

Illinois Yearly Meeting

Theme: Facing Fear with Faith

145th Annual Sessions
Sixth Month 19-23, 2019

Illinois Yearly Meeting Meetinghouse, McNabb, Illinois

Advance Documents

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Additional Documents (on reading table)

- Safe Congregation Policies
- Employee Manual

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:	Marcia Nelson	(Downers Grove)
RECORDING CLERK:	Pam Kuhn	(Lake Forest)
READING CLERK:	Chris Jocius	(Rolla)

Illinois Yearly Meeting

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**Proposed Agenda for
Illinois Yearly Meeting Annual Sessions
Sixth Month 19 to 23, 2019**

Sixth Month 19 (Fourth Day/Woden's Day/Wednesday)

Opening Worship
Welcome to the 144th Annual Sessions, Introductions
Epistle Reading
Clerk's Announcements
Minute on Clarity of Clerking
Epistle Committee
Exercises Committee
Ministry and Advancement – Committee of Care
Announcement – ILYM Harassment and Abuse Policy
Nominating Committee Report (p. 26)
Banking Resolutions
Handbook Committee Report (p. 21)
Environmental Concerns Committee Report (p. 21)
Publications and Distribution Committee Report (p. 32)
Reports from Representatives to Quaker Organizations
Closing Worship

Sixth Month 20 (Fifth Day/Thor's Day/Thursday)

Opening Worship
Welcome and Introductions
Epistle Reading
Clerk's Announcements
Exercises Committee (if needed)
Faith and Practice Committee Report (p. 25)
Treasurers' Report (p. 7)
Finance Committee Report (p. 17)
2019-2020 Budget, first presentation (p. 18)
Development Committee Report (p. 15)
Personnel Committee Report, first presentation (p. 30)
Ad Hoc Committee on Annual Sessions Planning Review for approval (p. 33)

Ministry and Advancement Report (p. 25)
Field Secretary Report (p. 13)
Reports from Representatives to Quaker Organizations
Closing Worship

Sixth Month 21 (Sixth Day/Frigga's Day/Friday)

Opening Worship
Welcome and Introductions
Epistle Reading
Clerk's Announcements
Children's Religious Education Committee
and Children's Religious Education Coordinator Reports (p. 14)
Youth Oversight Committee Report (p. 32)
Adult Young Friends Update
Faith and Practice Committee Report (p. 17)
Stewards Report
Stewards—Safe Congregation Policy for approval (additional documents)
Maintenance, Planning and Envisioning Committee Report (p. 24)
Reports from Representatives to Quaker Organizations
Closing Worship

Sixth Month 22 (Seventh Day/Saturn's Day/Saturday)

Opening Worship
Welcome and Introductions
Epistle Reading
Clerk's Announcements
Nominating Committee Report for approval (p. 26)
Faith and Practice Committee Report for approval (p. 17)
Budget Second Reading for approval (p. 18)
Personnel Committee—Employee Manual for approval; conflict of interest policy and its applications
for approval (additional documents; p. 51)
Other items requiring approval
Reports from Representatives to Quaker Organizations
Date and location of Fall Continuing Committee
Dates for 2020 Annual Sessions
Closing Worship

Sixth Month 23 (First Day/Sun's Day/Sunday)

Opening Worship

Children's and Youth Epistles and Exercises by age group

ILYM Epistle

ILYM Exercises

Proposed Minute of Thanks for Outgoing Members of Committees

Dates Reiterated—

 Fall Continuing Committee 2019

 Annual Sessions 2020

Closing Worship

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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, 2019 (prepared 5/19/2019)

	End Balance 6/30/2019	Opening Balance 7/1/2018
Assets		
Cash		
Checking Account	77,798.85	251,912.97
Pay Pal	120.37	582.66
Friends Fiduciary Funds*	175,000.00	0.00
Total Cash	252,919.22	252,495.63
Accounts Receivable	7,325.00	1,570.00
Undeposited Funds	0.00	280.00
Total Assets	260,244.22	254,345.63
*The amount reported is our basis in the Fund (total value of transactions) The value of Friends Fiduciary Funds changes daily. As of 5/17/2019 it was valued at \$172,480.62; this number goes up or down every day.		
Liabilities		
Loans from Individuals	1,000.00	1,000.00
Accounts Payable	232.00	2,387.66
Payroll Taxes Payable	396.17	0.00
Total Liabilities	1628.17	3,387.66
Net Assets		
Unrestricted Undesignated	54,574.77	60,625.19
Unrestricted Designated	173,009.93	159,301.43
Temporarily Restricted	31,031.35	31,031.35
Total Net Assets	258,616.05	250,957.97
Total Liabilities & Net Assets	260,244.22	254,345.63

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

**Illinois Yearly Meeting – Statement of Fund Activity
7/1/2018 – 6/30/2019 (prepared 5/19/2019)**

	A Balance 7/1/2018	B	C	D	E	F Balance 5/19/2019
NET ASSETS						
UNRESTRICTED		Income	Expenses	Budgeted Transfers	Other Transfers	
1. General Operating	60,625.19	115,873.13	(109,423.55)	(12,500.00)	0.00	54,574.77
UNRESTRICTED DESIGNATED						
2. Special Gifts	50,923.23	500.00	(291.50)	0.00	0.00	51,131.73
3. Current Projects	0.00	1,000.00	0.00	0.00	0.00	1,000.00
4. Payroll Reserves	43,500.00	0.00	0.00	0.00	0.00	43,500.00
5. FWCC World Meetings	3,000.00	0.00	0.00	1,000.00	0.00	4,000.00
6. Maintenance Reserve	61,378.20	0.00	0.00	11,500.00	0.00	72,878.20
7. Faith & Practice Reserve	500.00	0.00	0.00	0.00	0.00	500.00
						173,009.93
TEMPORARILY RESTRICTED						
8. Property Improvement	31,031.35	0.00	0.00	0.00	0.00	31,031.35
TOTAL ASSET	250,957.97	117,373.13	(109,715.05)	0.00	0.00	258,616.05
LIABILITIES						
Loans from Individuals	1,000.00					1,000.00
Accts Payable/Other Liabs	2,387.66					628.17
TOTAL CASH	254,345.63					260,244.22

- | Fund | Name | <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 and all unrestricted bequests, used for special projects. |
| 3. | Current Projects | Maintenance, Planning & Envisioning
Unrestricted donations to be used for renovation projects, as approved at 2013 Annual 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 & Envisioning
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 ILYM book of <i>Faith and Practice</i> . |
| 8. | Property Improvement | Maintenance, Planning & Envisioning with Development
Restricted by donors to be used for new building projects. |

The **Financial Review Committee** is a subcommittee of Finance Committee. It is charged with reviewing any

items going over budget and determining how to pay any items consistent with our budget.

**Illinois Yearly Meeting – Constituent Meeting Contributions
2018-2019 (prepared 5/19/2019)**

	Unrestricted	Property	World Conference	Total
Blue River Quarterly	0.00			0.00
Bloomington-Normal MM	0.00			0.00
Burlington WG	535.00			535.00
Clear Creek MM	0.00			0.00
Columbia FM	2,550.00			2,550.00
Downers Grove FM	7,500.00			7,500.00
Duneland FM	0.00			0.00
Evanston MMoF	15,078.50			15,078.50
57th Street MoF	5,100.00			5,100.00
Lake Forest FM	17,325.00			17,325.00
Northside FM	1,905.00			1,905.00
Oak Park FM	5,100.00			5,100.00
Oshkosh MM	0.00			0.00
Rock Valley FM	0.00			0.00
South Bend FM	0.00			0.00
Southern Illinois QM	1,080.00			1,080.00
Spoon River QM	720.00			720.00
St. Louis MM	9,277.50			9,277.50
Upper Fox Valley QM	0.00			0.00
Urbana-Champaign FM	5,000.00			5,000.00
Total	<u>71,171.00</u>	<u>0</u>	<u>0</u>	<u>71,171.00</u>

FM: Friends Meeting, **MM:** Monthly Meeting; **MMoF:** Monthly Meeting of Friends; **MoF:** Meeting of Friends; **QM:** Quaker Meeting; **WG:** Worship Group

<p>Monthly Meeting Recommended Annual Contribution per Adult Resident Member is \$255</p>

**Illinois Yearly Meeting
Operating Budget 2018-2019**

(prepared 5/19/2019)

	2018-2019 Budget	2018-2019 Actual TD	2017-2018 Actual
Income			
Contributions from Meetings	86,000	71,171	91,322
Contributions from Individuals	35,700	30,200	37,585
YO Quake Reservations & Fundraising	0	320	480
Gatherings & Retreats	19,900	5,558	19,890
Other Income	0	8,308	470
Interest & Investment Income	2,550	316	492
<i>Total Income</i>	144,150	115,873	150,238
Expenses & Transfers			
Operating Expenses			
Personnel (Payroll, Staff Travel, Office) ¹	(62,500)	(54,917)	(53,266)
YM Travel Support ²	(4,500)	(2,700)	(1,480)
Gatherings & Retreats	(18,800)	(6,003)	(21,304)
Site (Facilities & Deferred Maintenance) ³	(24,500)	(28,750)	(20,120)
Committees ⁴	(10,700)	(6,404)	(7,890)
Support to Others ⁵	(10,650)	(10,650)	(9,585)
Legal Reserve for Personnel Committee*	0	0	(31)
<i>Total Operating Expenses</i>	(131,650)	(109,424)	(113,676)
Budgeted Transfers			
Transfer to <i>Maintenance Reserve</i> Fund	(11,500)	(11,500)	(11,500)
Transfer to <i>FWCC World Meetings</i> Travel	(1,000)	(1,000)	(1,000)
Other Transfers			
Transfer net <i>General Fund</i> surplus to <i>Special Gifts</i>	0	0	(500)
<i>Total Expenses and Transfers</i>	(144,150)	(121,924)	(150,238)
Net General Fund Income (Deficit)	0	(6,050)	0

*Beginning 2018-19: Legal Fees are being paid from *Special Gifts* Fund (see Expenses column for this Fund on Statement of Fund Activity.)

Expense Line Item Details

(1) Personnel

Staff, Insurance, Taxes & Payroll Service	(54,700)	(50,572)	(46,504)
Staff Travel	(6,600)	(3,760)	(5,956)
Office	(1,200)	(585)	(807)
Total	(62,500)	(54,917)	(53,266)

(2) YM Travel Support

ILYM Committee Travel	(1,000)	0	(43)
ILYM Reps Travel	(3,500)	(2,700)	(1,437)
Total	(4,500)	(2,700)	(1,480)

	2018-2019 Budget	2018-2019 Actual TD	2017-2018 Actual
(3) Site			
<u>Annual Facilities Expenses (Oversight: Stewards)</u>			
Insurance	(6,000)	(6,905)	(5,965)
Routine Maintenance	(5,500)	(4,655)	(5,734)
Urgent Maintenance*	(2,000)	(7,000)	0
Mowing & Tree Trimming	(6,000)	(5,825)	(5,525)
Annual Services (inspections, winterizing)	(2,000)	(1,840)	(1,754)
Utilities	(3,000)	(2,525)	(1,141)
Total	(24,500)	(28,750)	(20,120)
	*Urgent Maintenance costs were for repairs to CCH after freeze damage to CCH in early February 2019. It is offset by the Insurance claim payment of \$8,308 (see Other income above).		
(4) Committees			
Ad hoc	(50)	0	0
Adult Young Friends	(250)	0	(191)
Children's Religious Education	(250)	(1,020)	(249)
Development	(750)	(325)	(736)
Environmental Concerns	(150)	0	(32)
Faith & Practice	(100)	0	0
Finance	(100)	(12)	(80)
Handbook	(50)	0	0
Maintenance, Planning & Envisioning	(300)	0	(168)
Ministry & Advancement	(200)	0	0
Nominating	(250)	0	0
Peace Resources	(200)	0	0
Peace Tax Fund	(50)	0	0
Personnel	(100)	0	(1,126)
Publications	(5,500)	(3,112)	(3,663)
Youth Oversight	(2,400)	(1,935)	(1,641)
Total	(10,700)	(6,404)	(7,885)
(5) Support to Others			
Quaker organizations to which ILYM assigns representatives			
Friends General Conference (FGC)	(4,000)	(4,000)	(3,600)
Friends World Committee for Consultation (FWCC)	(3,500)	(3,500)	(3,150)
American Friends Service Committee (AFSC)	(400)	(400)	(360)
Friends Committee on Natl Legislation (FCNL)	(400)	(400)	(360)
Friends Peace Teams (FPT)	(300)	(300)	(270)
Quaker Earthcare Witness (QEW)	(250)	(250)	(225)
Friends for Lesbian & Gay Concerns (FLGBTQC)	(50)	(50)	(45)
Regional Quaker educational institutions			
Chicago Friends School (CFS)	(300)	(300)	(270)
Scattergood School	(200)	(200)	(180)
Earlham College	(200)	(200)	(180)
Earlham School of Religion (ESR)	(100)	(100)	(90)
Olney Friends School	(100)	(100)	(90)

Right Sharing of World Resources (RSWR)	(300)	(300)	(270)
Project Lakota	(200)	(200)	(180)
Friends Journal	(200)	(200)	(180)
National Religious Campaign Against Torture (NRCAT)	(100)	(100)	(90)
Quaker United Nations Office (QUNO)	(50)	(50)	(45)
Total	(10,650)	(10,650)	(9,585)

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Stewards Report

The Stewards continue in service to the yearly meeting. We are happy to be assisting the Maintenance, Planning, and Envisioning Committee in completing their work list. We joined them here at McNabb on May 4th for a work day. The details of that workday will be presented during the MP&E Committee report.

We had a burst pipe in February. A pipe feeding the first floor bathroom concealed in the wall of Clear Creek House split open and caused some damage. We filed a claim with our insurance company, Church Mutual, and were awarded a lump sum for repairs based upon an adjuster's estimate. The pipes have been repaired and the floors have been refinished. Some work remains at the writing of this report. We look to wrap up the project shortly.

The broken pipe has exposed a problem of spotty insulation in the exterior walls. We hope to work with MP&E on improving the quality of the insulation in Clear Creek House.

Personnel Committee has approached us with a concern regarding Childcare Policies and Guidelines for a Safe Congregation. They feel that the Stewards, in collaboration with the Personnel Committee and with the review and consideration of Church Mutual, should bring this matter forward to the floor of the business meeting at Annual Session. We concur and have reviewed the proffered documents with Nancy Wallace. A copy of these documents has been submitted with this report.

These documents have undergone a legal review. At the writing of this report, we have not yet submitted the documents to Church Mutual for their comment. We feel that the documents serve the yearly meeting well and recommend that they be adopted by the Yearly Meeting as a tool to keep our children and youth safe. We do however, hope to hear back from Church Mutual before Annual Sessions and will share their findings during Annual Sessions.

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

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Field Secretary's Report

As is always the case, my friends, once again I want to talk to you about JOY! – the joy I have in being your Field Secretary, spending time with you, communicating with you, hearing your stories, offering retreats and programs, being connected with you in worship, in grace-filled encounters, laughing with you.

So this year I am asking:

- What brings you joy?
- Do You find joy in your meetings? Committees?
- How can we, together, nurture your joy?:

As Quakers, we are often very serious. It seems to me that every meeting I have visited recently has been working on very serious issues. Lately, I have been wondering about the place of joy and laughter in all we are involved in as Friends. Is it even possible?

Separately and together, Friends are working on challenging issues that require changing ourselves and our ways of thinking. For example, many meetings and individuals are working on these issues, among others:

- Racial injustice, white privilege, “black lives matter”, microaggressions, and macroaggressions against people of color. Friends are accepting opportunities for training, opening themselves up to recognizing being complicit in injustice, even when they thought they were working for justice. (A program at Evanston drew together a number of Friends from Northside & Evanston who attended Crossroads’ Chicago Regional Organization Against Racism training. Seven spoke movingly of their experience and its impact on them.)
- Advocacy & care for the earth, concern for global warming
- Advocacy, support & care for immigrants, concern for children and separated families
- Advocacy for Native Americans
- Systemic causes of poverty and homelessness, help, hope and change

None of these issues seem to offer much opportunity for joy and laughter, do they? Yet the very seriousness of these issues requires the relief and the warmth of these feelings.

For me, this has been a year of hearing once again the leading to “open your heart”.

This April, I attended two heart-opening programs:

At Blue River Quarterly, the program was facilitated by a member of Urbana-Champaign Meeting, Danielle Chynoweth, the Cunningham Township Supervisor, who sparked discussion of issues of root causes of poverty, homelessness, what it means to have a “home,” as well as solutions, ways that each of us can help residents with these and other issues.

At Women’s Weekend, the program was on “Non-Violent Communication.” I, for one, came to the program expecting to learn how to remove all those violent metaphors from my language, to change my “fighting” words to peaceful ones. Instead, I was invited to focus on peace within, to change my attitude toward a contentious interaction with someone else into an opportunity to consider my own reaction through the lenses of my own values and issues first. Exploring or imagining the other person’s values and feelings offered an opportunity to take a next step toward a peaceful communication that might meet the other person’s needs as well as my own. The program offered “ways to respond with compassion and wisdom and not react with fear, shame or guilt.”

Some small meetings continue to be a concern to me. When I had the opportunity to worship with them this year, Spoon River and Macomb continue to be deep in worship and committed as Friends. Both of those meetings have few members, however. Neither Rolla nor Rock Valley has been

meeting regularly in the past year. As of this writing I have not been successful in contacting Rolla or Rock Valley members to learn more or offer support.

Travel and Visits: I have traveled, visited meetings, listened deeply, offered programs and retreats, facilitated discussions and worship sharing, 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. As of this writing, I have visited all ILYM meetings this year except for Springfield, South Bend, Elkhart, and Urbana-Champaign. I hope to have the opportunity to visit these meetings before Annual Sessions in June.

During the fiscal year 2018-2019, I will have driven approximately _____ miles for the yearly meeting.

As ever, I want 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. To that end, once again there are cards, envelopes and pens available for your use on the back table in the meetinghouse. Send a note to someone you miss.

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. Let us work to find ways to include joy and laughter in all we do.

It continues to be an honor to serve as your field secretary, my Friends. Thank you once again for all the ways you support, nurture, guide and trust me.

Respectfully submitted, Judy Wolicki, Field Secretary

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Children's Religious Education Committee Report

Goodbyes

The CRE Committee is grateful for the many years of service which Barb Lawhorn has given this committee. She has served the committee faithfully and has also provided religious education for our children at retreats and other opportunities. Her spirit-led insights and encouragement were a beautiful part of committee work. Thank you, Barb.

After Annual Sessions, the CRE Committee also must say goodbye to Joy Duncan as CRE Coordinator. We are very grateful for the years of children's ministry Joy has provided to ILYM. She brought greater intergenerational education/worship and fellowship to ILYM Annual Sessions and put in place a more comprehensive program of child care for the youngest Friends. Joy identified the gifts of teachers and mentored their preparation and delivery of children's educational ministry at Annual Sessions. She has kept the children's programming organized and safe. Joy created and ran ILYM Middle School retreats during the rest of the year, providing programming to young Friends who are in monthly meetings with few peers and providing a bridge to the High School program. Most recently, she ran a successful OWL retreat, together with CRE Committee member Robyn Sullivan. We hold Joy in the Light as she embarks on a new phase of life.

The Committee has begun a search process for a new CRE Coordinator. We are grateful for the support of ILYM Personnel Committee in this endeavor.

Welcome

We were very happy to welcome Robyn Sullivan to our Committee this year. Her significant contribution is detailed in the next part of the report.

Our Whole Lives (OWL) Program

Our Whole Lives (OWL) is a comprehensive, lifespan sexuality education program. The CRE Coordinator and a number of Committee members attended a training for facilitators in 2017 and then followed through and implemented an OWL retreat for young Friends in grades 6-12 met in Chicago at St. Pauls U.C.C. church (which provided free facilities) Nov. 30-Dec. 2. Evanston Monthly Meeting provided a great deal of assistance with this ministry. The retreat was a success, involving 19 young Friends, most of them from ILYM. The Committee wants to continue to have one OWL retreat a year and possibly offer 1 or 2 units and a parent/guardian informational session at Annual Sessions. In the coming year, CRE requests that ILYM support a \$1,500 honorarium for the OWL retreat coordinator because this retreat involves a significant time commitment with planning and preparing the parents and volunteers and then being present with the young people for a 3 day weekend. We are grateful that Robyn Sullivan did this work for 2018 and we look forward to her doing the same in 2019.

Middle School Retreat at Camp CICA during Blue River Quarterly April 12-14, 2019

Six middle school Friends participated. They prepared Saturday lunch for the whole group with help from Bobbi Trist. The meal was very well received. Joy Duncan led Faith and Play lessons. Thank you also to volunteer David Wixom. The Middle School Retreat, led by Joy Dunan at Fall Continuing Committee was similar to this retreat.

New Version of Committee Charge in ILYM Handbook

Children's Religious Education Committee

Its purpose is to encourage Meetings to examine faithfully the quality of their religious education for children and to keep meetings informed of current methods and materials for use in religious education. Members consist of four to six members nominated by the Nominating Committee. Staggered two year terms are preferred.

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

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Development Committee Report

The 2018 - 2019 annual appeal for unrestricted annual giving has yielded \$30,200 through May 20, 2019 from 53 families and individuals, with a way to go toward our 2018–2019 goal of \$35,700. The reasons for the decrease in \$ and donors are not clear and the Development Committee would enjoy input, whether conjectural or evidence based. A reason oft cited among not-for-profits is the change in federal tax laws. Those changes have made tax deductible contributions unavailable for low- and middle-income individuals and families.

Of note:

- There was a restricted contribution for the “Clear Creek Garage Project” of \$1,000; this is an approved project of the Current Projects Fund. The Development Committee stands ready to support money-raising efforts for this project also known as the “Clear Creek House Expansion Project” once it moves to an appropriate point in the planning and approval process.
- There was a restricted contribution as well from Northside Monthly Meeting to the Special Gifts Fund in memory of Sherry Monroe.

- The addition of flexible automated payment options, generally fixed monthly amounts has expanded in the last year from 1 to 6 individuals and families. We hope to grow this to become a more important source of funding in the future.

For the remainder of 2018-2019 we plan to focus on:

- Obtaining approval for 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; currently there is a clean draft that we plan to socialize and come to consensus on at Annual Sessions.
- Supporting the Annual Sessions workshops on giving options to be provided by Everence, a faith-based financial services organization

Effectively deferred until at least 2019–2020 are the following:

- Publishing the updated version of “Giving to Illinois Yearly Meeting” both on the website and in a pamphlet form.
- 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.
- Consolidating / 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.”

The Development Committee stands ready to support, as feasible, the Maintenance, Planning, and Envisioning Committee to support special earmarked campaigns.

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Environmental Concerns Committee Report

The Environmental Concerns Committee has had one phone conference call meeting since Spring Continuing Committee. At the annual work day on May 5, we planted 10 eastern red cedars (*Juniperus virginianus*) between the eight remaining osage orange (*Maclura pomifera*) trees. We also trimmed the wayward branches of the osage oranges to prevent impaling the person cutting the grass. We also experimentally painted herbicide on the tansy (*Tanacetum vulgare*) in the prairie and on some plants in the west end of the old field. We are evaluating when to cut down the two falling catalpa trees (*Catalpa speciosa*) on the northeast end of the campground and whether they can lie in place for play by young Friends.

The ECC is conducting a Quaker Bike Ride at the Annual Sessions either on Thursday afternoon or Friday afternoon (rain date). We will also be working with the High School Friends to construct two additional Leopold benches for the ILYM campus. The ECC will be sponsoring a climate change discussion to be held during lunch at the Annual Sessions.

We propose to plant two oak trees on the south side of the pathway between the Clear Creek House and the prairie.

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Committee on Faith and Practice Report

The Faith and Practice Committee has met five times since our last yearly meeting, with another meeting scheduled after the submission of this report but before the 2019 sessions. The committee has developed text for five sections which we now propose be adopted for an indefinite period:

- Abuse and Exploitation in the Meeting Community: A version of this text was provisionally approved in 2018. The provisional period expired at the spring session of the Continuing Committee, which did not approve the revisions we proposed at that time. The version now proposed includes changes made in response to the concerns raised.
- History of Illinois Yearly Meeting: This text is shorter and more focused than a version which was circulated last year.
- A Brief Guide to Using this Book of Faith and Practice: This section is intended to be placed immediately after the introductory section ‘Concerning this Book of Faith and Practice’ at the beginning of the book.
- Sample Certificate of Transfer and Acceptance of Transfer: This is intended to be placed as an appendix at the end of the book.
- Sample Traveling Minutes: This will also be placed as an appendix at the end of the book.

These texts were submitted with our report.

We have also made a number of small additions or revisions to the existing text, including:

- Adding a short passage on worship sharing to the section ‘Religious Education,’ and a short passage on threshing sessions to the section ‘Friends’ Manner of Decision-Making.’
- Adding queries to sections which did not already have them.
- Adding additional quotes, with attention to diversifying the range of authors cited.
- Making various minor changes to increase clarity and consistency, without affecting the substance of the text.
- Deciding on an order for the sections.

These changes will be marked on copies of the entire book, which we will make available at Annual Sessions. We propose them now for indefinite adoption.

Contingent on approval of these proposals, we also now propose that the text and organization of the book be regarded as complete, and request final approval to move forward with final editing, proofreading, and publication, to be coordinated with the Publications and Distribution Committee.

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Finance Committee Report

Based on minutes from Continuing Committee, the Treasurers have transferred a total of \$175,000 into Friends Fiduciary accounts. The Yearly Meeting minuted approval of Finance Committee’s recommendation that this money be split between two funds, with \$100,000 in the Growth and Income Fund, and \$75,000 in the Index Fund. However, on further discussion with representatives of Friends Fiduciary, we recommend combining both parts of our investment into the Growth and Income Fund, because the index fund has greater stock market exposure and is therefore more volatile from year to year.

Finance Committee has been discussing the best way to share historical information about our expenses, including property, staffing, and other expenses. We will be having a workshop at Annual Session this year for this purpose, as we believe this format allows for better discussion than on the floor of the Meeting for Business. Friends are encouraged to attend, or to ask any member of finance committee questions at other times if you are unable to attend the workshop.

At Fall Continuing Committee, Friends approved a recommended budget for Annual Sessions. This budget was structured according to our historical division of planning and preparation work among regional planning groups. This structure may change at Annual Sessions this year based on the work of Spring Continuing Committee; Finance Committee will therefore be working on this at our Thursday meeting during Annual Sessions and presenting as part of the final budget approval.

Finance Committee has been looking into the possible need for a professional bookkeeper in the event that volunteer treasurers are unable to do all required work. We have identified a list of tasks, and in an effort to minimize costs are considering which can be done by the Treasurers or members of Finance Committee. At this time, we are not recommending hiring a bookkeeper; however it may continue to be an issue in the future.

Finance Committee thanks Judy Erickson for her hard work over the last several years as Treasurer; her expertise has allowed us to keep our financial records well organized.

A proposed first draft of the budget follows. This will continue to be refined over the course of Annual Sessions. Please discuss any questions or suggestions with any member of Finance Committee.

Submitted by Ted Kuhn, Clerk

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Proposed Budget

	2019-20 Anticipated	2018-19 Anticipated
Income		
Contributions from Meetings	88,050	86,000
Contributions from Individuals	35,700	35,700
Gatherings & Retreats	19,900	19,900
Fundraisers & Other Income	0	0
Interest and Investment Income	<u>4,000</u>	<u>2,550</u>
<i>Total Income</i>	147,650	144,150
Expenses & Transfers		
Operating		
Personnel (Payroll, Staff Travel, Office) ¹	(64,700)	(62,500)
YM Travel Support ²	(5,500)	(4,500)
Gatherings & Retreats	(18,800)	(18,800)
Site (Facilities & Deferred Maint) ³	(36,800)	(36,000)
Committees ⁴	(11,200)	(10,700)
Support to Others ⁵	<u>(10,650)</u>	<u>(10,650)</u>
<i>Total Expenses & Transfers</i>	(147,650)	(143,150)
Net Income (Deficit)	<u><u>0</u></u>	<u><u>0</u></u>

	2019-20 Anticipated	2018-19 Anticipated
Expense Line Item Details		
(1) Personnel		
Salaries & Payroll	(56,900)	(53,700)
Staff Travel	(6,600)	(6,600)
Office	<u>(1,200)</u>	<u>(1,200)</u>
Total	(64,700)	(62,500)
(2) YM Travel Support		
ILYM Committee Travel	(1,000)	(1,000)
ILYM Reps Travel	<u>(3,500)</u>	<u>(3,500)</u>
Total	(4,500)	(4,500)
(3) Site		
<u>Annual Facilities Expenses (Oversight: Stewards)</u>		
Insurance	(7,000)	(6,000)
Routine Maintenance	(5,500)	(5,500)
Urgent Maintenance	(2,000)	(2,000)
Mowing & Tree Trimming	(6,200)	(6,000)
Annual Services (inspections, winterizing)	(2,100)	(2,000)
Utilities	<u>(2,500)</u>	<u>(3,000)</u>
Facilities Total	(25,300)	(24,500)
<u>Deferred Maintenance (Oversight: M&P)</u>		
Transfer to <i>Deferred Maintenance Fund</i>	<u>(11,500)</u>	<u>(11,500)</u>
Total	(36,800)	(36,000)
4) Committees		
Ad hoc	(25)	(50)
Adult Young Friends	(200)	(250)
Children's Religious Education	(3,100)	(250)
Development	(750)	(750)
Environmental Concerns	(100)	(150)
Faith & Practice	(25)	(100)
Finance	(50)	(100)
Handbook	(25)	(50)
Maintenance, Planning & Envisioning	(170)	(300)

	2019-20 Anticipated	2018-19 Anticipated
Ministry & Advancement	(100)	(200)
Nominating	(100)	(250)
Peace Resources	(100)	(200)
Peace Tax Fund	(25)	(50)
Personnel	(25)	(100)
Publications	(4,000)	(5,500)
Youth Oversight	<u>(2,400)</u>	<u>(2,400)</u>
Total	(11,200)	(10,700)

(5) Support to Others

Quaker organizations to which ILYM assigns representatives

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

Regional Quaker educational institutions

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

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Handbook Committee Report

Term for Officers: The current Handbook does not list the terms for the Recording Clerks or for the Reading Clerk. The Handbook Committee suggests adding the following to these descriptions.

“Service as the Recording Clerk/Assistant Recording Clerk is generally a four-year commitment. The first and fourth year, the individual serves as Assistant Recording Clerk. In the second and third year, the Friend takes the minutes as Recording Clerk. These terms may be adjusted as needed.”

“The Reading Clerk serves for a one-year term which may be renewable by the Nominating Committee for as long as appropriate.”

Committee Clerk Responsibilities: In the section labeled “Individuals with Specific Responsibilities” there is a description of the Committee Clerk. Items d and j about making reports are somewhat out-of-date. We suggest replacing them with the following two items: “Keeping the Presiding Clerk generally aware of the activities of the committee.” and “Submitting written reports electronically, to the Presiding Clerk and the Administrative Coordinator, approximately one month prior to Continuing Committee (when appropriate) or Annual Sessions. The Administrative Coordinator then collects and distributes these to the yearly meeting in the Advance Documents.”

Guidelines for those offering (supported) Volunteer Service in Illinois Yearly Meeting: At least 20 years ago, a Friend had a leading to serve the yearly meeting in a specific way. The yearly meeting then created guidelines which have been in the Handbook ever since. The Handbook would like to take out this page. If Friends would be interested in reviving this practice, then we recommend a standing committee or ad hoc committee rewrite the guidelines taking into consideration what has been written in the *Faith and Practice of Illinois Yearly Meeting* (working title.)

Committees: The Handbook Committee has rewritten the introduction to the section on committees and recommends that the following be added to the Handbook:

Standing Committees

(See also The Yearly Meeting section in the *Faith and Practice of Illinois Yearly Meeting* (working title))

Introduction

Standing committees offer an opportunity for Friends to seek together spiritual direction as they discern specific issues of the yearly meeting. Serving on a committee has the potential to be a communal divine experience. Committee meetings also allow time for Friends to discuss our Quaker process and to get to know other Friends around the yearly meeting who are committed to our Quaker faith.

The role of standing committees is two-fold. The first role is to season business for the yearly meeting in preparation for the business sessions at Annual Sessions and Continuing Committee. A committee should generally come to a sense of the way forward and recommend that to the meeting. As Friends, we recognize that a committee is making a recommendation but a larger body of the meeting may have a greater understanding of the spiritual direction. Changes brought forward by the body at Annual Sessions bring a greater awareness and understanding of the issue. At the same time, the body respects the work of the committee and their recommendations.

The second responsibility is to carry out the work of the yearly meeting during and between Annual Sessions. Though a committee may work independently during the year, the committee is nurtured by and accountable to the yearly meeting as a whole. A committee setting allows

Friends to sift through the details of the discernment of the yearly meeting and has a better understanding of the direction of the responsibility.

Each standing committee has a specific charge that has been approved by the Yearly Meeting and recorded in the Yearly Meeting minutes. The Handbook Committee, using the minute, writes a description of the committee's charge and lists it in the section that follows. When a committee feels led in a new direction, that committee should bring recommendations for changing that description to the Yearly Meeting at the business sessions of Annual Sessions. (This is also described in the section on changing the Handbook under Organizational Governance.)

Standing Committees with members including a clerk discerned by the Nominating Committee

The Nominating Committee is responsible for discerning members of the following committees and for selecting one of those members to be its clerk.

- Children's Religious Education Committee
- Development Committee
- Environmental Concerns Committee
- Faith and Practice Committee
- Finance Committee
- Handbook Committee
- Maintenance, Planning, and Envisioning Committee
- Ministry and Advancement Committee
- Peace Resources Committee
- Personnel Committee
- Publications and Distribution Committee
- Youth Oversight Committee
- Epistle Committee (this is not a standing committee)

The Nominating Committee brings forward for approval the names of those who feel led to serve on a committee (including a clerk of the committee) to the business sessions at Annual Sessions or occasionally to Continuing Committee. Usually committee members serve a three-year term that is renewable. The Nominating Committee tries to stagger the terms of the members so that an entire committee doesn't turn over in a single year.

Some Friends serve on a particular committee because it matches an expertise. Other Friends serve to help with the discernment process even if they are not knowledgeable in that field. Some Friends serve on the same committee for many years while others change committees more frequently. These practices are acceptable in Illinois Yearly Meeting.

Other Committees with different selection processes

The members of the following committees are not discerned by the Nominating Committee but by using a different process. The individual descriptions include the process of finding membership.

- Clerk's Committee
- Continuing Committee
- Financial Review Committee
- Harassment Review Committee
- Naming Committee
- Nominating Committee
- Exercises Committee (this is not a standing committee)

When the Presiding Clerk or Assistant Clerk serve Ex-officio

Traditionally, the Presiding Clerk and Assistant Clerk are ex-officio on all committees and permitted to attend committee meetings. However, in practice, the clerks only attend if a committee invites them. This is usually if the committee is having trouble working together, if there is a particularly complicated or controversial issue, or if the committee needs a more experienced Friend in attendance. Committees need to be mindful of the Presiding Clerk's time explaining specific needs rather than issuing a blanket invitation.

Meeting Times

Each committee determines meeting times. Though face-to-face meetings are always preferable, meetings via telephone or video conferencing are sometimes more practical. A committee that hasn't met at least once in a year may need to bring that to the attention of the yearly meeting.

Minutes

Each standing committee (with a few exceptions) should appoint someone to take minutes at each meeting. These minutes are approved by the members of the committee and then kept by the clerk of the committee (or other committee member by agreement). These may be kept digitally or as hard copies.

The minutes should be kept within a committee and passed on to new committee members. Minutes are not generally considered confidential. When a committee is discussing a confidential matter, the minute-taker should be sensitive and express the minute in a way that isn't revealing or else kept separately.

A description of taking minutes is in the Decision-Making section of the *Faith and Practice of Illinois Yearly Meeting* (working title) page 5.

Reports

Committees are expected to give regular reports on the committee's activities at Annual Sessions and Continuing Committee. If the committee doesn't have any activities to report, then no report is necessary. When giving reports, the committee may want to differentiate from a report on activities of the committee and items on which the committee needs action from the yearly meeting. Sometimes reports are read verbatim, other times it is more appropriate to give highlights of the activities and focus on the action items. Occasionally, a committee may ask for help when it is stuck on an issue but sessions are not generally a place for brainstorming.

Reports should be submitted electronically to the Presiding Clerk and the Administrative Coordinator about a month prior to Continuing Committee and Annual Sessions. The Administrative Coordinator then collects and distributes these to the yearly meeting in Advance Documents.

At Continuing Committee or Annual Sessions, the clerk of the committee or an assigned member of the committee should give the report of the committee. If no one from the committee can be present, the report may be read by the Reading Clerk or an officer of the yearly meeting.

Conclusion

Serving on committees at Illinois Yearly Meeting is generally a joyful experience. Friends get to know Friends across the yearly meeting while doing the work of the yearly meeting. Being part of the process gives each person a greater understanding of the business sessions at Annual Sessions and Continuing Committee.

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Maintenance, Planning and Envisioning Committee Report

The committee met twice during the year in phone meetings on October 13 and January 31.

Fall and Spring Work Days: October 25 (10 people) and May 4 (14 people). Main task at both was painting the exterior wood at the Campground Bath House. It is high work (eaves, rafters and gables) and difficult and still incomplete after two sessions and may also need a second coat. Also we purchased all and installed half of the 50 new bunk baskets at the cabins (hopefully the remainder will be installed at Site Prep) and accomplished some grounds work and moved furniture back into Clear Creek House after floor work.

Penn House: Was renovated this year with help from Liam Brubaker (Eagle Project) and his Boy Scout Troop, and our contractor Dean Tieman. It will be in use at Annual Sessions. It will be a sleeping cabin for those needing electricity for medical or other reasons. It is painted and furnished with two sets of bunks and has new windows, doors, screens and interior paneling.

Burst Pipe Repairs: Repairs at the Clear Creek House, supervised by the stewards, are being made and should be finished by Annual Sessions. Insurance settlement has been made, pipe has been fixed, and tile and plaster repairs are being completed. Refinishing the wood floors of the entire first floor were almost completely covered by that portion of the settlement.

Repairs & Maintenance: Additional grab bars are being installed at Clear Creek House showers and battery operated night lights placed at the top of both stairs at the second floor. True duct balancing the HVAC System at CCH to make the second floor cooler is not really possible, but some repairs, and closing first floor registers to force the air conditioning to the second floor during the summer is being done, ready for a trial at Annual Sessions. Post and railing repairs are being made at the NE corner of the meetinghouse porch. Hopefully, a patch to the roofing at the corner of the wood barn will also be complete by sessions.

A verbal bid of \$10,000 to paint all four sides of the meetinghouse exterior has been given and tentatively accepted by the Stewards to be done this summer, but are awaiting the paper bid from the contractor. Other pressing maintenance for the summer and fall include repairs to the campground cabin and bunkhouse screen doors and re-roofing the meetinghouse east tool shed and bay window roofs. Pricing will be sought to make siding repairs at Clear Creek House and paint exposed wood and trim. Most of the buildings at the campground area need to be painted or stained and the dining room walls repainted, and since we do not have enough volunteer labor to accomplish this ourselves, we will seek contractor bids for this work, too. We will schedule a summer engineering inspection of the high school bunkhouse foundation. Bunkhouse window replacement and door repair will wait until we have a handle on its stability.

Campus Assets Management Plan: Upcoming Maintenance/Painting/Roofwork/Appliance Replacement. Chip Rorem has the 2010 version of this, which we might use for reference. It is in Excel and he will work on reformatting it into a more useable document and distribute for further discussion. Chris would like to estimate when in the future each item will need attention so we can plan instead of just reacting. It is intended to make this a priority accomplishment this coming year.

CCH Accessible Bedroom/Bath Addition: Last of the three larger scale projects approved by ILYM pending funding around 2013. Review & develop existing drawings and prepare written narrative for pricing. We have a rough estimate of about \$125,000 from Dean Tieman for garage conversion and new septic field, but would like a more accurate price and possibly a break down. Chris Goode/Chip Rorem will prepare/share the document and description with the committee before asking for bids. Will share our work with Development Committee to encourage fundraising.

Campus Solar PV or Green Energy Utility Contract: Options/Next steps. Due to the quirks of our site (remote, low usage, three meters), and as a non-tax paying religious organization, tax credits do not help us, it looks like it may not be feasible to install solar panels on our buildings. Chris Goode

has not yet been able to find a company that is able (or willing?) to work on our site. The committee will continue to investigate who we might work with and how we might do this. In the meantime, we could purchase solar power for our electricity through a green third party energy supplier to Ameren. Chris will investigate this and, at Annual Sessions, will propose a company for Clear Creek and ILYM to contract with, instead of purchasing power directly from Ameren.

Respectfully Submitted: Christopher Goode, Clerk

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Ministry and Advancement Committee Report

Ministry and Advancement and the Field Secretary met in the fall and the spring between Annual Sessions. We focused on our connections to our own meetings and other meetings we visit. We are grateful for the dedication of our Field Secretary, Judy Wolicki, to the many meetings and members of our yearly meeting and to our committee.

We revised our description of our committee and this is attached to our report. We eliminated hosting a book sale and the endorsing of chaplains.

We continue to work on and with the Harassment Review Committee. If an issue comes to the committee before or during Annual Sessions, those serving on the committee can continue to serve beyond sessions until the issue is resolved.

Last year we hosted Windy Cooler who was interviewing people during ILYM Annual Sessions and at other yearly meetings, on Quakers and family life. She will report on her research this year.

Revised Committee Description for Ministry and Advancement Committee

The Ministry and Advancement Committee (M&A) has as its main function to promote activities that will enrich and strengthen the life of our meetings: yearly, monthly, quarterly, preparatory, allowed, and worship groups. During the year, M&A maintains contact with all meetings, particularly those which are small and/or isolated. It encourages the spiritual development and unity of Illinois Yearly Meeting. M&A provides oversight for and works closely with the Field Secretary.

Membership: At least six members with staggered three-year terms. As part of the responsibility of the office, the Field Secretary serves with this committee and is expected to attend all of its meetings.

At annual sessions, M&A is responsible for the following:

- a) Forming the Committee of Care, which addresses concerns relating to our communal life together that may arise during Annual Sessions. The Committee of Care designees are also available throughout the sessions for orientation of newcomers and answering their questions about the sessions.
- b) Providing care and welcoming for first-time attenders of Annual Sessions.
- c) Taking responsibility for the Harassment and Sexual Abuse Policy (see Appendix G) approved in 2017, Minute 42, and bringing any updates to the policy to the yearly meeting. The Harassment Review Committee has five members: 1) The clerk of M&A or a designee; 2) A member at large appointed by the ILYM clerk; 3) the clerk of ILYM; 4) one member of M&A appointed by that committee; 5) the Field Secretary. They serve a one-year term beginning one month before Annual Sessions. The M&A committee will inform the yearly meeting at Spring Continuing Committee meeting who will serve the next term on the Harassment Review Committee. See Harassment Review Committee description. [2017, Minute 42]

During the year, M&A duties include the following:

- a) Recommending the appointment of and giving oversight to the Field Secretary. The Field Secretary is currently an independent contractor and the M&A Committee is responsible for working with the Field Secretary to create a Letter of Engagement, which outlines the understanding of the Field Secretary's work.
- b) Working with individual quarterly, monthly, preparative, allowed meetings and worship groups to provide resources for specific needs. This may include workshops or threshing sessions. Each meeting is assigned a member of the committee who tries to visit that meeting at least once each year and maintains contact through the year. The M&A committee members assist meetings in finding resource people and literature, planning programs, conducting workshops, and other areas of advancement. The M&A committee can be called on to assist meetings having internal problems.
- c) Assisting meetings in their decision-making about setting up or laying down when those meetings are not part of a quarterly meeting.
- d) Assisting monthly meetings which have a preparative, allowed meeting, or worship group under their care.
- e) Looking for ways to attract people to the Religious Society of Friends and how to welcome and nurture newcomers.
- f) Introducing practices from the wider Quaker world that may be appropriate for ILYM Friends.

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Nominating Committee Report

The Nominating Committee asks for Illinois Yearly Meeting's approval for the following report including approval of members who have committed to renewed or to new terms as officers, committee members, and representatives to Quaker organizations.

We are very grateful to Cathy Garra's willingness to serve an extra year as our Presiding Clerk during these Annual Sessions.

We are also very fortunate and grateful that Marcia Nelson has agreed to be our Presiding Clerk beginning with the rise of meeting during these Annual Sessions and that she has been approved by Continuing Committee in March. She will preside at Annual Session through 2021 and will assist a new Presiding Clerk in 2022. We are currently working to identify an Assistant Clerk to serve a one-year term to assist Marcia through Annual Sessions in 2020. During the coming year, the Nominating Committee will search for another Assistant Clerk to fill out a full term (2021-2024). We urge those who have the experience and inclination to fill this important role in our yearly meeting to come forth as soon as possible if they would consider serving in this capacity.

The following is a list of individuals who have agreed to renew or to begin service as officers, as members of particular committees, or as representatives to Quaker organizations for full terms (3 years except in the case of Stewards who serve for six years). In some cases, individuals are serving for partial terms.

We ask the Meeting to approve these names. The years following each name indicate that the individual will serve through Annual Sessions that year. We have attached a complete roster of officers, committee members, and representatives to the end of this report with those up for approval indicated in bold.

Officers

Assistant Clerk: The Committee expects to have an Assistant Clerk to serve for one year (2020) identified for approval by the Meeting by Annual Sessions.

Steward: **Chris Goode** (2025)

Treasurer-Bookkeeper: **Dawn Crimson** (2022)

Committees

Children's Religious Education We are still seeking a replacement for a term ending in 2020.

Development Committee: We are still seeking one new member for this committee.

Environmental Concerns: **Alice Howenstine** (2022) and **Bill Howenstine** (2022).

Finance: **Ted Kuhn** to continue as clerk (2022); one full term (2022) remains open.

Maintenance, Planning and Envisioning: **Neil Mesner** (2022); two full term (2022) spots are open.

Ministry and Advancement: **Phyllis Reynolds** to continue as clerk (2022). One full term (2022) remains open.

Peace Resources: The purpose and structure of this committee needs to be reconsidered. We propose a gathering of those interested to begin this discussion at Annual Sessions.

Personnel; **Nancy Wallace** for one year (2020) as clerk in a transitional role to coincide with adoption of the new Personnel Handbook. One full term (2022) remains open. After consultation with the Clerks of both Personnel and Publications and Distribution, we also recommend that the Clerk of Publications share the responsibility of supervising the work of the Administrative Coordinator with the Clerk of Personnel since much of their work comes under the purview of Publications. For the coming year Nancy Wallace and **Sean West** (as Clerk of Publications) will be **co-supervisors** of the Administrative Coordinator.

Youth Oversight Committee: There are two positions yet to be filled (one that ends in 2020 and another which would be a full term ending in 2022).

Appointments to Wider Quaker Organizations

Friends Committee on National Legislation: Two positions remain to be filled.

Friends World Committee for Consultation: **Nancy Wallace** (2022)

Quaker Earthcare Witness: One position needs to be filled.

Friends General Conference Central Committee: Two full-term spots on this committee need to be filled.

Friends for Lesbian, Gay, Bisexual, Transgender, & Queer Concerns: One position needs to be filled.

Friends Secondary School Liaisons: **Grayce Mesner** (2022) and **David Wixom** (2022) have agreed to serve as co-representatives for Olney Friends School. We are looking for a representative for Scattergood School.

Friends Peace Teams: We don't really know what the responsibilities are and who might be interested in being our representative on this organization: This spot has been open for a year and the current term would end in 2021.

Handbook Committee Request

On behalf of the Handbook Committee we have approved and seek the Meeting's approval for the following update on the Nominating Committee for the Handbook.

Nominating Committee

The Nominating Committee is responsible for doing most of the work associated with nominations including gathering names from monthly meeting representatives, providing job descriptions to those considering appointments, and checking to be sure nominees are willing to serve. The Nominating Committee names all Illinois Yearly Meeting clerks and the members and clerks of committees listed in the introduction above.

Membership: Three to five members nominated by the Naming Committee who represent the diverse geography of Illinois Yearly Meeting. The Naming Committee nominates Friends at Continuing Committee or Annual Sessions. Generally, the three-year term of a Friend on the Nominating Committee is not renewed immediately.

The committee's duties include the following:

- a) Reviewing the current officers, committees, and individuals with responsibilities to ascertain vacancies and those who are ending their terms. Finding out the specific needs of committees.
- b) Consulting monthly meeting representatives to identify Friends who could serve as officers, on yearly meeting committees, or other specific responsibilities. Friends who have not previously served or been involved in the yearly meeting should also be considered.
- c) Communicating with individuals to understand their willingness to serve. Providing job descriptions and other information to those Friends.
- d) Recommending to the Yearly Meeting at Annual Sessions a list of officers, committees, and individuals.
- e) Initiating work early after the yearly meeting sessions and continuing throughout the year.
- f) Recommending Friends for positions, either previously unfilled positions or due to resignations, for approval at Continuing Committee.

Survey at Annual Sessions

We expect to develop a survey and approach individuals during Annual Sessions to gauge their interests in serving as officers, on committees, and as representatives to Quaker organizations.

Appendix

Officers, Committees, and Representatives to Quaker Organizations (2020)

Names in **bold** are up for approval. Black spaces (and terms) are positions yet to be filled.

Presiding Clerk: Marcia Nelson (presides 2020, 2021; assists 2022)

Temporary Assistant Clerk _____ (2020)

Recording Clerk: Pam Kuhn (assists 2020)

Asst. Recording Clerk: Sarah Pavlovic (records 2020, 2021, assists 2022)

Reading clerk: Chris Jocius (2021)

Co-Treasurers: Val Lester (2021), **Dawn Crimson (2022)**

Stewards: Grayce Mesner (2020), Neil Mesner (2020), Beth Carpenter (2021), Chip Rorem (2021),

Chris Goode (2025)

STANDING COMMITTEES:

Children Religious Education Committee

Monica Tetzlaff, clerk (2021), Bobbi Trist (2020), Robyn Sullivan (2021), Dale Gardner (2022) Michael Pine (2022), _____ (2020)

Development Committee

Alex Lippitt, clerk (2020), Ashlee Miller-Berry (2020), Frank Young (2021), _____ (2020), _____ (2022)

Environmental Concerns Committee

Noel Pavlovic, clerk (2021), Chris Goode (2021), Sarah Pavlovic (2021), Fariba Murray (2021), David Wixom (2020), Adrian Fisher (2020), Nancy Halliday (2020), **Alice Howenstine (2022), Bill Howenstine (2022),**

Committee on Faith and Practice

Peter Lasersohn, clerk; Janice Domanik, Colleen Reardon, David Shiner, Sarah Pavlovic (indefinite appointments)

Finance Committee

Ted Kuhn, clerk (2022), Ashlee Miller-Berry (2021), Judy Jager (2021), Kevin Brubaker (2020), _____ (2022); Val Lester (2021), **Dawn Crimson (2022),** ex-officio as co-Treasurers

Handbook Committee

Pam Kuhn, clerk (2021); Sue Styer (2021)

Maintenance, Planning and Envisioning Committee

Chris Goode, clerk (2021), Bill Howenstine (2020) Carol Bartles (2020), Marie White (2020), Noel Pavlovic (2020), **Neil Mesner (2022), _____ (2022), _____ (2022)**

Ministry and Advancement Committee

Phyllis Reynolds, clerk (2022), Heather Evert (2020), Mark McGinnis (2020), Fernando Freire (2021), _____ (2022)

Nominating Committee (work of the Naming Committee)

Bridget Rorem (2020), Alexandra "Coco" Colin (2021), Fernando Freire (2021)

Peace Resources Committee

(Note: Terms listed are for 2019, as the Committee as a whole warrants discussion)

Jan Mullen, clerk (2019), Dave Moorman (2019), Mark McGinnis (2021), Dan Stevens (2021), John Knox (2021), _____ (2020), _____ (2020)

Personnel Committee

Nancy Wallace, clerk and co-supervisor of Administrative Coordinator (2020); Sharon Haworth (2020), Pam Kuhn (2020), _____ (2021); ex-officio representatives: Mike Dennis (2021) (Youth Oversight), **Ted Kuhn (2022)** (Finance), Monica Tetzlaff (2021) (Children's Religious Education), **Sean West** (Publications and Distribution (2021), **co-supervisor of Administrative Coordinator**

Publications and Distribution Committee

Grayce Mesner (2021), Sean West, clerk (2020); Wil Brant; ex officio Administrative Coordinator, Caryn Kuhn, Pam Kuhn, ex-officio editors of *Among Friends*

Youth Oversight Committee

Mike Dennis (2021), clerk, Andrea Kintree (2021), Warwick Daw (2021), Dale Gardner (2020) _____ (2020), _____ (2022)

APPOINTMENTS TO WIDER QUAKER ORGANIZATIONS

American Friends Service Committee Corporation

Carol Bartles (2021), Phyllis Reynolds (2021), Contessa Miller (2021), Caryn Kuhn (2020)

Friends Committee on National Legislation

Kevin Brubaker (2021), David Wixom (2020), Dale Gardner (2020), _____ (2022), _____ (2022)

Friends World Committee for Consultation

Bridget Rorem (2021), David Shiner (2020), Nancy Wallace (2022)

National Religious Campaign Against Torture

Jan Mullen (2021)

Quaker Earthcare Witness

David Wixom (2021), _____ (2022)

Friends General Conference Central Committee

Nancy Duncan (2020), _____ (2022), _____ (2022)

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

_____ (2022)

Friends Secondary School Liaison

Grayce Mesner and Dave Wixom Olney, (2022), _____ Scattergood (2019)

Friends Peace Teams

_____ (2021)

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Personnel Committee Report

Action Items:

The Personnel Committee was charged in 2015 with the following: Providing oversight, support and consultation for the Administrative Coordinator [2015, Minute 52]. Upon reflection, we recommend that the supervision of the Administrative Coordinator, which includes oversight, support and consultation, be under a Committee of Oversight consisting of the Clerk of Publications, the Presiding Clerk, and the Assistant Clerk. The Administrative Coordinator’s job description states that 40% of his job relates to Continuing Committee and Annual Sessions. 30% relates to publications and communications. Currently, Personnel Committee is supervising this position, but this creates two problems.

- The people who are now supervising the position need to have a better understanding of the job than the Personnel Committee currently has or is likely to have because Personnel Committee is not set up to do supervising.

- Having Personnel Committee supervise this position means that whoever is in the staff position, if they are having a problem with their supervisor, has no place to go if they have a complaint with their supervisor. This creates a conflict of interest situation for the Personnel Committee. As an addendum to the Employee Manual we are also bringing forward a Conflict of Interest Policy for the yearly meeting as a whole. It will apply to all Friends in a position of responsibility for the yearly meeting. (See Other Documents Section)

The Personnel Committee is bringing a completed, legally reviewed, Employee Manual to the Yearly Meeting for their action. (See Employee Manual in the Advanced Documents. There will also be a few copies available at Annual Sessions for review.)

Personnel Committee description for approval, left over from last year's annual sessions with the change of removing the supervision of the Administrative Coordinator from the committee charge.

Personnel Committee

The Personnel Committee offers technical assistance (especially concerning legal or yearly meeting policies) to help those committees which provide oversight for yearly meeting employees. [Minute 26, 2017 Fall Continuing Committee]

Membership: Four independent members plus a representative from each committee-of-oversight for paid staff (currently Children's Religious Education Committee, Youth Oversight Committee) and a representative from the Finance Committee. The Nominating Committee brings forward names of four independent members one of whom is named as clerk. The Finance and committees-of-oversight each name a representative from their committees. A subcommittee of the independent members meets separately to provide oversight for the Administrative Coordinator. [2018, Minute 31 and 61]

The committee duties include the following:

- a) Keeping the Illinois Yearly Meeting Employee Manual current and making sure it is available to employees.
- b) Recommending updates in yearly meeting employee policies to the Yearly Meeting at Annual Sessions (or Continuing Committee if decisions are timely) [2018, Minute 62.] When necessary, working with an attorney to be sure we are in legal compliance.
- c) Reviewing and giving approval to job descriptions in cooperation with the committees-of-oversight of current or future paid staff with attention to legal aspects and yearly meeting practice.
- d) Updating checklist of documents needed to be collected from new employees and facilitating background checks when necessary. [2018, Minute 31]
- e) Facilitating the annual review of each employee by sending to the yearly meeting membership (via email) a copy of the job descriptions for each employee near the end of the calendar year. Asking anyone with relevant feedback or suggestions to send them to the clerk of the appropriate committee by January 15. The evaluations should occur between January 15 and the Spring Continuing Committee. [Minute 26, 2017 Fall Continuing Committee.] The Personnel Committee may also give feedback or suggestions to supervisors.
- f) Communicating with paid staff members annually to see if they have needs from the Personnel Committee.
- g) Arranging for storage of personnel files some of which are confidential and/or need to be kept indefinitely.
- h) Reviewing annual salary adjustments with the Finance Committee.

- i) Providing oversight, support, and consultation for the Administrative Coordinator. [2015, Minute 52]. {Note: this would be subject to approval of above action item regarding Administrative Coordinator oversight}.

Non-Action Item: We have taken the Safe Congregation policy from Evanston Friends Meeting and modified it for ILYM. This policy is being brought forward by the Stewards who oversee the insurance and legal liability risks for the yearly meeting. Safe Congregation issues are related to the insurance and legal risks for ILYM.

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Publications and Distribution Committee Report

Print: *Among Friends* - During Annual Sessions the committee will discuss if the current format and schedule is still working. Everything else is up to date.

Web: ILYM.org continues to move from Drupal to WordPress, most pages and files have been recreated, but it is still a work in progress. Please use the contact form to report any issues.

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Youth Oversight Committee Report

Members: Warwick Daw, Diane Clark Dennis, Dale Gardner, Fariba Murray, Michael Dennis, Liam Gardner, Nathan Lasersohn, Kiva Schobernd, Jad Tamari.

As of 5/15/2019, Liam has logged 334 hours and 50 minutes of work. By the end of Annual Sessions, he is expected to have completed at least 500 hours.

Scattergood Quake (April 5–7, 2019):

Michael Dennis and Liam Gardner collaborated with Head of Scattergood School, Thomas Weber to plan a Quake on Scattergood grounds. The High School Friends (HSF) slept on the meetinghouse floor, they herded sheep, hung out by the pond, played capture the flag, read aloud an unsavory chapter from Stephen King's *It*, and played in the gym—where they rode unicycles. The teens also held a business meeting to decide on what they wanted to do for Annual Sessions.

Michael Luick-Thrams, a historian of Scattergood and the Holocaust, came to talk to the High School Friends. He took them to the Cedar County History Museum and while in the museum, he led them to the Scattergood exhibit where the teens learned about Scattergood's past as a hostel for Jewish refugees during World War Two. After the presentation on Scattergood, Tanya, the museum's tour guide, showed them around the rest of the museum. Later, she gave a presentation about the "Cedar County Cow War of 1931," which was a presentation about the resistance in the state of Iowa, especially in Cedar County, to get their cows tested for cow tuberculosis.

Eight teens (including HSF Co-Clerk Jad Tamari, who is enrolled in Scattergood) were present.

Upcoming Gathering at Annual Sessions (June 19-23, 2019):

During their previous Meeting for Business, the HSF decided on their workshops for Annual Sessions which include: making Leopold Benches, making tie-dye shirts, making jewelry and doing

chair-yoga. For their service project, they will be filling up backpacks with supplies for the homeless. If the weather is nice, they will be going to go to Starved Rock State Park. If the weather is bad, they will go bowling. At some point, they will all volunteer to help out with dinner and on Saturday night, as per tradition, the teens will have the option to walk down the street to the graveyard.

The teens will also be doing a few joint activities with other age-groups in the yearly meeting. On Wednesday evening, they will play games with the younger children. On Thursday evening they will play Wink with the Adult Young Friends, who will also be joining them on the HSF out-trip. On Saturday evening, they are going to hang out with the Junior High School Friends around the campfire, sing and play games with them. The High School Friends will also be signing up and participating in ILYM workshops with the adults every day.

They will hold a meeting for business to decide what they want to do during the Fall Quake, nominate a new Co-Clerk and other items that need discussion. They will also be responsible for writing their own epistle for the yearly meeting and the broader Quaker community.

Upcoming Fall Quake (September 21-29, 2019):

The upcoming Fall Quake will be held in conjunction with Blue River Quarterly on September 27–29, 2019, which will be held north of Salem, Indiana this fall for its 200th year anniversary. The teens will hold a meeting for business during Annual Sessions to decide on what activities they would like to do and to decide whether or not to invite youth from Ohio Valley Yearly Meeting to participate with us.

More information will be coming shortly for this event. If you have questions now or later or know of a teen/family that might be interested in them, please feel free to contact either Liam Gardner or Michael Dennis.

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Ad hoc Annual Sessions Planning Review Committee Report

The ad hoc Annual Sessions Planning Review Committee recommends the following changes to the way we plan our Annual Sessions. [See 2018, Minute 69 for the original charge of the committee.] The committee recommends that we create a Planning Coordinators Group; we move the Morning Children's Program to be under the care of the Children's Religious Education Committee; that we combine the Children's Program planning with Adult Program planning for the afternoons and evening; and implement evaluations from all coordinators and workers as well as participants.

Planning Coordinators Group: Our committee recommends that the Overall Coordinators of each planning group, the Administrative Coordinator, Children's Religious Education Coordinator, the Youth Coordinator, and the Assistant Presiding Clerk should plan meetings as needed during the year, and if necessary at Annual Sessions, in order to communicate with each other regarding the Annual Sessions. The Presiding Clerk is welcome but not required to be at these meetings. Occasionally, other committee clerks may join the call, as needed. The exact nature of this committee and the number of times it may meet would vary year-by-year. The committee charge includes coordinating the planning and implementation of the annual sessions tasks as well as to support each other as coordinators. Our committee recommends that this group should be convened and clerked by the Assistant Presiding Clerk.

Rationale: We need some communication between the planning groups. The Planning Coordinators Group will also help the coordinators and the paid staff to support each other. The number of meetings will vary year-by-year but we anticipate that there will always be a video or conference call shortly after sessions and one after the Spring Continuing Committee Meeting. We recommend the Assistant Clerk to clerk the meetings noting that if this group does its job the Presiding Clerk's job will be easier. Assistant Clerk will become Presiding Clerk and reap the benefits of their previous work.

Children's Sessions (Morning): Our committee recommends that the Children's Religious Education Committee, along with the Children's Religious Education Coordinator, have responsibility for planning the curriculum and finding teachers for the morning program for newborns through middle school students. This would only be for the MORNING program. Other activities for children and youth would still be planned by the planning groups.

Rationale: The ad hoc committee has determined that the most difficult planning session is the children's program. This is mainly due to the need to find good teachers for the morning program who are also willing or able to miss the morning session of business. Coordinators for the children's program experience the most frustration. The committee recommends that the Children's Religious Education Committee should take responsibility for the morning program. It is not our intent just to pass on a difficult problem to a committee, nor do we want the same people to always be teaching the children in the mornings. However, putting the morning program under the responsibility of the Children's Religious Education Committee would help that committee identify teachers across the entire yearly meeting—not just one planning group—and take care to rotate those teachers. In actuality, Joy Duncan has been taking responsibility for finding many teachers in the past few years. The Children's Religious Education Committee would also be better able to get to know the needs of the children who actually participate at the yearly meeting.

Reorienting the Planning Groups: The ad hoc committee recommends having three planning groups: Program, Food, and Site. The responsibilities for these three areas would rotate between the three groups (Blue River Quarterly, Chicago North, Chicago South) in the same way that we do now.

Program Planning. The program planning group is responsible for deciding the theme; planning afternoon and evening programs for all ages; and choosing someone to do the Plummer Lecture. (NOTE: all activities involving children would continue to follow the ILYM guidelines for working with children including always having two adults present.)

1. Afternoons

- Worship-sharing for adults, children, intergenerational. Possible other activity for children during worship-sharing.
- Workshops for adults, children, and intergenerational.
- Off campus activities would be intergenerational such as bicycle rides. Activities only for children such as trips to the pool would not be an ILYM event but arranged by those interested.

2. Evenings

- Speakers or activities in relation to the theme.
- Dancing on the Lawn on Friday.
- Hay rides, campfires, intergenerational games, etc.
- Thursday night could be an intergenerational program.

3. Sunday mornings
 - Plummer Lecture and Meeting for Worship
 - Children's program

Food Planning: This planning group is responsible for hiring the chef as well as planning the serving of the food along the same lines as previous years. They would also be responsible for purchasing the snacks for the children (and distributing?) as well as supplies for s'mores. Zach can order these supplies with the other food.

Site Planning. This planning group would plan the site along the same lines as previous years. The responsibilities for this group include Site Prep, Housekeeping, and Clean-up. In addition to the description, the committee may need to provide items that might be needed for the Children's Program such as dry firewood for the campfire.

Rationale: The ad hoc committee recognizes that the Program Planning will have more responsibilities than in former years, but by moving the Food Planning to a separate group, we feel that this is not too much for a group to coordinate. The ad hoc committee hopes that by having the Program Planning group responsible for the children's activities in the afternoon and evenings, there will be a greater probability that the children and youth will be an integral part of the fabric of the annual sessions.

Coordinators: The ad hoc committee recognizes that each planning group has its own way of choosing coordinators and filling the sign-up sheets. We are hoping that by taking out the need to find teachers for the morning program, the planning groups will be more manageable and coordinators will be easier to find. If a planning group does not find a coordinator by the end of Annual Sessions, we are considering asking the monthly meeting representatives to identify Friends for this role. If this continues to become a problem, another method of choosing may be needed. Friends need to be aware that Chicago South is the smallest group and Friends from other groups may need to help fill some of the sign-up positions.

New Rotation. If approved we recommend the following rotation for the 2020 Sessions: Chicago North: Program, Chicago South: Food, Blue River Quarterly: Site. For 2021: Chicago North: Site, Chicago South, Program, Blue River Quarterly: Food. For 2022: Chicago North: Food, Chicago South: Site, Blue River Quarterly: Program.

Review of planning for the Annual Sessions. The ad hoc committee recommends that each year after sessions, the Administrative Coordinator sends an email to each participant asking them to fill out an evaluation electronically. We could also have a place near the registration desk for suggestions for next year. We also hope that past coordinators plan to meet with new coordinators to pass on wisdom. In addition, the committee recommends that the Administrative Coordinator sends an email to coordinators and sub-coordinators of each activity with an evaluation form of the program or activity and ask that it include advice for the next person. The responses will be given to the Administrative Coordinator who will pass them on to the appropriate planning group or standing committee. In some cases, comments may be given to the Planning Coordinators Group. Major changes would be brought to Continuing Committee and/or Annual Sessions for approval.

Budget. At the Fall Continuing Committee, 2018 Minute 7, the Finance Committee recommended a budget for each of the planning groups: Food and Cooking, Site Maintenance, Adult Program, and Children's Sessions. The Children's Sessions budget covered the morning, afternoon, and evening activities including hiring a babysitter for the morning and the band for Friday night dancing. With our realignment, the Children's Session budget will be divided between the combined Adult & Children's

Program Group and the Children's Religious Education Committee. The ad hoc committee has informed the Finance Committee of these possible changes to the FY20 budget.

In Conclusion. The ad hoc Annual Sessions Planning Review Committee feels that we have completed the charge that was given to us and respectfully ask to be laid down.

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AFSC Representatives Report

Carol Bartles, Caryn Kuhn, and Phyllis Reynolds attended the AFSC annual corporation meeting in Friends Center, Philadelphia.

Seventy-eight corporation members and 30 AFSC staff attended.

Handouts listing potential ways for Friends to get involved with AFSC were given to each person attending the Corporation Meeting. These ideas can be found on AFSC's website afsc.org, specifically, www.afsc.org/resource/5-ways-to-get-involved.

There were many opportunities for interaction with staff, for learning about AFSC programs, and meeting representatives from other parts of the country. Five workshops were offered twice.

- Decolonizing the future, with Nia Eubanks-Dixon - We explored deconstructing imperialism. We are gaining a deeper understanding of how this mindset has influenced American culture.
- Healing Justice: Lewis Webb of the New York office, works to decrease the impact of the criminal justice system that affects Black men the most. We had an interactive experience based on Michelle Alexander's *The New Jim Crow*. Each attender was assigned a role: Mr. and Mrs. Crow, their 2 daughters, their 3 properties, 4 northerners. We responded to Lewis' questions with dialogue through the years, from early slavery to the present time.
- Aura Kanegis, AFSC's Director of Public Policy and Advocacy, and Diane Randall, the Executive Secretary of FCNL, co-presented on how their offices work together and why their offices are separate. Peniel Ibe shared her first hand experiences working as the policy associate at AFSC.
- Beyond the Action: Organizing for migrant justice – AFSC staff shared how they work directly with families at the border. They gave examples of the militarization of our borders and the profound impact this has on people seeking to enter the US legally.

The AFSC is developing a new Strategic Plan for 2020 to 2030. Quaker individuals and meetings took a survey on the role of AFSC for this strategic plan. Results of the survey were shared. A significant part of the meeting included seasoning in small groups then in a meeting of the whole to create a compilation of potential action on climate change for the 2020 to 2030 Strategic Plan.

The face of AFSC is changing and evolving. People of color on the staff has grown to 65.6% in 2017 from 48.4% in 2012; on the Board the number has grown to 48% in 2017 from 24% in 2012.

Saturday evening AFSC alumni, those who participated in programs through the years, shared how these experiences shaped their lives and their perspectives. During this gathering, a pamphlet on the table listed programs for AFSC in 1942, at 25 years . Programs at that time included work camps for youth, counseling for conscientious objectors, and relocating displaced persons from the war in Europe. AFSC has changed in how it works in the world and how Friends participate in the work of AFSC.

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FGC Representatives Report

This has been a busy year for FGC. There will be the annual Gathering of Friends in Grinnell, Iowa, June 30–July 6. Illinois Yearly Meeting’s own Jessica Easter will be doing the Bible Study each morning. The FGC Central Committee and staff were excited when a donor provided funds to reduce the cost for families with children.

At the Central Committee sessions this past October, the recommendations of the Task Force on Institutional Assessment of Systemic Racism were approved. Their full report, along with the recommendations, is available on the FGC web site as well as an Executive Summary with the recommendations. Friends are encouraged to read either the full report or the summary. During the Annual Sessions there will be two members of the task force present, and you will be able to meet with them.

The Spiritual Deepening program introduced a session on Community and will offer two new programs this fall. One will be on Aging and the other on Welcoming Friends. The latter has grown out of the Welcoming Friend work that has been done this year with representatives from meetings. Lake Forest Friends Meeting was fortunate to be part of this and there have been some interesting activities and discussions that have resulted from this work. Northside meeting also participated and Friends from either of these meetings may be willing to share their experience.

For a number of years FGC has had a QVS Fellow working with Vanessa Julye in the Ministry on Racism Program. FGC will not have a QVS Fellow this year and hopes to be able to hire an intern to assist with this program.

During the last several years FGC has worked to get a balanced budget and reduce the amount it takes from reserves to balance the budget. This has been hard work and has meant being careful about program decisions. FGC has financial needs for Spiritual Deepening, Ministry on Racism, and the Connector Programs. This last program is to facilitate the connection among yearly and monthly meetings so that they can share what they are doing. It is helpful when a meeting is confronting an issue to know how others have addressed it. We can learn from the experience of another meeting.

FGC has ideas for other ways to be of service to yearly and monthly meetings but are aware that they are called to financial and volunteer stewardship. There is always the need for new members of Central Committee and of working groups (they do their work primarily by Zoom). FGC has learned the value of those who can give of their time for a specific issue while not being required to travel to any meeting behind their own computer.

Janice Domanik

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Secondary Schools Representatives Report

Olney Friends School Report

Olney has a new Head of School, as of August 1, 2018. Christian Acemah is a 2001 graduate of Olney and former Executive Director of the Uganda National Academy of Sciences. Previous to that he spent almost 7 years leading strategy and program development at the U.S. National Academies of Sciences, Engineering, and Medicine charged with strengthening the science academies of Africa. He was eager to get down to the crucial work of ensuring that Olney continues to be the special place it is for future generations. “The world badly needs Olney’s learner-dreamers.”

In an effort to maintain and enhance the connection between Olney Friends School and their Quaker heritage, the Quakerism classes are focusing on Quakerism at Olney, then and now. The deed to the property states that it is granted “only for the purpose of Maintaining a private high school operated in accordance with the general principles of the Religious Society of Friends...holding the Doctrines and testimonials promulgated by George Fox, William Penn, Robert Barclay and others.” Over the course of their 180-year history, most being run by the Ohio Yearly Meeting, they still follow the unique or unusual traditions of Quakerism, even as the leadership, faculty, and student body are less explicitly Quaker.

The 2019–2020 year is looking strong. They have a substantial group of students who have either committed or plan to in the near future. Quoting Christian Acemah from the latest *Olney Current*, I believe “that what we have at Olney Friends School is as relevant to the time we currently live in as it has been during its existence. Our calling now is to ensure that it continues to be true to itself (the Olney Spirit) and responds to the needs of our environment (local and global).”

Christian reflects, in his December 2018 letter: “One has to wonder what we are doing in this remote place. What is an environmental science class doing when it attends an EPA hearing to learn about the proposed petrochemical plant in nearby Shadyside? What are students doing in classes that challenge their notions of self, opening up new avenues for intellectual, physical, and spiritual reflection? What are we all doing when we play volleyball or basketball together? What is going on in the minds and hearts of those engulfed in a hush of deep relaxation after a strengthening yoga stretch class? Who are these black, brown, and white folks sitting in silence together? What is going on at the Friends Boarding School?”

All responders would not answer in the same way, but we’d know that we were all describing the same thing: “that inscrutable, ineffable, inclusive Olney Spirit.”

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

It has been an exciting year for FWCC Section of the Americas (SoA). The biennial meeting of the Section was held outside of Kansas City MO in March. There were over 160 participants from all branches of the Society of Friends: conservative, evangelical, programmed, and unprogrammed. Twenty-one Latin American Friends were able to join us, but others were not because of visa problems which continue to be a major challenge for FWCC. The setting was a rural camp and conference center which provided “simple, comfortable, plain, unpretentious facilities adequate to our needs. [There were] opportunities to help the friendly and hard-working staff. Peaceful surroundings offering walks.” In short, it was not only an impactful event with a lot to get done, but also a deeply spiritual gathering.

Some comments that attendees wrote on their evaluations included these: “How good it is to be with Friends from outside our smaller circles, and, when we are together, how the Spirit of God breaks through our human narrowness of vision again and again. And how full of joy that is.” “I was impressed by the extent to which bilingualism and spiritual/cultural pluralism (including our ability to hear and speak different “languages” of the spirit) has progressed since I came into FWCC in the early 1990’s. The importance of care with language, and the value of our Quaker practices of listening, waiting, and giving space for each other and for God.”

FWCC consists of five closely related organizations. There is the World Office, based in London,

which holds the World Gatherings, the next one of which will be in 2023 in South Africa. Then there are the four Sections: Europe and the Middle East (including Ramallah Friends Meeting and School), the African Section (Kenya has more Quakers than any other country), Asia and West Pacific (which is huge geographically but has a relatively small Quaker population) and, last but not least, the Section of the Americas. ILYM has been very active in FWCC over the years. As examples, Elizabeth Mertic (LFFM and EFM) was the Clerk of SoA during the early 2000s, Nancy Wallace (EFM) was the Treasurer for the last four years, and David Shiner (EFM) is now the Clerk of SoA. Many of you will recall that he was the ILYM Clerk not too long ago, so he has lots of practice of being clerk. We wish his term to be a wise and prosperous one.

Each and every monthly meeting has the opportunity to engage with FWCC by asking the organization to send one of their Traveling Ministry Corp reps to visit your meeting. Several Meetings in the Chicago North region had Julie Peyton visit last year, and she was very well received. There are traveling ministers that would be willing to come and visit your meeting. Please contact the FWCC Office to arrange a visit from one of them. If you would like to know more about what hosting a Traveling Friend is like, please contact one of your Friendly reps (David Shiner, Nancy Wallace, and Bridget Rorem). We would be glad to talk with you about FWCC.

Finally, World Quaker Day takes place on the first Sunday in October every year. All meetings are invited to participate. Last year we at Evanston Friends Meeting had a cake with the World Quaker Day logo (cake always is welcome) and took some pictures for the FWCC website. We also had a program in our First Day School talking about all the different types of Quakers and where they live and worship. There are also some great QuakerSpeak videos that meetings can use for adult learning regarding FWCC and world-wide Quakers. Meetings can also visit another Quaker church or meeting that is different from your own, preferably from a different tradition. The FWCC World Office website has lots of suggestions for activities, which can be accessed at their website, fwcc.org.

Report submitted by Bridget Rorem, David Shiner and Nancy Wallace

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Other Documents

Abuse and Exploitation in the Meeting Community

Friends' testimonies (pp. 20–25), along with our belief that there is that of God in everyone, encourage a heightened awareness of the need for care in our relationships with one another. Still, Quakers recognize that, despite our testimonies and our highest aspirations, members and attenders of Friends meetings are not exempt from weaknesses. We are all capable of hurting each other, and we are all at risk of being hurt. Some hurtful incidents are easily rectified. Others are not.

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

Instances of abuse and exploitation may vary enormously in severity and motivation. Insensitivity to cultural differences may play a role, as may racism and other forms of conscious or unconscious prejudice. Power imbalances, for example between children and adults, may exacerbate abuse, and make it less likely to be reported.

Each meeting is advised to do its best to prevent occurrences of abuse, exploitation, and similar forms of misconduct in any event that takes place under its auspices, and to undertake actions of both a preventive and responsive nature when it has the opportunity and/or need to do so. In addition to making every effort to assure safety in its gatherings, each meeting should be prepared to deal promptly, actively and lovingly with allegations of misconduct. Any meeting that does not have a policy stating how such allegations are to be handled might want to consider developing and minuting such a policy, seeking legal counsel and perhaps consulting with meetings that have already such a policy. The policy should include which officer(s) and/or committee(s) within the meeting are responsible for handling such allegations. This may vary with the type and severity of allegations, and with the degree to which privacy and confidentiality concerns play a role. When confidentiality is an issue, knowledge of the allegations must be strictly limited. Some cases may legally require mandated reporting to external government authorities; the policy should contain guidance in this matter.

Regardless whether misconduct of any sort is found to have taken place, those involved are likely to feel out of right relationship with the meeting, especially if they believe it is not safe to address these matters. Those with knowledge of the situation should work to restore a sense of safety and security, and to heal the damage to the meeting community. Considerations of privacy and confidentiality must be respected in this process: even if the meeting as a whole has been hurt, this does not mean the meeting as a whole has a right to know everything that has happened. Still, every member and attender is always responsible for nurturing a trustworthy and beloved community.

A Brief Guide to Using this Book of Faith and Practice

As the name “Faith and Practice” suggests, this book is both a spiritual and a practical document. It articulates the historical and continuing faith of Friends; it also outlines recommended procedures regarding a wide variety of matters that local Quaker meetings are likely, and in many cases certain, to face.

A book of *Faith and Practice* serves as a resource guide for practical matters. Any individual or committee wishing to discover how ILYM Friends are expected or encouraged to handle a given issue—establishing clearness committees, handling requests for marriage under the care of the meeting, setting up a religious education program, or any other of the myriad of matters typically encountered by Quaker meetings—can expect to find help within these pages. The Table of Contents (pp. Error: Reference source not found–Error: Reference source not found) and the Index (pp. Error: Reference source not found–Error: Reference source not found) will inform Friends where they may learn more about any issue with which they are concerned. The Glossary (pp. Error: Reference source not found–Error: Reference source not found) offers definitions of many terms used by Quakers, including some that will likely be unfamiliar to newcomers to the Religious Society of Friends.

The Quaker religious service (“Meeting for Worship”) is discussed extensively in the pages that follow this one, after which appears an account of the spiritual basis of Friends’ faith. Those sections are placed early in the book because the practical issues discussed afterwards are best understood within the framework of the religious beliefs and traditions that form the foundation of Quakerism. Therefore, while Friends are welcome to read this book piecemeal, in accordance with their specific needs and

interests, its contents will be most appreciated by those who take the time to read these opening sections. A mere perusal of any particular section, while useful in itself, will not provide as much depth and guidance as will a grasp of the principles and practices that inform the content of that section, indeed of the entire volume.

This Faith and Practice includes a rich selection of queries and quotations. Queries — questions intended to guide self-examination and spiritual discernment — are provided within most of the sections and many of the subsections. Quotations on a number of spiritual and practical matters are also included. Those quotations, authored by Quakers of varying races, sexes, ethnicities, and historical periods, have been carefully selected for their relevance to contemporary Illinois Yearly Meeting Friends. They are intended to be read and savored for advice, inspiration, and reflection.

As will be explained elsewhere in this volume (pp. xx–xx), this Faith and Practice represents the culmination of a process that spanned almost three decades. It is the fond hope of Illinois Yearly Meeting that Friends will read it with care and find it enlightening and informative, and that it will serve the yearly meeting well.

History of Illinois Yearly Meeting

1833–1875: Before the Yearly Meeting was Formed

The roots of Illinois Yearly Meeting may be traced to the 1830s, when Quaker farmers settled along Clear Creek, near what is now McNabb, Illinois. At that time, this was a frontier area, ceded to the U.S. by the Peoria Nation in 1818 and Kickapoo in 1819, but just outside the disputed region over which the U.S. had recently fought the Sauk and other nations in the Black Hawk War. European-American settlement of the McNabb area began in the 1820s, with the first Quakers arriving about 1833; most of them came from eastern Ohio and western Pennsylvania.

A notable early member of the Clear Creek community was Benjamin Lundy. He had been touring the United States, speaking against slavery and publishing the abolitionist newspaper *The Genius of Universal Emancipation* since 1821. After fellow abolitionist publisher Elijah Lovejoy was killed by a pro-slavery mob in Alton, Illinois in 1837, Lundy resolved to move to Illinois. His own belongings were destroyed by a mob in Philadelphia before he arrived at Clear Creek in 1838, joining his son and daughter who were already there. Unfortunately, he fell ill and died just a few months after arriving; his grave is in the Clear Creek Cemetery.

By 1841 the community had grown enough to request formal establishment of a monthly meeting. The nearest suitable meeting to receive the request was Honey Creek Monthly Meeting, located more than 150 miles to the southeast near Terre Haute, Indiana. Abel Mills describes the journey, made on horseback in midwinter by his father Joseph Mills:

Father started alone. He rode the horse “Dave,” one of the two that brother Henry drove to Illinois, a horse well built and with fine spirit. He moved in a canter under the saddle, which was not a hard gait on the rider. On the way, father fell into company with a stranger who was also on horseback. They arrived at the edge of an eight-mile prairie without a dwelling thereon. The day was very cold, which made it necessary for the travelers to ride lively. They passed over the eight miles in forty-five minutes. The stranger’s ears were frozen. Father was favored to continue his journey to the end in safety. He attended the meeting at which there was a committee appointed in accordance with the request sent, Father returning safely.

Honey Creek Monthly Meeting responded favorably to the request, forwarding it to Blue River Quarterly Meeting, which approved the establishment of Clear Creek Monthly Meeting in Eleventh Month 1841. Clear Creek Meeting thus became part of Blue River Quarterly Meeting and Ohio Valley Yearly Meeting (known at that time as Indiana Yearly Meeting, though not to be confused with the meeting that now bears that name).

Blue River Quarterly Meeting had itself been established in 1819 and originally consisted of meetings in southern Indiana. The addition of Clear Creek Meeting, far to the west of other monthly meetings, led it to serve as an anchor point and “parent meeting” for other Quaker settlements as these were formed across Illinois. All through the mid-19th century, Illinois meetings were added to Blue River Quarterly and Ohio Valley Yearly Meetings. Simultaneously, some of the older meetings in Indiana began to decline, and Blue River Quarterly gradually came to lie predominately in Illinois.

Further to the west, Quakers were also settling in Iowa. But with no suitable quarterly meeting nearby, and even Blue River Quarterly Meeting too far away to attend, they applied for establishment of monthly meetings to the quarterly meeting most of them had belonged to before coming to Iowa: Fairfax Quarterly Meeting of Baltimore Yearly Meeting. After Fairfax established two monthly meetings in Iowa, it became practical for Iowa Friends to have their own quarterly meeting, and Prairie Grove Quarterly Meeting was established as part of Baltimore Yearly Meeting in 1863.

The establishment of Prairie Grove Quarterly Meeting caused open friction between Ohio Valley and Baltimore Yearly Meetings. The usual practice to that point had been for new meetings on the western frontier to become part of the westernmost yearly meeting, which would have placed the Iowa meetings in Ohio Valley Yearly Meeting. Ohio Valley sent a letter of complaint to Baltimore, which responded with a report outlining the circumstances which had led to its action. The original minute establishing Ohio Valley Yearly Meeting had described it as “for the states of Indiana, Illinois, and the western part of Ohio,” a description repeated in Ohio Valley’s own discipline. Baltimore therefore regarded Iowa as outside Ohio Valley Yearly Meeting’s territory. Moreover, a pair of Baltimore Friends had attended two sessions of Blue River Quarterly Meeting, and found it in weak condition, and not open to the addition of new meetings in Iowa. Prairie Grove Quarterly Meeting thus continued as part of Baltimore Yearly Meeting, and added a third monthly meeting shortly afterwards.

The Iowa meetings were pioneers of activist Quakerism, thanks in part to the influence of Joseph and Ruth Dugdale. The Dugdales were potentially divisive figures — they had been leaders of the Progressive Friends movement and had played a central role in precipitating schisms in both Ohio Valley and Philadelphia Yearly Meetings, with Joseph serving as first clerk of the separatist Pennsylvania Yearly Meeting. But Friends in Prairie Grove Quarterly accepted them as members and ministers without apparent controversy. The Dugdales were charismatic opponents of the Quietism which had dominated Quakerism for decades, and leaders in the movements for peace, the abolition of slavery, women’s suffrage, and Native American rights. It was probably due to their leadership that Prairie Grove Quarterly Meeting proposed to Baltimore Yearly Meeting in 1869 that women’s and men’s meetings for business have completely equal disciplinary authority — a proposal which was adopted the following year.

The location of Prairie Grove Quarterly Meeting nearly 800 miles from Baltimore presented an obvious obstacle to Friends who wanted to attend yearly meeting. Even in Blue River Quarterly Meeting, distance was a problem: Ohio Valley Yearly Meeting was held alternately at Richmond, Indiana and Waynesville, Ohio, both a long way from Clear Creek and the other Illinois meetings. Abel Mills describes his father’s early attempt to attend yearly meeting, traveling down the Illinois River to the Mississippi, down the Mississippi to the Ohio, up the Ohio to the Little Miami, and up the Little Miami to Waynesville:

The Ohio River was very low. His way was by Cincinnati. They were many times delayed by sandbars. Leaving Cincinnati, he went up the Little Miami bottom, I think, by stage. He reached Corwin, less than a mile from the meeting-house, with a steep hill to climb. He arrived as the last session of the Yearly Meeting closed. This experience was an exceeding trial to father. The delay on the boat was the cause. The round trip was six or seven hundred miles.

By the 1870s, with two quarterly meetings and multiple monthly meetings well established in Illinois and Iowa, it became practical to contemplate starting a new yearly meeting, to be held at a location close enough to make attendance more practical. Blue River and Prairie Grove Quarterly Meetings joined together in proposing such a meeting in 1873, to be called Illinois Yearly Meeting and held at Clear Creek. Ohio Valley and Baltimore Yearly Meetings both minuted their concurrence with the proposal in 1874. A large new meetinghouse was built about a mile and half east of the original Clear Creek meetinghouse, and Illinois Yearly Meeting held its opening session there the 13th of Ninth Month, 1875.

1875–1890: The New Yearly Meeting

At the time of its establishment, Illinois Yearly Meeting, like most Friends meetings, consisted of three separately sitting bodies: a men's meeting for business, a women's meeting for business, and a meeting of ministers and elders. The men's and women's meetings met concurrently over a four-day period, on opposite sides of the meetinghouse; sliding dividers were shut to create separate rooms. Occasionally the dividers were opened for joint sessions when reports or other business required the attention of both sexes. The meeting for ministers and elders was held two days prior to the main sessions, with a public meeting for worship on the intervening day. Operations of the yearly meeting were initially guided by the discipline of Ohio Valley Yearly Meeting; Illinois Yearly Meeting adopted its own discipline in 1878.

Between sessions of the yearly meeting, any pressing business was handled by the Representative Committee, consisting of three men Friends and three women Friends appointed by each quarterly meeting, plus 21 Friends of each sex appointed directly by the yearly meeting. Closely associated with the yearly meeting was the Illinois First Day School Association, which was established at the same time to coordinate religious education efforts. This was nominally an independent organization, but held its sessions in the yearly meeting house in conjunction with the yearly meeting, and published its minutes in the yearly meeting minute books. Yearly meeting sessions were well-attended. In 1879, many more people were present than the meetinghouse could accommodate, even though there were reported to be enough seats for eight to nine hundred.

Indeed, Quakerism was growing all across the territory covered by Illinois Yearly Meeting. In Chicago, a group known as Central Meeting had been informally organized as early as 1864. After Illinois Yearly Meeting was established, they sought affiliation, and became part of Blue River Quarterly and Illinois Yearly Meeting in 1879.

Far to the west, Friends who had worked at the Santee Sioux reservation under President Grant's "Quaker Policy" remained in Nebraska after their work was finished, settling near the town of Genoa and starting a meeting there. A second Nebraska meeting was later added at Lincoln. These joined together to form Nebraska Half-Yearly Meeting — the equivalent of a quarterly meeting — as part of Illinois Yearly Meeting in 1889.

Several additional meetings were added, and although there were a few closures as well, the initial period of Illinois Yearly Meeting's existence was one which Friends would later look back on as vibrant. The yearly meeting now covered an enormous area stretching from Salem, Indiana in the

southeast to Genoa, Nebraska in the northwest: a distance of 645 miles.

The prevailing religious stance in Illinois Yearly Meeting during this period appears to have been a simple, undocinaire Christianity, with a heavy emphasis on “practical righteousness” — doing good in the world. A statement published with the 1885 minutes typifies this attitude: “We have no doctrinal creed; our religion is simple and practical, based upon love to God, which is evinced by loving all of our fellow beings.”

Efforts to improve society were a central concern of the yearly meeting, and the importance of coordinating such work was stressed especially by Jonathan Plummer, who served as clerk of the men’s meeting through its first nine years. Following Plummer’s suggestion in 1878, Illinois Yearly Meeting invited the other six Hicksite yearly meetings to hold a “general conference” at least once every five years, in order to “co-operate in labor, and increase our influence upon the various questions involving our testimonies.” A preliminary meeting was held in 1881, and the conference was formally organized the following year as the Friends Union for Philanthropic Labor. This organization formed the nucleus for the more broadly focused Friends General Conference established in 1900 — now one of the main umbrella organizations for North American Quakerism.

A major improvement to the yearly meeting campus was made in 1885, with the construction of a dining hall. By serving meals on site, the yearly meeting could more practically hold morning and afternoon sessions on the same day.

In 1887, a significant change in practice was adopted: the men’s and women’s business meetings were combined, and all business was conducted in joint session from that point forward. For the next 41 years, the combined meeting regularly appointed a man as clerk and a woman as assistant clerk, until Luella Flitcraft was appointed as first female clerk of the joint meeting in 1928.

1891–1941: Modernization and Numerical Decline

As Illinois Yearly Meeting approached the 20th century, it was looking toward continued growth and expansion. A committee was appointed in 1896 to explore the possibility of starting new Quaker settlements in the far west. Over the course of three years, the committee visited and reported on several sites in Utah, Idaho, Oregon, New Mexico, and west Texas. But far from expanding, the yearly meeting was actually entering a long period of contraction and loss of numerical strength.

Several of ILYM’s smaller meetings fell inactive in the 1890s as their participants aged or moved away. The pace of closures accelerated, and soon, even previously large and robust meetings were closing in quick succession. Nebraska Half-Yearly was laid down in 1912, and by 1930, all the meetings in Prairie Grove Quarterly were inactive. Blue River Quarterly survived, but in severely reduced form. Illinois Yearly Meeting now consisted for practical purposes of just three meetings: Clear Creek Meeting near McNabb, Central Meeting in Chicago, and Highland Creek Meeting near Salem, Indiana — and Highland Creek was holding meetings for worship only irregularly. In the 1890s, the yearly meeting had peaked at more than 1200 members, and its constituent meetings reported an average combined weekly attendance reaching over 500. The reports for 1927 and 1928 show a membership of 490 and an average combined weekly attendance of just 38 people for the entire yearly meeting.

Several new meetings were organized in cities and college towns in the region during this era: in Madison, Wisconsin; Urbana-Champaign, Illinois; and Saint Louis, Missouri. However, these meetings were initially established on an independent basis, rather than in affiliation with Illinois Yearly Meeting. They all later affiliated with ILYM, but had substantial histories as independent meetings before they did so.

In the Hyde Park neighborhood near the University of Chicago campus, a group of Friends who were affiliated with Western Yearly Meeting began meeting for worship about 1921. This group showed

special interest in reconciliation among the divided branches of the Society of Friends, and invited Central Meeting to join with them in forming a new monthly meeting. Central Meeting accepted the invitation, and the two groups merged together as Fifty-Seventh Street Monthly Meeting in 1931. Fifty-Seventh Street Meeting affiliated simultaneously with Illinois Yearly Meeting and with Western Yearly Meeting—one of the first dually affiliated meetings anywhere.

Central Meeting had traditionally hosted one of the four annual sessions of Blue River Quarterly Meeting. Fifty-Seventh Street Meeting now took on this responsibility — but was also responsible for hosting one of the four sessions of Chicago Quarterly Meeting of Western Yearly Meeting. This dual responsibility presented an opportunity for further reconciliation, and in 1939, the two quarterly meetings began holding one session per year together.

The first several decades of the twentieth century were a time not just of reconciliation among Friends, but also of changes and modernization in Quaker practice, and Illinois Yearly Meeting was no exception. At the turn of the century, meeting discipline — though markedly relaxed compared to a hundred years earlier — still called for the appointment of overseers whose responsibility was to initiate disownment proceedings against Friends who were guilty of unrepentant immorality or rule violations. Regular queries, to which meetings were expected to provide written answers, included questions about how members dressed, and whether their personal finances were in order. Meetinghouses included a ministers' gallery, and meetings officially recognized specific individuals as ministers or elders. "Plain speech," using the pronoun *thee* and its related forms, was still widely used. All this disappeared over the course of a few decades.

During this period, Illinois Yearly Meeting found its 1878 book of discipline to be increasingly outdated. ILYM joined with the other six yearly meetings then constituting Friends General Conference (FGC) to produce a uniform book of discipline, which it adopted in 1927. By this time, it had become unusual for meetings in ILYM to record a Friend as a minister. Adoption of the FGC uniform discipline brought an official end to the recording of ministers and elders, and replaced the ministers and elders meetings at all levels with ministry and counsel committees. The facing benches in the yearly meeting house were taken down, and the risers covered over with a platform in 1930. The role of overseers was reconceptualized to coordinating pastoral care. Disownments — already rare by the turn of the century — virtually ceased.

ILYM dropped its expectation of written query responses in 1928, moving entirely to unminuted oral responses instead. In 1936, consideration of queries during the ILYM business sessions was discontinued entirely. However, the new discipline had replaced the old queries for the ministers and elders meetings with free-form reports from the ministry and counsel committees. These reports came to function as general State of Society reports, and effectively replaced the old queries as the yearly meeting's primary method for receiving information about the condition of its constituent meetings. In 1906, the yearly meeting established a committee "for the advancement of Friends principles" — understood primarily as promoting vitality and life in ILYM constituent meetings. In 1912, the opportunity presented itself of hiring a "field secretary" jointly with Ohio Valley Yearly Meeting, for the purpose of "holding conferences, starting study circles and awakening interest among the younger people in the mission of their society." The field secretary position later received extensive support and involvement from Friends General Conference in addition to the two yearly meetings. ILYM discontinued its field secretary program in 1950, but revived it in 1991. Since then, the position of field secretary has been an ILYM-internal position.

In 1919–1920 the Representative Committee (corresponding to our current Continuing Committee) was renamed the Executive Committee, and was reorganized so that all of its members were appointed directly by the yearly meeting, rather than some by the yearly and some by the quarterly meetings as before. The requirement that it include equal numbers of both sexes was dropped at that

time. In 1923, the yearly meeting began appointing a “minute clerk” — what we would now call a recording clerk. Previously, the recording of minutes had been the responsibility of the presiding clerk. This era also saw changes in the way religious education was handled, and in the children’s activities at the yearly meeting sessions. The Illinois First Day School Association laid itself down in 1917; its responsibilities passed to the First Day School Committee of the yearly meeting, which later evolved to ILYM’s current Children’s Religious Education Committee. There was a modest children’s program at the annual sessions starting in 1888; by 1927 there was a full-scale “Junior Yearly Meeting” with clerks, minutes, and epistles.

1942–1975: Re-expansion and reconfiguration

A most dramatic event occurred when requests were heard [in late 1942] from two meetings to affiliate with Blue River Quarterly and Illinois Yearly Meetings. These requests from Peoria and Oak Park literally overwhelmed Friends. Expressions of pleasure and appreciation were followed by a long and deep silence, then comments took a humorous turn and someone said “We have just witnessed the birth of twins in the Society, and an even greater miracle, the twins were born more than a hundred miles apart.”

ILYM Advancement Committee Report, 1943

The addition of Peoria and Oak Park Meetings to Illinois Yearly Meeting marked the end of ILYM’s long period of numerical decline, and the beginning of a new era of expansion and rejuvenation. In the space of a few years, Illinois Yearly Meeting returned from the brink of extinction to become a large and robust organization, as new meetings were formed and existing independent meetings sought affiliation. By 1975, ILYM was sizeable enough that a portion of it was set off as a new, separate yearly meeting.

The previously independent monthly meetings in Madison, St. Louis, and Urbana-Champaign affiliated with ILYM in the mid-1940s to early 1950s. Monthly meetings were also established in Milwaukee, Minneapolis, and Downers Grove; and preparative meetings at several additional locations. It soon became practical to have two quarterly meetings again, and in 1952, the northern part of the yearly meeting was organized into Fox Valley Quarterly Meeting, with the southern part remaining as Blue River Quarterly Meeting. Fox Valley Quarterly included Fifty-Seventh Street Meeting, and therefore took over Blue River Quarterly’s previous pattern of holding one session each year jointly with Chicago Quarterly Meeting of Western Yearly Meeting; this increased to two sessions in 1956.

As yearly meeting sessions became more heavily attended, the facilities required updating. In 1949, a basement was excavated under the west side of the meetinghouse for a new kitchen and dining room. The old dining hall was converted to dormitory and educational space as the “Junior Yearly Meeting House.”

Traditionally, members of Clear Creek Meeting had provided accommodation in their own homes for almost all Friends attending the yearly meeting sessions; but this became impractical, and many Friends began to camp on the yearly meeting grounds, or sleep in cots in the meetinghouse. It was clear that the existing facilities were inadequate, and Illinois Yearly Meeting moved its 1958 and 1959 sessions to Camp Wakanda, near Middleton, Wisconsin. In 1960 a dormitory was built next to the meetinghouse, allowing the yearly meeting to return to the McNabb campus. A lot across the road from the meetinghouse was purchased for use as a campground in 1969, and a showerhouse erected in 1975.

In 1960, the ILYM meetings in Wisconsin and Minnesota were organized into Northern Half-Yearly Meeting, the equivalent of a quarterly meeting. This left Fox Valley Quarterly as consisting just

of dually affiliated meetings. Fox Valley Quarterly began to hold all of its sessions jointly with Chicago Quarterly Meeting of Western Yearly Meeting; a single set of officers served both quarterly meetings. In 1962, Lake Forest Monthly Meeting, which had been organized ten years earlier as an independent meeting, requested affiliation with ILYM on the condition that it not be required to join either Chicago-area quarterly meeting until such time as they were to unite. Although the two quarterlies were meeting jointly, they had not formally merged; so Lake Forest was accorded direct affiliation with Illinois Yearly Meeting — the first monthly meeting to affiliate with the yearly meeting without belonging to one of its quarterly meetings.

The two quarterly meetings did finally combine to form Metropolitan Chicago General Meeting (MCGM) in 1970. But since MCGM included meetings which were not affiliated with both Illinois Yearly Meeting and Western Yearly Meeting, it did not fully function as a quarterly meeting of either yearly meeting. Rather, it met “for sharing, worship and concerns, with a de-emphasizing of business, except as the business of Friends is their concern with the social health of the World.” MCGM was laid down in 2013.

The Viet Nam era saw a flurry of new meetings: Decatur, Columbia, Northside, Springfield, DeKalb, Friends Hill, Thorn Creek, and Oshkosh Monthly Meetings, as well as numerous smaller preparative or allowed meetings. Evanston Monthly Meeting, which had been in existence since 1936 as part of Western Yearly Meeting, joined ILYM as a dual affiliate in 1972.

Northern Half-Yearly Meeting now included a large number of meetings across a broad region. Many of them were small and distant from the McNabb campus where ILYM held its sessions. Twin Cities Meeting in Minneapolis withdrew from ILYM in 1971 in order to pursue the idea of organizing a new yearly meeting to serve the Wisconsin-Minnesota area. This idea gained the support of other meetings; and in 1975, with the cooperation of ILYM, Northern Half-Yearly Meeting separated and reorganized itself as Northern Yearly Meeting.

All through the period of 1942–1975, much of the yearly meeting’s attention was taken up with responding to war. During World War II, the yearly meeting maintained a Civilian Public Service Committee, to support Friends engaged in alternative service. During the Viet Nam war, ILYM made a point of sending humanitarian supplies to all sides in the conflict, and many of its local meetings provided draft counseling and engaged in public protest. Many ILYM Friends were also involved in the Civil Rights movement during this period, and in efforts to oppose racism more generally. The final years of this era were also marked by greater awareness of, and sensitivity to, issues pertaining to sexuality and gender identity. Workshops on sexual roles, mores and relationships were held at the annual sessions in 1970 and 1971, setting a process into motion which resulted in a 1974 ILYM minute opposing discrimination against homosexuals; stating that relationships should be judged on the degree to which they contribute to the growth of love, rather than on the basis of conventionality; and calling on Friends to examine their assumptions about sexuality.

This period also marked another change in ILYM’s book of discipline, or Faith and Practice, as such books were increasingly titled. After the 1927 FGC uniform discipline went out of print, ILYM adopted the 1955 edition of Philadelphia Yearly Meeting’s Faith and Practice as a “temporary measure.” This “temporary measure” of using Philadelphia’s Faith and Practice turned out to last for more than 60 years.

In 1965, a major reorganization of the yearly meeting was adopted and outlined in the first ILYM Handbook. The Executive Committee was replaced by the Continuing Committee, with members appointed by the monthly meetings rather than the yearly meeting, together with the clerks of standing committees, and the clerk of the yearly meeting.

A trend which had begun earlier, but noticeably accelerated in this period, was a reduction in the

role of quarterly meetings. Traditionally, these had formed a systematic intervening level between the monthly meetings and the yearly meeting; but over time, most of the functions of quarterly meetings were taken over either by the yearly meeting or by the monthly meetings. When Northern Half-Yearly Meeting separated from ILYM to become Northern Yearly Meeting in 1975, Blue River Quarterly Meeting was left as the only quarterly meeting in Illinois Yearly Meeting.

1976–2019: Recent developments

From 1976 until the time of this writing, the size and geographic extent of Illinois Yearly Meeting remained roughly the same, but its component meetings experienced varying degrees of growth and contraction. New meetings affiliated, while others disaffiliated or were laid down. Monthly meetings added in this period include three in Illinois: Southern Illinois Meeting in Carbondale, Bloomington-Normal Meeting, and Upper Fox Valley Meeting in McHenry County; and two in Indiana: Duneland Meeting in Valparaiso and South Bend Meeting. Several monthly meetings were laid down: Springfield, Decatur, Thorn Creek, and DeKalb — though Springfield Meeting continues as a worship group under the care of Urbana-Champaign. The 1980s saw a flurry of new worship groups; many of these participated in the life of Illinois Yearly Meeting without ever formally affiliating.

Issues of reproduction, sexuality and gender were a recurrent concern throughout this period. Friends labored for several years over the question of abortion before uniting on a minute supporting abortion rights in 1992. A 1980 proposal to send an official ILYM representative to Friends for Lesbian and Gay Concerns (FLGC, now FLGBTQC) was approved in 1992. In 1995, a minute from FLGC urged meeting support for the legalization of same-sex marriage. ILYM did not come to unity on this issue, but Friends Hill Monthly Meeting was uncomfortable with the degree of support for same-sex marriage in the yearly meeting, as evidenced in part by the fact that several monthly meetings in ILYM had previously taken same-sex marriages under their care. Friends Hill withdrew from ILYM in 1997, citing that issue and a perceived anti-Christian attitude among ILYM Friends as reasons.

Several changes in ILYM's committees and organizational structure took place during this period. In 1982, the Advancement Committee and the Ministry and Counsel Committee were merged to form the Ministry and Advancement Committee. The Handbook Committee was set up in 1983, and the Youth Oversight Committee in 1984. An ad hoc Environmental Concerns Committee was set up in 1987; it was made a standing committee three years later. The Peace Resources Committee was established in 2002, along with the Development Committee.

In 1989, the yearly meeting set up a Peace Tax Fund, into which Friends could redirect a portion of their federal income taxes, if conscience did not permit them to help pay for war. In 1995, the yearly meeting established the Quaker Volunteer Service, Witness and Training Committee, to coordinate and promote volunteer service opportunities, such as the work camps which in an earlier era had been organized by the American Friends Service Committee. This committee lasted until 2010, at which time it was noted that many of its goals had been met with the establishment of national organizations for coordinating such service.

The yearly meeting approved hiring an Administrative Coordinator in 2000, a Youth Coordinator in 2007, and a Children's Religious Education Coordinator in 2016. Now with multiple paid staff positions, the yearly meeting established a Personnel Committee in 2009.

In 2004, Illinois Yearly Meeting was incorporated; previously it had been legally organized as a trust. The role of the trustees was taken over by the stewards after the trust was dissolved two years later. This era also saw substantial changes to the ILYM campus. In 2000, the yearly meeting acquired a one-acre plot of land to the immediate west of the meetinghouse. The next year, an ad hoc Site Envisioning and Building Committee was set up, and began developing plans for new buildings, guided by a vision

of expanded ILYM facilities as a “Peace House on the Prairie” — a regional peacemaking and retreat center. In 2005, in order to make room for planned new buildings, the dormitory was dismantled and the Junior Yearly Meeting House was moved across the road to the campground. Materials from the dormitory were reused to construct a set of cabins, also on the campground. However, the plans for new buildings were altered in 2009, when the opportunity presented itself for ILYM to buy the existing house, outbuildings and lot just west of the meetinghouse. The house was renamed the Clear Creek House of Illinois Yearly Meeting, and renovated to provide additional dormitory space, as well as much-needed winter meeting space and kitchen facilities for Clear Creek Meeting.

Concurrently with these changes it was becoming increasingly clear that official reliance on the Philadelphia Yearly Meeting’s Faith and Practice was no longer serving the yearly meeting well. ILYM embarked on the project of producing its own Faith and Practice in 1992. After a long period of study and research, the first sections of new text were proposed to the yearly meeting in 2003. Each subsequent section was composed initially by the Faith and Practice Committee, and revised – usually multiple times – before being distributed to the wider yearly meeting community for feedback. Almost all sections were presented and discussed in workshops, during yearly meeting gatherings and/or at local meetings and worship groups. After being revised in response to feedback received, each section was submitted separately to a yearly meeting business session, at which time it was read aloud before the body. In some cases, additional changes were requested. Each section was approved by the yearly meeting for a provisional period ranging from one to five years. Additional feedback was received and additional revisions made during these provisional periods; each section was then approved for an indefinite period as its provisional period expired. At the conclusion of this lengthy process, the Faith and Practice Committee reviewed the entire document and then presented it to the yearly meeting for final approval, which was granted in 20xx.

Sample Certificate of Transfer and Acceptance of Transfer

Certificate of Transfer

To _____ Monthly Meeting of Friends

Dear Friends,

_____, a member(s) of our Monthly Meeting having moved with their minor children _____, have requested a transfer of membership to your Meeting. Consideration has been given to this request and there appears to be no obstruction to granting the request. We therefore, recommend _____ to your loving care and remain in love, your friends.

Signed on behalf of _____ Monthly Meeting of Friends, held at _____ on _____ (date).

[Signature of Clerk]

Acceptance of Transfer

To _____ Monthly Meeting of Friends

Dear Friends:

We have received your Certificate of Transfer dated _____ and have accepted
_____ into membership with us.

Signed on behalf of _____ Monthly Meeting of Friends, held at
_____ on _____ (date).

[Signature of Clerk]

Sample Traveling Minutes

Sample 1

Date

Dear Friends,

Loving greetings from Friends at _____ Monthly Meeting in _____ Yearly Meeting.
Our member _____ will be traveling in the ministry this next year under a concern
for _____.

[share something about this Friend as it relates to committee work or representation from monthly or
yearly meetings to yearly meetings or national Friends organizations.]

Our meeting has worshiped with _____ as we considered this issue and have no doubt that
he/she is genuinely called to be with you and seek new Light with you about God's intentions for

After careful consideration the meeting has found unity to approve this minute of travel.

We entrust _____ to your care and pray that you and _____ feel the presence
of the Light as you meet together.

[Signature of clerk]

Sample 2

Date

Dear Friends,

_____, a member of our meeting, has shared with the meeting her/his leading to travel in the

ministry this year among meetings which are seeking to _____.
After careful consideration the meeting has found unity to approve this minute of travel.
We entrust _____ to your care and pray that you and _____ feel the presence
of the Light as you meet together.

[Signature of clerk]

Elements of Endorsements on Returned Letters of Travel

Following a visit, the clerk of the visited meeting writes an endorsement to the sending meeting. Endorsements on returned letters of travel may speak to the work being done under Divine guidance and/or the ways the spiritual work of the Friend has benefited the meeting being visited.

Illinois Yearly Meeting (ILYM) Conflict of Interest Policy

(Personnel Committee believes this is a draft and not approved)

All ILYM employees, officers, committee members, and other volunteers are expected to avoid any actual or potential conflict of interest and shall adhere to the highest standards of ethics, loyalty, integrity, and fair dealing, acting in the best interests of ILYM.

Any actual or potential conflict of interest occurs when a Friend is in a position to influence a decision that may result in personal gain for that Friend, or for a relative as a result of ILYM business dealings. For the purposes of this policy, a relative is any person who is related by blood, adoption, marriage or committed partnership, or whose relationship with the employee is similar to that of persons who are related by blood, adoption, marriage or committed partnership.

Any Friend who has any influence on transactions involving purchases, contracts, or leases that might result in personal gain for him/herself, associated entity, or a relative must disclose, as soon as possible, to the Clerk of the Yearly Meeting or the Stewards of any actual or potential conflict of interest so that safeguards can be established to protect all parties.

Any Friend serving on an ILYM Committee that contracts for goods or services on behalf of ILYM must not take part in any decision making involving a contract with a business to which the Friend or the relative of a Friends holds any significant beneficial interest. The nature and extent of such a beneficial interest must be disclosed to the members of the committee making the decision.

Personal gain may result not only in cases in which a Friend, associated entity, or relative has a significant ownership in a firm with which ILYM does business, but also when a Friend, associated business, or relative receives any kickback, bribe, substantial gift, or special consideration as a result of any transaction or business dealings involving ILYM.

The intent of this policy is to uphold the high standards of transparency and integrity that ILYM always has expected of Friends. Nevertheless, the policy should be interpreted with a standard of reasonableness. Thus, failure to disclose conflicts involving very small amounts of money or failure to make a formal disclosure of relationships that are well known to all parties involved will not be deemed to be in violation of this policy.

Illinois Yearly Meeting (ILYM)
Certification Regarding Conflict of Interest

I certify that I have read the Conflict of Interest Policy of Illinois Yearly Meeting and I have no conflicts of interest as defined therein.

Signature

Date

OR

I certify that I have read the Conflict of Interest Policy of Illinois Yearly Meeting and am disclosing below the following conflict(s) of interest with ILYM.

Signature

Date