

Illinois Yearly Meeting

Theme: Witness and Renewal

144rd Annual Sessions
Sixth Month 20-24, 2018

Illinois Yearly Meeting Meetinghouse, McNabb, Illinois

Advance Documents

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Faith & Practice Sections are in a supplemental packet.

In addition to these Advance Documents, there are four copies of the red Sessions folders on a table in the display area for Friends to read which contain the minutes of each business session (added each day), supplementary and late-arriving reports, State of Society reports from the monthly meetings, memorials, and minutes from the Continuing Committee which meets in the Fall and Spring between Annual Sessions. There is also a notebook containing Epistles from other yearly meetings.

Please consider the reports in this document as preliminary. Changes may be made before approval. Reports as approved will be printed in the Minute Book for this Annual Session.

PRESIDING CLERK:	Cathy Garra	(Lake Forest)
ASSISTANT CLERK:	--[open]--	
RECORDING CLERK:	Pam Kuhn	(Lake Forest)
READING CLERK:	Chris Jocius	(Rolla)

Illinois Yearly Meeting

5615 S. Woodlawn Ave.
Chicago, IL 60637-1622

www.ilym.org [AdminCoor @ ilym.org](mailto:AdminCoor@ilym.org) 773-288-3066

**Proposed Agenda for
Illinois Yearly Meeting Annual Sessions
Sixth Month 20 to 24, 2018**

Sixth Month 20

Opening worship

Welcome to 144th Annual Sessions

Epistle reading

Clerk's announcements

Epistle Committee (p. 6)

Exercises Committee (p. 6)

Ministry and Advancement announcements

Harassment and Abuse Policy

Naming Committee Report, for approval

Banking Resolution, for approval

Nominating Committee Report, for approval (p. 26)

Blue River Quarter concern on solar energy (p. 40)

Faith and Practice Report; Sections for study, for approval (p.26 & Supplemental Advance Documents)

Closing worship

Sixth Month 21

Opening worship

Welcome and introductions

Epistle reading

Epistle Committee (if more members are needed)

Exercises Committee (if more members are needed)

Clerk's announcements

Treasurer's Report (p. 7)

Finance Committee Report (p. 28)

Review Committee

First Presentation of the Budget (p. 22)

Development Committee Report (p. 38)

Faith and Practice Sections for approval (Supplemental Advance Documents)

Ministry and Advancement Committee Report (p. 25)
Field Secretary Report (p. 13)
Personnel Committee Report, first presentation (p. 30, 40, 41,)
Request for an Ad Hoc Committee on Annual Sessions Planning (p. 43)
Closing worship

Sixth Month 22

Opening worship
Welcome and introductions
Epistle Reading
Clerk's announcements
Children's Religious Education Report (p. 17)
Children's Religious Education Coordinator Report (p. 16)
Youth Oversight Committee Report (p. 33)
Adult Young Friends Report
Faith and Practice Sections for approval (Supplemental Advance Documents)
Stewards Report (p. 13)
Historic Spending Document Project
Maintenance and Planning Committee Report (p. 24)
Site Envisioning Committee Report (p. 30);
 Seeks approval to merge as the Maintenance, Planning and Envisioning Committee
Closing worship

Sixth Month 23

Opening worship
Welcome and introductions
Epistle Reading
Clerk's announcements
Nominating Committee—new names and action item for approval (p. 26)
Faith and Practice Committee—reading of any revisions for approval; next steps
Finance Committee—action item for approval (p. 21)
Budget—second reading for approval (p. 22)

Personnel Committee—reading for approval of action items (p. 30)
Blue River Quarter Solar Concern (p. 40)
Request for Ad Hoc Committee on Planning for the Annual Sessions (p. 43)
Other items requiring approval
Other Reports—Peace Resources Committee (p. 28), Environmental Concerns Committee (p. 20),
Publications and Distribution Committee (p. 32), other
Key news items from Representatives to Wider Quaker Organizations (p. 35 and following)
Date for Fall Continuing Committee previously approved by Spring Continuing Committee, October 13
at ILYM meetinghouse & concurrent Children’s program and Middle School retreat
Date for 2019 Annual Sessions, June 19-23, 2019, for approval
Closing worship

Sixth Month 24

Opening worship
Children’s and Youth Epistles and Exercises by age groups
ILYM Epistle
ILYM Exercises
Proposed minute of thanks for outgoing members of committees
Dates reiterate—Fall Continuing Committee October 13, 2018;
2019 Annual Sessions, June 19-23, 2019
Closing worship

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ASSISTANT CLERK:	--[open]--	
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Epistle & Exercises Committee Descriptions

Epistle Committee

The Epistle Committee is charged with writing a letter to all yearly meetings around the world expressing the perceived concerns and sentiments of the Annual Sessions. The Epistle is Illinois Yearly Meeting's message about what we feel God is calling us to do. It is our way of telling the rest of the Quaker world about our search. It is NOT a description of what happened at Illinois Yearly Meeting Annual Sessions. Members of the Epistle Committee should reflect on the spiritual life of the yearly meeting throughout the year in preparation for writing the Epistle at next year's Annual Sessions. The Epistle, finalized at the Annual Sessions, should reflect the committee's continuing interaction with one another and monthly meetings throughout the year. The Epistle should reflect the critical issues being confronted by the monthly meetings of Illinois Yearly Meeting.

To best accomplish this, the epistle committee shall consist of three persons brought forward by the Nominating Committee and approved by the Yearly Meeting at the first or second day of Annual Sessions. The Reading Clerk is an *ex officio* member of the committee. One or two Friends may be asked to serve a second year for continuity. Every effort should be made to have a Young Friend or an Adult Young Friend on the committee. The Epistle should be prepared for review by the Presiding Clerk and approved by the Yearly Meeting before the end of Annual Sessions.

Exercises Committee

Consisting of two or three people appointed at the beginning of Annual Sessions, the Exercises Committee usually includes one new attender and one who has attended before. A Young Friends is also encouraged to participate. The committee is charged with writing a report which attempts to reflect the spirit of the Meeting that prevailed at Annual Session as well as briefly recounting the principal activities that occurred. This report is to be given to the Administrative Coordinator and the Publications and Distribution Committee after the close of Annual Sessions so that it can be included in the Minute Book.

(From the ILYM Handbook, Rev. Fall 2010)

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Treasurers Report

Illinois Yearly Meeting Statement of Financial Position/Balance Sheet Fiscal Year Ending June 30, 2018 (prepared 6/4/18)

	End Balance 6/30/2018	Opening Balance 7/1/2017
Assets		
Cash		
Checking Account	252,118.29	263,459.98
Friends Meetinghouse Fund	0.00	10,000.00
PayPal	460.61	523.96
Total Cash	<u>252,578.90</u>	<u>233,983.94</u>
Accounts Receivable	3,295.00	1,412.00
Undeposited funds	<u>0.00</u>	<u>3,842.50</u>
Total Assets	<u>255,873.90</u>	<u>279,238.44</u>
Liabilities		
Loans from Individuals	1,000.00	1,000.00
Accounts Payable	0.00	3,842.46
Payroll Taxes Payable	839.97	0.00
Total Liabilities	<u>1,839.97</u>	<u>4,842.46</u>
Net Assets		
Unrestricted Undesignated	87,263.14	60,625.19
Unrestricted Designated	135,739.44	162,739.44
Temporarily Restricted	31,031.35	51,031.35
Total Net Assets	<u>254,033.93</u>	<u>274,395.98</u>
Total Liabilities & Net Assets	<u>255,873.90</u>	<u>279,238.44</u>

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

Illinois Yearly Meeting – Statement of Fund Activity
7/1/2016 – 6/30/2018 (prepared 6/4/18)

A B C D E F

Balance
7/1/2017

Balance
6/30/2018

NET ASSETS

	Balance 7/1/2017	Income	Expenses	Budgeted Transfers	Other Transfers	Balance 6/30/2018
UNRESTRICTED						
1. General Operating	60,625.19	136,371.48	(156,733.53)	(13,000.00)	60,000.00	87,263.14
UNRESTRICTED DESIGNATED						
2. Special Gifts	49,861.24	0.00	0.00	(7,500.00)	(15,000.00)	27,361.24
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			500.00		500.00
TEMPORARILY RESTRICTED						
8. Property Improvement	51,031.35	0.00	0.00	0.00	(20,000.00)	31,031.35
TOTAL ASSET	247,395.98	136,371.48	(156,733.53)	0.00	0.00	254,033.93

LIABILITIES

Loans from Individuals	1,000.00	1,000.00
Accts Payable/Other Liabs	3,842.46	839.97

TOTAL CASH

279,238.44

255,873.90

- | <u>Fund</u> | <u>Name</u> | <u>Oversight Committee</u> |
|-------------|-----------------------------------|---|
| 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, used for special projects. |
| 3. | Current Projects | Site Envisioning
Unrestricted donations to be used for renovation projects, as approved at 2013 Annual Sessions. |
| 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
Used to save for and pay for irregular site maintenance, repair & upgrade projects. |
| 7. | Faith and Practice Reserve | Publications & Distribution
A reserve fund for the initial printing of the new Faith and Practice. |
| 8. | Property Improvement | Site Envisioning with Development
Restricted by donors to be used for new building projects. |

**Illinois Yearly Meeting
Operating Budget 2017-2018**

Prepared 6/4/2018

	<i>18-19 Proposed Budget</i>	17-18 Actual TD	17-18 Budget
Income			
Contributions from Meetings	86,000	85,922	84,000
Contributions from Individuals	35,700	35,644	35,700
YO Quake Registrations & Fundraising		460	0
Gatherings & Retreats	19,900	13,485	17,900
Fundraisers & Other Income	0	400	0
Interest and Investment Income	2,550	460	400
<i>Total Income</i>	<u>144,150</u>	<u>136,371</u>	<u>138,000</u>
Expenses & Transfers*			
Operating			
Personnel (Payroll, Staff Travel, Office) ¹	(62,500)	(52,614)	(59,915)
YM Travel Support ²	(4,500)	(1,480)	(4,500)
Gatherings & Retreats	(18,800)	(8,695)	(16,800)
Site (Facilities & Maintenance) ³	(24,500)	(17,512)	(23,500)
Committees ⁴	(10,700)	(6,716)	(10,700)
Support to Others ⁵	(10,650)	(9,585)	(9,585)
Campground bathhouse renovation; see transfers listed below that cover this cost		(60,000)	0
Legal Reserve for Personnel Committee		(132)	0
Total Expenses Operating Expenses	<u>(131,650)</u>	<u>(156,734)</u>	<u>(125,000)</u>
Transfer to <i>Maintenance Reserve Fund</i>	(11,500)	(11,500)	(11,500)
Transfer to <i>FWCC World Meetings Travel</i>	(1,000)	(1,000)	(1,000)
Transfer to <i>Faith & Practice Reserve Fund</i>		(500)	(500)
Transfer from <i>Current Projects</i> for Bathhouse		9,122	0
Transfer from <i>Maintenance Reserve</i> for Bathhouse		15,878	0
Transfer from <i>PIF</i> for bathhouse		20,000	0
Transfer from <i>Special Gifts</i> for bathhouse		15,000	0
Total Expenses & Transfers	<u>(144,150)</u>	<u>(109,734)</u>	<u>(138,000)</u>
Net General Fund Income (Deficit)	<u>0</u>	<u>26,637</u>	<u>0</u>

* Transfer of \$7,500 from *Special Gifts Fund* to *Payroll Reserves Fund* to cover the Children's Religious Education Coordinator position was approved in June 2017, Minute 66; it appears on the *Statement of Fund Activity* report.

¹⁻⁵ Breakout of expenses follows in *Expense Line Item Details*

Expense Line Item Details

	<i>18-19 Proposed Budget</i>	17-18 Actual TD	17-18 Budget
(1) Personnel			
Staff, Insurance, Taxes, P/R Service	(53,700)	(46,504)	(52,315)
Staff Travel	(6,600)	(5,315)	(6,600)
Office	(1,000)	(795)	(1,000)
Total	(61,300)	(52,614)	(59,915)
(2) YM Travel Support			
ILYM Committee Travel	(1,000)	(43)	(1,000)
ILYM Reps Travel	(3,500)	(1,437)	(3,500)
Total	(4,500)	(1,480)	(4,500)
(3) Site			
<u>Annual Facilities Expenses (Oversight: Stewards)</u>			
Insurance	(6,000)	(5,965)	(5,500)
Routine Maintenance	(5,500)	(3,256)	(5,500)
Urgent Maintenance	(2,000)	0	(2,000)
Mowing & tree trimming	(6,000)	(5,525)	(5,500)
Annual services (e.g., inspections, winterizing)	(2,000)	(1,699)	(1,500)
Utilities	(3,000)	(1,067)	(3,500)
Total	(24,500)	(17,512)	(23,500)
(4) Committees			
Ad hoc	(50)	0	(50)
Adult Young Friends	(250)	(129)	(250)
Children's Religious Education	(250)	(249)	(250)
Development	(750)	(654)	(750)
Environmental Concerns	(150)	(16)	(150)
Faith & Practice	(100)	0	(100)
Finance	(100)	(80)	(100)
Handbook	(50)	0	(50)
Maintenance & Planning	(150)	0	(150)
Ministry & Advancement	(200)	0	(200)
Nominating	(250)	0	(250)
Peace Resources	(200)	0	(200)
Peace Tax Fund	(50)	0	(50)
Personnel*	(100)	(1,015)	(100)
Publications	(5,500)	(3,663)	(5,500)
Site Envisioning	(150)	(5)	(150)
Youth Oversight	(2,400)	(905)	(2,400)
Total	(10,700)	(6,716)	(10,700)

	<i>18-19 Proposed Budget</i>	17-18 Actual TD	17-18 Budget
(5) Support to Others			
<u>Quaker organizations -ILYM assigns representatives</u>			
Friends General Conference (FGC)	(4,000)	(3,600)	(3,600)
Friends World Committee for Consultation (FWCC)	(3,500)	(3,150)	(3,150)
American Friends Service Cmte. (AFSC)	(400)	(360)	(360)
Friends Cmte. on Natl Legislation Edu. Fund (FCNL)	(400)	(360)	(360)
Friends Peace Teams (FPT)	(300)	(270)	(270)
Quaker Earthcare Witness (QEW)	(250)	(225)	(225)
Friends for Lesbian & Gay Concerns (FLGBTQC)	(50)	(45)	(45)
<u>Regional Quaker educational institutions</u>			
Chicago Friends School (CFS)	(300)	(270)	(270)
Scattergood School	(200)	(180)	(180)
Earlham College	(200)	(180)	(180)
Earlham School of Religion (ESR)	(100)	(90)	(90)
Olney Friends School	(100)	(90)	(90)
Right Sharing of World Resources (RSWR)	(300)	(270)	(270)
Project Lakota	(200)	(180)	(180)
Friends Journal	(100)	(180)	(180)
National Religious Campaign Against Torture (NRCAT)	(200)	(90)	(90)
Quaker United Nations Office (QUNO)	(50)	(45)	(45)
Total	<u>(10,650)</u>	<u>(9,585)</u>	<u>(9,585)</u>

*Financial Review Committee approved a \$1,000 legal retainer for Personnel Committee to insure that our policies are in compliance with new laws, To date \$131.50 of that \$1,000.00 remains unspent (see also *Operating Budget*).

**Illinois Yearly Meeting - Monthly Meeting Contributions
July 1, 2016 - June 3, 2017 (prepared June 3, 2017)**

	Unrestricted	Property	World Conference	Total
Blue River Quarterly	0			0
Bloomington-Normal	4,128			4,128
Burlington	500			500
Clear Creek	5,000			5,000
Columbia	2,860			2,860
Downers Grove	3,625			3,625
Duneland	2,016			2,016
Evanston	14,576			14,576
57th Street	5,040			5,040
Lake Forest	17,325			17,325
Northside	2,175			2,175
Oak Park	4,032			4,032
Oshkosh	75			75
Rock Valley	0			0
Rolla	0			0
South Bend	4,8000			4,8000
Southern Illinois	1,3200			1,3200
Spoon River	720			720
Springfield	0			0
St. Louis	8,4900			8,4900
Upper Fox Valley	0			0
Urbana-Champaign	9,2400			9,2400
Total	85,922	0	0	85,922

**Recommended Annual
Contribution per Adult
Resident Member is \$252**

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Stewards Report

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

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Field Secretary's Report

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 a co-facilitator (with Dan Stevens) of 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 will have driven approximately _____ miles for the yearly meeting, visiting 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

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Children's Religious Education Coordinator's Report

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 programming
- Different format for children to join adults in the meetinghouse than last year
- Two hired childcare workers
- 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 Dec. 2017, Jan. 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, ILYM Children’s Religious Education Coordinator

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Children’s Religious Education Committee Report

Committee Activity. 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. Here 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. 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.

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Development Committee Report

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 in \$ 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.

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Environmental Concerns Committee Report

The ECC 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.

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Committee on Faith and Practice Report

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 with the revisions marked; 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; proposed revisions marked)
- 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.

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Finance Committee Report

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.

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Proposed Budget

Illinois Yearly Meeting Operating Budget 2018-2019	PROPOSED 18-19 Anticipated	17-18 Budget
Income		
Contributions from Meetings	86,000	84,000
Contributions from Individuals	35,700	37,700
Gatherings & Retreats	19,900	17,900
Fundraisers & Other Income	0	0
Interest and Investment Income	<u>2,550</u>	<u>400</u>
<i>Total Income</i>	144,150	138,000
Expenses & Transfers		
Operating		
Personnel (Payroll, Staff Travel, Office) ¹	(62,500)	(59,915)
YM Travel Support ²	(5,500)	(5,500)
Gatherings & Retreats	(18,800)	(16,800)
Site (Facilities & Deferred Maint) ³	(36,000)	(35,000)
Committees ⁴	(10,700)	(10,700)
Transfer to <i>Faith and Practice Reserve</i>		(500)
Support to Others ⁵	<u>(10,650)</u>	<u>(9,595)</u>
<i>Total Expenses & Transfers</i>	(144,150)	(138,000)
Budget Surplus (Deficit)	<u><u>0</u></u>	<u><u>0</u></u>

Expense Line Item Details

(1) Personnel

Salaries & Payroll	(53,700)	(52,315)
Staff Travel	(6,600)	(6,600)
Office	<u>(1,000)</u>	<u>(1,000)</u>
Total	(61,300)	(59,915)

	18-19 Anticipated	17-18 Budget
(2) YM Travel Support		
ILYM Committee Travel	(1,000)	(1,000)
ILYM Reps Travel	(3,500)	(3,500)
Transfer to <i>FWCC World Meetings Travel</i>	<u>(1,000)</u>	<u>(1,000)</u>
Total	(5,500)	(5,500)
(3) Site		
<u>Annual Facilities Expenses (Oversight: Stewards)</u>		
Insurance	(6,000)	(5,500)
Routine Maintenance	(5,500)	(5,500)
Urgent Maintenance	(2,000)	(2,000)
Mowing & Tree Trimming	(6,000)	(5,500)
Annual Services (inspections, winterizing)	(2,000)	(1,500)
Utilities	<u>(3,000)</u>	<u>(3,500)</u>
Facilities Total	(24,500)	(23,500)
<u>Deferred Maintenance (Oversight: M&P)</u>		
Transfer to <i>Deferred Maintenance Fund</i>	<u>(11,500)</u>	<u>(11,500)</u>
Total	(36,000)	(35,000)
4) Committees		
Ad hoc	(50)	(50)
Adult Young Friends	(250)	(250)
Children's Religious Education	(250)	(250)
Development	(750)	(750)
Environmental Concerns	(150)	(150)
Faith & Practice	(100)	(100)
Finance	(100)	(100)
Handbook	(50)	(50)
Maintenance & Planning	(150)	(150)
Ministry & Advancement	(200)	(200)
Nominating	(250)	(250)
Peace Resources	(200)	(200)
Peace Tax Fund	(50)	(50)
Personnel	(100)	(100)

	18-19 Anticipated	17-18 Budget
Publications	(5,500)	(5,500)
Site Envisioning	(150)	(150)
Youth Oversight	<u>(2,400)</u>	<u>(2,400)</u>
Total	(10,700)	(10,700)

(5) Support to Others

Quaker organizations -ILYM assigns representatives

Friends General Conference (FGC)	(4,000)	(3,600)
Friends World Committee for Consultation (FWCC)	(3,500)	(3,150)
American Friends Service Cmte. (AFSC)	(400)	(360)
Friends Cmte. on Natl Legislation Edu. Fund (FCNL)	(400)	(360)
Friends Peace Teams (FPT)	(300)	(270)
Quaker Earthcare Witness (QEW)	(250)	(225)
Friends for Lesbian & Gay Concerns (FLGBTQC)	(50)	(45)

Regional Quaker educational institutions

Chicago Friends School (CFS)	(300)	(270)
Scattergood School	(200)	(180)
Earlham College	(200)	(180)
Earlham School of Religion (ESR)	(100)	(90)
Olney Friends School	(100)	(90)
Right Sharing of World Resources (RSWR)	(300)	(270)
Project Lakota	(200)	(180)
National Religious Campaign Against Torture (NRCAT)	(100)	(180)
Friends Journal	(200)	(90)
Quaker United Nations Office (QUNO)	<u>(50)</u>	<u>(45)</u>
Total	(10,650)	(9,585)

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Maintenance and Planning Committee Report

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

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Ministry and Advancement Committee Report

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 (224-435-8725); Cathy Garra, Presiding Clerk (847-404-4893), Brad Laird, Ministry and Advancement (574-245-0605), Judy Wolicki, Field Secretary (630-272-7266), David Shiner, appointed at large (224-456-5431)

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Nominating Committee Report

The Nominating Committee asks for your approval for the following 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 these 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.

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 and is approved.

The following is a complete roster of officers, committee members, and representatives to Quaker organizations as of June 1, 2018. We ask the Yearly Meeting's approval for those who are new or are renewing their terms of service.

OFFICERS:

New: Recording Clerk: Pam Kuhn; Co-Treasurers: Val Lester, Judy Erickson

Require Filling: Presiding Clerk; Asst. Recording Clerk

Continuing: Clerk: Cathy Garra (presides 2017-2018, assists 2019); Reading clerk: Chris Jocius; Stewards: Richard Ashdown, Grayce Mesner, Neil Mesner, Beth Carpenter, Chip Rorem

STANDING COMMITTEES:

Children Religious Education Committee

New: Monica Tetzlaff, clerk; Robyn Stewart

Continuing: Joy Duncan, Dale Gardner, Michael Pine, Barb Lawhorn, Bobbi Trist

Development Committee

(All) Continuing: Alex Lippitt, clerk; Kay Drake, Ashlee Miller-Berry, Topher Hota

Environmental Concerns Committee

New: Noel Pavlovic, clerk; Chris Goode, Sarah Pavlovic, Fariba Murray

Continuing: Alice Howenstine, Bill Howenstine, David Wixom, Adrian Fisher, Nancy Halliday

Committee on Faith and Practice

(All) Continuing: Peter Lasersohn, clerk; Janice Domanik, Peter Lasersohn, Colleen Reardon, David Shiner, Sarah Pavlovic

Finance Committee

New: Ashlee Miller-Berry

Continuing: Ted Kuhn, clerk; Margie Haworth-Davis, Kevin Brubaker; Val Lester, Judy Erickson, ex-officio as co-Treasurers

Handbook Committee

New: Pam Kuhn, clerk; Sue Styer

Maintenance, Planning and Site Envisioning Committee (Combined)

New: Chris Goode, clerk

Continuing: Neil Mesner, Carol Bartles, Marie White, Sandy Bales, Mark Robinson, Noel Pavlovic; Richard Ashdown ex-officio as Steward

Ministry and Advancement Committee

(All) Continuing: Phyllis Reynolds, clerk; Chris Jocius, Erin Taylor, Heather Evert, Mark McGinnis

Nominating Committee

New: Fernando Friere, Alexandra "Coco" Colin

Continuing: Steve Tamari, clerk; Barb Lawhorn, Cathy Garra as ex-officio Presiding Clerk

Peace Resources Committee

New: Mark McGinnis, Dan Stevens, John Knox

Continuing: Jan Mullen, clerk; Dave Moorman, Contessa Miller

Personnel Committee

(All) Continuing: Nancy Wallace, clerk; Sharon Haworth, Mike Dennis, Pam Kuhn
ex-officio: _____ (M&A), _____ (Youth Oversight), _____ (Finance)

Publications and Distribution Committee

New: Grayce Mesner

Continuing: Sean West, clerk; Wil Brant; ex officio Administrative Coordinator; Caryn Kuhn, Pam Kuhn, ex-officio editors of *Among Friends*

Youth Oversight Committee

New: Mike Dennis, clerk, Andrea Kintree

Continuing: Kate Gunnell

APPOINTMENTS TO WIDER QUAKER ORGANIZATIONS

American Friends Service Committee Corporation

New: Carol Bartles, Phyllis Reynolds

Continuing: Caryn Kuhn

Friends Committee on National Legislation

2018: Hal Mead, Kevin Brubaker

Friends World Committee for Consultation

New: Bridget Rorem

Continuing: Nancy Wallace, David Shiner

National Religious Campaign Against Torture

New: Jan Mullen

Quaker Earthcare Witness

New: David Wixom

Continuing: Noel Pavlovic

Friends Committee on National Legislation

(All) Continuing: Fariba Murray, Michael Batinski, David Wixom, Dale Gardner

Friends General Conference Central Committee

(All) Continuing: Janice Domanik, Bruce Kanarek, Nancy Duncan

Friends for Lesbian, Gay, Bisexual, Transgender, & Queer Concerns

Continuing: Colleen Reardon

Friends Secondary School Liaison

(All) Continuing: Grayce Mesner (Olney), Katherine Young (Scattergood)

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Peace Resources Committee Report

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, ILYM Peace Resources Committee

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.

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Personnel Committee Report

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 polices 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 Additional Documents p.xx or the Personnel Committee 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 Additional Documents p. xx*). 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 Illinois Yearly Meeting
- 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.

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Publications and Distribution Committee Report

Print

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

Web

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

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Site Envisioning Committee Report

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 pm 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 volunteers, plus four to six members nominated by the Nominating Committee. The Stewards serve as ex-officio members.

Respectfully submitted: Christopher Goode, clerk of the Site Envisioning Committee.

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Youth Oversight Committee Report

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 and/or talk to the incoming clerk, Michael Dennis (309-826-7852, mdennis@chestnut.org)

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 organize 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 Britany 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, Britany 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.

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AFSC Representatives Report

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 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, ILYM Yearly Meeting Representatives to AFSC

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FCNL Representatives Report

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: fcn.org. Advocacy resources abound on the site too: fcn.org/action/advocacy. FCNL invests in our future through programs pitched for young adult activism: www.fcn.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.

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FGC Representatives Report

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 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 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 which 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.

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Secondary Schools Representatives Report

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, call 740-425-3655 or send mail to 61830 Sandy Ridge Rd, Barnesville, OH 43713

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FWCC Representatives Report

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 fulltime 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 worshiped 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 worshipers 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.

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NRCAT Representative Report

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 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/

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

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Other Documents

Solar Energy Proposal from BRQ

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 Illinois Yearly Meeting, 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.

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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 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 website page is a tab for the documents used in the training. You can access or save them before, during or after the training.

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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.

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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 programming 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.

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