

# Illinois Yearly Meeting Fall Continuing Committee

Tenth Month 12, 2019

ILYM Meetinghouse, McNabb, Illinois, hosted by Clear Creek Meeting

Attending: Dick Ashdown, Wil Brant, Barbara Burke, Beth Carpenter, Mike Dennis, Janice Domanik, Kay Drake, Dale Gardner, Liam Gardner, Chris Goode, Chris Jocius (Reading Clerk), Pam Kuhn, Ted Kuhn, Peter Lasersohn, Alex Lippitt, Mark McGinnis, Grayce Mesner, Neil Mesner, Fariba Murray, Marcia Nelson (Presiding Clerk), Noel Pavlovic, Sarah Pavlovic (Recording Clerk), Phyllis Reynolds, Bridget Rorem, Chip Rorem, David Shiner, Haskell Swygert, Nancy Wallace, Sean West, David Wixom

**Minute 01** The Fall 2019 Continuing Committee of Illinois Yearly Meeting (ILYM) opened with centering worship.

**Minute 02** Clerk Marcia Nelson welcomed those in attendance and introduced at the clerk's table Sarah Pavlovic, recording clerk, and Chris Jocius, reading clerk. Marcia reminded everyone to speak loudly and clearly. She thanked Clear Creek Meeting for hosting the meeting and both Clear Creek and Bloomington-Normal meetings for providing lunch.

**Minute 03** Clerk Marcia Nelson announced with sadness the death of long-time ILYM Friend Pat Lucas on July 30th of this year. Her memorial service was held on August 11th in Madison, Wisconsin. Many ILYM attenders remember Pat for her years of service to ILYM. Her marriage to Sandra Huntley in March 1989 was the first same-gender marriage under the care of a monthly meeting of ILYM.

**Minute 04** Clerk Marcia Nelson reviewed the agenda for the day.

**Minute 05** Ted Kuhn presented the Treasurer's Report for the fiscal year ending June 30, 2019, in the absence of co-treasurers Dawn Crimson and Val Lester, including the Statement of Financial Position/Balance Sheet, ILYM Statement of Fund Activity, ILYM Monthly Meeting Contributions, and ILYM Operating Budget.

In 2018-19, ILYM increased net assets by \$17,443. The treasurers were able to transfer an operating surplus of \$5,740 to the Special Gifts Fund, primarily from monthly meeting and individual contributions which were both ahead of budget and dividends from Friends Fiduciary investments. The treasurers thank meetings and individuals for their generosity.

Expenses came in about at budget. However, Annual Sessions fees did not cover expenses again this year. Personnel expenses came in below budget due to frugal staff travel and office spending. Site expenses also came in slightly below budget despite some surprises handled by the Stewards and the Maintenance, Planning and Envisioning Committee, thanks to insurance and funding from the Maintenance Reserve. Committee spending was comparable to a year ago.

The suggested amount for monthly meeting contributions for this fiscal year is \$255 per adult resident member, up 2% to reflect ILYM's increased need for support and is consistent with staff pay increases.

In their written report, co-treasurers Dawn Crimson and Valerie Lester thanked past co-treasurer Judy Erickson for her faithful service in transitioning ILYM to its new accounting system in addition to other day to day duties. Report accepted.

**Minute 06** Ted Kuhn reported for the Finance Committee. The Finance Committee thanks meetings and individuals for their financial support, noting the strong financial position for the past year in spite of several unexpected site expenses. Finance Committee will be working with Publications Committee and the Committee on Faith and Practice on the process for the publication of the *ILYM Faith and Practice* (working title), which is expected to happen this fiscal year. The funding will depend on how many copies we print and how they will be distributed. Some of the funding may come out of the special gifts fund. The committee welcomes suggestions on how to communicate financial information.

The committee will be looking at a “pay as you are led” system used by a few other yearly meetings to see if it makes sense to recommend for ILYM Annual Sessions. They expect to bring a more detailed report to Spring Continuing Committee for seasoning ahead of the 2020 Annual Sessions. Report accepted.

**Minute 07** Alex Lippett presented the report of the Development Committee. Individual contributions in 2018-19 were ahead of budget and showed an increase over the previous year at \$39,483. The committee is focusing on expanding the number of individuals who contribute, as well as the number of people who contribute monthly with automatic deductions. There are currently six automatic deduction enrollees, up from two last year at this time. The committee seeks guidance from Continuing Committee as to how they can support ILYM projects by communications and/or fundraising. The committee is planning to put out an updated version of “Giving to Illinois Yearly Meeting,” primarily on the website, with the ability to print out the website information as a paper document as needed. The draft annual appeal letter was shared for all to review. Comments would be appreciated within the next two weeks. Report accepted.

**Minute 08** Sean West reported for the Publications Committee. Today, meetings will receive copies of the 2019 Minute Book, the 2019-20 ILYM Directory, and the 2019 Plummer Lecture by Gwen Weaver. The Publications Committee is considering a new format for *Among Friends* in which articles would be published individually online, and then compiled into a “best of” collection to be printed. The Publications Committee is working with the Finance and Faith and Practice committees regarding the printing of ILYM’s Faith and Practice.

Updating the website is pretty much done, with some conversion of older documents remaining to be completed. Updates to content on the website can be made by contacting Wil Brant or Sean West. Report accepted.

**Minute 09** Dale Gardner reported that the Children’s Religious Education (CRE) Committee continues its search for a Children’s Religious Education Coordinator. No one has applied, but one person has expressed interest and had a conversation with the committee clerk.

The ILYM Children’s Sessions in June 2019 went well, and plans for 2020 Annual Sessions are underway. The committee thanks former CRE Coordinator Joy Duncan for her leadership and for giving of her gifts, time, and labor for the children and families of the yearly meeting.

The CRE Committee has been addressing an issue regarding compensation for the CRE Coordinator—whether compensation was to be based on successful completion of work, or whether it was linked to hours worked and reported. They have worked with Personnel Committee on this, and agree with the recommendations of the Personnel Committee.

Robyn Sullivan will be leading another “Our Whole Lives (OWL)” retreat for middle school and high school age youth November 9-11, 2019 at Evanston Meeting House. The Clerk of CRE and Robyn will be using an improved hours-time-keeping system mostly focused on keeping track of any overtime, but pay will be tied to the job of preparing for and leading the retreat. Report accepted.

**Minute 10** The Personnel Committee report was presented by Nancy Wallace. At the 2019 Annual Sessions the Safe Congregation Policy, the Employee Manual, and the Conflict of Interest Policy were approved with a few amendments. The final versions have been submitted to the Administrative Coordinator to be uploaded to the ILYM site.

ILYM has added employees about one every several years. Two issues regarding compensation have arisen recently. The first is what employees are paid for having done, that is, whether they are to be paid for the number of hours worked, or on the basis of completing their work. The second concerns the amount of compensation.

During Fiscal Year 2019, employees were asked to keep track of their hours worked, reporting them on time sheets; however, there was confusion as to whether they were to be paid according to the time sheets or on the basis of completion of their job. Personnel Committee recommended that for the foreseeable future ILYM employees be paid for completing their jobs rather than for the hours indicated on their timesheets, although they will still be required to fill out timesheets. The Committee of Oversight for each employee will be responsible for monitoring that the job has been completed in relationship to the job description. If so, the employee will receive the budgeted amount even if they worked fewer hours than were budgeted for the job. If an employee's work is deemed by the Committee of Oversight to have been inadequate or incomplete, that employee will receive pay based on the number of hours worked rather than the budgeted amount. The Committee of Oversight will also be responsible for assuring that their employee does not work hours in excess of those budgeted without having received prior approval from the Finance Committee. The actual hours worked and recorded on the timesheets should influence future budgeted hours for these positions. The committee also recommended that ILYM explore instituting standardized timesheets that can be linked to the payroll system but do not govern the hours for which employees are paid.

The second issue concerned the amount that ILYM employees are paid. Currently all employees are paid the same hourly rate without regard to their educational background or other qualifications. The hourly amount is a little over \$19 per hour. Attenders were asked to reflect on the following questions in light of the Testimony of Equality.

- Is it really equal to pay a high school graduate the same as someone with extensive professional experience?
- How are we led with respect to fairness in employee compensation, including both hourly compensation and benefits?
- What will we do in the case that we are unable for an extended period of time to fill a position? A secular organization would probably handle this by raising the assigned salary for the position. Is that in the yearly meeting's interest, and consistent with our beliefs? If so, how would such a decision be made? If not, what other options should we consider?

Those in attendance noted that these and other short-term decisions we need to make as a yearly meeting are best grounded in a deep sense of our values and our long-term vision for our yearly meeting community. In the past, our envisioning processes have been the foundation of growth and forward movement regarding programming and site.

Those present were drawn by the issues raised toward putting together an envisioning process. Several possibilities for such a process were suggested, including Thursday evening of 2020 Annual Sessions which has not yet been planned. We should anticipate that this could be a long process, requiring multiple sessions. In the past we have benefited from a dedicated envisioning session, something like a retreat. Perhaps a committee could be helpful in organizing and structuring such a session. ILYM committees could spend time in committee-level discernment ahead of Spring Continuing Committee 2020. Attenders will discuss these ideas over lunch today. Report accepted.

**Minute 11** Liam Gardner, Youth Coordinator, reported for the Youth Oversight Committee. A total of 15 High School Friends attended the Annual Sessions in June 2019. Activities included playing games with the younger children, tie-dying t-shirts, building Leopold benches for the ILYM campus, and filling backpacks with toiletries and school supplies for runaway teens. High School Friends and Adult Young Friends enjoyed a hike at Starved Rock State Park. High School Friends also joined Junior High School Friends at the campfire, walked to the graveyard, and played Wink. At their business meeting they planned future Quakes and approved Jasmine Dennis as a co-clerk for the coming year, to replace Kiva Schobernd whose term had expired.

Four ILYM High School Friends attended the Friends General Conference (FGC) Gathering in July 2019 in Grinnell, Iowa. Liam served as one of the High School Counselors. Camille Roberts from Evanston Meeting was approved by the FGC teens to be one of the clerks for the FGC Gathering High School Program for 2020. ILYM High School Friends are very proud of her.

The Fall Quake was held September 27-29, 2019 at Camp Pyoca near Brownstown, Indiana, in conjunction with Blue River Quarterly's 200th anniversary celebration. They climbed a rock-climbing wall and attended a workshop about Quaker dispute resolution.

On November 9-11, 2019 an OWL (Our Whole Lives) retreat will be led by Robyn Sullivan at Evanston Friends Meeting. There will be a webinar for adults on October 20. More information is available on the ILYM website.

The Quake That Rocked the Midwest will be held at Evanston Friends Meeting over the long Martin Luther King Jr. Day weekend, January 17-21, 2020. Michael Dennis and Liam Gardner are collaborating again with Ohio Valley Yearly Meeting and Scattergood Friends School to plan the retreat, and Northern Yearly Meeting and Lake Erie Yearly Meeting teens will be invited. The Quake will be having its twentieth year anniversary and a celebration is being planned to honor this milestone. Report accepted.

**Minute 12** Peter Lasersohn reported for the Committee on Faith and Practice that the committee has met twice since Annual Sessions. Their focus has been final editing, including considering edits from three Friends outside the committee. When the editing process is completed in one or two more meetings, the text will be turned over to the Publications and Distribution Committee for preparation of proofs. After a subsequent round of proofreading, the book should be ready for printing. If all goes smoothly the book should be ready by summer of 2020. Report accepted.

**Minute 13** Chip Rorem reported that all our Stewards were present in the room. The Stewards continue in service to the yearly meeting, including assisting the Maintenance, Planning, and Envisioning Committee in completing their work list and acting as liaison to our insurer, Church Mutual, for ILYM events that are off site. This process is working well, as has the process for reimbursement in the case of insurance claims. Chip will inquire and report back about appropriate insurance for Blue River Quarterly events. Report accepted.

**Minute 14** Dick Ashdown reported \$2,000 wind damage to the doors of the machine shed that has been rented out for storage. He asked for guidance as to who should be responsible for the cost of repairs. Those present agreed that this should be ILYM's responsibility. Chip Rorem will check on the insurance coverage.

[LUNCH]

**Minute 15** Chris Goode presented the report of the Maintenance, Planning, and Envisioning Committee. They decided not to have a fall work day in 2019 due to other ILYM events. Chris will work with Dean Tieman to contract out some of the needed maintenance work before winter sets in.

The meetinghouse painting is maybe three-fourths complete at this time. About 60% of what we owe the painters is paid out. There is much painting and repair work that needs to be done at the campground. The committee will be asking for prices from the meetinghouse painting contractor for painting the bunkhouse and Fox Hole, and completing the bathhouse painting.

Chris Goode has met with Dick Ashdown for a walk-around regarding winterizing the meetinghouse and bathhouse and updating the maintenance list. Chip Rorem will schedule a meeting this fall with an engineer to examine the bunkhouse structure and foundation to see if it needs improvement to prevent settling.

The committee will be reviewing the Campus Assets Management Plan in an effort to make it work to anticipate possible upcoming maintenance and/or replacement needs.

The committee will also be updating the 2012 Campus Plan, with special attention to the western end of the campus. Friends are encouraged to view the plan drawing and narrative online. There may be a workshop next summer about the campus plan.

Regarding the proposed Clear Creek House Accessible Bedroom-Bathroom Addition, the committee has rough estimates that indicate the cost for renovating the garage into two large bedrooms and three bathrooms with laundry closet and new septic field might be around \$125,000. Before proceeding further, the committee is spending this year listening to the yearly meeting to make sure that there is a will to proceed. They would like everyone to approach a Steward or member of the committee and let them know what you think about this potential project. They hope to have a better sense of this to report at next Annual Sessions and perhaps a workshop to discuss this further.

Chris reported that Kevin Brubaker suggests we wait until January to look for a green electrical provider with whom ILYM and Clear Creek could contract instead of Ameren. Report accepted.

**Minute 16** Field Secretary Judy Wolicki was not able to be with us this day due to illness. In her written report, she continued to urge us to ask ourselves what brings us joy. She reported her observation that Friends, separately and together, are working on challenging issues: advocacy and care for the earth; racial injustice, white supremacy, “black lives matter”, microaggressions and macroaggressions against people of color; advocacy support and care for immigrants; advocacy for prison reform; advocacy to change systemic causes of poverty and homelessness; advocacy for Native Peoples. This year she was able to attend the Secretaries and Superintendents Retreat in Colorado to connect with and learn from Friends from other yearly meetings and wider Quaker organizations. She continues to travel widely among ILYM monthly meetings and gatherings. Finally, Judy encourages us all to connect with one another.

The High School Friends thank Judy for conducting an engaging workshop at the September Blue River Quarterly about Quaker dispute resolution, complete with examples and role play.

We hold Judy in the Light and pray for her good health. Report accepted.

**Minute 17** Phyllis Reynolds reported for the Ministry and Advancement (M & A) Committee . The committee met at BRQ at Camp Pyoca at the end of September.

“Pay as led” is used by New England and Intermountain yearly meetings for their annual sessions. Phyllis distributed copies of a *Friends Journal* article about the practice. New York Yearly Meeting is also implementing “pay as led” this year. The Ministry and Advancement Committee invites all meetings to familiarize themselves with the concept, as M&A expects to bring a recommendation regarding this practice to Annual Sessions in June 2020.

Finance Committee invites Ministry and Advancement to join their committee meeting in January to consider possible financial implications. Report accepted.

**Minute 18** Noel Pavlovic reported for the Environmental Concerns Committee. Sandy Huntley has offered to pay for two trees to be planted on the yearly meeting campus in memory of Pat Lucas who passed away in July. The committee is considering the location and species for memorial trees and for shade trees along the east-west walkway between Clear Creek House and the ILYM Meetinghouse. They continue to investigate proper disposal of chemicals in the barn that have been there since the purchase of the property 10 years ago. Plans for Annual Sessions in 2020 include a bike ride or nature walk at a nearby natural area and a possible workshop about climate change and species collapse. The Osage orange trees along the west end of the property have been trimmed, and the eastern red cedars that were planted between them have survived. Report accepted.

**Minute 19** Bridget Rorem reported for Nominating Committee. They have not been able to find a nominee for Assistant Clerk. There are committee positions that need to be filled as well. The committee requests everyone to ask attenders of their monthly meetings to consider what service they might be led to undertake for the yearly meeting. If anyone knows of people with gifts to offer the yearly meeting, please make them known to the Nominating Committee. Report accepted.

**Minute 20** Marcia Nelson brought forward the name of Kate Gunnell for Naming Committee. Approved.

**Minute 21** Continuing Committee approved Marcia Nelson moving forward to find a second person for the Naming Committee without further approval. Approved.

**Minute 22** Continuing Committee heard progress reports from Annual Sessions Planning Groups. South Chicago has most food coordinator positions filled and Zach Schobernd is returning to cook.

Chicago North reported that the 2020 Theme will be: “How do we walk cheerfully over the earth answering that of God in others and ourselves?” Steve Angell will speak on Wednesday night. The Saturday night speaker will be Benigno Sanchez-Eppler. The Plummer Lecture will be given by David Shiner and Nancy Wallace.

BRQ reported that Coordinator positions are filled for site prep.

Reports accepted.

**Minute 23** Pam Kuhn reported that the Handbook Committee has been updating the committee section of the Handbook in a more standard format. The Handbook will also include updated committee descriptions and other changes approved at annual sessions as well as a new, approved Conflict of Interest policy.

Nancy Wallace of the Personnel Committee clarified that the Conflict of Interest Policy and accompanying form applies to those who sign contracts or direct funds to others. This would be clerks of committees, stewards, and others in positions of leadership. One possibility is for each committee to review the policy and sign off as a committee, as is done in FGC committees. Individuals or committees would also be expected to report any unforeseen conflict that might arise after filling out the form. The Handbook Committee will draft a paragraph for the Handbook regarding how this form is to be used within ILYM, to be brought to Spring Continuing Committee for seasoning. Report accepted.

**Minute 24** Continuing Committee resumed contemplation of long-term visioning for the yearly meeting. After reflection, Friends agreed that a small group consisting of Mike Dennis, Chris Goode, Pam Kuhn, Ted Kuhn, Marcia Nelson, Phyllis Reynolds, David Shiner, and Nancy Wallace will develop and share a query for committees and monthly meetings to consider. The query would be along the lines of “What do you see as the strengths, weaknesses, opportunities, and threats that ILYM faces over the next 5, 10, or 20 years?”

Chicago North planning group will hold Thursday evening at the 2020 Annual Sessions for continuing consideration of this issue. Approved.

**Minute 25** Spring Continuing Committee will tentatively be held Saturday, March 7, 2020 at Downers Grove Friends Meeting. Watch for confirmation after Downers Grove has considered this request.

**Minute 26** The Continuing Committee extends heartfelt gratitude to Clear Creek Friends for hosting the meeting, and to both Clear Creek and Bloomington-Normal Friends for providing lunch.

**Minute 27** These minutes from the Continuing Committee meeting were read back to those in attendance and approved .

**Minute 28** Continuing Committee closed with centering worship.

Marcia Nelson  
Presiding Clerk

Sarah Pavlovic  
Recording Clerk

**Treasurers Report**  
**Illinois Yearly Meeting**  
**Statement of Financial Position/Balance Sheet**  
**Fiscal Year Ending June 30, 2019**

	<b>End Balance 6/30/2019</b>	<b>Opening Balance 7/1/2018</b>
<b>Assets</b>		
Cash & Investments		
Checking Account	96,242.31	251,912.97
Pay Pal	124.81	582.66
Friends Fiduciary Fund*	176,259.70	0.00
Total Cash & Investments	272,626.82	252,495.63
Accounts Receivable	2,620.00	1,570.00
Undeposited Funds	0.00	280.00
<b>Total Assets</b>	<b>275,246.82</b>	<b>254,345.63</b>
<b>Liabilities</b>		
Loans from Individuals	1,000.00	1,000.00
Accounts Payable	5,893.02	2,387.66
Payroll Taxes Payable	(279.55)	0.00
Funds Held for Women's Wknd	2352.00	
Total Liabilities	6,845.47	3,387.66
<b>Net Assets</b>		
Unrestricted Undesignated	60,625.19	60,625.19
Unrestricted Designated	176,428.86	159,301.43
Temporarily Restricted	31,347.30	31,031.35
Total Net Assets	268,401.35	250,957.97
<b>Total Liabilities &amp; Net Assets</b>	<b>275,246.82</b>	<b>254,345.63</b>

\*The amount reported is our market value of shares in the Fund as of the end date. The market value of Friends Fiduciary Funds changes daily.

*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**

	A Balance 7/1/2018	B	C	D	E	F Balance 6/30/2019
<b>NET ASSETS</b>						
UNRESTRICTED		<b>Income<sup>A</sup></b>	<b>Expenses<sup>B</sup></b>	<b>Budgeted Transfers</b>	<b>Other Transfers<sup>C</sup></b>	
1. General Operating	<b>60,625.19</b>	149,458.62	(131,218.94)	(12,500.00)	(5,739.68)	<b>60,625.19</b>
UNRESTRICTED DESIGNATED						
2. Special Gifts	<b>50,923.23</b>	787.93	(1,656.00)	0.00	5,739.68	<b>55,794.84</b>
3. Current Projects	<b>0.00</b>	1,000.00	0.00	0.00	0.00	<b>1,000.00</b>
4. Payroll Reserves	<b>43,500.00</b>	287.93	0.00	0.00	0.00	<b>43,787.93</b>
5. FWCC World Meetings	<b>3,000.00</b>	0.00	0.00	1,000.00	0.00	<b>4,000.00</b>
6. Maintenance Reserve	<b>61,378.20</b>	467.89	(2,000.00)	11,500.00	0.00	<b>71,346.09</b>
7. Faith & Practice Reserve	<b>500.00</b>	0.00	0.00	0.00	0.00	<b>500.00</b>
						<b>176,428.86</b>
TEMPORARILY RESTRICTED						
8. Property Improvement	<b>31,031.35</b>	315.95	0.00	0.00	0.00	<b>31,347.30</b>
<b>TOTAL NET ASSETS</b>	<b>250,957.97</b>	152,318.32	(134,874.94)	0.00	0.00	<b>268,401.35</b>
<b>LIABILITIES</b>						
Loans from Individuals	<b>1,000.00</b>					<b>1,000.00</b>
Accts Payable/Other Liabs	<b>2,387.66</b>					<b>5,845.47</b>
<b>TOTAL CASH &amp; INVEST</b>	<b>254,345.63</b>					<b>275,246.82</b>

A. FY19 market gain reflected as Income: Special Gifts \$287.93, Payroll Res \$287.93, Maint Res \$467.89, Property Improv \$215.95.

B. Special Gifts expense: legal review of Personnel policies/manual. Maint Reserve expense: 20% of meetinghouse painting project.

C. Other transfers: FY19 net Operating surplus to Special Gifts, \$5,739.68.

<u>Fund</u>	<u>Name</u>	<u>Oversight Committee</u>
1.	<b>General Operating</b>	Finance
	Our general operating fund, where we organize our annual budget.	
2.	<b>Special Gifts</b>	Finance
	A reserve fund to receive larger unrestricted contributions and all unrestricted bequests, used for special projects.	
3.	<b>Current Projects</b>	Site Envisioning
	Unrestricted donations to be used for renovation projects, as approved at 2013 Annual Sessions.	
4.	<b>Payroll Reserves</b>	Finance
	A reserve fund that would be used for payroll only during unexpected financial circumstances.	
5.	<b>FWCC World Meetings</b>	Finance
	A reserve fund to provide travel assistance to ILYM's reps (and other Section reps) to FWCC World Gatherings.	
6.	<b>Maintenance Reserve</b>	Maintenance, Planning & Envisioning
	Used to save for and pay for irregular site maintenance, repair & upgrade projects.	
7.	<b>Faith and Practice Reserve</b>	Publications & Distribution
	A reserve fund for the initial printing of the new Faith and Practice.	
8.	<b>Property Improvement</b>	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 - Monthly Meeting Contributions  
July 1, 2018 - June 30, 2019**

	Unrestricted	Property	World Conference	Total
Blue River Quarterly	0.00			0.00
Bloomington-Normal MM	1,764.00			1,764.00
Burlington WG	535.00			535.00
Clear Creek MM	3,000.00			3,000.00
Columbia FM	2,550.00			2,550.00
Downers Grove FM	7,500.00			7,500.00
Duneland FM	1,194.00			1,194.00
Evanston MMoF	15,078.50			15,078.50
57th Street MoF	5,100.00			5,100.00
Fox Valley QM	0.00			0.00
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	5,280.00			5,280.00
Southern Illinois QM	1,440.00			1,440.00
Spoon River QM	720.00			720.00
St. Louis MM	10,160.00			10,160.00
Urbana-Champaign FM	10,000.00			10,000.00
<b>Total</b>	<b>88,651.50</b>	<b>0</b>	<b>0</b>	<b>88,651.50</b>

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

Monthly Meeting  
Recommended Annual Contribution  
per Adult Resident Member  
is \$255

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

<b>Income</b>	<b>2019-2020 Budget</b>	2018-2019 Actual	2019-2019 Budget
Contributions from Meetings	<b>88,050</b>	88,652	86,000
Contributions from Individuals	<b>34,200</b>	39,483	35,700
YO Quake Reservations & Fundraising		320	
Gatherings & Retreats	<b>19,900</b>	19,968	19,900
Interest & Investment Income	<b>4,000</b>	1,036	2,550
<i>Total Income</i>	<b>146,150</b>	149,459	144,150
<b>Expenses &amp; Transfers</b>			
Operating Expenses			
Personnel (Payroll, Staff Travel, Office) <sup>1</sup>	<b>(64,700)</b>	(64,601)	(62,500)
YM Travel Support <sup>2</sup>	<b>(4,500)</b>	(3,997)	(4,500)
Site (Facilities & Deferred Maintenance) <sup>3</sup>	<b>(25,300)</b>	(22,906)	(24,500)
Gatherings & Retreats <sup>4</sup>	<b>(18,800)</b>	(21,122)	(18,800)
Committees <sup>5</sup>	<b>(9,700)</b>	(7,943)	(10,700)
Support to Others <sup>6</sup>	<b>(10,650)</b>	(10,650)	(10,650)
<i>Total Operating Expenses</i>	<b>(131,650)</b>	(131,219)	(131,650)
Budgeted Transfers			
Transfer to <i>Maintenance Reserve Fund</i>	<b>(11,500)</b>	(11,500)	(11,500)
Transfer to <i>FWCC World Meetings Travel</i>	<b>(1,000)</b>	(1,000)	(1,000)
Other Transfers			
Transfer FY Operating surplus to <i>Special Gifts</i>		(5,740)	
<i>Total Expenses and Transfers</i>	<b>(146,150)</b>	(149,459)	(144,150)
<b>Net General Fund Income (Deficit)</b>	<b>0</b>	0	0

**Expense Line Item Details**

**(1) Personnel**

Staff, Insurance, Taxes & Payroll Service	<b>(56,900)</b>	(58,126)	(54,700)
Staff Travel	<b>(6,600)</b>	(5,542)	(6,600)
Office	<b>(1,200)</b>	(934)	(1,200)
Total	<b>(64,700)</b>	(64,601)	(62,500)

**(2) YM Travel Support**

ILYM Committee Travel	<b>(1,000)</b>	0	(1,000)
ILYM Reps Travel	<b>(3,500)</b>	(3,997)	(3,500)
Total (Plus annual transfer to FWCC World Mtgs)	<b>(4,500)</b>	(3,997)	(4,500)

	2019-2020 Budget	2018-2019 Actual	2018-2019 Budget
<b>(3) Site</b>			
<b><u>Annual Facilities Expenses (Oversight: Stewards)</u></b>			
Insurance	(7,000)	(6,905)	(6,000)
Routine Maintenance	(5,500)	(4,923)	(5,500)
Urgent Maintenance*	(2,000)	(146)	(2,000)
Mowing & Tree Trimming	(6,200)	(6,375)	(6,000)
Annual Services (inspections, winterizing)	(2,100)	(1,840)	(2,000)
Utilities	(2,500)	(2,717)	(3,000)
Total (Plus annual transfer to Maintenance Reserve)	<u>(25,300)</u>	<u>(22,906)</u>	<u>(24,500)</u>
<b>(4) Gatherings &amp; Retreats</b>			
General Annual Sessions (oversight: Admin Coord)	(5,000)	(6,236)	(5,000)
Children's Morning Prgm (oversight: CRE Committee)	(1,000)	(1,467)	(1,000)
Food & Cooking (oversight: Planning Group)	(8,300)	(7,774)	(8,300)
Site Preparation (oversight: Planning Group)	(1,000)	(1,278)	(1,000)
Afternoon/Evening Program (oversight: Planning Grp)	(2,200)	(2,820)	(2,200)
Other Gatherings & Retreats Related Expenses	(1,300)	(1,546)	(1,300)
Total	<u>(18,800)</u>	<u>(21,122)</u>	<u>(18,800)</u>
<b>(5) Committees</b>			
Ad hoc	(25)	0	(50)
Adult Young Friends	(200)	(160)	(250)
Children's Religious Education	(600)	(1,297)	(250)
Development	(1,000)	(650)	(750)
Environmental Concerns	(100)	0	(150)
Faith & Practice	(25)	(168)	(100)
Finance	(50)	(12)	(100)
Handbook	(25)	0	(50)
Maintenance, Planning & Envisionsing	(175)	0	(300)
Ministry & Advancement	(100)	0	(200)
Nominating	(100)	0	(250)
Peace Resources	(100)	0	(200)
Peace Tax Fund	(25)	0	(50)
Personnel	(25)	0	(100)
Publications	(4,750)	(2,787)	(5,500)
Youth Oversight	(2,400)	(2,868)	(2,400)
Total	<u>(9,700)</u>	<u>(7,943)</u>	<u>(10,700)</u>
<b>(6) Support to Others</b>			
Quaker organizations to which ILYM assigns representatives			
Friends General Conference (FGC)	(4,000)	(4,000)	(4,000)
Friends World Committee for Consultation (FWCC)	(3,500)	(3,500)	(3,500)
American Friends Service Committee (AFSC)	(400)	(400)	(400)
Friends Committee on Natl Legislation (FCNL)	(400)	(400)	(400)
Friends Peace Teams (FPT)	(300)	(300)	(300)

Quaker Earthcare Witness (QEW)	(250)	(250)	(250)
Friends for Lesbian & Gay Concerns (FLGBTQC)	(50)	(50)	(50)
Regional Quaker educational institutions			
Chicago Friends School (CFS)	(300)	(300)	(300)
Scattergood School	(200)	(200)	(200)
Earlham College	(200)	(200)	(200)
Earlham School of Religion (ESR)	(100)	(100)	(100)
Olney Friends School	(100)	(100)	(100)
Right Sharing of World Resources (RSWR)	(300)	(300)	(300)
Project Lakota	(200)	(200)	(200)
Friends Journal	(200)	(200)	(200)
National Religious Campaign Against Torture (NRCAT)	(100)	(100)	(100)
Quaker United Nations Office (QUNO)	(50)	(50)	(50)
Total	(10,650)	(10,650)	(10,650)

### Treasurer's Narrative Report

In 2018/19, thanks to the generosity of Friends, ILYM increased Net Assets by +\$17,443 unrestricted/designated funds: primarily Maintenance Reserve by +\$9,970 and the more flexible Special Gifts Fund by +\$4,872. We drew on both these funds (for a down payment on painting and a Personnel Manual) and still increased both funds. Friends Fiduciary investments also appreciated +\$1,860 in the short time we invested in them, across 4 funds: Special Gifts, Payroll Reserves, Maintenance Reserves and Property Improvement (see Balance Sheet & Statement of Fund Activity).

Overall, we were able to transfer an Operating surplus of \$5,740 to the Special Gifts Fund, primarily because our Income exceeded Budget by \$5,309 (see Operating Budget) and below prior year by only -\$779.

- Monthly Meetings contribute the majority of our income and were ahead of Budget, + \$2,652 but below year ago -\$2,670.
- Individual Contributions exceeded Budget +\$3,783 and year ago by +\$1,898 or 5%. Thanks to your generosity and the work of the Development Committee.
- Operating Income was also enhanced by +\$696 in dividends from Friends Fiduciary.

Our Expenses came in about at Budget.

- We received slightly more than budget for Gatherings (primarily Annual Sessions), however we spent \$2,825 more than we budgeted (primarily general expenses & food). As a result, Annual Sessions fees did not cover the expense again this year, despite increasing in the daily fee. Sessions Budget for this year matches last year, so unless we generate higher income than Budget or spend less than Budget, we can expect that fees will not cover our costs again this coming summer.
- Personnel expenses came in \$2,099 below budget due to frugal staff travel and office spending. Staff expenses were +\$11,355 vs year ago because all positions were filled most of the year.
- Due to insurance and funding from the Maintenance Reserve, Site expenses came in slightly below Budget despite the surprises the Stewards and M, P & E handled on the Site.
- Committees generally under spent their budget except Children's RE due to the OWL program. Committee Spending was comparable to year ago.

Also included is a breakdown of Contributions by monthly meetings. Guidance for this FY is \$255/Adult Resident member, +2% vs prior year to reflect ILYM's increased need for support and consistent with the % increase we raise our staff pay.

We thank Judy for her faithful service as Treasurer, and the work she did putting our records in order, transitioning ILYM to our new accounting system and attentively handling the day to day accounting and bill paying for ILYM.

Respectfully Submitted by Dawn Crimson & Valerie Lester, Co-Treasurers

## **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 welcome Chris Goode into our group as our new Steward. Chris is doubly helpful since he also serves as clerk of the Maintenance, Planning, and Envisioning Committee.

We also miss Dick Ashdown. It is hard not to include him in our work. Dick continues to serve even after his retirement from the Stewards. He helped with the over site of the painting of the meetinghouse.

Stewards continue to be the liaison to our insurer, Church Mutual. As needs arise for certificates of co-insurance for events held by various groups, we connect with Church Mutual and share the details of each event to secure certificates

Respectfully submitted, Beth Carpenter, Chris Goode,  
Grayce Mesner, Neil Mesner, and Chip Rorem

## **Field Secretary's Report**

At Annual Sessions, I spoke to you about JOY. I'm hoping my "joy is everlasting." Your care, support and trust continue to cause that joy to rise in me. As I reported in June, 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—none of this joy has abated. Just a reminder—at Annual Sessions I asked: What brings you joy? Do you find joy in your meetings? Committees? How can we, together, nurture your joy?

No one has specifically responded to these questions in my hearing recently. Nevertheless, I continue to hope I am not just a Pollyanna in the mix, and that many of you do, in fact, find JOY as Friends in our meetings and in our world, in spite of the challenges we need to face every day.

I can report again that, separately and together, Friends are working on challenging issues that require changing ourselves and our ways of thinking. At the Secretaries & Superintendents Retreat in September, I learned that many yearly meetings and Quaker organizations are working on the same issues, especially the following:

- Advocacy & care for the earth, concern for global warming—Friends from many monthly meetings found the passion and the time to come out for the recent Climate Strikes and other events during September.
- Racial injustice, white privilege, "black lives matter," microaggressions, and macroaggressions against people of color. Friends continue to accept opportunities for training, for opening themselves up to recognizing being complicit in injustice, even when they thought they were working for justice.

- Advocacy, support & care for immigrants, concern for children and separated families
- Advocacy for prison reform
- Advocacy to change systemic causes of poverty and homelessness
- Advocacy for Native Peoples

Northside Friends have begun a program of Meetings for Healing, and hope to offer a healing ministry to others in the Chicago area and the wider Quaker Community. I had the pleasure, and felt the healing, when I attended one of these meetings at Northside in August. I can highly recommend this ministry.

### **Travel and Visits**

I am very grateful to all of you for financing the possibility for me to attend the Secretaries & Superintendents Retreat this year. It was a wonderful opportunity to join with and learn from General Secretaries & Superintendents of many yearly meetings as well as FCNL, FWCC International & FWCC Americas, and Quaker Earthcare Witness. I hope to spend some time looking at websites of these organizations and sharing the resources with ILYM Friends.

Since Annual Sessions, I have had the pleasure of attending Neil Messner's 90<sup>th</sup> birthday party and joining Clear Creek when 50+ Mennonites visited them for Meeting for Worship and potluck. I have visited 57<sup>th</sup> Street Friends, and will be helping to facilitate a retreat for their Ministry & Counsel for Community Building and learning about Pastoral Care. I continue to help facilitate the Downers Grove Friends 4<sup>th</sup> Sunday discussion group on the experience of being Quaker. Recent topics have included "God & Silence" and the interplay between the testimonies of Integrity & Truth Telling and Community. I attended the Corn Roast in McHenry and stayed over with the Howenstines so that I could visit the Fox Valley Meeting the next day. By the time I am giving this report, I expect to have attended the Blue River Quarterly Meeting held in Browntown and Salem, Indiana, facilitated a short program for High School Friends on dealing with challenges in meetings, and attended Ministry & Advancement Committee meetings expected to be held at BRQ.

October 25 to 27 I will be with South Bend & Duneland Friends, and any others who join the group, at their joint retreat at the Indiana Dunes.

I continue to have concern for small meetings, particularly ones that do not meet regularly. I hope to visit with these meetings in the next few months. I also hope to visit Friends in Missouri, Iowa and Southern Illinois as well. Please let me know of meetings you think could use a visit or that you would like me to work into the schedule.

Traveling for you, visiting meetings, listening deeply, offering programs and retreats, facilitating discussions and worship sharing, offering care, encouragement and resources in person and by phone and email to individuals and meetings continue to nurture my spirit. I correspond by notes, email and phone calls with those I am unable to visit in person as time permits.

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

It is such an honor to serve you, my Friends. I hope, as always, that I can do more and better work as your Field Secretary in the coming months. Please let me know your thoughts, ideas, and concerns, Friends, and how I can serve you and your meetings.

Respectfully submitted, Judy Wolicki, Field Secretary

## **Children's Religious Education Committee Report**

We continue our search for a Children's Religious Education Coordinator. No one has applied as of the time of this report, but one person has expressed interest and had a conversation with Monica Tetzlaff. Personnel has addressed level of pay in a "white paper on compensation" which the CRE Committee has read. We agree that ILYM needs to have discernment about this issue, and we have insights that we will share with the Personnel Committee.

ILYM Children's Sessions June 2019. The Children's Sessions went well and evaluations were positive about the program and the leadership provided by CRE Coordinator, Joy Duncan. Clerk of CRE is keeping track of feedback to inform work on the next annual Children's Sessions. We thank Joy for using her gifts and giving of her time and labor for the children and families of the yearly meeting.

Problem with Recordkeeping for CRE Coordinator Staff Position. The CRE Committee was unhappy with the stress that was created for the Coordinator as a result of problems with the system of matching pay with hours, rather than a successfully completing her job. (See above). We are grateful that the Personnel Committee has done much labor to address the issue of the difficulty of matching hours exactly to tasks. We agree with the recommendations that the Personnel Committee has put together.

Friend Robyn Sullivan will be leading another Our Whole Lives (OWL) retreat for middle school and high school age youth November 9-11, 2019 at Evanston Meeting House. Over the weekend, the youth will partake in four OWL workshops pertaining to sexuality, relationship skills, gender roles & stereotypes, and sexual education. The Clerk of CRE and Robyn will be using an improved hours-time-keeping system mostly focused on keeping track of any overtime, but pay will be tied to the job of preparing for and leading the retreat.

Respectfully submitted, Monica Tetzlaff (clerk), Joy Duncan,  
Dale Gardner, Michael Pine, Robyn Sullivan, and Bobbi Trist.

## **Development Committee Report**

The approved Individual Contributions operating budget line item for the general fund in fiscal year 2019-2020 is the same as it was for 2018-2019: \$35,700. 2018-2019 was another year of increase with an actual individual contribution total of \$39,483 compared to \$37,585 in 2018-2019. We were afraid that individual contributions would go down in 2018-2019 due to the loss of Federal tax deductions for many Friends; thankfully that did not come to pass. The Individual Contributions line item remains critical as a whole for the sustainability and long-term health of ILYM.

We are also focused on expanding the number of individuals who contribute as well as the number of people who contribute monthly with automatic deductions. We currently have 6 automatic deduction enrollees up from 2 last year at this time.

In addition, we are trying to be supportive of efforts to increase the utilization of the ILYM Campus. We seek Continuing Committee guidance on our support regarding future projects. This support can run from coverage in the annual appeal letter to fundraisers to celebrations.

Regarding larger projects such as the Clear Creek House expansion and septic system efforts we can help with potential donor communication and visits as well as in communication of floor plans, elevations, and estimates of resources required. There is the potential that the detail to support these efforts may be available in the next few months.

In regard to communication we plan to:

- Put out an updated version of "Giving to Illinois Yearly Meeting" adding focus on giving for those of us of limited means and/or financial savvy. This version is now contemplated to be two versions after review by several Friends—an overview version for all Friends and a more



in-depth version for those with more complex information needs for how to contribute. We must continually remember that in kind contributions and time commitments are critical to our success, not just money. The new versions will be available on the website to supersede the current dated version as well as in paper in the form of brochures.

- Get out the annual appeal letter a couple of weeks earlier. The proposed letter follows this report.

## **Proposed Appeal Letter**

Hello Illinois Yearly Meeting Friends,

Another memorable Annual Sessions of Illinois Yearly Meeting (ILYM) happened last June, with fun, friendship, inspiration, worship, business, relaxation...and wonder. Many children and young adults joined us; we are especially pleased with the 15 high school attendees. We hope you were there also and left with a feeling of enrichment and connection. A special accomplishment was the completion and approval of the Illinois Yearly Meeting Faith and Practice now working its way through final editing, proof-reading, and publication. Another special accomplishment was the opening of Penn House. Mark your calendar for June 17-21, 2020.

It takes money and work by volunteers and staff to help make some of those memories, to carry on the work of ILYM, and to share our property with our monthly meetings throughout the year. So, once a year we ask for your gifts to ILYM to support our general operating budget. This is the part of our budget which covers such things as our staff members, site maintenance, publications and committee work, and support for wider Quaker organizations. With the operating budget approved by Friends at the Annual Sessions we are investing in activities to benefit our monthly meetings and each of our adults and children.

### **Operations**

The largest expense of the operating budget is the important work of our part-time personnel, who support and supplement the work of our volunteers. The Administrative Coordinator organizes, facilitates and often completes much of our administrative work. The Field Secretary visits and aids our monthly meetings. The Youth Coordinator organizes and facilitates our high school programming and keeps our young Friends connected. The Children's Religious Education Coordinator plans events throughout the year for our pre-high school children and enriches the Children's Sessions at Annual Sessions in June. The CRE Coordinator also provides ideas to our First Day Schools at monthly meetings.

Budgeted operations also involve keeping our historic buildings in good shape, the utilities on, and the grass cut, at our ILYM campus along "Quaker Lane," near McNabb, Illinois. This investment, in turn, enables our commitment to keep the costs of attending ILYM's Annual Sessions reasonable, and allow children to attend for free.

### **Quaker Work, Local to Global**

Events are held year-round by the yearly and monthly meetings at our 1875 ILYM meetinghouse, Clear Creek House, and surrounding grounds, providing important Quaker connections at our very own "home." The General Operating Budget includes items for support of and our involvement with wider Quaker organizations. We provide financial support and have active representation and participation within these national and international organizations, which foster cooperation among Friends for important concerns, in ways we could not do alone. Our own committee structure as a yearly meeting moves our work forward and addresses some specific concerns. An example is the Maintenance, Planning and Envisioning Committee, which does everything from fixing burst pipes after deep freezes to developing plans for the proposed Clear Creek House Accessible Bedroom/Bath Addition. Friends who are involved in Quaker committee work and wider organizations bring their experience to their monthly meetings and to the yearly meeting, enriching both. This also furthers a sense of connection that enables all to grow and thrive.

### **Current and Future Possibilities**

Thanks to many of you reading this letter, we were able to take in \$39,483 in individual giving in 2018-2019. We believe this reflects our desire to support the Children's Religious Education Coordinator position as a now

permanent quarter-time position and support a second year of the OWL (Our Whole Lives Program) for grades 6-12. We are also hoping to continue to expand use of our campus year-round to enable more enjoyment of our beautiful and lovingly maintained ILYM campus.

The work of ILYM cannot be funded by the gifts from monthly meetings, alone. Last year the percentage of actual operating expenses (excluding transfers) supported by individuals was 33%. This year, Friends at the Annual Sessions approved a bold budget that calls for continuing our generous individual giving. Full budget details can be found in the 2019 Minute Book. Individual contributions are critical for the sustainability and long-term health of ILYM, and for what we aspire to do for our children, for our family of Friends, and in the world.

### **How Can I Help?**

Please consider contributing generously to ILYM. Members of the ILYM Development Committee are ready and able to assist with your questions about any of the following methods of giving. Please contact any of us via email or telephone to discuss these options if you would like assistance for these or other forms of giving, such as remembering Illinois Yearly Meeting in your will or trust. Our contact information is provided at the end of this letter.

- Online Monthly, Quarterly, or Annual Bill Pay through your bank (usually low- or no-cost to you, and usually postage is free). A monthly payment of \$5 may be easier to make than one payment of \$60, or \$25/month rather than one check of \$300, or \$100 per month instead of one payment of \$1,200. Several contributors have found this method to be easy and convenient, and we think others may agree.
  - Ask your financial institution for instructions on utilizing their online bill payment feature to send a gift—on your schedule—to Illinois Yearly Meeting.
  - Contact Co-Treasurer, Dawn Crimson, if you need ILYM bank info to complete: dawn@dawncrimson.com, 616-303-xxxx (if no answer, **please leave a message**).
- PayPal through the ILYM Website (2.9% fee charged to ILYM, not to donor).
  - Visit the ILYM Website at [ilym.org](http://ilym.org) and click “Support ILYM” at the top of the page. Scroll down and click the blue PayPal logo to be redirected to the secure payment processing page.
- Check through the US Postal Service.
  - Use the included remittance envelope to send in a check or money order payable to the order of “Illinois Yearly Meeting” (do not include the name of the co-treasurer) to:  
Illinois Yearly Meeting  
c/o Dawn Crimson  
PO Box 3691  
Carbondale, IL 62902-3691

Respectfully, Your ILYM Development Committee:

Alex Lippitt, Clerk  
alex.lippitt10@gmail.com  
(708) 222-xxxx

Kay Drake  
kaydrake@aol.com  
(309) 253-xxxx

Ashlee Miller-Berry  
amillerberry@gmail.com  
(847) 372-xxxx

Frank H. Young  
young@rose-hulman.edu  
(812) 242-xxxx

### **Environmental Concerns Committee Report**

The ECC met on a phone call on September 12, 2019. In attendance were Bill and Alice Howenstine, David Wixom, Chris Goode, and Noel and Sarah Pavlovic. Our next phone call will be in November.

Sandy Huntley has offered to pay for two trees to be planted on the yearly meeting grounds in memory of Pat Lucas. We have not yet decided when and where these would be planted. We continued

to discern how many trees of what species to plant on the south side of the east-west walkway between Clear Creek House and ILYM meetinghouse.

Noel and Bill will continue to investigate possibilities for disposal of the chemicals in the west end of the barn. Noel will conduct a preliminary inventory after Continuing Committee on October 12.

Plans for Annual Sessions in 2020 include a bike ride or nature walk at the Putnam County Conservation District Area or the George S. Park Memorial Woods Nature Preserve. We are also contemplating a workshop about climate change and species collapse.

Prepared by Noel Pavlovic, clerk

### **Committee on Faith and Practice Report**

The Faith and Practice Committee has met twice since our last yearly meeting. Our attention in these sessions has been devoted to final editing. We sought and received edits from three Friends outside the committee. We anticipate that one or two more meetings will be necessary to complete this editing process, after which we will turn the text over to the Publications and Distributions Committee for production of proofs. After a subsequent round of proofreading, the book should be ready for printing.

### **Finance Committee Report**

Finance Committee continues to thank meetings and individuals for their financial support—we noted our strong financial position for the past year in spite of several unexpected site expenses. We are continuing to work with the stewards and MP&E on site expenses, including the painting of the meetinghouse this year. We also appreciate the work done by Personnel Committee and CRE to make sure our staff are treated fairly.

We noted that the Treasurer's report includes our assets with Friends Fiduciary. Current account values are included in the balance sheet, and the change from the prior year is reflected in income. Please ask any member of Finance Committee if you have any questions as this is a change from prior year financial statements.

We will be working with Publications Committee on the Faith and Practice publication, as we understand it is still on schedule to be published this year. We are waiting for more information on how many copies will be printed and how they will be distributed before we can provide more detailed advice.

We are continuing to discuss ways to make sure everyone understands our finances. Our workshop at Annual Sessions had no attendance; however it was added at the last minute so we will try to be better prepared for next year. If Friends have any other suggestions for improving communication, please let us know.

We will be looking at the 'pay as you are led' system used by a few other yearly meetings to see if it makes sense to recommend for ILYM in the winter. We hope to bring a more detailed report to Spring Continuing Committee; any action would need to be discerned for approval at Annual Sessions.

Submitted by Ted Kuhn, clerk

### **Maintenance, Planning and Envisioning Committee Report**

A phone meeting of the committee was held on Sunday 15, September 2019 with Noel Pavlovic, Beth Carpenter, and Chris Goode in attendance.

**No Fall Work Day:** With the BRQ Anniversary and Clear Creek hosting Continuing Committee this year it seemed unfair to ask them do a workday in the short amount of time before the weather changed as well, since they typically provide the backbone of the work force. There is plenty of maintenance work to be done, but more of it will need to be contracted out. We will work with Dean Tieman to get pricing and complete some of this maintenance work.

**Painting:** The meetinghouse painting is about half complete at the time of this report and hopefully will be entirely complete by Continuing Committee. Carol Bartles has been overseeing this work with the contractor. There is much painting work that needs to be done at the campground. The high school bunkhouse and Fox Hole desperately need exterior painting. The bathhouse exterior is still incomplete after three workdays of painting, and the cabins need to be re-stained. We will be asking for prices for the bunkhouse, Fox Hole and bathhouse completion from the meetinghouse painting contractor and hope that this can be completed by next spring. We will also ask for pricing to stain the cabins to be scheduled for next summer/fall completion.

**Repairs and Maintenance:** Chris Goode met with Dick Ashdown on Sunday, September 15 to coordinate winterizing the meetinghouse and bathhouse and to do a walk-around of the meetinghouse and campground area to update a list of maintenance items that need to be addressed. Chip Rorem will schedule a meeting with an engineer to examine the bunkhouse structure and foundation this fall to see if it needs improvement to prevent settlement.

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

**Campus Plan:** The committee will work on updating the campus plan prepared in 2012 with especial interest in devoting more attention to the western portion. The campus plan drawings are available online. A narrative may also be available there or by contacting Chris Goode. We encourage ILYM members to offer suggestions.

**Clear Creek House Accessible Bedroom-Bathroom Addition:** We have rough estimates that indicate the cost for renovating the garage into two large bedrooms and three bathrooms with laundry closet and new septic field might be around \$125,000 for construction. Before proceeding further with this project, we are spending this year listening to the yearly meeting to make sure that there is a will to proceed with it. We would like everyone to please approach a Steward or member of the committee and let them know what you feel about this potential project, both positive and negative, and ideas you may have about better accommodating people at ILYM. We hope to have a better sense of this to report at next Annual Sessions and perhaps a workshop to discuss further.

**Sustainable Energy Utility Contract:** Kevin Brubaker volunteered to research and provide the name of a good Green electrical provider for ILYM and Clear Creek to contract with instead of Ameren. We hope to have this info soon.

Chris Goode (clerk)

## **Personnel Committee Report**

At Annual Sessions 2019 the Safe Congregation Policy, the Employee Manual, and the Conflict of Interest Policy were approved with a few amendments. The final versions have been submitted to the Administrative Coordinator to be uploaded to the ILYM site.

## **ILYM Compensation Issues**

ILYM has evolved into a situation where we have added employees gradually, at a rate of one every several years. We have tried to do this with care for our testimonies, particularly equality. Over time, we have had to adjust our policies and expectations. This is in part because we have realized that although we are a faith-based organization, our employees relate to us in a legal framework that we cannot ignore. We need to be responsible that both our faith-based requirements and legal requirements are accommodated. So, we must be able to support what we do legally while also acting in adherence with our spiritual beliefs.

We currently have two issues that demand our attention. The first has to do with what our employees are paid for having done, the second with how much they are paid.

**Concerning the first issue:** For the first time in FY19 we asked employees to fill out timesheets. Some in the yearly meeting thought that employees were to be paid based upon the hours actually worked; others thought that they would still be paid the hours allocated to the job as in previous years. Consequently, this created an unforeseen problem for FY19: the hours worked by some of our employees did not match those that had been allocated to their respective jobs, but their supervising committees felt that they had completed their work satisfactorily. This pointed up a problem with this manner of doing things, since the number of hours and the job to be done are probably never going to be exactly the same. It seems prudent for us to regard this as a learning experience for all concerned. We are therefore notifying Continuing Committee that the FY19 results will stand, but that for the foreseeable future ILYM employees will be paid for completing their jobs rather than for the hours indicated on their timesheets, although they will still be required to fill out timesheets.\*

The Committee of Oversight for each employee will be responsible for monitoring that the job has been completed in relationship to the job description. If so, the employee will receive the budgeted amount even if they worked fewer hours than were budgeted for the job. If an employee's work is deemed by the Committee of Oversight to have been inadequate or incomplete, that employee will receive pay based on the number of hours worked rather than the budgeted amount. The Committee of Oversight will also be responsible for assuring that their employee does not work hours in excess of the those budgeted without having received prior approval from the Finance Committee.

The actual hours worked and recorded on the timesheets should influence future budgeted hours for these positions. We also recommend that ILYM explore instituting standardized timesheets that can be linked to the payroll system but do not govern the hours for which employees are paid. This would reduce confusion and make record keeping easier.

**The second issue** has several aspects. During FY19 we had employees with radically different backgrounds and qualifications in similar positions, with all of them earning the same hourly pay. Is it really equal to pay a high school graduate the same as someone with extensive professional experience? Or do such issues involve competing definitions of equality? We suggest evaluating our current pay rate with respect to other religious organizations and market standards. Illinois will be raising the minimum wage to \$15 per hour by 2022, by which time hourly pay for our employees on current assumptions will be less than \$20 – that is, not very much more than the minimum. While we must respect the limited financial resources of the yearly meeting, we should consider how we are led with respect to fairness in employee compensation. Finally, we need to consider what we will do in the case that we are unable for an extended period of time to fill a position. A secular organization would probably handle this by raising the assigned salary for the position. Is that in the yearly meeting's interest, and consistent with our beliefs? If so, how would such a decision be made? If not, what other options should we consider?

\*Timesheets serve several functions, including the following: 1. All our employees are non-exempt and so are eligible for overtime. Timesheets inform us whether overtime pay is in order, and how often it occurs. 2. Timesheets protect the yearly meeting. If there were no timesheets and an employee

were to claim that they worked over 40 hours in any given week(s), the yearly meeting would be liable for not only the overtime payments but also any penalties and other issues. 3. Keeping timesheets lets the yearly meeting know how many hours the job actually takes, which is helpful for future budgeting purposes. 4. Keeping timesheets helps employees know how to budget their time throughout the year.

## **Publications and Distribution Committee Report**

- Print:
  - Among Friends
    - Summer 2019 is the current printed & distributed issue
    - We are considering publishing articles individually online throughout the year and then printing a “best of” volume once a year
  - Plummer Lecture
    - 2019 will be printed and distributed during Fall Continuing Committee
  - Faith & Practice
    - We continue to work with the Faith & Practice Committee in preparation of its completion and publication
- 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

## **Youth Oversight Committee Report**

**Members:** Warwick Daw, Diane Clark Dennis, Choz Howard-McKinney, Dale Gardner, Fariba Murray, Michael Dennis, Liam Gardner, Jad Tamari, Jasmine Dennis, Nathan Lasersohn

**Hours:** At the time of completing this report, Liam has logged a total of 49 hours and 20 minutes since ILYM Annual Sessions.

### **ILYM Annual Sessions (June 19-23, 2019):**

At the 2019 Annual Sessions from June 19-23, we had a total of fifteen High School Friends (HSF) in attendance.

On Wednesday, the HSF played with the younger children in the Clear Creek House. They had fun playing games, including Steal the Bacon, Ninja, and Wax Museum.

On Thursday, the HSF built Leopold Benches with Noel Pavlovic, David Wixom and Michael Dennis. After that, they filled up backpacks full of toiletries and school supplies for runaway teens. Later that night, they played Wink with the Adult Young Friends (AYF) in the meetinghouse.

On Friday, The HSF and AYF went out to Starved Rock State Park, saw the falls and hiked on the trails. It was very muddy, but everyone enjoyed themselves nonetheless.

On Saturday, the HSF made tie-dye t-shirts and also finished up the Leopold benches they had started on Thursday. Later in the day, two of our HSFs hosted the Variety Show, which was a lot of fun this year. That evening, they hung out with the Junior High School Friends at the campfire and made s'mores. And, as per tradition, lights out was not enforced on the last night of Annual Sessions. Instead they ate pizza, walked to the graveyard, played Wink with the AYF and practiced their epistle—which they performed on Sunday.

During their meeting for business, they decided on what to do for the following two Quakes. Kiva's term as co-clerk officially expired at the end of Annual Sessions as well, so the High School Friends nominated and approved Jasmine to take her place.

**FGC Gathering (June 30-July 6, 2019):**

We had four ILYM HSF participants at Friends General Conference's Gathering this year and Liam served as one of the High School Counselors.

Camille was nominated and approved by the FGC teens to be one of the next clerks for the FGC High School program next year, which is fantastic and we are very proud of her.

**Future Quakes:**

**Fall Quake (September 27-29, 2019):** The Fall Quake will be held in conjunction with Blue River Quarterly this year, which is celebrating its 200th year anniversary.

It will be held at Pyoca Camp, Conference and Retreat Center in Brownstown, Indiana. The HSF will have access to a rock climbing wall and will learn about Quaker dispute resolutions. Meals, beds and showers will be provided for by the campsite.

**Quake that Rocked the Midwest (January 17-21, 2020):** Michael Dennis and Liam Gardner are collaborating again with Ohio Valley Yearly Meeting and Scattergood Friends School to plan the Quake that Rocked the Midwest. The Northern Yearly Meeting and Lake Erie Yearly Meeting teens are also invited, and both groups have expressed interest in attending this year.

The Quake that Rocked the Midwest will be held at Evanston Friends Meeting over the long Martin Luther King Jr. day weekend. The HSF will sleep on the meetinghouse floor, have access to the showers at the nearby YMCA and prepare meals together in small groups.

The HSF will participate in two or three workshops, a service project and an out-trip. The Quake will also be having its twentieth year anniversary and we are planning to hold some sort of celebration to honor this milestone.

If you have any further questions about the Quake that Rocked the Midwest, or know of someone who might be interested in attending, please feel free to let Liam Gardner know at [liamcgardner@gmail.com](mailto:liamcgardner@gmail.com) or Michael Dennis at [mdennis@chestnut.org](mailto:mdennis@chestnut.org).

## **Annual Session Planning Groups**

### **Site Planning Group: BRQ**

The responsibilities associated with the site portion of planning for ILYM Annual Sessions have been assigned as follows:

Overall Coordinators: Erin Taylor  
Site Prep Coordinator: Barb Lawhorn  
Site Prep Food Service: Heather Evert and Sharon Haworth  
Purchasing Coordinator: Beth Carpenter  
Housekeeping Coordinator: Margie Haworth-Davis  
Cleanup Coordinator: Mike Dennis

Come spring, we will begin to include notices in the Administrative Coordinator's announcements for volunteers for site prep, which will begin on Saturday, June 13.