend gives when he or she intrudes in your life. Seeing the need to repair damage without going into endless self-castigation is a skill/gift most of us need to continually work at, but we have done better this year.

It has been harder to meet our obligations, because so many of us have been preoccupied by personal or familial problems, finances, lack of time, and the sense of urgency that many new societal issues have caused. However, our meeting has understood and stepped up to make those struggling with these issues comfortable and not to place them under more stress while trying to come up with workable solutions for the problems. We have gotten better at showing understanding and patience. We have also gotten better at not making those who cannot contribute as we would like feel guilty for that. We have gotten better at making people feel good about themselves and their meeting. Our spiritual progress has always been the focus of this meeting and we will continue to focus on our struggle to balance our world as God would have it (after we figure out what that is).

### Clerk's Report

Faith and doubt in the religious sense are both about openness. I believe, “help thou my unbelief” (Mark 9:24).

We have had no request for membership this past year. A variety of new attenders have attended worship with us. We have had three children visit our meeting for worship. We do not offer a First Day School. Three members currently worship with us and two of

our members are out of the city. We have three regular attenders. We have supported two yearly meetings financially and through participation. Our membership has through participation in the community social justice group Ester, been part of the success in starting up a warming shelter for the homeless in Oshkosh. We ended our Wednesday Evening Classes in January. Instead we have replaced this with meetings on Thursday afternoons. We continue to protest war publicly both with the Unitarians in Appleton and Oshkosh Friends at Senator Ron Johnson's office on Tuesdays. We urge all Friends to stand up for our peace testimony. We continue our prison visitation at Oshkosh Correctional. There are about 10 prisoners that gather with us on a monthly basis and love to sing the George Fox song.

### **SOUTH BEND FRIENDS MEETING**

For South Bend Friends Meeting, this past year has brought the gifts of a strengthening and widening community within an experience of deeply shared worship, as we have gathered weekly in South Bend Meeting and twice monthly in the Elkhart Worship Group. The arrival of two babies and two clearness committees for marriage have brought joy, while we also shared grief on the passing of a longstanding member of meeting and the spouse of another longstanding member. Overall, meeting membership has been steady.

The practice of welcome became an important spiritual focus for us this year as the meeting drafted and approved minutes of welcome and concern for transgender persons. We are grateful for the presence of many visitors this year, some of whom are becoming regular attenders, and for the opportunity to host Continuing Committee last October for the first time in over ten years.

South Bend Friends have been active in a variety of ways in 2017-18. To our continuing ministry of the Friendly Midweek Moment, we have added a "Quakerism 201" series of gatherings for worship and conversation about our experiences of being Quakers in the world. Topics have included "What is the Light," gathered meetings, Quaker responses to political distress, vocal ministry, and Quaker approaches to death and dementia. We continue to nurture the religious education of young Friends in a lively First-Day School. This year, young Friends took on the project of helping to support a new park being created across the street from the Charles Martin Youth Center, where we meet for worship, by helping to clean up the lot and by holding a bake sale to raise funds for park equipment. Recently, young Friends helped to assemble banners for the Poor People's Campaign as part of our meeting's continuing support for Jason Shenk's ministry: guidance of the Poor People's Campaign in Indiana has become a major focus of his ministry. The Peace and Social Concerns Committee has also been active this year, organizing opportunities for Friends to write postcards to elected officials, setting up a table on peace at a local "People's Inauguration" event hosted by the South Bend Islamic Society, guiding the distribution of the meeting's budget surplus to local service organizations, and prompting the meeting to join the Michiana Social Justice Coalition. We are grateful for the leadings of the Spirit that have enabled us to take up these works in the world this year.

### **ST. LOUIS MONTHLY MEETING**

For St. Louis Friends Meeting, 2017 was a year of deepening roots, building community, and a greater sense of gatheredness, purpose and accomplishment in the meeting. Throughout the year the meeting possessed a greater understanding of the work

we are led to do and how we should engage with it. The support and acceptance for leadings for the meeting as well as individuals has produced much joy for our members and attenders.

Out of this sense of renewed vibrancy, members and attenders are building community and relationships through a variety of sessions. These included Adult Education sessions focusing on queries, as well as a threshing session on the state of our meeting and grounds with a focus on how the meeting can better support property committee. Following this threshing session, members and attenders are gathering to work on necessary property tasks prior to Meeting for Worship, and for work days as needed. Members and attenders are growing in understanding of our corporate and individual leadings and commitment and cooperation are growing as a result.

Members and attenders cite the deep, meaningful meetings for worship as one source of the growing work and joy of the meeting. The listening during meeting for worship is genuine, heartfelt and conscientious; the meeting for worship gives people a structure to listen to the Spirit, to themselves and to others. The sense of the Spirit and the urgency of Spirit's leadings during meeting for worship is the source from which all the current work and energy within the meeting flows. Meetings for Worship are fulfilling and Meetings for Worship with a concern for business are efficient while also tender in work and worship. Business Meeting feels strongly led by the spirit, and this also has given the actions and work of meeting a Spirit-led momentum.

Two of our strongest leadings this year were continuing to open as a Winter Outreach shelter for homeless people in our city, and continued examination of racism and racial injustices within our society. In response to the latter topic, meeting was led to write a minute in response to the NCAACP's issued travel advisory for Missouri. The minute affirmed the meeting's commitment to racial justice and to working to end injustice.

Although the minute affirmed our commitment to be a place of refuge and sanctuary for all, we are aware of a lack of diversity—racially, economically, and in the ages of members and attenders. This is the main place where our meeting is currently less than what we would desire. We are led to ask if there is something that we are doing, perhaps without even realizing it, that is off putting to others and is an obstacle to having diversity in our meeting.

We are also aware of our aging population as a meeting and the challenges it presents to our work and maintenance of the meeting and of the meeting house property. We are led to ask how and if we should be doing more outreach to a younger, more diverse population.

As we examine these queries about diversity and outreach, we do take joy in the small number of families with young children who are part of our meeting. When the children—babies through grade school—join us in worship each week, there is a great sense of joy and wholeness with their presence.

The health of the meeting has also benefited from the ways in which the spiritual needs of members and attenders are nurtured outside of Meeting for Worship through Friendly Dozens, Spiritual Directions, the Quaker Reading Group, participation in Quakerism 101, the attenders dinner, the spring retreat, and spiritual discussions on queries at potlucks.

As we continue through 2018 and thoughtfully seek to follow the leadings we feel to include a wider diversity, to confront racism in our community, to continue to provide shelter through Winter Outreach, and to continue to address the repair and maintenance needs of the property, we are deeply grateful for the depth of love and Spirit's leading

within our meeting. One member expressed it thusly, “I am not ashamed to say I feel loved, and I feel love towards everybody.” This love is the place from which all our work and seeking Spirit’s leading grows.

## **SOUTHERN ILLINOIS QUAKER MEETING**

The past year for our meeting has been one of continued growth and transition, as we have become settled into our new meeting place at the Dayemi Family Center. We continue to meet regularly for worship on Sundays and we have become more defined in including planned second hour activities after an hour of unprogrammed worship.

Our meeting has established a path of reconciliation, as we have acknowledged some significant changes. We have continued to adjust to our new meeting place and establish how that environment will serve our needs. We have laid down the oversight of travel ministry for Maurine Pyle, and we are now considering how we can further support her, or anyone in our community, in answering a call for ministry. These changes have been the source of a lengthy process of discernment, and we are finding our adjustment process to be gradual and slow.

We have been utilizing Quaker readings and other practices that might be contributing to our inner healing and to our overall religious practice. Kathy Cotton has facilitated monthly religious education based on the Illinois Yearly Meeting Faith and Practice. We have found these readings and the following discussions to be very rewarding and we feel gratitude for the care put into the writing. Our clerk, Tom Hensold, has offered a process for second hour called Attitudinal Healing. This also has appeared to be well-received, and the meeting has asked for further trials of the process. Our practice of music as part of after-worship activity has typically evolved as a request from our youngest attender, Juniper, who will sometimes dance while the rest of us sing.

We continue a tradition called “Life of the Meeting,” a monthly evening gathering for food and fellowship which includes other friends or family members. These gatherings have been informal this year, and there has been some deliberate effort to keep them relaxed and to refrain from including business agendas. Breaking bread together continues to be an important communal activity, both for our first Sundays and for our Life of the Meeting gatherings. In general, our meeting has been mindful to care for each other and to utilize our strengths and spiritual values to heal from whatever struggles we have felt from our past experiences.

Our meeting has a mainstay of long time members and attenders. Some of our attenders travel extensively and we see them sporadically, but we still feel their presence in or out of our circle. This year we were blessed to be approached for clearness for membership by Michael Batinski. We were inspired by his wisdom and message concerning his spiritual journey and how it led him to our “sacred circle.” We are now back to four resident members with Michael’s acceptance into our meeting. We are tremendously excited for Kris Pirmann and Adriane Koontz, who gave birth to their baby Russell in May. We are delighted by the marriages of two past attenders of our meeting, Adam Alexander (to Madeline Wayham) and Justin Leverett (to Marion Edgemeyer), now living in the Pacific Northwest. We hold all in the Light as we celebrate these big life changes and gifts.

We have welcomed some new attenders to our meeting and the Quaker practice of worship. Janis Esch and Bethany Henning have contributed much enthusiasm when sharing our worship and activity. There have also been some attenders, who have recently moved into our region, but travel at least an hour to worship with us.

Community service and ministry has continued to be highly valued among several attenders of our meeting. These include involvement with AFSC, FCNL, community affairs, civic support for refugees, equality issues, protection of women, children and the homeless, youth writing programs, conservation efforts, recovery from addictions, and more. We believe our Quaker presence and values are felt within our community, and those who understand the Quaker testimonies appreciate what that means.

## **SPRINGFIELD WORSHIP GROUP**

Summoned by spiritual yearnings, Springfield Friends Worship Group continues its journey with trust in one another, and in the leading of the Holy Spirit to discern those pathways of compassionate service to our fellow creatures, drawn by His hand through the trials and troubles of this life.

We continue to meet weekly in search of the spiritual and intellectual sustenance we receive from our community of seekers. Our group remains small but dedicated, with attendance ranging from six to twelve adults. We have enjoyed several visitors this year, and continue to welcome those who choose to spend time with us.

Our current status as a Worship Group defines us most accurately. We elected to have a clerk, and hold Meeting for Business once a month (with creative and delicious potlucks afterward). As a group, we have discussed and considered the option of becoming a Preparatory Meeting, but believe that the Worship Group defines where we are developmentally at this time.

As individuals, our religious experiences are varied, which adds to the richness of our discussions. Several members are involved in efforts to bring about change in our community. Pamela is involved with Habitat for Humanity, and is working to bring the play *GloHeart*, about immigration and refugees, to Springfield. Dennis plays music at local nursing homes, and the Peoples' Church, which serves our homeless population. Eve is providing dance therapy for seniors with Parkinson's disease, and serving on committees for Racial Conversations. Nancy, Dennis and Vinnie are also involved with the Racial Conversations groups. Terry has been researching the program "Better Angels," with the hope of bringing that program to our community. We report on the progress of these efforts during Meeting for Business.

Our Worship Group community is stable and sound. Urbana-Champaign Friends Meeting continues our care. Several members attend U-C meeting when they are able, and we receive e-mail updates from that meeting.

Due to the interest of the group, we are re-starting our efforts to work on our end-of-life "Five Wishes" and memorial planning. We will go through the emotional process of sharing our wishes, concerns, fears, and hopes about our final stages of life.

We have enjoyed selecting challenging queries, which we share during the months with five Sundays. This becomes a quarterly occurrence, and allows us time to prepare thoughtful responses.

Once a month, our group prepares and serves a meal at Helping Hands, a local homeless shelter. First Christian Church has joined us in this effort, and their offer to provide some of the food is appreciated. We enjoy this service project, and look forward to the fellowship and expressions of gratitude from the residents each month.

Our group receives sustenance from each other, from our query-sharing to our ongoing discussions about the current state of the world. We support each other as fellow worshipers, but also as friends and family.

## **UPPER FOX VALLEY QUAKER MEETING**

Challenged by our small numbers we feel a closeness of spirit that is manifest both in Meetings for Worship and in other activities. Our “meetinghouse” continues to be the farmhouse at Pioneer Farm, where we feel and sing of the inspiration provided by nature surrounding us. Yet location remains a challenge, since our members and regular attenders live in widespread locations. Distance also is a challenge to our participation in the yearly meeting, although those of us who have been able to attend ILYM find it very enriching.

We have been blessed that so many Friends of the Chicagoland area find it possible to join us for the annual Old-fashioned Corn Roast and Pot Luck Dinner that we sponsor at Pioneer Farm. It is a time when love overcomes the historic divisions in the Religious Society of Friends, as adults and children of both programmed and unprogrammed meetings, speaking both Spanish and English, gather together for fellowship, fun, and spiritual unity.

We share with many other meetings the problem of an aging membership. The few young adults who worship with us tend to find work or educational opportunities afar and become once-in-a-while visitors. In this digital age we must look for ways to build a strong spiritual community, locally, that can build on Quaker history and unite us with other Friends afar.

## **URBANA-CHAMPAIGN FRIENDS MEETING**

Attendance at our Meeting for Worship continues to grow and spoken ministry has blossomed, often in response to a query or following a spiritual thread. Long-time Friends and new attenders reflect on the openness of the meeting. One relative newcomer remarked that she was “grateful to have found this community” for it had provided “hope in my heart that wasn’t there before.” Following the rise of meeting we enjoy extended fellowship at First Sunday bountiful potlucks, Second Sunday sandwich-making for the Daily Bread Soup Kitchen, Third Sunday Business Meetings, and a rich variety of Fourth and Fifth Sunday programs and activities.

Our First Day school has been active and vibrant. A young attender announced one Sunday that he “would rather go to first day school than to the park.” A new teacher has ably led the younger group in projects connected with Quaker beliefs, seasons, and emotions. This year the ‘tween-teen Friends have begun studying other religious institutions, first hearing a presentation and then attending a service and engaging with congregants. These activities have generated discussion about religious beliefs at meeting and at home. Our youth decided to raise money at Christmas to help homeless children so they joyously made beautiful glass and salt dough ornaments, which they sold at our Saturday evening Christmas party.

All of our committees have been unusually energetic this year. Advancement Committee arranged several activities throughout the seasons. In the summer, we marched under a Friends banner in both the Fourth of July parade and the Gay Pride parade. In the fall, we celebrated an apple festival at a member’s farm where we enjoyed apples, apple cider, and farm animals. One winter afternoon, everyone enjoyed a “human library” activity where Friends’ hidden stories became book titles to be “checked out” and “read” in ten minute discussion segments.

The Peace & Service Committee worked to support and raise awareness of social justice issues, ranging from local to international. In April and May 2017, they sponsored two packed discussions about which social issues took priority for our meeting and whether we wished to work on one together. But with so many friends already involved in social justice work, we could not agree on one project. Instead P&S organized Second

Sunday half hour sessions where members described their own work, which included the Rape Crisis Hotline, Books to Prisoners, training to assist immigrants, and the Ripple Effect (monthly letter writing to immigrants and incarcerated people). In addition, they sponsored Parfaite Ntahuba, a Quaker pastor from Burundi, touring the U.S. on behalf of the African Great Lakes Initiative. She gave two presentations about the services provided to women experiencing gender-based violence.

Ministry and Oversight Committee held two “Quaker Q&A” sessions, which have been popular with members and attenders over the past six years. This year, M&O also invited Peter Lasersohn to discuss his work on the development of an ILYM Faith and Practice. As a follow-up, Peter has agreed to lead us this spring in a discussion that will solicit input for the draft of the book’s section on “Gender and Sexuality.”

Members’ leadings opened up new initiatives this year. A spontaneous after-meeting discussion of the just-announced ban on transgender people in the military led to a broader discussion of how to make transgender and non-binary folk feel more welcome at our meeting. We educated ourselves further during a well-attended forum, garnered proposals, and have so far replaced our men’s and women’s bathroom signs with non-gendered ones, and encouraged friends to put their preferred pronouns on their name tags.

When a teen friend offered to build bookcases for our library for his Eagle Scout project, we accepted eagerly. With the project completed, the need to clear out the old shelves prompted the Library Committee and others to begin developing a plan to reshape the collection.

The meeting, prompted by the Finance Committee, agreed to move our invested funds from a local bank to Friends Fiduciary Consolidated Funds in Philadelphia whose investment strategies support Quaker values. Our finances are in good order and “basket” donations for monthly sandwich-making and for the Emergency Fund are strong. But our annual giving is stagnant or declining. We must now focus on generating more (and larger) annual contributions to sustain our property and our activities—along with continuing to encourage members and attenders to contribute their time, energy, and skills by serving as officers or on committees. We are confident that this will happen. As one of our long-standing members noted recently, “A wide-awake spirit is at work among us.”

**REGISTRATION REPORT FOR ILYM ANNUAL SESSIONS 2018**

Total Registration: 177

Registration by Quarter/Geographic Grouping:

Blue River	37 Adults	
	14 Young Friends	Total: 51
Chicago North	46 Adults	
	15 Young Friends	Total: 61
Chicago South	36 Adults	
	7 Young Friends	Total: 43
Other	18 Adults	
	4 Young Friends	Total: 22

Housing: 67 camped, 35 stayed in cabins, 12 stayed in Clear Creek House, 9 stayed in the High School Bunkhouse, and 54 used motels or local housing.



# FALL CONTINUING COMMITTEE MINUTES

10/14/2017

Hosted by South Bend Friends Meeting, South Bend, Indiana

Attending: Wil Brant, Kent Busse (Assistant Recording Clerk), Chris Cobb, Janice Domanik, Judy Erickson, Anya Gardner, Dale Gardner, Liam Gardner, Cathy Garra (Presiding Clerk), Meredith George, Chris Goode, Chris Jocius, Doug Kinsey, Marjorie Kinsey, Brittany Koresch, Caryn Kuhn, Pam Kuhn (Substitute Minute-Taker), Ted Kuhn, Brad Laird, Peter Lasersohn, Alex Lippitt, Contessa Miller, Noel Pavlovic, Sarah Pavlovic, Phyllis Reynolds, Bridget Rorem, Chip Rorem, David Shiner, Dan Stevens, Monica Tetzlaff, Kalese Thomas, Sabrina Tingley, Bobbi Trist, Nancy Wallace, Sean West, David Wixom, Judy Wolicki

## Minutes

**Minute 01** Continuing Committee of Illinois Yearly Meeting began with centering worship. Out of the silence, the Presiding Clerk, Cathy Garra, introduced the officers and thanked South Bend Friends for hosting the Continuing Committee.

**Minute 02** The Continuing Committee thanked Wil Brant for compiling the Advanced Documents.

**Minute 03** Monica Tetzlaff from South Bend Monthly Meeting introduced us to the building. She will be teaching the children's program during Continuing Committee. The children were present during opening worship.

**Minute 04** Sean West reported for Publications and Distribution Committee.

- The committee has completed print copies for distribution of the following publications: 2017 Minute Book, 2017 Plummer Lecture given by Alice Howenstine, and the Summer 2017 issue of Among Friends. These are being distributed to monthly meetings.
- The Project Lakota website has been moved to WordPress. This appears to duplicate a portion of the ILYM site. Sean West will coordinate possible merging.
- The ILYM website has been moved to WordPress. Thanks to a donation from Sean and Erin West, the committee was able to hire a consultant to move all of the intricate links to the new server. There is still some sifting and serving to be done which the committee hopes to complete by the Spring Continuing Committee.
- If committee clerks or officers need to make changes to their pages on the ILYM website, please contact Sean West, who will either make the changes or arrange for that person to have access to make the change.

Report accepted.

**Minute 05** Harassment Review Committee: Cathy Garra reminded us that at the 2017 Annual Sessions, the Yearly Meeting approved the Harassment and Sexual Abuse Policy (Minute 42). The current Harassment Review Committee members are Cathy Garra, Phyllis Reynolds (in place of Beth Burbank), Judy Wolicki, Brad Laird, and David Shiner. Report accepted.

**Minute 06** Naming Committee: Cathy Garra explained that the Naming Committee identifies people to serve on the Nominating Committee. This year's Naming Committee appointees will be Kate Gunnell and Colleen Reardon. Ideally, they will bring names to the Spring Continuing Committee for acceptance. Report accepted.

**Minute 07** Financial Review Committee: The Financial Review Committee (Cathy Garra, Ted Kuhn, and Ashlee Miller-Berry) met in early August to review and approve a

total of about \$2,500 in expenditures over the approved budgeted amount. These were all related to the upkeep and improvement of the buildings and grounds. Report accepted.

**Minute 08** Nominating Committee Report: The committee continues to labor in the search for Assistant Clerk. The committee agrees with others in ILYM that we need to invest in training for newer and younger members so that more of us are ready and willing to take on leadership within committees and in the yearly meeting as a whole.

The committee brings forward four names for approval at Continuing Committee: Phyllis Reynolds, Evanston, as Clerk of Ministry and Advancement Committee; Kay Drake, Clear Creek, continue on Development Committee (2018); Kevin Brubaker, Northside, Finance Committee (2020); Brent Eckert, Rock Valley, continuing as Records Librarian. All approved. Report accepted.

**Minute 09** Judy Erickson, Treasurer, gave the Treasurer Report. The following corrected reports were distributed: Statement of Financial Position/Balance Sheet for Fiscal Year ending 6/30/17; Statement of Fund Activity for 7/1/2016 -6/30/2017 (prepared 8/18/2017); ILYM Monthly Meeting Contributions for 7/1/2016 -6/30/2017 (prepared 8/18/2017); ILYM Operating Budget showing 2016-2017 Budget, 2016-2017 Actual, and 2017-2018 Approved Budget. These reports are in the 2017 Minute book however there have been some corrections since publication. A corrected version was distributed.

ILYM had a strong end to the fiscal year with generous donations to Special Gifts and the Property Improvement Fund as well as the General Fund. Donations from monthly meetings and individuals were about \$1,000 over the budgeted amount. Because expenses were considerably less than expected, we ended up with a surplus of about \$7,391. The Treasurer thanked Friends for their generosity. The Friends Meeting House Fund returned our \$10,000 investment (2017, Minute 19). We will have less income in interest unless we find another place to invest.

Friends are reminded that the budget for the coming year is considerably higher and we will need an increase in donations to meet it. Looking to our needs first, the Treasurer does not pay our donations to others until we are sure that we have enough to pay our expenses.

Contributions for the first three months this fiscal year have been higher than the same period last year. However, our costs have been higher also. The Treasurer asks Friends to please submit your receipts for approved travel promptly. The Treasurer noted, with thanks, that some monthly meetings have contributed to staff travel.

The attendance at Annual Sessions increased from 182 in 2016 to 205 in 2017. It is unclear if general membership is also up because several meetings did not submit statistical reports. Report accepted.

**Minute 10** Ted Kuhn reported for the Finance Committee. Finance Committee continues to be thankful for the generosity in contributions from monthly meetings and individuals. The committee reminds the body that the Yearly Meeting at Annual Sessions approved a large budget, so that level of generosity needs to continue. We are also encouraged by the high number of registrations at Annual Sessions in 2017.

The committee has transferred \$7,500 from special gifts to payroll (2017, Minute 66). The committee is reserving \$500 in designated funds for the print publication of the ILYM Book of Faith and Practice as noted in the approved budget.

The amount of \$60,000 has been spent on the campground bathhouse repair and improvement. This was allocated from the following funds: designated Current Projects Fund \$9,122 (the entire amount), Special Gifts Fund \$15,000, Property Improvement Fund \$20,000, and Maintenance Reserve Fund \$15,878. This split uses up the Current Projects Fund that was designated for the campground bathhouse project, and divides the

reminder between three accounts to maintain a balance in each fund for future uses and also reflects that some parts of the project are long-term maintenance while others are improvements.

The committee is working on a new method of presenting our historical budgets and costs to the next Annual Sessions including presenting the information in a digestible form. The committee had a good discussion on the budgeting and prioritization process, along with the ILYM Presiding Clerk and Field Secretary, with discernment continuing into the future.

The name of the Review Committee will be changed to Financial Review Committee. Approved.

Add to the Finance Committee Description in the Handbook. “Discerns proposed recommended donations from monthly meetings and individuals as part of budget development process.” Approved. And “discerns changes to annual sessions registration fees.” Approved. Report accepted.

**Minute 11** Alex Lippitt reported for the Development Committee. The committee reminds Friends that the approved “Individual Contributions” line on the operating budget for the general fund in fiscal year 2017-2018 includes a large increase of over \$8,000 over what was actually given in previous year. The percentage of the operating budget supported by individual contributions has climbed to 26% with the total of individual and meeting contributions at 87% of the total income of the operating budget.

The committee has some new strategies for reaching our ambitious goal with increased explanation as well as listening to ILYM Friends. These may include: changes in the annual solicitation letter package; working with the Publications and Distribution Committee to build a convenient Development presence on the ILYM website; writing an article for Among Friends; updating our pamphlet “Giving to Illinois Yearly Meeting” including information on giving for those of us with limited means, about putting ILYM in one’s will, and providing an automatic monthly contribution opportunity.

The committee is reaching out to Site Envisioning and Maintenance & Planning Committees to get their priorities for potential special earmarked campaigns in the future. The committee is exploring a set of giving guidelines with specific emphasis on permissible giving, personal information sharing and donor contact. This would be along with last year’s “Policy Regarding Access to and Use of Contribution and Donor Information” (see the 2016 Minute Book, p. 28) Report accepted.

**Minute 12** Monica Tetzlaff reported for the Children’s Religious Education (CRE) Committee. Joy Duncan, the Children’s RE Coordinator has been shadowing a RE Educator of another yearly meeting this week to learn from her work. Eleven ILYM Quakers including the Children’s RE Coordinator attended a training weekend for the Our Whole Lives (OWL) program. It is “a comprehensive, lifespan sexuality education curricula for use in both secular settings and faith communities” created by the Unitarian Universalist (UU) and United Church of Christ (UCC) churches. Different members attended different age portions. The Children’s Religious Education Committee is working on how to integrate the program with Quaker religious education. The committee is also considering partnership with the Youth Oversight Committee to create a program for ILYM teens in 2018-2019.

The committee has oversight for the Children’s RE Coordinator position. The coordinator is recommending that next year the Middle School overnight retreat be the same weekend as the Fall Continuing Committee meeting. This would mean that the Continuing Committee meeting would need to be held at a centrally located

meetinghouse with resources for an overnight stay. The coordinator is also working on how to incorporate the OWL program in yearly meeting children's religious education.

The committee considers that the Middle School years are the most important for keeping children interested in the meeting. The committee requests that monthly meetings each name a contact person and send the contact information of parents of Middle School children to Joy Duncan in order that an e-mail can be formed to keep them notified as to program opportunities.

The committee will consider ways in which we can train adults as well as to safeguard the adults who work with children. The committee is working on planning so to allow for the setting up of event dates well in advance. Report accepted.

**Minute 13** Children's Religious Education (RE) Coordinator Report: Joy Duncan is continuing to develop the specifics of this position. Since Annual Sessions, the focus of the Children's RE Coordinator has been:

- Planning a Middle School retreat for October 28-29, 2018 on the ILYM campus.
- Collaborating with Chicago North Planning Group to plan 2018 Children's Sessions.
- Writing up a list of suggestions from the 2017 Children's Sessions in order to make improvements. These include adding some sort of outdoor enclosure for Wee Friends, creating a new campfire area more appropriate for smaller children, and finding opportunities for children to volunteer at Annual Sessions.
- Participating in the OWL Training (see the Children Religious Education Committee report). Working with Evanston Meeting to offer a Quaker-based version of this to our young Friends.

Report accepted.

**Minute 14** Dan Stevens reported for the Peace Resources Committee (PRC). The committee has been working on getting the word out about the national Poor People's Campaign: A National Call for Moral Revival. There is a plan for six weeks of demonstrations starting May 1. Some may involve civil disobedience. For more information, one can web search "Poor People's Campaign." The committee has a list of contacts with Peace Committee representatives from monthly meetings. Please send updates to Jan Mullen in order to facilitate communication between the PRC and monthly meetings and worship groups. Report accepted.

**Minute 15** Noel Pavlovic reported for the Environmental Concerns Committee: Noel reminded us that we are all holding in the Light those whose lives have been upturned by weather-related disasters recently.

The committee has reduced the number of osage orange (*Maclura pomifera*) trees to nine. The committee is considering other tree options for the wind break including eastern red cedar (*Juniperus virginiana*). Last summer the ash tree planted in memory of Richard Haworth came down. The committee is working with Grayce Messner on selecting a replacement.

David Wixom is planning an Environmental Concerns Committee bike ride during 2018 Annual Sessions this summer. The committee is considering planting shade trees along the path between the meetinghouse and Clear Creek House.

The committee, in collaboration with FWCC Representative David Shiner, is planning a dialogue with Young Adult Friends about earthcare. This would include the sustainability questions from the FWCC World Office.

The committee is considering the recommendation for a new fire pit perhaps on the south side of Clear Creek House. They are suggesting the possibility of making Aldo Leopold benches to put next to the pit. The committee continues to try to clean out the

trash from the cow barn including some chemicals. The committee has been asked to work on nurturing the cherry trees on the campground. Report accepted.

**Minute 16** Planning Reports for the 2018 Annual Sessions: At this time the coordinators are: Chicago North (Children's Sessions) Angie Reeks and Joy Duncan; Chicago South (Program) Brad Laird and Monica Tetzlaff. (Food) Sarah Pavlovic and Noel Pavlovic; Blue River Quarterly (Site Prep and Clean up) Mike Dennis. Work is proceeding in all groups with many volunteers lined up.

**Minute 17** Chip Rorem gave the Stewards Report. The role of caretaker of the yearly meeting property is becoming more of a process rather than a search for a specific individual. The Maintenance and Planning Committee gave a list of projects being done to the Stewards who arranged for a handyman, Greg Bohn, to complete many of them. The bathhouse renovation is being done by Tieman Builders.

In order to understand the need for financial support for the future, how money has been spent in the past and how the yearly meeting has been taking care of its assets (Historic Spending) is being explored. The Stewards along with the Finance Committee have been sorting through about 11 years of data of how the yearly meeting has been spending money on the ILYM campus site. A question to explore would be, "Is the work on the site following divine leading as understood by the Yearly Meeting?" Report accepted.

**Minute 18** Maintenance and Planning Committee. See following Site Envisioning report.

**Minute 19** Chris Goode reported for the Site Envisioning Committee. The committee is working on a proposal to merge with the Maintenance and Planning Committee. Both committees are in general agreement that often these two committees work on the same projects. A combined committee would need to be willing to consider both the long-term and short-term projects.

The committees are planning a combined committee meeting and a combined Spring Work Weekend possibility the weekend on May 4-6. The campground bathhouse renovation is almost complete and is coming in at cost. However, volunteers are needed to paint the exterior at the Spring Work Weekend. The committee is looking into repairing a section of the roof of the barn. The committee is getting updated estimates on a Clear Creek House accessible bedroom/bathroom addition including a new enlarged septic system. Report accepted.

**Minute 20** Peter Lasersohn reported for the Faith and Practice Committee: The committee is still working to have a completed book for this summer. However, approving the remaining sections will mean a lot of business for Annual Sessions. The committee particularly points out the glossary will take a lot of time. The committee recommends that, rather than hearing the glossary read aloud during Annual Sessions, Friends should read it and send comments to the committee in advance of Annual Sessions. This section would then be brought for action without reading it aloud.

The following provisionally approved sections will expire this summer: Preparing for and responding to illness, accident, death and bereavement (approved 2015 for 3 years); The yearly meeting (approved 2016 for 2 years); Pastoral care (approved 2017 for one year); Friends and the state (approved 2017 for one year)

In addition, the following texts are in preparation: Recognizing spiritual gifts and leadings; Religious education; Clearness and support committees; Addiction, substance abuse, and gambling; Glossary; Historical background and rationale for an ILYM Faith and Practice; Larger Quaker organizations; History of ILYM; Memorial meeting

checklist (already composed by the Ministry and Advancement Committee, but not yet submitted to the yearly meeting for approval as part of Faith and Practice)

A few other topics are under consideration for possible inclusion: Sexuality and gender; History of the Quaker movement; General queries for personal or corporate reflection; Additional quotes (either for separate section, or to sprinkle throughout); Sample transfer letter; Sample travel minute

Report Accepted.

**Minute 21** Pam Kuhn gave the Handbook Committee Report: Continuing Committee approved the following sections taken from the 2017 minutes of the yearly meeting at Annual Sessions.

From Minute 42 (Ministry and Advancement): The approved Harassment and Sexual Abuse Policy is to be put in the Appendix section of the Handbook. Add the following description taken from the Harassment and Sexual Abuse Policy (2017, Minute 42):

Harassment Review Committee: The Harassment Review Committee will be made up of the Presiding Clerk, the Clerk of Ministry and Advancement or a designee, another member of Ministry and Advancement, the Field Secretary, and one at large Friend appointed by the Presiding Clerk. If any of the people in those roles is directly involved in the actions that led to the investigation, that person(s) will be excluded from the Harassment Review Committee for the purpose of that particular investigation. In such cases, the remaining persons will carry out the investigation.

The Clerk of Ministry and Advancement and the Presiding Clerk will appoint Friends to the committee a month before the Annual Sessions. Members of the Harassment Review Committee will be announced in the advance documents of the Yearly Meeting Sessions and included in the minute book. Those members will serve for one year, from the convening of one Yearly Meeting Session to the next. An allegation can be brought to any member of the committee. Complaints will be handled promptly and confidentially.

Add to the Ministry and Advancement Committee description (2017, Minute 42):

M&A is responsible for the Harassment and Sexual Abuse Policy (see Appendix G) approved in 2017, Minute 42. The committee is responsible for bringing any updates to the policy to the attention of the yearly meeting. The clerk of M&A or a designee and one other member of the committee are appointed each year to serve on the Harassment Committee. This one-year appointment begins one month before annual sessions. See Harassment Review Committee description.

The following sections have been approved indefinitely unless indicated otherwise. These sections are available on the ILYM website. The following list of sections be put in the Handbook (Minutes 16, 17,18, 41, 54 on Faith and Practice): Concerning this Book of Faith and Practice; The Light Within and its Religious Implications; Testimonies; Meeting for Worship; Friends Manner of Decision-Making; Marriage; Preparing for and Responding to Injury, Illness, Death, and Bereavement (approved provisionally); Membership; Pastoral Care (approved provisionally); Friends and the State (approved provisionally); Meeting Organization and Structure; Communities of Friends; The Monthly Meeting; Worship Groups and Preparative Meetings; Quarterly Meetings; The Yearly Meeting (approved provisionally); Appendix: Sample Membership Record

The Faith and Practice Committee is working on other sections to present to the Yearly Meeting at Annual Sessions.

Add the new Handbook Committee description (Minutes 49, 50, 51 on Handbook).

### The Handbook Committee

The Handbook Committee continually examines the details of our Quaker process and strives to make it clear to our members. The work of the Handbook

Committee (with help from members of the yearly meeting) includes:

- Attend Annual Sessions and Continuing Committee, when possible, and review the minutes and approved reports for decisions that change the direction or charges of committees or individuals with specific responsibilities. In a timely manner, rewrite these minutes in the same style as the Handbook and bring them to Continuing Committee or Annual Sessions for action. When approved, add them to the Handbook.
- Read through the Handbook annually to identify inaccuracies or places where our practice has evolved and bring them to the attention of appropriate committee, individual or sometimes the yearly meeting as a whole at Annual Sessions.
- Look for inconsistencies in the Handbook and correct them.
- Edit the Handbook for stylistic consistency. The committee is empowered to do these edits without necessarily bringing these changes to the Yearly Meeting for review.
- Try to identify omissions that should be in the Handbook.
- Electronically send the revised Handbook annually to the Administrative Coordinator to update the online version and inform Monthly Meetings of the new revision. Print out new copies for the Presiding Clerk, Assistant Clerk, members of the Handbook Committee and anyone else who requests it.
- Changes in Practices by the Yearly Meeting
- Most deliberate changes in yearly meeting practices come from standing or ad hoc committees which may bring forward a recommendation for change to Annual Sessions. For significant changes, the idea should first be brought to Continuing Committee for seasoning. Further, it might be sent to Monthly Meetings for feedback. The originating committee is responsible for bringing the suggested change to the yearly meeting at Annual Sessions. The Handbook Committee will incorporate changes based on the approved minute from Annual Sessions. Occasionally committees working together may bring forward changes in a similar manner as above.
- When an officer, individual with a specific responsibility, or an individual who is a participating member feels moved to bring forward a recommendation for change, it should first be seasoned and tested by a smaller body. The body may vary depending on the recommendation. It could be the Friend's monthly meeting and then quarterly meeting. It may be the clerk's committee or an appropriate standing committee. Individuals may also season a concern by approaching Friends in neighboring meetings or with the Field Secretary. Often the yearly meeting will appoint an ad hoc committee to season the leading. The recommendation would then be brought to Annual Sessions as in the paragraph above.
- Monthly meetings with proposed changes are urged to season them with their Quarterly Meeting when possible before bringing them to the Yearly Meeting Annual Sessions.
- When a change in practice or policy in the conduct of business or organization of the Yearly Meeting has evolved into a new practice that does not fall under the auspices of a committee or individual with specific responsibilities, that change

should be brought to the attention of the Handbook Committee. The Handbook Committee will then notify the Yearly Meeting at Annual Sessions of such changes. If the committee has accurately described the new direction and if the Yearly Meeting approves the change, the Handbook Committee incorporates it into the next version of the Handbook.

Other items from the Handbook Committee for Consideration by Continuing Committee: The committee recommends that ILYM position statements such as the 2016 minute regarding torture be put in a section of the Handbook for easy reference and historical interest. Continuing Committee was in agreement that it would be good to put such minutes together, however asks the Handbook Committee to season further if these should be in the Handbook or in another location. Report accepted.

**Minute 22** Phyllis Reynolds reported for the Ministry and Advancement Committee. The committee is exploring the possibility of having a quarterly meeting in our Northern region. The committee is trying to coordinate a one-day six-hour clerking workshop in Illinois with Arthur Larrabee between February and May 2018. The location is to be announced. Part of the planning will address how to cover the costs. Younger Friends are particularly encouraged to attend so that next time the Nominating Committee approaches them, they will respond with a fearless “yes.” Report accepted.

**Minute 23** Judy Wolicki reported on the Field Secretary activities. A complete account of the Field Secretary activities is in the Advanced Documents.

Judy attended the FGC Gathering and a workshop called “From Conflict to Connection.” She would be delighted to share the ideas she learned from this workshop with monthly meetings and worship groups either as a forum or whatever format would be most useful for a meeting. Judy attended the Quaker Religious Education Collaboration Conference. She has information, suggestions, books, and materials to share from that.

Judy asks us to remember our Friends in the very small meetings of Rolla, Rock Valley, and Spoon River. She also reported that Friends have expressed gratitude from receiving cards from Friends at the yearly meeting. Report accepted.

**Minute 24** Brittany Koresch reported for the Youth Oversight Committee (YO). The committee thanks Rose Johnson for six years of service as Youth Coordinator. She tendered her resignation in September. YO will be filling in her duties for the interim. The committee has updated the Youth Coordinator job description and asks the Administrative Coordinator to publish it on the ILYM website.

The committee was not able to find a time with the teenagers for a High School Quake in the Fall. The committee is planning for a Quake during Martin Luther King weekend in January at the Evanston meetinghouse and another Quake sometime in the Spring. The committee would like to hire the ILYM Children’s Religious Education Coordinator, Joy Duncan, to help plan and prepare for the upcoming quakes (especially food, facilities and workshop leaders) until such time as a new Youth Coordinator is hired. This would only be for the months of October, November, December, January, February, and March or until a new coordinator starts. It will average 12 hours/month. The money would be accounted for from funds already budgeted for the Youth Coordinator. Communications with the teens will be continued by the YO committee members on an interim basis. Approved. Report accepted.

**Minute 25** Adult Young Friends (AYF) activities report. Rose Johnson and Quinn Laird are the new co-clerks of the AYF group. AYF is a widespread but tight knit group. They



were able to get together for a potluck in August. AYF expressed thanks to Brittany Koresch who has stepped down as a co-clerk. AYF noted with sadness the death of Dawn Rubbert (St Louis Meeting) who was a Friend to the group. AYF is always looking for new Friends to join the group. Please spread the word among the monthly meetings. Continuing Committee received the report from AYF.

**Minute 26** Nancy Wallace reported for the Personnel Committee. The committee understands its role is to offer technical assistance (especially concerning legal or yearly meeting policies) to help those committees which provide oversight for ILYM employees. The committee has proposed changes to the makeup and operation of the committee and its duties. Continuing Committee asked that these changes be brought to Annual Sessions for action. The Personnel Committee will consider issues regarding confidentiality at an upcoming meeting.

The committee recommends that an annual review of each employee occur as follows. The yearly meeting membership is sent (via email) a copy of the job descriptions for each employee near the end of the calendar year. If anyone has any relevant feedback or suggestions, these would need to be given to the clerk of the appropriate committee-of-oversight by January 15. The evaluations should occur between January 15 and the Spring Continuing Committee. The committee recommends that the evaluations do not occur on the same day as an event in which the employee is involved in a staff capacity.

Cook County has a new sick leave rule. The Personnel Committee is reviewing the specifics and will have the policy for all ILYM employees. The committee does not expect this to affect the work of ILYM employees at this time.

The committee reminds Friends that the Field Secretary, Judy Wolicki, is an independent contractor and therefore not under the care of the Personnel Committee or the Personnel Manual. Report accepted.

**Minute 27** The next Continuing Committee meeting will be March 10, 2018, at Lake Forest Friends Meeting. Approved.

**Minute 28** Continuing Committee is grateful for South Bend Meeting's fine care and warm hospitality in hosting fall Continuing Committee and appreciates their sharing of meeting space and a hearing system, keeping attenders well fed, supporting a family during a medical emergency, having thoughtful and fun activities for children, and, together with Duneland Friends, housing many attenders. All of this on a day with relentless rainstorms. Thank you, South Bend and Duneland Friends.

**Minute 29** Continuing Committee expresses appreciation for the work that Rose Dennis Johnson has done in her service as Youth Coordinator in the last six years. She has helped High School Friends keep in touch and grow as Friends, within the yearly meeting and by attending wider Quaker events. She coordinated the teen project of making improvements to the bunk house. All with grace and creativity. Thank you, Rose.

**Minute 30** Continuing Committee closed with affirming worship as the rain beat against the window panes.

Cathy Garra, Presiding Clerk

Pan Kuhn, Recording Clerk

# 2018 SPRING CONTINUING COMMITTEE MINUTES

03/10/2018

Lake Forest Friends Meeting, Lake Forest, Illinois

Attending: Wil Brant, Jeff and Jane Brotemarkle, Kent Busse (Assistant Recording Clerk), Graeme Cunningham, Janice Domanik, Joy Duncan, Cathy Garra (Presiding Clerk), Meredith George, Chris Goode, Bill and Alice Howenstine, Chris Jocius, Brittany Koresch, Caryn Kuhn, Pam Kuhn, Ted Kuhn, Peter Lasersohn, Val Lester, Alex Lippitt, Mark McGinnis, Noel Pavlovic, Sarah Pavlovic, Michael Pine, Phyllis Reynolds, Bridget Rorem, Chip Rorem, Dan Stevens, Bobbi Trist, Marie White, Judy Wolicki

## Minutes

**Minute 01** Continuing Committee of Illinois Yearly Meeting began with centering worship. Out of the silence, the Presiding Clerk, Cathy Garra, welcomed attenders and introduced the officers and thanked Lake Forest Friends for hosting.

**Minute 02** Cathy Garra introduced announcements, visitors, and the day's schedule. We are joined by Graeme Cunningham who is fulfilling a Boy Scout project involving religious community.

**Minute 03** Phyllis Reynolds reported for Ministry and Advancement Committee that the Committee has accepted the engagement letter of Field Secretary Judy Wolicki as independent contractor until June 30, 2020. The Committee is working to arrange a clerking workshop (developing meeting and committee clerks, including those interested in future service as well as those now functioning) for ILYM led by Arthur Larrabee on June 2, 2018, 10:30 a.m. at Downers Grove. Registrations are requested by March 22; estimated cost range is \$60 to \$90 per person depending on attendance; Friends might request financial assistance from their monthly meetings. Chicago Friends School, an independent entity, is also being invited to participate. There is a Quaker Outreach e-newsletter that promotes sharing of messages and materials throughout the wider Quaker community. Ministry and Advancement Committee has received a "Minute of Understanding" outlining collection, use, and distribution of these Outreach materials. Report accepted.

**Minute 04** Continuing Committee recommends that the Outreach document and its application be forwarded to Publications and Distribution Committee for future coordination. Approved.

**Minute 05** Field Secretary Judy Wolicki reported on her efforts to help individuals and meetings deepen our commitments to each other and strengthen the meetings to which we belong. Some members have died; some meetings have lost places to meet. Some meetings are growing through birth of children and influx of interested attenders. Some meetings are including midweek worship. Judy detailed a list of topics that she addresses in her visits, discussions, and correspondences, which involve extensive travel throughout the yearly meeting. Recurring questions face us: "Where is your joy? What's going on?" Report accepted

**Minute 06** Bobbi Trist reported for Children's Religious Education Committee, welcoming new committee member Robyn Sullivan, and reporting the Fall 2017 Middle School retreat organized by Children's Religious Education Coordinator (CREC) Joy Duncan with assistance from Committee member Bobbi Trist and parents. The committee proposes that in the future Fall Continuing Committee be held at monthly meeting sites accommodating overnight visitors and a concurrent Middle School retreat, with the spring retreat continuing to be held at Blue River Quarterly. The proposal to add hours of employment to the CREC for assisting the Youth Oversight Committee was laid down. The OWL (Our Whole Lives) program is moving forward steadily. Report accepted.

**Minute 07** Joy Duncan reported as the Children’s Religions Education Coordinator (CREC) on the October 2017 Middle School Fall Retreat. She also discussed the OWL (Our Whole Lives) program, including workshops being prepared for Annual Sessions in communication with Youth Oversight Committee. The program is contemporary and well adapted by age group level. Joy is mentoring under Gretchen Baker-Smith in a self-designed middle school Friends retreat course. She is also working with Chicago North Planning Group on implementing details of Children’s Sessions, including childcare, during Annual Sessions. Snow Quake at 57th Street meeting had good attendance and copious snow this year. Report accepted.

**Minute 08** Brittany Koresch reported for Youth Oversight Committee on the success in January at Evanston of the Quake that Rocked the Midwest, where thirteen teens attended and completed a service project, worship sharing, business meeting, and lessons. The youth are planning their “book bag making” service project for Annual Sessions. The Committee still seeks to fill a Youth Coordinator position, for which it has posted online and developed a detailed job description at 500 hours per year. Personnel Committee has advised that if a current clerk seeks a paid position that is overseen by that clerk, a different clerk should lead the committee to preserve the oversight channel. Details remain to be worked out by Youth Oversight Committee coordinating with Personnel Committee. It was brought up that there is potential for Youth Oversight Committee to work with Children’s Religious Education Committee for making future plans. Report accepted.

**Minute 09** Continuing Committee approves hiring an individual Youth Coordinator to fill the needed function (120 hours of availability) through this year’s Annual Sessions, leaving open any following arrangements to be developed and approved at Annual Sessions. Approved.

**Minute 10** Brittany Koresh reported for Young Adult Friends, reflecting on the difficulties inherent in distances and communication media. Potluck (in Chicago) and retreat (in Broomington, Indiana) events help to hold the group together. Staying in touch after Annual Sessions will help facilitate a deeper connection—for example, perhaps a book club or more effort in implementing potlucks. Report received.

**Minute 11** Cathy Garra reported from Naming Committee the following: Fernando Friere has agreed to serve on Nominating Committee (2018-2021). Approved.

**Minute 12** Chris Jocius read the report from Nominating Committee reporting their work by conference calls to seek guidance from the Spirit in filling gaps in ILYM committees. The search for an Assistant Clerk continues with ongoing effort to tap the deep well of experience within the Yearly Meeting community. The Nominating Committee has experienced the withdrawal of Brenda Schaut, who was brand new to the Yearly Meeting when she joined the committee. Another member has been absent for personal reasons with prospect of returning. A new Recording Clerk is needed because of the resignation of Angie Reeks for health reasons. The Committee has had fruitful discussions with most committee clerks so as to understand how to help them meet the needs of their committees. Report accepted.

**Minute 13** The following have accepted the nominations stated here, and the Committee submits them for approval: Val Lester, Co-Treasurer (2018-2021); Judy Erickson, Co-Treasurer (2018-2019); Noel Pavlovic to continue as clerk of Environmental Concerns (2018-2021); Robyn Sullivan, Children’s Religious Education (2018-2021); Grayce Mesner, Publications and Distribution Committee (2018-2021); Pam Kuhn and Sue Styer, Handbook Committee (2018-2021); Pam Kuhn, Recording Clerk 2018-2019, Assistant Recording Clerk 2019-2020. Appointments approved.

**Minute 14** Val Lester presented the Treasurer’s Report as summarized in the handout attached. There have been bountiful contributions from individuals and families (\$30,225), as well as from constituent meetings (\$38,497). Assuming continued support (especially from meetings) and Annual Sessions registrations sufficient to cover the corresponding expenses, the Treasurer will be able to send checks to cover “Support to Others.” She welcomes contributions sent as soon as possible to her address rather than the ILYM office address.

An extra expense over budget was required (and approved by the Review Committee for \$850) to cover the retainer for legal consultation about several personnel policies, including the new sick leave policy required by Cook County and the City of Chicago. The attorney’s estimate is between \$335 and \$838, with excess retainer to be returned to ILYM. Fund transfers accommodated the \$60,000 approved for renovation of the campground bathhouse. A new payroll service (beginning 1/1/2018) manages payroll, payroll tax payments, and reports.

So far this year the net difference between income and expenses is a loss of \$3,742, compared to \$11,724 last fiscal year-to-date. Our asset balance on 2/20/18 is \$234,183. Last year at this time the balance was \$266,988 (not including the "Support to Others," and prior to bathhouse renovation expenditures). Many changes typically happen before the end of the fiscal year. The Treasurer expressed deep gratitude for the visionary Friends who discern and do the hard work they are asked and feel led to do, and for all the generous contributions that make it possible. Report accepted.

**Minute 15** Cathy Garra reported for Financial Review Committee that they were in unity that the request for legal fees mentioned in Minute 13 was reasonable for important committee work that could not have been previously anticipated. They encourage Personnel Committee to consider budgeting for the future review of our Personnel Manual. Report accepted.

**Minute 16** Ted Kuhn reported for Finance Committee that the Yearly Meeting is using a new payroll processor, Quicksolvers. The committee has several ongoing discussions: discerning changes to the budget and presenting them clearly; clarifying the nature of unrestricted donations and the different funds (together with Treasurers and Development Committee); possibly presenting a workshop at Annual Sessions (property maintenance / improvement / general budget). Work is ongoing to make a good graphics presentation being calling “Historic Spending Document.” Any comments, questions, or recommended changes to committee budgets can be directed toward any member of finance committee. Report accepted.

**Minute 17** Alex Lippitt reported for Development Committee that the 2017–2018 annual appeal for unrestricted annual giving has yielded \$30,105 through February 17, 2018 from 57 families and individuals (more than \$27,394 total unrestricted giving in 2016–2017—a good start toward our 2017–2018 goal of \$35,700. The reasons for the increase are not clearly apparent, and the Development Committee would enjoy either conjectural or evidence based input.

The committee plans for the remainder of 2017-2018 to focus on celebration of the renovated bathhouse, preparing an updated version of “Giving to Illinois Yearly Meeting,” and beginning an annual process to collect stories of “betterment” resulting from unrestricted annual giving that can be used to support appeal efforts. Some items are effectively deferred until at least 2018-2019: (a) with Publications and Distribution Committee, build a Development presence on the ILYM website to explain and collect contributions, comparing goals with actual contributions; (b) develop giving guidelines to instruct donors and assure transparency of activities, using minuted guidelines, legal restrictions, financial restrictions, and the “Policy Regarding Access to and Use of Contribution and Donor Information.” The Committee plans to get the 2018-2019 appeal

letter out in early November. The Committee stands ready to support future development campaigns. Report accepted.

**Minute 18** Annual Sessions Planning Groups are continuing with their preparations.

Blue River Quarterly has appointed coordinators for: Overall Coordinator/Advance Preparation, Michael Dennis; Site Preparation, Diane Clark-Dennis and Grayce Mesner; Food Service During Site Prep, Heather Evert and Bobbie Trist; Purchasing, Beth (Schobernd) Carpenter; Housekeeping, Peter Lasersohn and Sharon Haworth; Cleanup, Christina Schulz and Fariba Murray.

Sarah Pavlovic reported that Chicago South is working on Food; Zach and Kelly Schobernd have agreed again to cook for us. Caryn Kuhn is working on worship sharing, and there is discussion of a late night musical session for Saturday. Dan Stevens discussed programing on the theme WITNESS AND RENEWAL and identified the workshops and evening programs. Bonnie McKeown will present the Plummer Lecture.

The Children's Sessions (Chicago North) are mentioned above in Joy Duncan's CREC report. Janice Dominak reported steady progress in this area. Reports Accepted

**Minute 19** Cathy Garra reported receiving a letter from Windy Cooler (who brings a minute of endorsement and a letter of introduction) of Baltimore Yearly Meeting and Earlham School of Religion. Windy desires to hold one-on-one interviews during Annual Sessions on topics of concern for families and communities within meetings. Friends approved inviting her and agreed to working out logistics including an announcement before Annual Sessions. Approved.

**Minute 20** Peter Lasersohn reported for the Faith and Practice Committee on the status of specific sections being developed. Provisional period expires this summer: Preparing for and Responding to Injury, Illness, Death, and Bereavement; The Yearly Meeting ; Pastoral Care; Friends and the State.

Additional sections (in various stages): Recognizing Spiritual Gifts and Leadings; Religious Education; Addiction, Substance Abuse, and Gambling; Clearness and Support Committees; Sexuality and Gender Identity; Abuse and Exploitation; Wider Quaker Organizations; History of Illinois Yearly Meeting; Historical Background and Rationale for an Illinois Yearly Meeting Faith and Practice; Glossary.

Planned or under consideration (possibly for presentation this summer): Worship Sharing and Threshing Sessions; Sample travel minute; Sample letter of transfer. Minor changes to Memorial Meeting Preparation Checklist; additional queries and quotes.

The committee urges Friends to send comments and suggestions for improvement before April 13 if possible. The committee hopes that after the Annual Sessions this summer, the book will exist in complete or nearly complete form ready for finalization tasks. Report accepted.

**Minute 21** Chip Rorem reported for the Stewards that they collaborated with Site Envisioning Committee to upgrade the campus bathhouse. They continue to work with the Finance Committee on the Historic Spending Document which will be a graphic presentation.

**Minute 22** Chris Goode reported for Site Envisioning Committee & Maintenance and Planning Committee. They are in general agreement with merging the two existing committees for next year, hoping that Nominating Committee will be able to keep people on the combined committee so that there will be good perspectives for both short run and long run. The committee is bringing forth a proposed minute regarding the merger to be presented at Annual Sessions.

The completion of the bathhouse renovation is warmly received.

Spring Campus Work Day on May 5 is actively being planned to accomplish some significant maintenance projects ahead of Annual Sessions, with a list being compiled by

Meredith George, clerk of Maintenance and Planning Committee. We hope for great participation from throughout the Yearly Meeting. Next projects include accessible bedroom/bathroom addition to Clear Creek House, and exploration of use of solar energy on our campus. Report accepted.

**Minute 23** Noel Pavlovic reported for Environmental Concerns Committee about specific projects for the campus: locating a fire ring for younger Friends separate from the one used by high school and young adult Friends; May 5 work day with committee meeting; bicycling workshop for Annual Sessions (June 21; David Wixom); constructing Aldo Leopold benches (work day or during Annual Sessions) using lumber from the old barn; revising the windbreak plan (eastern red cedars between Osage orange trees and native shrubs); representation of ILYM at Quaker Earthcare Witness meeting in April at the Cenacle Center in Chicago (under Bill Howenstine). Report accepted.

**Minute 24** Phyllis Reynolds reported for Personnel Committee on the sick leave policies mentioned in Minute 13. Other policies are under development for Annual Sessions approval. In particular, staff leaders who deal with children are now required to do training as mandatory reporters, and volunteers should also take note. The committee is mindful of our broader harassment policy and considerations of legal counsel and right order. Report accepted.

**Minute 25** Publications and Distribution Committee reported that the print versions of Among Friends and the Plummer Lectures are up to date and being distributed. The development of the ILYM.org website is on hold but expected to be resumed shortly. Report accepted.

**Minute 26** Pam Kuhn reported for the Handbook Committee that the “Handbook Description” as approved at Annual Sessions 2017 is submitted without changes to be printed in the Handbook. Approved.

**Minute 27** Fall Continuing Committee with concurrent Middle School Retreat will be held October 13, 2018, at the Illinois Yearly Meeting Meetinghouse with Clear Creek Meeting hosting and nearby meetings supporting. Approved.

**Minute 28** Cathy Garra made closing observations. She very recently received an invitation from FGC asking ILYM to host the FGC Gathering 2019 in Grinnell, Iowa because FGC has no affiliated yearly meetings in Iowa. Our ILYM cannot rise to hosting at this time; Cathy sent our regrets with the hope that individuals in ILYM might be able to be helpful. Report accepted.

**Minute 29** There is a new Sierra-Cascades Yearly Meeting in Washington and Oregon which will meet May 18 through 20, 2018. Cathy Garra as our Presiding Clerk will send the new meeting a welcoming letter. Approved.

**Minute 30** Continuing Committee held a rich discussion around the need to make use of the valuable yearly meeting campus. Several creative ideas were offered. Meredith George welcomes hearing, and will compile stories of the way the grounds and facilities have been and might be used by ILYM monthly meetings.

**Minute 31** Friends expressed sincere thanks for the hospitality of Lake Forest Friends Meeting. We felt welcome, well fed (loved the pies); we sat on special benches with peaceful origins; we experienced the beautiful peaceful setting with sun through the windows morning and afternoon; we explored the tree trunk trail. The day has been refreshing and productive in this welcoming environment.

Cathy Garra, Presiding Clerk

Kent Busse, Recording Clerk

## FINANCIAL REPORT ERRATA FOR 2017 MINUTES AND ACCOMPANYING DOCUMENTS

*page numbers in 2017 Minute Book*

- p. 21: number for Assets, Total Cash, End Balance (first column of numbers, fourth line down) should be 273,983.94 not 237,983.94.
- p. 22: number for Unrestricted Total (first column of numbers, last line) should be 84,627.05 not 84,827.05.
- p. 23: number for Assets, Unrestricted Designated, Maintenance Reserve, Balance 6/30/2017 (sixth column of numbers, sixth line down) should be 65,756.03 not 65,7566.03.
- p. 25: number for Expenses & Transfers, Transfer to FWCC World Meeting Travel, 2016-2017 Actual (second column of numbers, sixteen lines down) should be (1,000) not (2,000).
- p. 25: number for Expenses & Transfers, Total Operating Expenses, 2016-2017 Actual (second column of numbers, 14 lines down) should be (111,864) not (111,684).
- p.25: Income and Expenses & Transfers 2016-2017 Budget (third column of numbers), various line corrections:  
Income, Contributions from Individuals: 29,000 not 22,450  
Income, Gatherings and Retreats: 15,500 not 14,000  
Income, Total Income: 127,100 not 119,050  
Expenses & Travel, Personnel: (55,200) not (49, 750)  
Expenses & Travel, YM Travel Support: (4,500) not (6,500)  
Expenses & Travel, Gatherings & Retreats: (15,000) not (13,000)  
Expenses & Travel, Site: (16,700) not (16,200)  
Expenses & Travel, Support to Others: (10,650) not (9,550)  
Expenses & Travel, Total Operating Expenses: (114,600) not (107,550)  
Expenses & Travel, Transfer to FWCC World Meetings Travel: (1,000) not (2,000)  
Expenses & Travel, Total Expenses & Transfers: (127,100) not (119,050)
- p. 25: number for Expense Line Item Details, Site, Utilities, 2016-2017 Budget (third column of numbers, second line from bottom) should be (3,500) not (3,000).

**FINANCIAL REPORT ERRATA FOR 2017 MINUTES AND ACCOMPANYING DOCUMENTS**  
**ILLINOIS YEARLY MEETING OPERATING BUDGET 2017-2018 (CORRECTED)**

	<b>2017-2018</b>	2016-2017	2016-2017
	<b>Budget</b>	Actual	Budget
<b>Income</b>			
Contributions from Meetings	<b>84,000</b>	84,627	82,000
Contributions from Individuals	<b>35,700</b>	27,394	29,000
Other Contributions	<b>0</b>	0	0
Gatherings & Retreats	<b>17,900</b>	19,040	15,500
Fundraisers & Other Income	<b>0</b>	35	0
Interest	<b>400</b>	658	600
<i>Total Income</i>	<b><u>138,000</u></b>	<u>131,755</u>	<u>127,100</u>
<b>Expenses &amp; Transfers</b>			
Operating			
Personnel (Payroll, Staff Travel, Office)	<b>(59,915)</b>	(54,216)	(55,200)
YM Travel Support	<b>(4,500)</b>	(2,500)	(4,500)
Gatherings & Retreats	<b>(16,800)</b>	(18,790)	(15,000)
Site (Facilities & Deferred Maint)	<b>(23,500)</b>	(18,957)	(16,700)
Committees	<b>(10,700)</b>	(6,751)	(12,550)
Support to Others	<b>(9,585)</b>	(10,650)	(10,650)
<i>Total Operating Expenses</i>	<b><u>(125,000)</u></b>	<u>(111,864)</u>	<u>(114,600)</u>
Transfer to <i>Deferred Maintenance</i> Fund	<b>(11,500)</b>	(11,500)	(11,500)
Transfer to <i>FWCC World Meetings</i> Travel	<b>(1,000)</b>	(1,000)	(1,000)
<i>Faith and Practice</i> Publication Reserve	<b>(500)</b>		
Total Expenses & Transfers	<b>(138,000)</b>	(124,364)	(127,100)
<b>Net General Fund Income (Deficit)</b>	<b>0</b>	7,391	0

**EXPENSE LINE ITEM DETAILS**

**(1) Personnel**

Salaries & Payroll	<b>(52,315)</b>	(42,964)	(43,700)
Staff Travel	<b>(6,600)</b>	(4,978)	(5,500)
Office	<b>(1,000)</b>	(774)	(1,000)
Contingency	<b>0</b>	(5,500)	(5,000)
<i>Total</i>	<b><u>(59,915)</u></b>	<u>(54,216)</u>	<u>(55,200)</u>

**(2) YM Travel Support**

ILYM Committee Travel	<b>(1,000)</b>	0	(2,000)
ILYM Reps Travel	<b>(3,500)</b>	(2,500)	(2,500)
<i>Total</i>	<b><u>(4,500)</u></b>	<u>(2,500)</u>	<u>(4,500)</u>

**(3) Site**

Annual Facilities Expenses (Oversight: Stewards)			
Insurance	<b>(5,500)</b>	(5,570)	(5,500)
Routine Maintenance	<b>(5,500)</b>	(4,071)	(1,200)
Urgent Maintenance	<b>(2,000)</b>		
Mowing & Tree Trimming	<b>(5,500)</b>	(5,495)	(5,000)
Annual Services (inspections, winterizing)	<b>(1,500)</b>	(1,670)	(1,500)
Utilities	<b>(3,500)</b>	(2,151)	(3,500)
<i>Total</i>	<b><u>(23,500)</u></b>	<u>(18,957)</u>	<u>(16,700)</u>



# MONTHLY MEETINGS AND WORSHIP GROUPS IN ILLINOIS YEARLY MEETING

with meeting locations and times

For mailing and additional contact information consult the ILYM directory or contact the ILYM Administrative Coordinator, Wil Brant, at [IllinoisYM@ilym.org](mailto:IllinoisYM@ilym.org) or 773-288-3066.

## **BLOOMINGTON-NORMAL MONTHLY MEETING**

In homes

11am

[bnquakers.wordpress.com/](http://bnquakers.wordpress.com/)

Business: varies

## **BURLINGTON WORSHIP GROUP**

(under the care of Clear Creek)

Burlinton Arts Center,

301 Jefferson St., Burlington, IA 52601

8:30 am 319-208-0181

[Quaker52601@gmail.com](mailto:Quaker52601@gmail.com)

## **CLEAR CREEK MONTHLY MEETING**

14365 N 350th Ave., McNabb, IL 61335

11:00 am 815-882-2214

[clearcreek.ilym.org](http://clearcreek.ilym.org)

Business: 3rd First Day, 9:45am

## **COLUMBIA FRIENDS MEETING**

6408 E. Locust Grove Dr., Columbia, MO 65202

10:00 am 573-474-1827

[QuakersMissouri.org](http://QuakersMissouri.org)

Business: 2nd First Day, noon

## **DOWNERS GROVE FRIENDS MEETING**

5710 Lomond Ave, Downers Grove, IL 60516

10:30 am 630-968-3861

<http://www.dgquakers.org>

Business: 2nd First Day, 9am

## **DUNELAND FRIENDS MEETING**

Youth Services Bureau,

253 W. Lincolnway, Valparaiso, IN 46385

10:00 am 219-926-7411

[duneland.ilym.org/](http://duneland.ilym.org/)

Business: 3rd First Day, 11:30am

## **ELKHART WORSHIP GROUP**

(under the care of South Bend)

1721 Prairie St., Elkhart, IN 46516

1st & 3rd First Days, 5:00 pm

[elkhartquakers@gmail.org](mailto:elkhartquakers@gmail.org)

## **EVANSTON MONTHLY MEETING OF FRIENDS**

1010 Greenleaf Street, Evanston, IL 60202

10:00 am 847-864-8511

[EvanstonQuakers.com](http://EvanstonQuakers.com)

Business: 3rd First Day, 11:30am

## **57TH STREET MEETING OF FRIENDS**

5615 S. Woodlawn, Chicago, IL 60637

10:30 am 773-288-3066

[57thstreetmeeting.org](http://57thstreetmeeting.org)

Business: 3rd First Day, 12:45 pm

## **LAKE FOREST FRIENDS MEETING**

101 West Old Elm Road, Lake Forest, IL 60045

10:30 am First Day, 8:00 am Thursday

847-234-8410 [lakeforest.il.quaker.org](http://lakeforest.il.quaker.org)

Business: 1st First Day, 9:00 am

## **MACOMB WORSHIP GROUP**

(under the care of Clear Creek)

Unitarian Universalist Fellowship of Macomb,

300 Wigwam Hollow Rd., Macomb, IL 61455

5:00 pm

[macombquakers.org](http://macombquakers.org)

## **NORTHSIDE FRIENDS MEETING**

Japanese American Service Center

4427 N. Clark, Chicago, IL 60640

10:00 am 773-784-2155

[northsidefriends.org](http://northsidefriends.org)

Business: 1st First Day, 12:30 pm

## **OAK PARK FRIENDS MEETING**

Oak Park Art League,

720 Chicago Ave., Oak Park, IL 60303

10:00 am 708-445-8201

[oakparkfriends.org](http://oakparkfriends.org)

Business: 2nd First Day 11:30am

## **OSHKOSH MONTHLY MEETING**

419 Boyd St., Oshkosh WI 54901

4:00 pm

Business: 2nd First Day 5:00 pm

**ROCK VALLEY FRIENDS MEETING**

201 Seventh St., Rockford, IL 61107

Worship: 1st First Days, 11:00 am

Business: as needed

**FRIENDS MEETING OF ROLLA**

(Preparative—under the care of St. Louis Mtg.)

603 East 10th Street, Rolla, MO 65401

10:30am

[www.friendsmeetingofrolla.org](http://www.friendsmeetingofrolla.org)

Business: 3rd First Day after worship

**SOUTH BEND FRIENDS MEETING**

Charles Martin Youth Center,

802 Lincolnway West, South Bend, IN 46616

10:30 a.m. 574-232-8258

[southbendquakermeeting.org](http://southbendquakermeeting.org)

Business: 2nd First Day, 12:00 noon

**SOUTHERN ILLINOIS QUAKER MEETING**

Dayemi Family Center,

214 E. Jackson St., Carbondale, IL 62901

10:00 am

[www.siquaker.org](http://www.siquaker.org)

Business: 4th First Days, 11:00 am

**SPOON RIVER QUAKER MEETING**

In homes 309-343-6847

10:00 am

[sqm.wordpress.com](http://sqm.wordpress.com)

Business: Second First Days, 11:30 am

**SPRINGFIELD WORSHIP GROUP**

(under the care of Urbana-Champaign)

10:30 am in homes

**ST. CHARLES WORSHIP GROUP**

(under the care of Upper Fox Valley)

834 Second Ave., St Charles, IL 60098

Worship: 2nd First Days, 10:00 am

630-377-8476

**ST. LOUIS MONTHLY MEETING**

1001 Park Ave., St. Louis MO 63104

10:00 am 314-588-1122

[stlouisfriends.org](http://stlouisfriends.org)

Business: 2nd First Day, 11:00 am

**UPPER FOX VALLEY QUAKER MEETING**

Pioneer Tree Farm,

4614 Pioneer Road, McHenry, IL 60051

10:00 am

[clerk.UFVQM@yahoo.com](mailto:clerk.UFVQM@yahoo.com)

Business: 1st First Day, 11:00 am

**URBANA-CHAMPAIGN FRIEND MEETING**

1904 E. Main St., Urbana, IL 61802

10:30 am 217-328-5853

[www.quaker.org/urbana](http://www.quaker.org/urbana)

Business: 3rd First Day, 12:15 pm

## ILLINOIS YEARLY MEETING 2017-2018 APPOINTMENTS

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### STANDING COMMITTEES

#### Religious Education Committee

Clerk: Monica Tetzlaff  
2019: Dale Gardner, Michael Pine  
2020: Barbara Lawhorn, Bobbi Trist  
2021: Monica Tetzlaff, Robyn Sullivan

#### Development Committee

Clerk: Alex Lippitt  
2019: Kay Drake  
2020: Ashlee Miller-Berry, Alex Lippitt, Toher Hota  
2021: Frank Young

#### Environmental Concerns Committee

Clerk: Noel Pavlovic  
2019: Alice Howenstine, Bill Howenstine  
2020: Nancy Halliday, Adrian Fisher, David Wixom  
2021: Sarah Pavlovic, Noel Pavlovic, Chris Goode, Fariba Murray

#### Committee on Faith and Practice

Clerk: Peter Lasersohn  
Janice Domanik, Peter Lasersohn, Colleen Reardon, David Shiner, Sarah Pavlovic

#### Finance Committee

Clerk: Ted Kuhn  
2019: Ted Kuhn, Margie Haworth-Davis  
2020: Kevin Brubaker  
2021: Judy Jager, Ashlee Miller-Berry  
ex-officio: Co-Treasurers, Judy Erickson & Val Lester

#### Handbook Committee

Clerk: Pam Kuhn  
2021: Pam Kuhn, Sue Styer

#### Maintenance, Planning & Envisioning Committee

Clerk: Chris Goode  
2019: Neil Mesner, Sandy Bales, Mark Robinson

2020: Bill Howenstine, Carol Bartles, Marie White, Noel Pavlovic  
2021: Chris Goode  
ex-officio: all Stewards

#### Ministry and Advancement Committee

Clerk: Phyllis Reynolds  
2019: Phyllis Reynolds, Chris Jocius,  
2020: Mark McGinnis, Heather Evert  
2021: Fernando Freire

#### Nominating Committee

Clerk: Steve Tamari  
2019: Barb Lawhorn, Steve Tamari  
2020:  
2021: Alexandra "Coco" Colin, Fernando Freire  
ex-officio Presiding Clerk, Cathy Garra

#### Peace Resources Committee

Clerk: Jan Mullen  
2019: Jan Mullen, Dave Moorman  
2020:  
2021: Mark McGinnis, Dan Stevens, John Knox

#### Personnel Committee

Clerk: Nancy Wallace  
2019: Nancy Wallace  
2020: Sharon Haworth  
2021:  
Designated members of M&A,  
Youth Oversight, Finance, CREC

#### Publications and Distribution Committee

Clerk: Sean West  
2020: Sean West  
2021: Grayce Mesner  
ex-officio: Administrative Coordinator, Wil Brant  
ex-officio: Editors of *Among Friends*, Pam Kuhn, Caryn Kuhn

Youth Oversight Committee  
Clerk: Mike Dennis  
2019: Kate Gunnell  
2020:  
2021: Mike Dennis, Andrea Kintree,  
Warwick Daw

Friends Secondary School Liaison  
2019 Olney: Grayce Mesner  
2019 Scattergood: Katherine Young

Friends World Committee for Consultation  
2019: Nancy Wallace  
2020: David Shiner  
2021: Bridget Rorem

**APPOINTMENTS TO WIDER QUAKER  
& OTHER ORGANIZATIONS**

American Friends Service Committee  
Corporation  
2020: Caryn Kuhn  
2021: Carol Bartles, Contessa Miller,  
Phyllis Reynolds

National Religious Campaign Against Torture  
2021: Jan Mullen

Quaker Earthcare Witness  
2019: Noel Pavlovic  
2021: David Wixom

Friends Committee on National Legislation  
2019: Fariba Murray, Michael Batinski  
2020: Dale Gardner, David Wixom  
2021: Kevin Brubaker

**INDIVIDUALS WITH SPECIFIC  
RESPONSIBILITIES**

Records Librarian: Brent Eckert  
Web Contact: Sean West

Friends General Conference Central Committee  
2019: Janice Domanik, Bruce Kanarek  
2020: Nancy Duncan

Blue River Quarterly Clerk:

Friends for Lesbian, Gay, Bisexual, Transgender  
& Queer Concerns  
2019: Colleen Reardon

Yearly Meeting Sessions Committees  
2018 Clerk's Committee: Wil Brant, Beth  
Carpenter, Janice Domanik, David  
Shiner, and Gwen Weaver  
2018 Epistle Committee: Chris Jocius,  
Jessica Easter, and Nancy Halliday

Friends Peace Teams  
2021:

**2019 ANNUAL SESSIONS  
RESPONSIBILITIES**

Children's Sessions:  
Chicago South

Food and Adult Program:  
Blue River Quarterly

Site Preparation/ Housekeeping/Cleanup:  
Chicago North

## CONTINUING COMMITTEE

The Continuing Committee, a subset of the Yearly Meeting, generally meets once each fall and once each spring to prayerfully consider and review the activities of Illinois Yearly Meeting between sessions. The Committee speaks officially for the Meeting during the year within the established practices, procedures, and statements of faith of the Yearly Meeting. The Presiding Clerk presides over the Committee and the Recording Clerk takes minutes.

### MEMBERS OF THE CONTINUING COMMITTEE INCLUDE:

- Any Friend who is part of Illinois Yearly Meeting
- A representative of High School Young Friends and the Adult Young Friends
- The Presiding Clerk, Assistant Clerk, Recording Clerk, Assistant Recording Clerk, Stewards, Treasurers, and the Administrative Coordinator
- The clerks of all Illinois Yearly Meeting standing and ad hoc committees
- The Clerk of Blue River Quarterly
- ILYM Planning Group Coordinators
- The following appointed representatives\* from each meeting:

Bloomington-Normal	Fariba Murray
Clear Creek	Grayce Mesner
Columbia	Jane & Jef Brotemarkle
Downers Grove	Chris Goode
Duneland	Sarah Pavlovic
Evanston	Meredith George
57th Street	
Lake Forest	Ted Kuhn
Northside	Marie White
Oak Park	Val Lester
Oshkosh	Nan MacDonald
Rock Valley	Ann & Brent Eckert
St. Louis	
South Bend	Monica Tetzlaff
Southern Illinois	Maurine Pyle
Upper Fox Valley	Peter Albright
Urbana-Champaign	

\*Burlington (WG), Elkhart (WG), Macomb (WG), Rolla (Prep), Spoon River (MM), Springfield (WG) & St. Charles (WG) do not have appointed representatives

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All listings of names, addresses, and contact information in this book are for the sole use of Illinois Yearly Meeting, and may not be used for any other purpose without approval of the business meeting. Contact information is specifically not to be used for commercial purposes.

Cover Painting of ILYM Meetinghouse: M. Richie