

THE MINUTES

and Accompanying Documents

Illinois Yearly Meeting Religious Society of Friends

2019
June 19
to
June 23



Sessions in the ILYM Meetinghouse
Near McNabb, Illinois

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ILLINOIS YEARLY MEETING OF FRIENDS

2020 Annual Sessions will be held from June 17 to 21
at the Illinois Yearly Meeting Meetinghouse

Website: ilym.org
Email: IllinoisYM@ilym.org

Office: 5615 S. Woodlawn Ave., Chicago, IL 60637; 773-288-3066

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

YEARLY MEETING OFFICERS AND OTHERS WITH SPECIFIC RESPONSIBILITIES 2019-2020

Presiding Clerk: Marcia Nelson

Assistant Clerk:

Recording Clerk: Sarah Pavlovic

Assistant Recording Clerk: Pam Kuhn

Reading Clerk: Chris Jocius

Co-Treasurers: Dawn Crimson & Val Lester

Stewards: Beth Carpenter, Grayce Mesner & Neil Mesner, Chip Rorem, Chris Goode

Records Librarian: Brent Eckert

Among Friends Editors: Pam Kuhn

Field Secretary: Judith Wolicki

Administrative Coordinator: Wil Brant

Youth Coordinator: Liam Gardner

Children's Religious Education Coordinator:

Adult Young Friends Co-Clerks: Ava Rockafeld & Raphael Roberts

High School Friends Co-Clerks: Jad Tamari & Jasmine Dennis

High School Friends Recording Clerk: Nathan Lasersohn

Contact information can be found in the ILYM directory
or by contacting the ILYM Administrative Coordinator, Wil Brant
at IlliniosYM@ilym.org or 773-288-3066.

ILLINOIS YEARLY MEETING 7/2018-6/2019

BLUE RIVER QUARTERLY

B-N†	CC	Co	St.L†	SoI	SR†	U-C	
							<u>Members & Attenders Statistics</u>
							Average Attendance
10	7	16	33	9	4	30	Adults
2	1	3	4	1	0	6	Under 18 years old
							<u>Membership Statistics</u>
10	26	10	37	4	3	48	Resident Adult Members
3	5	0	5	0	0	4	Resident Young Friends
2	38	16	77	0	0	63	Non-Resident Adult Members
<u>0</u>	<u>0</u>	<u>0</u>	<u>2</u>	<u>0</u>	<u>0</u>	<u>3</u>	Non-Resident Young Friends
15	69	26	121	4	3	118	TOTAL
12	64	26	114	4	3	111	Total Adult Members
3	5	0	7	0	0	7	Total Young Friends
							NEW MEMBERS
0	0	0	0	0	0	0	By Birth or Adoption
0	0	0	0	0	0	0	By Request
<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>2</u>	By Certificate of Transfer
0	0	0	0	0	0	2	TOTAL
							LOSSES
0	1	1	0	0	0	1	Deceased
0	0	0	0	0	0	0	Released or Withdrawn
<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	Transferred
0	1	1	0	0	0	1	TOTAL

MEMBERSHIP SUMMARY

Blue River Quarterly	356
Metro Chicago	504
Wisconsin	<u>5</u>
TOTAL	865

NUMERICAL STRENGTH CHART

CHICAGO-Area										WI	TOTALS
DG*	Du†	Ev	57*	FV†	LF	NS	OaP	RV†	SB†	Osh*†	
27	5	48	20	7	28	15	14	4	21	7	308
<1	2	14	4	0	9	5	4	0	6	0	57
30	8	58	21	9	61	13	18	9	19	3	387
0	2	2	7	0	9	2	0	0	3	0	42
9	4	44	31	16	67	24	6	2	15	2	416
<u>0</u>	<u>0</u>	<u>12</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>3</u>	<u>0</u>	<u>21</u>
39	14	116	60	25	137	39	24	11	40	5	866
39	12	102	52	25	128	37	24	11	34	5	803
0	2	14	8	0	9	2	0	0	6	0	62
0	0	0	0	0	1	0	0	0	0	0	1
0	0	1	0	0	1	0	2	0	0	0	4
<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>5</u>
1	0	1	0	0	3	1	2	0	0	0	10
1	0	0	0	0	1	0	0	0	0	0	3
0	0	1	0	0	0	0	0	0	0	0	1
<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u>
1	0	1	0	0	2	0	0	0	0	0	5

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

†Statistics were not received for 7/2018-6/2019. Attendance and Membership Statistics from 7/2017-6/2018. New members and losses listed as 0, since no information provided.

ADDITIONS AND LOSSES BY NAME AND MEETING

ADDITIONS

By Request

To Downers Grove: Jennifer Budziak
(2/10/19)
To Lake Forest: Charles "Chuck" Dickson
(2/3/19)
To Evanston: Emma Meador (4/28/19)
To Oak Park: Cynthia Harris (9/9/18), E.
Garnet Fay (3/10/19)

By Transfer

To Northside: Sarz Maxwell from
Palmerston North WG, New Zealand
(3/2019)
To Lake Forest: Warren Ruby from Fox
Valley (10/7/2018)
To Urbana-Champaign: Charles and
Carolyn Haines from Rochester, NY
(6/16/19)

By Birth/Adoption

To Lake Forest: Eliza Colin (9/1/2018)

LOSSES

By Release or Withdrawal:

From Evanston: Nicole Barker (11/28/18;
aged out Associate Member)

From Lake Forest: Donald Mertic (6/1/18)
From Urbana-Champaign: Keith
Satterthwaite (1/2019)
From Clear Creek: Betty Wolf (12/12/18)

By Death

From Downers Grove: Betty Clegg
(5/16/19)
From Columbia: Scott Searles (10/22/18)

By Transfer:

From Lake Forest: David Handcock to
Mountain View, CO (5/5/2019)

TRAVEL POLICY

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

1. Requests for travel funds should be made well in advance to the Treasurer.
2. The amount to be advanced or reimbursed is based on the current IRS rate per automobile mile driven in service of charitable organizations (14 cents per mile in 2019) or reasonable commercial fares. Friends are encouraged to be prudent.
3. Conference registration fees may be reimbursed.
4. Any ordinary expenses for food or lodging may be reimbursed.
5. Questions of travel reimbursement for committee business should be cleared through that committee in advance of the travel and reported to the Treasurer.
6. Friends World Committee for Consultation Triennial travel will be handled from its own fund.

ILYM 2019 PROGRAM

Theme: *Facing Fear with Faith*

WEDNESDAY:

12:30-1:45 pm Registration table open
 2:00-3:30 Opening Session:
 Worship & Business Meeting
 3:30-6:00 Free time/committee meetings
 3:45-6:00 Registration table open
 5:30-6:00 Singing on front porch
 6:00-7:00 Dinner
 6:30-7:30 Registration table open
 7:15-9:00 Games for children
 7:30-8:45 Presentation by Amelia Kegan
 8:45-9:15 Registration table open
 9:00 New Attenders Meeting (reg. desk)
 9:00-9:45 Snacks (dining room)

THURSDAY AFTERNOON AND EVENING:

3:45-6:00 Free time/committee meetings
 4:15-5:45 Registration table open
 5:30-6:00 Singing on front porch
 6:00-7:00 Dinner
 7:30-8:45 All-ages program with Aaron Fowler and Laura Dungan

FRIDAY AFTERNOON AND EVENING:

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

THURSDAY, FRIDAY, SATURDAY:

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

SATURDAY AFTERNOON AND EVENING:

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

SUNDAY

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

MINUTES OF THE ILLINOIS YEARLY MEETING

145th Annual Sessions

Sixth Month 19-23, 2019, Illinois Yearly Meeting Meetinghouse near McNabb, Illinois

MINUTES OF THE FIRST SESSION, Fourth Day, Sixth Month 19, 2019

Minute 1 The 145th Annual Sessions of Illinois Yearly Meeting (ILYM) opened with centering worship.

Minute 2 Assistant Clerk Marcia Nelson welcomed everyone present to the Annual Sessions of Illinois Yearly Meeting. She introduced members at the clerk's table.

Minute 3 Marcia Nelson explained that Assistant Clerk and Acting Presiding Clerk Cathy Garra was not able to be at sessions this year. However, she was able to help with setting up the agenda and receiving reports. David Shiner, a former Presiding Clerk, agreed to serve as clerk for these Annual Sessions with Assistant Clerk, Marcia Nelson, assisting him. Approved.

Minute 4 David Shiner welcomed first-time attender to Illinois Yearly Meeting, Tom Jacobs and welcomed visitor David Eley from Ohio Yearly Meeting (Conservative).

Minute 5 Reading Clerk Chris Jocius read an excerpt from the epistle from Netherlands Yearly Meeting which met May 10-12, 2019.

Minute 6 The Clerk's Committee supports the Presiding and Assisting Clerks. David Shiner announced this year's members are Janice Domanik, Gwen Weaver, Wil Brant, and Beth Carpenter.

Minute 7 David Shiner made announcements including that the children will be joining us for the first part of our meeting for business tomorrow. He reminded Friends that we have red binders with copies of our minutes, memorial minutes, and state of the society reports for monthly meetings. He also noted that representatives to other Quaker organizations have reports that are in the advance documents and encouraged Friends to read them.

Minute 8 David Shiner read the description of the Epistle Committee. The Nominating Committee plans to bring forward recommendations for members, including Reading Clerk Chris Jocius and Nancy Halliday, at a later session.

Minute 9 David Shiner described the Exercises Committee. The description is in the Advance Documents. We need two or three volunteers to write them this year. Pam Kuhn has agreed to be one of the volunteers.

Minute 10 Phyllis Reynolds, Clerk of the Ministry and Advancement Committee (M&A), described the Committee of Care. This committee, made up of M&A members Phyllis Reynolds, Chris Jocius, Mark McGinnis, Heather Evert, and Fernando Freire, addresses needs which arise during Annual Sessions. Friends may approach members of the Committee of Care if they would like to talk to someone about things that are happening here on campus.

Minute 11 Phyllis Reynolds reminded Friends of our Harassment and Abuse Policy. Copies are posted around campus as well as in last year's Minute Book and the Handbook. Friends currently serving on the Harassment Review Committee are Phyllis Reynolds, Clerk of Ministry and Advancement Committee; David Shiner, Acting

Presiding Clerk; Judy Wolicki, Field Secretary; Brad Laird, member of Ministry and Advancement Committee; and Casey Kashnig, member at large.

Minute 12 David Shiner, on behalf of the Nominating Committee, brought forward the name of Dawn Crimson as Co-Treasurer. Dawn will serve along with Valerie Lester who is continuing as the other Co-Treasurer. Approved.

Minute 13 Illinois Yearly Meeting authorizes Elizabeth M. Carpenter, Steward; Dawn Crimson, Co-Treasurer; Valerie Lester, Co-Treasurer; and Grayce Mesner, Steward, to have access to our safe deposit box at First State Bank in McNabb, Illinois, effective June 19, 2019. Approved.

Minute 14 Illinois Yearly Meeting authorizes Elizabeth M. Carpenter, Steward; Dawn Crimson, Co-Treasurer; Valerie Lester, Co-Treasurer; and Grayce Mesner, Steward to exercise all powers listed in the resolution with First State Bank in McNabb, Illinois, including signing checks on behalf of Illinois Yearly Meeting of the Religious Society of Friends, effective Wednesday, June 19, 2019. Approved.

Minute 15 Noel Pavlovic gave the Environmental Concerns Committee report. At the annual work day on May 5, the committee planted ten eastern red cedars (*Juniperus virginianus*) as well as doing other work on the ILYM campus. During Annual Sessions, the committee is sponsoring a Quaker bike ride as well as working with the High School Friends to construct two additional Leopold benches for the ILYM campus. The committee will be sponsoring a climate change discussion to be held during lunch at the Annual Sessions.

The Environmental Concerns Committee recommended planting two oak trees on the south side of the pathway between the Clear Creek House and the prairie.

The Environmental Concerns Committee recommended the following committee description be listed in the Handbook. Approved.

Purpose: The purpose of the Environmental Concerns Committee is to bring to Illinois Yearly Meeting earth care concerns as they relate to our testimonies of stewardship, justice, simplicity, equality, and peace. The committee seeks to help Friends find ways to address earth care concerns as a yearly meeting, as individual Friends, and as members of wider community.

Membership: at least six members nominated by the Nominating Committee.

Objectives:

1. To bring awareness to the yearly meeting of the spiritual connection between earth care and traditional Quaker testimonies.
2. To promote action on and solutions for the urgent crises of increasing carbon dioxide emissions leading to climate change and changing weather, of dramatic declines in biological diversity, and of increasing human population. These interacting threats are negatively impacting people's lives, livelihood and wellbeing.
3. To help younger Friends to experience, understand, and love the inter-relationships and beauties of our natural world.
4. To help Friends reduce the impact of our life styles on Earth systems that sustain all life.
5. To encourage the yearly meeting to include environmental considerations in the care and planning for the yearly meeting grounds.

6. To help Friends to take earth care action in the wider world.
7. To organize activities to further these objectives such as field trips, nature walks, workshops, workdays, educational activities, etc.
8. To assist monthly meetings in planning earth care activities such as planning for pollinator gardens, seeking more sustainable energy use, or exploring the spiritual dimensions of earth care.

The Environmental Concerns Committee report was accepted.

Minute 16 Peter Lasersohn gave the Committee on Faith and Practice report. During these sessions, the committee plans to bring forward the following sections to be adopted for an indefinite period: Abuse and Exploitation in the Meeting Community; A History of Illinois Yearly Meeting; A Brief Guide to Using this Book of Faith and Practice; Sample Certificate of Transfer and Acceptance of Transfer; Sample Traveling Minutes.

The Committee on Faith and Practice has made a number of small additions or revisions to the existing text of other sections which they will also be bringing forward without reading them aloud. There are a few copies of the entire book available at these sessions and Friends are encouraged to look through them.

The Committee on Faith and Practice hopes to request final approval to move forward with final editing, proofreading, and publication, to be coordinated with the Publications and Distribution Committee.

The Committee of Faith and Practice report was accepted.

Minute 17 Peter Lasersohn, Clerk of the Committee of Faith and Practice, brought forward the following sections to be adopted for indefinite period:

- A Brief Guide to Using this Book of Faith and Practice. Approved.
- Sample Certificate of Transfer and Acceptance of Transfer. Approved.
- Sample Traveling Minutes, Sample 1 & 2 and Elements of Endorsements on Returned Letters of Travel.

Approved.

Minute 18 Nancy Wallace gave the Personnel Committee report.

The Personnel Committee recommended that the yearly meeting form a Committee of Oversight to provide oversight, support and consultation for the Administrative Coordinator. This Committee of Oversight for the Administrative Coordinator would consist of the Clerk of Publications and Distribution Committee, the Presiding Clerk, and the Assistant Clerk. The duties would include supporting the Administrative Coordinator as needed and providing a supervisor (the Clerk of Publications and Distribution Committee) who will give an annual review to the Administrative Coordinator. Approved.

The Personnel Committee recommended a Conflict of Interest Policy for the yearly meeting as a whole. This was held over for a later session.

The Personnel Committee brought forward a completed, legally reviewed, Employee Manual to the Yearly Meeting. This was held over for a later session.

The Personnel Committee Clerk met with the Stewards in order to develop a method for storing and gaining access to certain permanent documents. They discerned having a subscription to an electronic "Box." This will be in the Stewards Report in a later session.

The Personnel Committee recommended a new committee description to be listed in the Handbook. The complete description is in the committee report. The sentences concerning the supervision and support of the Administrative Coordinator are to be updated with approval of the Committee of Oversight for the Administrative Coordinator. The sentence in the second paragraph concerning the subcommittee description is to be changed to “may meet separately to discuss confidential personnel matters.” Under duties, letter “I” is to be deleted. Description approved.

The Personnel Committee was accepted.

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

MINUTES OF THE SECOND SESSION, Fifth Day, Sixth Month 20, 2019

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

Minute 21 Acting Presiding Clerk David Shiner welcomed everyone present to the Annual Sessions including young Friends who stayed for the opening. David Shiner welcomed first time attender, Haskell Swygert, from 57th Street Meeting. He welcomed visitors Laura Dungan from Great Plains Yearly Meeting; Lyle Miller, a representative from the financial company Everence; Carolyn Lejeuste, a visitor from Friends General Conference and a member of Lake Erie Yearly Meeting; Sharon Goens-Bradley from the AFSC office in Minnesota; Dan O’Keefe from Northern Yearly Meeting; and Tom Roberts from Western Yearly Meeting.

Minute 22 David Shiner made announcements including descriptions of the Epistle Committee and the Exercises Committee. He asked for Friends interested in the writing Exercises to see him.

Minute 23 Phyllis Reynolds, Clerk of the Ministry and Advancement Committee (M&A), again described the Committee of Care as well as the Harassment and Abuse Policy. (See Minutes 10 and 11 from the first session.)

Minute 24 Steve Tamari gave the Nominating Committee Report. The committee expressed gratitude to Cathy Garra for serving this past year as Acting Presiding Clerk and for David Shiner for stepping in for these sessions. The Committee also thanked Dick Ashdown for over 50 years of service as Steward.

The Nominating Committee announced that Marcia Nelson has agreed to be our next Presiding Clerk starting at the rise of these Annual Sessions, serving as Presiding Clerk through Annual Sessions 2021 and then as Assistant Clerk through Annual Sessions 2022. Marcia’s appointment was approved at the Spring Continuing Committee on March 9, 2019. The committee is continuing to search for an Assistant Clerk.

The Nominating Committee spoke of the joy of being on committees beyond just getting the work done. The committee encouraged Friends to consider serving in new ways and talking with members of the Nominating Committee about openings. The committee also announced that the Peace Resources Committee is considering what their charge should be and is hoping to start conversations about that at these sessions.

The Nominating Committee presented the initial list of Officers, Committees, and Appointments to the Wider Quaker Organizations. Approved. (The yearly meeting

previously approved the nomination of Dawn Crimson, Co-Treasurer; see Minute 12.)

The Nominating Committee recommended the following new description of the committee to be listed in the Handbook. Approved.

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.

g) Being tender to matters of gender, class, and race/ethnicity in our work.

h) Supporting efforts to develop committee and clerking skill sets among members of the Yearly Meeting.

The Nominating Committee report was accepted.

Minute 25 Val Lester gave the Treasurer's Report. Val described the ways that the yearly meeting keeps track of funds including unrestricted, unrestricted designated, and temporarily restricted funds. She also went through our Operating Budget. The Treasurer's Report was accepted.

Minute 26 Ted Kuhn gave the Finance Committee report. The Financial Review Committee will consist of Ted Kuhn, Finance Committee Clerk; Marcia Nelson, Presiding Clerk; and Ashlee Miller-Berry, Finance Committee member-at-large.

Based on minutes from Continuing Committee, the Treasurers have transferred a total of \$175,000 into Friends Fiduciary accounts, 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, the committee recommended 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. Approved.

Finance Committee has scheduled a workshop at these Annual Sessions to discuss historical information about our expenses, including property, staffing, and other expenses. Friends are encouraged to attend, or to ask any member of finance committee questions at other times.

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. At this time, the committee is not recommending hiring a bookkeeper; however, it may be an issue in the future.

The Finance Committee presented a first draft of the budget. The Finance Committee report was accepted.

Minute 27 Alex Lippitt gave the Development Committee report. The Development Committee noted that the committee is ready to support money-raising efforts for the Clear Creek House Expansion Project. The yearly meeting received a restricted contribution from Northside Monthly Meeting in memory of Sherry Monroe. The committee also noted that six individuals or families are taking advantage of the flexible automated payments.

The Development Committee has the current version of “Giving to Illinois Yearly Meeting” ready for publishing on the website and in print form.

The Development Committee is supporting a workshop at these Annual Sessions given by a representative from Everence on giving options, financial as well as other giving opportunities. The committee is also working on having a bigger presence on the ILYM website. The committee hopes to continue developing giving guidelines on what is permissible to share concerning personal information on donors.

The Development Committee recommended the following committee description to be listed in the Handbook. Approved with the consideration of one addition to be brought forward at the next session.

The Development Committee considers funding for the work of the yearly meeting. Listening is a large part of development. The committee listens to the visions of the yearly meeting. The committee also listens to potential individual donors. The committee initiates fund-raising for short and long-term operations and projects of the yearly meeting.

See Development Committee’s “Policy Regarding Access to and Use of Contribution and Donor Information” in this Handbook.

Membership: Three or more members nominated by the Nominating Committee.

The committee duties include the following:

- a) Soliciting contributions for annual expenses and preparing appropriate documents for this.
- b) Preparing appropriate informational documents about donations of all kinds.
- c) Facilitating education of Friends in ways that they can donate.
- d) Working with the Treasurers and the Finance Committee to create appropriate information about potential donors and using that information to guide the fundraising activities of the committee. Such information must be

prepared and used in conformity with the Policy Regarding Access to and Use of Contribution and Donor Information.

e) With discretion, sharing relevant information with the Finance Committee and/or other committees that use restricted donations.

f) Assisting in raising funds for upcoming projects.

g) Identifying (and carefully soliciting) bequests and legacies from individual Friends.

h) Seeking professional or formal training relating to soliciting donations as needed. (This has been done in the past through the assistance of Henry Freeman and Michael Wadja.)

The Development Committee report was accepted

Minute 28 Chip Rorem gave the Stewards report. Several repairs had to be made on the campus during Site Prep. The bathhouse is now fully functional with hot showers. There are still some plumbing issues at Clear Creek House which are being addressed. There are also some issues with the refrigerators in the meetinghouse basement.

In February, during the Polar Vortex, the Stewards dealt with a pipe that burst in the Clear Creek House. They filed a claim with our insurance company, Church Mutual, and the yearly meeting was awarded a lump sum for repairs.

The Stewards, in collaboration with the Personnel Committee, recommended that the yearly meeting adopt a Safe Congregation policy. This was originally developed by Nancy Wallace for Evanston Monthly Meeting and has had legal review.

The Stewards recommended the following operating system for the retention of documents. The yearly meeting would purchase an annual subscription of Box, an electronic document management system. ILYM would be the 'owner' and whoever is the Clerk of Publications and Distribution Committee will be the main administrator. The purpose for using Box would be to maintain yearly meeting files in a consistent format. Some files would be kept in perpetuity and others set to expire in accordance with the Illinois Yearly Meeting Record Retention Policy. Some files are highly confidential, and others would be public. These distinctions can be set by the committee with the aid of the Box Administrator. The cost is not expected to be excessive.

The Stewards recommended that this document management system be used across the yearly meeting. In support of this the Stewards recommend training committee clerks and others on how to use Box. This is a short training that could be done in person or online. The Clerk of Publications and Distributions Committee, as administrator, would undergo a more extensive training to understand how to administer Box. End-user training will be done for all other users which currently would include all committee clerks and others who might use it. Training would be redone each year when committee clerks rotate. Access rights to the specific files would be set and maintained by the Box Administrator.

The Stewards recommended that a workshop be offered every year at Annual Sessions to train and orient new committee clerks, both in how to use Box and also in what is expected from clerks of committees. This would be a way that ILYM could support Friends who are stepping up to undertake service for the yearly meeting. M&A has been asked to investigate how this might be best accomplished.

The Stewards record retention recommendation was approved. The Stewards report was accepted.

Minute 29 Chris Goode gave the Maintenance, Planning, and Envisioning report. The committee reported that there were 10 people at the Fall workday and 14 at the Spring workday. The committee reported progress on painting the campground bathhouse exterior and installation of baskets next to the bunks in the cabins. The committee renovated Penn House this year with help from Liam Brubaker as an Eagle Scout project and his Boy Scout Troop. It is ready to use for Friends requiring electricity in the cabin.

The Maintenance, Planning, and Envisioning Committee worked with the Stewards on the burst pipe project at Clear Creek House including refinishing the floors. The committee worked on other projects at the Clear Creek House as well. The committee has accepted a bid to paint all four sides of the meetinghouse exterior this summer. The committee will be inspecting the bunkhouse for foundation issues. The committee has also identified other projects around the campus and is starting to get bids for them.

The Maintenance, Planning, and Envisioning Committee is working on an assets management plan for our campus along with the Stewards. The committee is also starting a more detailed plan for the addition on Clear Creek House to include accessible bedrooms and bathrooms. There is a rough estimate of \$125,000 for this project which would include a new septic field. There will be a display of plans during these sessions. Please give feedback to the Maintenance, Planning, and Envisioning Committee.

The Maintenance, Planning, and Envisioning Committee reported that at this time solar energy does not appear to be feasible for the yearly meeting campus. The committee will explore the possibility of purchasing power from a “green” power company.

The report was accepted.

Minute 30 Peter Lasersohn brought forward another section from the Committee on Faith and Practice to be adopted for an indefinite period: Abuse and Exploitation in the Meeting Community and additional queries for this section. The Yearly Meeting gave the committee a few suggestions to consider. This was held over until a later session.

Minute 31 The minutes were read back and approved in the face of the meeting. The meeting closed with affirming worship.

MINUTES OF THE THIRD SESSION, Sixth Day, Sixth Month 21, 2019

Minute 32 The third session opened after our morning meeting for worship.

Minute 33 Acting Presiding Clerk David Shiner welcomed everyone present to the Annual Sessions including Elena McGinnis from First Evangelical Friends in Chicago.

Minute 34 Reading Clerk Chris Jocius read parts of epistles from Britain Yearly Meeting.

Minute 35 David Shiner read the names of members of the Exercises Committee: Coco Colin and Pam Kuhn.

Minute 36 Phyllis Reynolds gave the Ministry and Advancement Committee report. The Ministry and Advancement Committee and the Field Secretary were focused this past year on connections to our own meetings and other meetings we visit.

The Ministry and Advancement Committee recommended a revised description to be listed in the Handbook. The new description eliminated statements about hosting a book sale at Annual Sessions because this is no longer happening and the endorsing of chaplains because they are endorsed by their own meetings. Approved.

The Ministry and Advancement Committee continues to work 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. Otherwise, the ex-officio members of the committee (Presiding Clerk, Field Secretary, and Clerk of Ministry and Advancement) may change as those serving in that capacity change.

The Ministry and Advancement Committee report was accepted.

Minute 37 Judy Wolicki gave the Field Secretary report. Judy reported on joy. She asked the queries, “What brings you joy? Do you find joy in your meetings? Committees? How can we, together, nurture your joy?” She suggested we find joy in the warmth of working together on serious issues. Her report details some of the issues that meetings are working on right now including racial injustice microaggressions, care for the earth, care for immigrants, advocacy for Native Americans, and poverty. She described two programs at Blue River Quarterly and Women’s Weekend as being “heart-opening.”

As Field Secretary, Judy has visited almost all ILYM meetings this year. She reported that both Rolla and Rock Valley are not meeting regularly but would like visitors if you make arrangements in advance.

In all, Judy travelled approximately 7,362 miles this year for the yearly meeting. The Field Secretary report was accepted.

Minute 38 Alex Lippitt updated the Development Committee description for the Handbook. (See Minute 27 above.) The committee recommended adding the following: “d) Encouraging Friends from all financial backgrounds to make monetary and non-monetary contributions to ILYM.” Approved.

Minute 39 Sarah Pavlovic reported for the Naming Committee. The committee brings forward a name for clerk of the Nominating Committee, Bridget Rorem 2020. Approved.

Minute 40 Pam Kuhn gave the ad hoc Annual Sessions Planning Review Committee report. Report accepted.

The ad hoc committee recommended that planning for the morning Children Sessions be under the care of the Children’s Religious Education Committee. Approved.

The ad hoc committee recommended that the three planning groups will continue to rotate. They will be divided as follows: Program Planning Group will plan for the children and adult afternoon and evening programs; Food Planning Group will oversee the serving of food at Annual Sessions; Site Services Planning Group will plan for Site Prep before Annual Sessions, Housekeeping during Annual Sessions, and Cleanup after Annual Sessions. Approved.

The ad hoc committee recommended that the yearly meeting form a Planning Coordinators Group consisting of the three Overall Coordinators, the Administrative Coordinator, the Children’s Religious Education Coordinator, the Youth Coordinator, and the Assistant Clerk, with the Assistant Clerk convening. The Presiding Clerk is also welcome to attend these meetings. The purpose of the Planning Coordinators Group would be to provide communication between the different planning groups and the staff as well as support for each other. The group would meet as needed, probably two or three times via video or conference call, during the year preceding Annual Sessions. They could also meet as necessary during Annual Sessions. Approved.

The ad hoc committee recognized that each planning group has their own way of choosing coordinators and making a schedule of planning meetings. The committee hoped that the new alignment will support each group's current practice.

The ad hoc committee recommended the following rotation for future: 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. Approved.

The ad hoc committee recommended that we try to do better evaluations of the program, both by the participants and those who did planning. These are very helpful to the next planning group.

The ad hoc committee asked the Finance Committee to give a budget to each of the three new planning groups. The ad hoc committee also has a working copy of updated log books, now called Planning Guidebooks.

The ad hoc committee asked to be laid down. Approved.

Minute 41 Assistant Clerk Marcia Nelson read traveling minutes for Amelia Kegan from the Friends Committee on National Legislation and for Sharon Goens-Bradley from the American Friends Service Committee.

Minute 42 Pam Kuhn reported for the Handbook Committee. The current Handbook does not list the terms for the Recording Clerks or for the Reading Clerk. The Handbook Committee suggested 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.” Approved.

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

The Handbook Committee recommended updates for the Committee Clerk responsibilities in the section on “Individuals with Specific Responsibilities.” Approved.

The Handbook Committee recommended removing the description for “Guidelines for those offering (supported) Volunteer Service in Illinois Yearly Meeting.” Approved.

The Handbook Committee has rewritten the introduction to the section on committees and recommended that it be added to the Handbook. The committee changed the section concerning Minutes after the report was written to reflect the approval of the electronic Box document retention operating system. (See revised version below.) The introduction was approved with one change, that wording be added to clarify that different committees may have different needs regarding the length and renewability of terms.

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 moved electronically to the ILYM Box by the clerk of the committee (or other committee member by agreement). The clerk of the committee or minute-taker should be aware of any reports or minutes that are confidential and that these should be stored appropriately (consult with the Box Administrator.) However, ILYM values transparency and

almost all minutes are not confidential and should be available to either members of ILYM or the public. [2019, Minute 28]

The Handbook Committee report was accepted.

Minute 43 Peter Lasersohn, Clerk of the Committee on Faith and Practice, brought forward the following sections to be adopted for an indefinite period:

- Abuse and Exploitation in the Meeting Community (revised from Advance Documents). Approved.
- History of Illinois Yearly Meeting. Approved.

Minute 44 Carolyn Lejeuste, Friends General Conference visitor, told of two FGC activities. First, she encouraged Friends to participate in the Spiritual Deepening Program which includes a series of retreats, some of which are offered electronically. Second, she told of the initiatives that arose from the Task Force on Institutional Assessment on Racism. More details of these activities are on the FGC website.

Minute 45 The minutes were read back and approved in the face of the meeting. The meeting closed with affirming worship.

MINUTES OF THE FOURTH SESSION, Seventh Day, Sixth Month 22, 2019

Minute 46 The fourth session opened after our morning meeting for worship during which we read Memorial Minutes.

Minute 47 Acting Presiding Clerk David Shiner welcomed everyone present to the Annual Sessions including visitors Windy Cooler from Baltimore Yearly Meeting; Eileen Flanagan, former clerk of Earth Quaker Action Team Board (EQAT) and from Philadelphia Yearly Meeting; and Tom Weber, Head of Scattergood School.

Minute 48 Reading Clerk Chris Jocius read portions of epistles from Sierra Cascades Yearly Meeting of Friends.

Minute 49 Mike Dennis gave the Youth Oversight report. As of 5/15/2019, the ILYM Youth Coordinator, Liam Gardner, had logged 334 hours and 50 minutes of work. By the end of Annual Sessions, he is expected to have completed at least 525 hours. The committee has budgeted for 525 hours for the coming year. Approved.

On April 5-7, 2019, the High School Friends held a Quake on the grounds of Scattergood School. In addition to fun and games, the eight teens heard a presentation from Michael Luick-Thrams, a historian of Scattergood and the Holocaust. He took them to the Cedar County History Museum where he led them to the Scattergood exhibit where the teens learned about Scattergood's past as a hostel for European refugees during World War II.

In a meeting for business, the High School Friends came to a sense of the meeting concerning planning their workshops and a trip during Annual Sessions. They were glad to find a service project to help homeless teens. The High School Friends are planning a Fall Quake in conjunction with Blue River Quarterly on September 27-29, 2019 in Salem, Indiana. They are also planning the Quake that Rocked the Midwest at Evanston Meeting in January. If you have questions or know of teens who may be interested please contact Liam Gardner or Michael Dennis.

The Youth Oversight report was accepted.

Minute 50 Monica Tetzlaff gave the Children’s Religious Education report. At the end of these sessions, Joy Duncan is resigning as Children’s Religious Education Coordinator. The yearly meeting is grateful for her ministry. The committee has begun the search process for a new Coordinator.

The committee recommended that the Our Whole Lives (OWL) Program again be offered at a retreat for grades 6-12. Last year’s retreat included participating youth from outside of Illinois Yearly Meeting including from Scattergood School and other yearly meetings.

The committee held a middle school retreat during Blue River Quarterly in April with six middle school Friends.

The committee recommended a new description to be listed in the Handbook noting three-year terms for members. Approved.

The report was accepted.

After laboring, the yearly meeting united with Children’s Religious Education Committee’s request to move forward with an OWL Retreat in November. The committee withdrew its request for an honorarium for an OWL coordinator. If the committee needs funding for a short-term OWL coordinator, that funding will be taken from the Children’s Religious Education Coordinator salary budget line. Approved.

Minute 51 Joy Duncan gave the Children’s Religious Education Coordinator’s report. She spoke of her personal fulfillment serving as the Children’s Religious Education Coordinator for the past few years. Friends accepted her report and expressed appreciation for her work creating our Children Religious Education program as it is today.

Minute 52 Steve Tamari gave an update to the Nominating Committee report. The committee recommended Haskell Swygert for Friends General Conference Central Committee representative. Approved.

Minute 53 Peter Lasersohn reported that the Committee on Faith and Practice has made a number of small additions or revisions to the existing text. The committee brought forward an overview of them. These were not read in the face of the meeting but they were available during sessions for review. The committee recommended these for adoption for an indefinite period. Approved.

The Committee on Faith and Practice requested final approval to move forward with final editing, proofreading, and publication, to be coordinated with the Publications and Distribution Committee. Approved.

Minute 54 The yearly meeting expressed appreciation to the Committee on Faith and Practice and the past and present members who labored over 27 years with how to express our faith and practice.

Minute 55 Ted Kuhn, Clerk of the Finance Committee, brought forward an updated budget for 2019–2020 (FY20). He explained some of the differences based on the reports of committees at these annual sessions. Approved. The budget reflects that the Box document retention system cost will be taken from Publication and Distribution Committee budget instead of the Stewards budget. Ted also noted that there may be costs to replace the refrigerators at the meetinghouse; if so, they will be taken from yearly meeting’s Maintenance Reserve fund.

Minute 56 Sharon Haworth, a member of the Personnel Committee, brought forward the Conflict of Interest and the Employee Manual documents for a second time. The

committee may make some minor editorial non-substantive changes to the documents in the coming months. The yearly meeting approved the Conflict of Interest policy, adding a brief statement about the appearance of impropriety in conflict of interest.

The Personnel Committee noted one change to the Employee Manual. Unemployment Compensation is currently funded by the yearly meeting. The yearly meeting approved the Employee Manual.

Minute 57 Chip Rorem and the Stewards recommended that the yearly meeting adopt the Safe Congregation policy. Approved.

Minute 58 Sean West gave the Publications and Distribution Committee report. The committee is reviewing the current format and schedule for *Among Friends*. All other print materials are up-to-date. The committee has almost completed moving items to the new website. The committee will be working with the Committee on Faith and Practice to complete the process of publication of the book of Faith and Practice. Report accepted.

Minute 59 Phyllis Reynolds spoke about the Friends General Conference Welcoming Friends project.

Minute 60 Phyllis Reynolds spoke about the American Friends Service Committee's new Strategic Plan for 2020.

Minute 61 David Wixom reported on the Friends Committee on National Legislation and the invitation to Friends to participate in activities with that organization.

Minute 62 Eileen Flanagan, former clerk of Earth Quaker Action Team, announced the topic for a workshop to take place during these sessions on four roles for social change.

Minute 63 Janice Domanik spoke about Friends General Conference and the care that the organization is taking with its budget. The budget is in terms of people as well as money. Stewardship is about volunteers as well as finances.

Minute 64 David Shiner announced that the Fall Continuing Committee is planned to be held at the ILYM meetinghouse hosted by Clear Creek Meeting on October 12, 2019.

Minute 65 David Shiner announced that the 2020 Annual Sessions gathering is planned for June 17-21, 2020.

Minute 66 The minutes were read back and approved in the face of the meeting. The meeting closed with affirming worship.

MINUTES OF THE FIFTH SESSION, First Day, Sixth Month 23, 2019

Minute 67 The meeting began with centering worship.

Minute 68 The yearly meeting heard Epistles from the following groups: age newborn-6 year olds, 7-10 years olds, middle school group in a dramatic presentation, high school group with music, and the Adult Young Friends. Accepted

Minute 69 The Epistle Committee, Nancy Halliday, Chris Jocius, and Ava Rockafeld, offered the Illinois Yearly Meeting Epistle. Approved.

Minute 70 The Exercises Committee, Coco Colin, and Pam Kuhn, offered the Exercises. Accepted.

Minute 71 Illinois Yearly Meeting thanked outgoing members of committees for their service to Illinois Yearly Meeting, as well as those who are beginning or extending their service to the yearly meeting. In particular the meeting thanked Cathy Garra for her willingness to serve as the Acting Presiding Clerk over the year and for David Shiner for stepping in as Acting Presiding Clerk for these sessions. Meeting also expressed its gratitude to Pam Kuhn for serving as ILYM's Recording Clerk for the past two years. Her faithful and accurate recording of our minutes has been a great gift to ILYM. Approved.

Minute 72 Illinois Yearly Meeting thanks the many Friends for contributions of time, large and small to the three planning groups as well as the energy of our Administrative Coordinator, Wil Brant; Children's Religious Education Coordinator, Joy Duncan; and Youth Coordinator, Liam Gardner for making this a spiritually rewarding Annual Sessions. Approved.

Minute 73 Illinois Yearly Meeting gave special thanks for Dick Ashdown for more than a half century of caring for the meetinghouse, the grounds, Clear Creek House, and other outbuildings and for serving with grace, humility, and good cheer as our spiritual home's anchor for our gatherings and for visitors. Approved.

Minute 74 David Shiner reminded us that the Fall Continuing Committee is planned to be held at the ILYM meetinghouse hosted by Clear Creek Meeting on October 12, 2019 and that the 2020 Annual Sessions are planned for June 17-21, 2020.

Minute 75 Peter Lasersohn invited everyone to attend the Blue River Quarterly 200th Anniversary in Salem, Indiana on September 27-29, 2019.

Minute 76 The minutes were read back and approved in the face of the meeting. The 145th Annual Sessions of Illinois Yearly Meeting closed with affirming worship.

Daivid Shiner
Acting Presiding Clerk
Recording Clerk

Pamela Joram Kuhn

RATES FOR USE OF ILYM FACILITIES

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

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

EXERCISES

The 145th Annual Sessions of Illinois Yearly Meeting can be characterized as electric. From our morning contemplative meetings for worship to calls for activism throughout the day, these yearly meeting sessions exploded with enthusiasm. We embraced the theme, Facing Fear with Faith, with gusto.

On Wednesday night we joined in the vortex created by an animated sermon from Amelia Kegan, the Legislative Director on Domestic Policy for Friends Committee on National Legislation. “Fear Not” she told us, one of many Biblical references. “Act out of love” because we are wired to be activists. And we, just ordinary people, responded. We were not just nudged but caught up in her words.

Even the children’s program was lively, energetic, active. These young Friends explored nature up close, very up close. They found a live toad. Made butterflies. And the swings never seemed to stop swinging.

Last winter, the water pipes at Clear Creek House were bursting with enthusiasm with help from the polar vortex. But as always, Dick Ashdown was here to take care of it and then to call the other Stewards along with Maintenance, Planning, and Envisioning into action. We have been so grateful for Dick’s presence, over fifty years of faithful service as Steward. We gave him a cake.

We were disappointed but understanding that our Clerk Cathy Garra was unable to attend the sessions. Everyone breathed a sigh of relief that David Shiner was able to sit in the clerk’s chair and guide us through our business. We appreciated one last year of Joy Duncan’s work as our Children’s Religious Education Coordinator.

We again welcomed visiting Friend, David Eley, from Ohio Conservative Meeting who felt led to our gathering. We felt enriched by his vocal ministry in meeting for worship. In Thursday’s centered worship, the word “open” arose among us and continued to come up the rest of the weekend. Friday morning’s worship in the ministry and silence brought forward themes of exploring our sense of Inward Light and being led by God. Saturday, our memorial worship reminded us of how important we are to each other in this community.

Our worship queries explored fear and faith. As often happens, these queries helped us to tell our stories, had us going in unexpected ways, and opened our hearts. The workshops, on varied subjects, had a similar effect. We came away with new direction.

Thursday night, Aaron Fowler and Laura Dungan showed how singing can overcome our fears. Towards the end of the evening, we all sang out, shook our rattles, bells, and waved our scarves to “This Little Light of Mine” and other songs. The next night, we danced on the lawn, all ages, tiny to tall, not only participating but were treated equally as partners.

Saturday night speaker, Eileen Flanagan, started her talk with the song “I am open. I am willing.” She affirmed that Quakers are a perfect fit to face the problems in the world today. Her message given extemporaneously from the silence, involved us as participants in our own understanding of hearing a leading. Perhaps we could be inspired like the first Quaker in the area, whose gravestone in the Quaker cemetery down the road, tells of his work bringing the Quaker message to this part of Illinois.

Our business proceeded in a Friendly manner all leading to our fourth session when we approved the complete written version of Faith and Practice for Illinois Yearly Meeting. After 27 years of committee discernment and loving consideration, the yearly meeting is now moving into the final stages of having a bound book.

Today we anticipate the Plummer Lecture given by Gwen Weaver, “What Canst Thou Say?”

Annual Sessions is a time we come together to understand the sense of the meeting in our business, to take care of our campus and put things in order, and to nurture each other in our spiritual paths. This year we take home to our local meetings the energy we felt here together and give it to whatever action we are led to take.

EPISTLES

2019 ILLINOIS YEARLY MEETING

To Friends Around the World,

“If we are to take heart in the face of all the crying needs and find some rest for our souls, we must each, first of all, seek leadings as to very concrete, specific ways to respond to these needs that are in tune with our gifts and strengths. We must put our beliefs into action.”

On the Spirituality of Lightheartedness, Helen Steere Horn (Pendle Hill Pamphlet 456, 2019)

Quakers from Illinois, Indiana, Wisconsin, and Missouri gathered again at the historic meetinghouse near McNabb, Illinois, from June 19-23, 2019 for the Annual Sessions of Illinois Yearly Meeting.

As we explored our chosen theme of Facing Fear with Faith, we were inspired by stories of Quakers from Kenya and Bolivia overcoming differences by their faith that God’s love resides in all. Other workshops had us confronting conflict in our meetings and in seeking justice for those downtrodden by history and prejudice. One workshop even featured a bicycle ride along the historic Hennepin Canal tow path. Another workshop examined Mennonite financial stewardship rooted in faith and values. A different workshop focused on conscientious objection as it relates to our youth today.

Our small children overcame their own fears of a frog by naming it “Sweetheart.” The middle school children were given an historical tour of our graveyard, including a visit to the gravesite of Benjamin Lundy, a well-known abolitionist and journalist of the 19th century. The older children practiced their carpentry skills by constructing Leopold benches, reusing old boards from our barn and simple hand tools to put together durable seating for our evening campfire sessions.

Our introductory evening lecture was an inspiring talk by Amelia Kegan from FCNL titled “Keeping Courage and Faithful Focus in a Crisis-driven Society.” The featured speaker was Eileen Flanagan from Chestnut Hill Meeting near Philadelphia, who taught us how to translate our beliefs into action. In her plenary remarks, she spoke about effective activism, climate change, and environmental justice. Our session concluded with the annual Plummer lecture, given by Gwen Weaver about her life and spiritual journey.

Maintaining an historic 1874 meetinghouse has its challenges. In addition to its annual use during Annual Sessions, it also houses the Clear Creek Monthly Meeting, and has been registered with the National Register of Historic Places since 1992. Blue River Quarterly—affiliated with Illinois Yearly Meeting—will also observe its 200th anniversary in Salem, Indiana in late September. We had an exciting encounter with a stubborn septic tank, and discussed a retirement party for our aging industrial-size refrigerators. The weather presented its own difficulties: the unusually cool June

temperatures produced heavy rains with high winds that knocked over our tents one afternoon, and drenched us in our sleep. We also found time to celebrate and recognize the retirement of Dick Ashdown, a lifelong resident and faithful Friend who served for 53 years as steward and groundskeeper of the ILYM campus. His service has been exemplary, and a model for all of us to celebrate and value. His annual hayride for the children during Annual Sessions has been a highlight for younger Illinois Friends for generations.

In spite of the serious social matters facing us, music enlivened our hearts and raised our spirits, from our traditional square dancing on the front lawn to the inspiring and rousing songs by the team of Aaron Fowler and Laura Dungan. They led an inter-generational group in enthusiastic singing and storytelling.

Our business meetings ended on a joyous note with a dramatic announcement that our own Faith and Practice has finally been completed, after twenty-seven years of research, editing, and effort. The members of the Faith and Practice Committee have invested years of effort into this accomplishment, and we wish to recognize their hard-won achievements.

“Fundamental to all else is the need that men should grow to understand and practice patience and tolerance, and to substitute for the clumsy, uncertain, cruel tools of violence, the methods of reason and cooperation.”

Emily Greene Balch, Nobel Peace Prize (1946)

Epistle from Adult Young Friends

The Adult Young Friends epistle was presented by two readers. The second in parenthesis.

How to survive in 2019 as an Illinois Yearly Meeting Adult Young Friend

First and foremost, meals at Annual Sessions are incredibly better than they were when we came here as kids. Additionally, allergen-specific, still delicious, food is prepared in an incredibly joyful and loving manner. (This is an obvious ploy to keep us on yearly meeting grounds instead of escaping to find food off campus so other Friends can get to know us).

Continuing on that subject, as older Friends start to get to know you they will corner you and try to get you to be on committees...that meet year round. (But the loophole of accepting a committee spot is if they mis-announce or misspell your name then you are technically released of your duties).

We partnered with the high schoolers for some events like the out trip. (We can drive).

The out trip was to Starved Rock State Park. (Who knew Illinois is gorgeous.)

Connecting to nature was amazing but the high schoolers were singing ABBA's "Dancing Queen" and Ah-Ha's "Take on Me." (What year is this?)

We also played wink with them as an evening activity, Here is some advice: dress prepared. (Wear a one piece bathing suit in case your pants come off.)

The weather has been drastically different than any other yearly meeting session. (Don't forget to bring a hoodie. Wait, a hoodie in Illinois in late June?)

Our tent stayed up against the rain. (We stayed dry.)

But the horrific winds snapped one of our tent's poles in half and we fixed it. (Who's an adult now?)

With the duct tape...that we...ummm...(When you all put us on committees we figure out where the duct tape is.)

Maybe we are turning into adults. We also continued the tradition of walking to the graveyard at midnight. (It is scary out there.)

Adults, we also saw them feed the gators at the Miller Park Zoo. (Amazing.)
And you trust us to provide child care at Annual Sessions. (Some of us.)
So there you go. We are the Adult Young Friends of Illinois Yearly Meeting (AYF)

Epistle from High School Friends

High School Friends presented a singing epistle.

Chorus: We are the high school Friends and this is our epistle of what we did. And we will tell you now, we had lots of fun, being together was really great. We will tell you all about it in the form of a song. We are the high school Friends and we hope that it does not rain.

On Wednesday we came and we played some fun games with some kids and then we saw a mouse. On Thursday we made some cool beanies and filled some backpacks and then we played some wink. (Chorus)

On Friday we hiked at Starved Rock, which we have not been able to do for five years. Then Mars showed up, and we slept through workshops but Mars went. (Chorus)

On Saturday we tie-dyed and then we made some leather goods. We went to the variety show and saw some neat acts. (Chorus)

Epistle from Middle School Friends

Middle School Friends did a performance based on an incident from the life of Benjamin Lundy, who is buried in the Quaker graveyard near the ILYM campus.

Narrator: Hello Friends. My name is Elizabeth Chandler. I am a poet and a writer for the newspaper the *Genius of Universal Emancipation*. In this newspaper, publisher Benjamin Lundy commented on the conduct of the slave trader, Austin Woolfolk. Lundy reprinted a newspaper article in which an escaped fugitive African-American forgave Woolfolk for selling him. But Woolfolk cursed him. With that backstory, I am going to take you back to 1827 when Benjamin Lundy faced fear with faith.

Scene one: Baltimore, walking in opposite directions down the street

Woolfolk: Lundy! I heard that you have been spreading rumors about me. You know you can go to jail for libel, right?

Lundy: Woolfolk, everything I publish is true.

(Woolfolk assaults and beats up Lundy. Woolfolk walks away and people come to help Lundy.)

Narrator: Later, Woolfolk is on trial for assault. The judge takes Woolfolk's side.

Scene two: In the courtroom

Lundy: I was beaten by Woolfolk!

Judge: You deserved it! I find Mr. Woolfolk guilty, but only fine him one dollar. I think Mr. Lundy should be brought to trial for libel, and I ask the grand jury to do so.

Jury Foreman: We refuse to indict Benjamin Lundy.

Narrator: He was a hero of the Soul.

Epistle from 7 to 10 year old Friends

We gathered in tent two Thursday, Friday and Saturday mornings. Every day we lit a candle, and reminded ourselves that we all have a light within us. As a group, we made rules for our time together: always be nice; show respect for all; don't interrupt, no "bad" words, keep confidences, have fun; share; include all; clean up after yourselves. When we had disagreements, we worked to find unity "in the manner of Friends." We

learned a yoga exercise and a tai chi exercise to quiet our spirits. We joined the adults at the very beginning of the meeting for business. We noticed how kind and respectful the Clerk was, when he introduced all of the people on the stage, and asked persons from other yearly meetings to introduce themselves. He also introduced us.

Everyday, we listened to storytelling about listening for the Spirit, about meeting for worship and about centering down. We worked on observing and drawing things from nature, and things from our imaginations. We took time to eat snacks, and get some exercise running and swinging and hollering. On Friday, residents at Clear Creek House invited us to share ice cream with them. We were good guest, and we thank them for being so kind to us. We shared information about our siblings and our pets. We shared our feelings of sadness when some of our pets died. We made a card to thank Joy Duncan for helping us to learn and have fun at Annual Sessions. We presented the card to Joy. On Saturday, after the wind storm, it got hot, and our tent got very buggy.

Epistle from Friends 6 years old and younger

Our groups of the youngest Friends merged early on, there being only one person in the youngest group, a sister of three others in the older group, all of whom desired to be together. We grew from four persons on Thursday to a total of nine through Saturday. Our theme was facing fear with faith. We explored each of the words. We faced each other, looking deeply into each other's eyes, and feeling how this looking connects us. We talked about fear, and as we were talking about what we fear, a toad emerged from under our table. Some of us were afraid of the toad, others were cool with it. We decided that one powerful way to deal with fear is to name things, so the toad was named Sweetheart. We gently touched Sweetheart and then carried them to a place where the lovely amphibian was less likely to be stepped on by bigger creatures. Naming can be an expression of faith.

Some of the days we did some yoga to stretch our muscles, center ourselves, and then root ourselves in mother earth and reach into the sky as we stood next to each other in a circle. We ate snacks and talked more about fear. We decided words were important in dealing with fears, so we gave each other nick names—Lillian: Lamb; Beatrix: Pinky; Tony: Frog; CJ: Eliza; Penelope: Horsey; Eliza: Pretty; Corey: Star Raptor; Allen: Elephant; Owen: Mr. Minion; Amal: Owl; Lor: Donut; Eva: Bug; Rafi: Monster; Brad: Weird; Pam: Oricorio; Joy: Spider or Spider Woman

We snacked on food lovingly delivered to us each day by Chip Rorem, whom, without his knowledge we nick named him, the Giver Man. Some of us love dragons and some of us think they are scary, so we planted beautiful snapdragon flowers transforming fear with both working in the soil (we love digging) and the lovely flowers that seem to have jaws when you pinch them on the sides. We made butterflies transforming common items into to things of beauty, and seeing beauty is a form of faith.

We talked more about ways of dealing with fear, all a part of working with faith, facets of faith. The very first thing that we did we are going to share with you now, and it was laughing together (we make everyone in the meeting laugh at this time). It is very difficult to be afraid when one is laughing with others. Using words when we have strong feelings is good. Lots of sweet hugging and gentle touch are very important to our group members. We also needed to run and swing and climb. Using our muscles together also helps us feel good and keeps fear away.

Faith for our group was very real and not abstract. It was intimacy with each other, our bodies, with life, with the soil. We want you to know that this is love, and that we love each other.

ILLINOIS YEARLY MEETING
STATEMENT OF FINANCIAL POSITION/BALANCE SHEET
FISCAL YEAR ENDING JUNE 30, 2019

	End Balance 6/30/2019	Opening Balance 7/1/2018
Assets		
Cash & Investements		
Checking Account	96,242.31	251,912.97
Paypal	124.81	582.66
Friends Fiduciary Funds*	<u>176,259.70</u>	<u>0.00</u>
Total Cash & Investements	272,626.82	252,495.63
Accounts Receivable	2,620.00	1,570.00
Undeposited Funds	0.00	280.00
Total Assets	<u>275,246.82</u>	<u>254,345.63</u>
 Liabilities		
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 Weekend	<u>232.00</u>	<u>0.00</u>
Total Liabilities	6,845.47	3,387.66
 Net Assets		
Unrestricted Undesignated	60,625.19	60,625.19
Unrestricted Designated	176,428.86	159,301.43
Temporarily Restricted	<u>31,347.30</u>	<u>31,031.35</u>
Total Net Assets	268,401.35	250,957.97
Total Liabilities & Net Assets	<u>275,246.82</u>	<u>254,345.63</u>

*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 site (land and buildings in McNabb, Ill.) is omitted from the Assets section of this report.

**ILLINOIS YEARLY MEETING
STATEMENT OF FUND ACTIVITY
FOR THE PERIOD 7/1/2018 - 6/30/2019**

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

- A. FY 19 market gain reflected as Income: Special Gifts, \$287.93, Payroll Reserves \$287.93, Maint Reserve \$467.89, Prop Impr \$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

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

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	0.00	0.00
Bloomington-Normal MM	1,764.00	0.00	0.00	1,764.00
Burlington WG	535.00	0.00	0.00	535.00
Clear Creek MM	3,000.00	0.00	0.00	3,000.00
Columbia FM	2,550.00	0.00	0.00	2,550.00
Downers Grove FM	7,500.00	0.00	0.00	7,500.00
Duneland FM	1,194.00	0.00	0.00	1,194.00
Evanston MMoF	15,078.50	0.00	0.00	15,078.50
57th Street MoF	5,100.00	0.00	0.00	5,100.00
Lake Forest FM	17,325.00	0.00	0.00	17,325.00
Northside FM	1,905.00	0.00	0.00	1,905.00
Oak Park FM	5,100.00	0.00	0.00	5,100.00
Oshkosh MM	0.00	0.00	0.00	0.00
Rock Valley FM	0.00	0.00	0.00	0.00
South Bend FM	5,280.00	0.00	0.00	5,280.00
Southern Illinois QM	1,440.00	0.00	0.00	1,440.00
Spoon River QM	720.00	0.00	0.00	720.00
St. Louis MM	10,160.00	0.00	0.00	10,160.00
Fox Valley QM	0.00	0.00	0.00	0.00
Urbana-Champaign FM	10,000.00	0.00	0.00	10,000.00
Total	<u>88,651.50</u>	<u>0.00</u>	<u>0.00</u>	<u>88,651.50</u>

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 2019-2020

	2019-2020 Budget	2018-2019 Actual	2018-2019 Budget
Income			
Contributions from Meetings	88,050	88,652	86,000
Contributions from Individuals	34,200	39,483	35,700
YO Quake Registrations & Fundraising		320	19,900
Gatherings & Retreats	19,900	19,968	0
Interest & Investment Income	4,000	<u>1,036</u>	<u>2,550</u>
<i>Total Income</i>	146,150	149,459	144,150
Expenses & Transfers			
Operating Expenses			
Personnel (Payroll, Staff Travel, Office) ¹	(64,700)	(64,601)	(62,500)
YM Travel Support ²	(4,500)	(3,997)	(4,500)
Site (Facilities & Deferred Maintenance) ³	(25,300)	(22,906)	(24,500)
Gatherings & Retreats ⁴	(18,800)	(21,122)	(18,800)
Committees ⁵	(9,700)	(7,943)	(10,700)
Support to Others ⁶	(10,650)	<u>(10,650)</u>	<u>(10,650)</u>
<i>Total Operating Expenses</i>	(133,650)	(131,219)	(131,650)
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			
FY Operating surplus to <i>Special Gifts</i>	<u> </u>	<u>(5,740)</u>	<u> </u>
Total Expenses & Transfers	(146,150)	(149,459)	(144,150)
Net General Fund Income (Deficit)	0	0	0

EXPENSE LINE ITEM DETAILS

(1) Personnel

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

(2) YM Travel Support

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

(3) Site

Insurance	(7,000)	(6,905)	(6,000)
Routine Maintenance & Repairs	(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)	<u>(2,717)</u>	<u>(3,000)</u>
<i>Total</i> (plus annual transfer to Maintenance Reserve)	(25,300)	(22,906)	(24,500)

ILLINOIS YEARLY MEETING, OPERATING BUDGET 2019-2020
EXPENSE LINE ITEM DETAILS (CONT.)

	2019-2020	2018-2019	2018-2019
	Budget	Actual	Budget
(3) Gathering and Retreats			
General Annual Sessions (oversight: Admin Coor)	(5,000)	(6,236)	(5,000)
Children's Morning Program (oversight: CRE Comm)	(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	<u>(1,300)</u>	<u>(1,546)</u>	<u>(1,300)</u>
<i>Total</i>	(18,800)	(21,122)	(18,800)
(4) Committees			
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 & Envisioning	(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 (includes Box subscription)	(4,750)	(2,787)	(5,500)
Youth Oversight	<u>(2,400)</u>	<u>(2,868)</u>	<u>(2,400)</u>
<i>Total</i>	(9,700)	(7,943)	(10,700)
(5) Support to Others			
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 Cmte. 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)	<u>(50)</u>	<u>(50)</u>	<u>(50)</u>
<i>Total</i>	(10,650)	(10,650)	(10,650)

CHILDREN’S RELIGIOUS EDUCATION (See Minutes 50, 51)

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 spirited 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.

DEVELOPMENT (See Minutes 27, 38)

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.

ENVIRONMENTAL CONCERNS (See Minute 15)

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.

FAITH AND PRACTICE (See Minutes 16, 17, 0, 43, 53)

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 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.

FINANCE (See Minutes 26, 55)

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

HANDBOOK (See Minute 42)

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.

MAINTENANCE, PLANNING AND ENVISIONING (See Minute 29)

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

MINISTRY AND ADVANCEMENT (See Minute 36)

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.

FIELD SECRETARY (See Minute 37)

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

NOMINATING (See Minutes 12, 24 & 52)

The Nominating Committee asks for Illinois Yearly Meeting's approval for the submitted 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 submitted report 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.

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.

PERSONNEL (See Minutes 18 & 56)

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.

PUBLICATIONS AND DISTRIBUTION (See Minute 58)

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.

STEWARDS (See Minutes 28 & 57)

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 4 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

YOUTH OVERSIGHT (See Minute 49)

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 complete at least 525 hours this year. This includes completing training on physical health first aid, mental health first aid, child abuse report, Our Whole Lives (OWL) and leading lead quakes, and expanding our use of social media. He has also re-established our records and bonds with not only high school friends through above, but incoming junior high school friends and outgoing adult young friends through joint activities. He has also worked with multiple other committees and other Quaker groups as proposed. He has done a great job of knocking down whatever activities we suggest and is increasing leading what we are doing. Per the spring continuing committee report, youth oversight is changing Liam from “interim” to ‘regular’ youth coordinator and look forward to continuing to work with him. During the coming year we request a budge of 525 hours.

Scattergood Quake (Month 4, 5–7, 2019): Michael Dennis and Liam Gardner collaborated with Head of Scattergood School, Thomas Weber to plan a Quake on Scattergood grounds. Eight teens (including HSF Co-Clerk Jad Tamari, who is enrolled in Scattergood) were present. 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 and other refugees during World War II. 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.

Annual Sessions (June 19-23, 2019): During their previous Meeting for Business, the HSF decided on their workshops for Annual Sessions and have done a few joint activities with other age-groups at the Yearly Meeting. Expected activities 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 school and hygiene supplies for 24 homeless or run away youth through Project OZ in Central Illinois.
- For their out trip they went hiking with Adult Young Friends at Starved Rock State Park.
- They will played games with the younger children and played Wink with the Adult Young Friends.
- On Thursday night they help out with dinner set up, serving and cleaning.
- On Saturday evening, they are going to hang out with the Junior High School Friends around the campfire, sing and play games with them; they will also have the option to walk down the street to the graveyard.
- The High School Friends will also be signing up and participating in ILYM workshops with the adults every day.
- They will also be presenting their own epistle for the Yearly Meeting and the broader Quaker community.

This week HSF held a meeting for business this week and tentatively decided that they will

- Hold their 2019 Fall Quake in conjunction with Blue River Quarterly fall meeting in Salem, Indiana on Ninth month, 27 to 29, 2019; they will attend workshops focused on the meeting’s 200 year history and hold one of their own on Quaker processes for dispute resolution; they will also invite nearby teens from Ohio Valley Yearly meeting.
- Hold the Quake that Rocked the Midwest at Evanston Meeting House on MLK weekend, First Month, 17-20, 2019; the HSF will go to the Willard museum (to do a program on the 100th anniversary of women winning the right to) vote, visit Curt’s Café (that trains young adults without work histories), and doing a service project with the YMCA (which will be providing them access to showers and their facilities). They will also invite HSF from Lake Erie, Northern, and Ohio Valley Yearly Meeting, as well as Scattergood School.
- Hold the Spring quake here at McNabb, with the date to be determined; they will paint a mural inside the HSF meetinghouse and do other site prep around the area.
- Approved a new Co-Clerk, Jasmine Dennis

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.

AD HOC ANNUAL SESSIONS PLANNING REVIEW (See Minute 40)

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.

REPORTS OF REPRESENTATIVES

AMERICAN FRIENDS SERVICE Committee

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 attendee 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.

FRIENDS COMMITTEE ON NATIONAL LEGISLATION CONFERENCE

FCNL invites all Friends to:

1. Visit their Web sight, fcnl.org.
2. Sign up for the email list to learn what Congress is working on and Quakers support, then call or write your Congressional Representative and Senators to express our view.
3. Come and lobby Congress in Washington DC, Thursday, November 14 to Sunday, November 17, 2019. Plan to arrive Wednesday evening for the early start on Thursday.
4. Donate any amount to FCNL thus facilitate grant writing by June 30, 2019. It is the number of people donating which counts the most.
5. Consider joining and/or forming an Advocacy Team in your community to support each other and form personal relationships with congressional staff. FCNL staff will help. Note, Oak Park Friends Meeting has an advocacy team.

Lobbying Congress is in part a numbers game, additionally the better the constituent information, the more effective their lobbying.

Last November we meet in Washington to lobby for the Supplemental Assistance Nutrition Program (SNAP, what was food stamps) and against punitive work eligibility requirements. 44% of recipients are children, others are poor single parents, homeless, elderly, disabled or sick.

Some other concerns were and are:

U.S. support of Saudi Arabia bombing people in Yemen, creating the largest humanitarian disaster in history. Without our government support the bombing would stop- this bombing is being done in our good name. 20 million people will and are dieing, if nothing changes.

The consensus scientific understanding is that climate change is now self-sustaining, and will bring about the end of 90% of life on Earth.

1. There are about 7.4 billion people living on our planet , and the sustainable population is about 5 billion.
2. The maximum sustainable amount of carbon dioxide equivalent is 350 parts per billion (PPB), and in May 2019 it was 415.7 PPB. So if in the next 9 to 11 years if everything possible is done and we, all of us on our planet, could get to net zero carbon emissions, and then go onto remove carbon from the atmosphere, we might get by, with a century of very severe weather, then a more normal climate. The best time to act was in the 1970's and 1980's.

We have a democratic government, please participate with our faith as you can. Thank you for this opportunity to serve our yearly meeting.

David Wixom for ILYM representatives to FCNL

FRIENDS GENERAL CONFERENCE

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 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

FRIENDS WORLD COMMITTEE FOR CONSULTATION

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

OLNEY FRIENDS SCHOOL

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

OTHER DOCUMENTS FROM BUSINESS SESSIONS

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 attendee 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. xx–xx) and the Index (pp. xx–xx) will inform Friends where they may learn more about any issue with which they are concerned. The Glossary (pp. xx–xx) 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, undoctinaire 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

CHILDCARE POLICIES AND GUIDELINES FOR A SAFE CONGREGATION

Abuse and Exploitation

Friends' testimonies, 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 exempted 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 space for everyone, as Friends seek to affirm the worth of all children of God.

Illinois Yearly Meeting Faith and Practice
{This section of Faith and Practice has not been approved as of May 2019}

ILYM Anti-Harassment Policy

It is the goal of Illinois Yearly Meeting of Friends to provide an environment free of harassment. Illinois Yearly Meeting condemns any form of harassment based on a person's race, color, religion, national origin, sex, age, disability, sexual identity or other protected characteristics. Actions or remarks involving ethnic animosity, or conduct of an offensive sexual nature, will not be tolerated.

Each member of the Meeting community has a responsibility to behave in a manner that does not involve harassment. Employees and volunteers have the responsibility to bring any form of harassment to the attention of the Presiding Clerk(s). Complaints concerning harassment will be investigated promptly by Illinois Yearly Meeting Presiding Clerk(s) with the Harassment Review Committee in a confidential manner. Investigation results generally will be reviewed with the persons involved.

Appropriate disciplinary action, up to and including being asked to leave the Meeting or notification of local police for adults (see mandated reporting guidelines for situations involving children) will be taken against anyone engaging in any form of harassment. Such disciplinary actions to be taken are at the sole discretion of the Meeting Clerk(s) and appropriate committee clerks.

ILYM Child and Youth Abuse and Harassment Policy

Statement of Conduct for Working with Children and Youth

Illinois Yearly Meeting is committed to creating and maintaining the safest possible environment for all participants in Meeting activities. It is the duty of all members, attenders, guests and any other volunteers to safeguard, to the best of their ability, to

protect the welfare of children and to prevent the physical, verbal, sexual, or emotional abuse of children and young people with whom they come into contact. However, an additional level of responsibility is expected of those who have official roles, such as teaching or being employed as a staff person with youth in the Meeting. Also see Mandatory Reporting section.

Definitions

Volunteer and Staff: Any adult involved with Illinois Yearly Meeting activities who has direct interactions with children and youth, either supervised or unsupervised. This includes, but is not limited to staff, First Day School teachers, Religious Education Committee members, and their spouses, partners and/or legal guardians that host children and/or youth for activities or outings or who might drive students to events or functions.

Child and Youth: Young people involved with the Illinois Yearly Meeting under the age of majority. (Children are 12 and under, Youths are 13-17)

Sexual Abuse: Sexual abuse refers to engaging in implicit or explicit sexual acts with a child, or forcing or encouraging a child to engage in implicit or explicit sexual acts, alone or with another person of any age and/or gender identity.

Additional examples of sexual abuse could include non-touching offenses such as, but are not limited to:

- Indecent exposure
- Exposing a student to sexual or pornographic material

Sexual harassment: Sexual harassment refers to sexual advances, requests for sexual favors, or verbal or physical conduct of a sexual nature. In some cases, sexual harassment precedes sexual abuse and is a technique used by sexual predators to desensitize or “groom” their victims.

Examples of sexual harassment could include, but are not limited to:

- Sexual advances
- Sexual epithets, jokes, written or oral references to sexual conduct, gossip regarding one’s sex life, and comments about an individual’s sexual activity, deficiencies, or prowess.
- Verbal abuse of a sexual nature
- Displaying sexually suggestive objects, pictures, or drawings
- Sexual leering or whistling, any inappropriate physical contact, such as brushing or touching, obscene language or gestures, and suggestive or insulting comments

Assault and abuse: Physical assault or abuse occurs when a someone inflicts a physical injury to a child that is non-accidental, including bruises, bites, bone fractures, cuts, welts, and burns; Creates a substantial risk of physical harm to a child; Violates a court order that prohibits the perpetrator from having access to the child; Deliberately inflicts cruel or unusual treatment which results in physical or mental suffering by the child; Inflicts excessive corporal punishment (NOTE: If a parent or caretaker causes physical injury during overly harsh discipline, it does not matter that he or she did not intend to hurt the child.); Gives or allows a controlled substance to be given to a child under 18 years of age; Exposes the child to the manufacture of methamphetamine.

Harassment/Psychological abuse: Psychological abuse is a form of abuse characterized by a person subjecting or exposing another person to behavior that may result in psychological trauma including anxiety, chronic depression or post-traumatic stress disorder. Such abuse can include verbal and/or emotional abuse. It is often associated with situations of power imbalance and can include bullying, intimidation, “gas lighting” and extreme defamation.

Volunteer and Staff Selection and Screening

The following screening steps must be completed prior to participation in Religious Education activities. (A sample of a Volunteers Working with Children & Youth Affidavit form can be found in Appendix A.)

All volunteers interested in participating in Illinois Yearly Meeting Religious Education activities must:

- Volunteers must complete a Volunteers Working with Children & Youth Affidavit form. Volunteers and staff must authorize the Meeting to conduct a criminal background and the State Sex Offender Database checks (subject to local laws and practices).

- Volunteers and staff must meet Meeting requirements for working with children. Illinois Yearly Meeting requires that any volunteer or staff member who has admitted to, been convicted of, or otherwise found to have engaged in sexual abuse or harassment be prohibited from working with children and/or youth in a Meeting context.

- Volunteers should have been a regular member or attender of a Monthly Meeting for at least one year before working with children.

- Whether a volunteer is selected is solely at the discretion of the Religious Education Committee.

Illinois Yearly Meeting will maintain all records of criminal background checks, waivers, and Sex Offender screening results for adults working with minors in perpetuity in our files and/or with the firm doing the checks.

Training

Illinois Yearly Meeting will provide these guidelines to all First Day School volunteers and childcare providers. Volunteers and childcare providers who wish further training can work with the Religious Education Committee to obtain it, possibly in consultation with the local Police Department. All Volunteers and childcare providers need to acknowledge receipt and understanding of these policies.

Allegation Reporting Guidelines

Illinois Yearly Meeting is committed to protecting the safety and well being of children and will not tolerate their abuse or harassment. All allegations of abuse or harassment will be taken seriously and must be handled in accord with the Illinois Yearly Meeting Sexual Abuse and Harassment Allegation Reporting Guidelines, found in Appendix B.

Volunteer and Childcare Provider Policy Acknowledgment Form

I, _____, acknowledge that I have received, understand and agree to the Illinois Yearly Meeting of the Society of Friends Abuse and Harassment Policy guidelines and policies.

Name

Date

ILYM Childcare Guidelines for Volunteers and Employees

Our experience is that God speaks to and works through children as well as adults. Religious education needs to respect, affirm and value children’s insights. *Faith and Practice, Britain.*

Child-care workers, teachers and religious education staff must agree to the following Child and Youth Safety Code:

Age definition

Children: Age 12 and younger; Youth: 13-18

Supervision of Children

Children must be under the supervision of a staff member or volunteer at all times. Staff members or volunteers under the age of 18 will be supervised by an adult staff member.

At no time is a staff person to be alone with an individual child where they cannot be observed by others. If an adult is alone with a child or youth the door to the room should be open. Exception: diapering or assisting in toilet training.

Restroom supervision: Staff will make sure the restroom is not occupied by an unknown individual before allowing children to use the facilities. A staff member will stand in the doorway while children are using the restroom.

The children, under the age of 8, will be restricted from entering the kitchen and storage areas at all times during child care hours. At least one parent/guardian must be in the building if there is a child under 8. If a child is sick or injured, the parent/guardian will be notified and any immediate first aid response will be followed.

Outside Activities

Any Religious Education (RE) related activities held on the grounds of the Illinois Yearly Meeting and outside will be supervised by RE staff and/or volunteers. During Religious Education programs children/youth are not allowed to leave the grounds unless approved by their parent/legal guardian and/or staff or RE volunteers. Children and/or youth leaving the grounds of the Meeting during Religious Education programs are the responsibility of their parent/legal guardian.

Children are only allowed outside under adult supervision. The streets are not a part of the Illinois Yearly Meeting.

Appropriate Behavior of Children, Youth and Consequences

There are times when the behavior of an individual student interferes with the interest of the group. When such a situation occurs, the issue of the inappropriate behavior must be addressed. Quaker principles of peacefully and respectfully resolving conflict need to be applied when possible. Peaceful strategies include minimizing the attention given to negative behavior, requesting a period of silence until tensions are resolved, assigning a time-out period. The goals for the child's appropriate behavior will be discussed with the child and parent/guardian.

Occasionally, a child will not conform to group standards of behavior. In such cases, if negative behavior persists and cannot be resolved a "clearness" committee is recommended composed of parent/guardian, religious education staff, and a ministry and counsel committee member to identify the issues and how best to support this individual towards future success.

Childcare Provider as a Role Model

Children look to adults as role models and examples of proper behavior. Training is part of teaching, but how we as teachers conduct ourselves influences children the most. Thus Quaker values should be modeled by staff as an important part of the Religious Education Program. Behaviors and attitudes that model these values include: patience, respect, courtesy, inclusiveness and reverence. Quaker Practices of living simply, preserving the environment, advocating peace and a more just society can be taught through example and instruction.

Appropriate dress and language use are important in setting a proper learning and spiritual atmosphere.

Illinois Yearly Meeting House and Grounds is a smoke and gun free environment.

Health Requirements

All child-care workers must wash hands before handling food. All dishes and silverware must be washed in dishwasher.

Employed adult child-care workers are required to become certified first aid responder and CPR certified with time and expenses covered by the Illinois Yearly Meeting.

At the beginning of each school year, parents will be required to fill out and sign a form describing any existing health conditions of their children as well as any food allergies they may know about.

Religious Education Committee's Responsibility

The RE Committee is charged with seeing that the elements of this policy are carried out and communicated to staff and parents. This policy will be reviewed and revised as appropriate to address any changing circumstances, laws, insurance requirements and events. Any changes will be reported to the Meeting for Business.

ILYM Policy Concerning Mandatory Reporting of Child Abuse or Neglect

Purpose

To establish policy for Illinois Yearly Meeting staff employees and volunteers regarding mandated reporting requirements under the Illinois Abused and Neglected Child Reporting Act.

Definitions

(from the Illinois Abused and Neglected Child Reporting Act, 325 ILCS 5/1 et seq.s)

"Child" means any person under the age of 18 years, unless legally emancipated by reason of marriage or entry into a branch of the United States armed services.

"Abused child" includes but is not limited to a child whose parent or immediate family member, or any person responsible for the child's welfare, or any individual residing in the same home as the child, or a paramour of the child's parent:

- (a) inflicts, causes to be inflicted, or allows to be inflicted upon such child physical injury, by other than accidental means, which causes death, disfigurement, impairment of physical or emotional health, or loss or impairment of any bodily function;
- (b) creates a substantial risk of physical injury to such child by other than accidental means which would be likely to cause death, disfigurement, impairment of physical or emotional health, or loss or impairment of any bodily function;
- (c) commits or allows to be committed any sex offense against such child, as sex offense is defined in the Illinois Criminal Code and Wrongs to Children Act, and extending those definitions of sex offenses to include children under 18 years of age;
- (d) commits or allows to be committed an act or acts of torture upon such child;
- (e) inflicts excessive corporal punishment.

"Neglected child" includes but is not limited to any child who is not receiving the proper or necessary nourishment or medically indicated treatment including food or care not provided solely on the basis of the present or anticipated mental or physical impairment as determined by a physician acting alone or in consultation with other physicians or otherwise is not receiving the proper or necessary support or medical or other remedial care recognized under State law as necessary for a child's well-being, or

other care necessary for his or her well-being, including adequate food, clothing and shelter; or who is abandoned by his or her parents or other person responsible for the child's welfare without a proper plan of care.

Policy

Illinois law requires certain individuals, called mandated reporters, to immediately report suspected child abuse or neglect to the Illinois Department of Child and Family Services (IDCFS) Child Abuse Hotline at 1-800-25-ABUSE.

All Illinois Yearly Meeting youth program staff and volunteers are mandated reporters. NOTE: some staff employees and volunteers also may be mandated reporters by virtue of being in another category of mandated reporters, e.g., school teacher, counselor, athletics personnel.

In addition, Illinois Yearly Meeting encourages any person who is not a mandated reporter to report abuse to IDCFS if they have reasonable suspicion that a child has been abused or neglected.

Illinois Yearly Meeting thus requires all Illinois Yearly Meeting staff employees and volunteers to immediately report to IDCFS if they have reasonable cause to believe a child known to them in their official capacity may be abused or neglected.

Failure by a mandated reporter to immediately report suspected instances of child abuse or neglect to IDCFS constitutes a Class A misdemeanor. Moreover, reporting suspicions to a co-worker, supervisor, other Meeting employee – but not IDCFS – does not satisfy the legal duty to report. The only means of fulfilling one's legal obligation and avoiding legal penalty is to report the suspected child abuse or neglect to IDCFS.

Guidelines

1. Every Illinois Yearly Meeting employee or lead volunteer who has a reasonable basis to believe a child known to him/her in his/her official capacity has been abused or neglected must immediately call the IDCFS Hotline at 1-800-25-ABUSE. This hotline is staffed 24 hours a day, 365 days a year. Prior to the call (if time permits) or thereafter, the employee or volunteer who makes such a report must promptly notify the Presiding Clerk(s) that a report has been made, as well as the underlying circumstances that compelled the report. If a child is in imminent danger, the employee or volunteer should seek immediate protection for the child with the local Police Department at 911.

2. Per IDCFS, child abuse is the mistreatment of a child under the age of 18 by a parent, caretaker, someone living in their home or someone who works with or around children. The mistreatment may cause injury or must put the child at risk of physical injury. Child abuse can be physical (such as burns or broken bones), sexual (such as fondling, exposure, pornography, incest, etc.) or emotional. Neglect happens when a parent or responsible caretaker fails to provide adequate supervision, food, clothing, shelter or other basics for a child. The legal definitions of "abused child" and "neglected child" appear above in the definitions section of this policy.

3. The mandated reporter should be prepared to tell the hotline workers:

- The child's name, address and age.
- The nature of the suspected abuse or neglect, including when and where it occurred.
- The names of suspected perpetrators and their relationship to the child (parent, teacher, etc.)
- Any other information you think may help.
- Lack of some specific information such as the address of the injured child should not preclude or delay the filing of a report.

4. Illinois Yearly Meeting recognizes and respects the sensitive nature of the information that the mandated report includes, and requires the employee or volunteer to hold that information confidential, sharing it only with the Presiding Clerk(s) at Illinois Yearly Meeting, local Police or other local law enforcement, and/or others who, based on their official capacity with Illinois Yearly Meeting, have a need to know.

5. An Illinois Yearly Meeting staff employee or volunteer who knowingly fails to report a case of suspected child abuse or neglect to IDCFS if they have reasonable cause to believe that a child known to them in their official capacity may be abused or neglected will be disciplined up to and including termination of employment or volunteer arrangement and disqualification from future volunteer work or employment. Willful failure to report suspected child abuse or neglect is unlawful and may result in misdemeanor or felony charges, as determined by Illinois law.

6. This policy may be revised to reflect changes in other Illinois Yearly Meeting policies and procedures as well as Illinois law.

7. Mandated Reporters are required to keep informed of and abide by Illinois Yearly Meeting policy.

8. All staff and volunteers leading childcare activities and classes are required to take the Mandated Reporter free online training offered by the Illinois Department of Child and Family Services every five years. All other volunteers working with children are also strongly encouraged to take this training as well.

Immunity

Illinois law protects the identity of all mandated reporters and gives them immunity from liability as a result of good faith reports. However, any mandated reporter who fails to report an instance of child abuse or neglect commits a crime and may be prosecuted. More importantly, failing to report child abuse or neglect means that a child may continue to be abused or neglected.

Illinois Mandated Reporters and Reporter Training

All adult staff and volunteers taking a lead role (required) and other volunteers (requested) working with children and teens are asked to go through the free Illinois Mandated Reporter Training at <https://mr.dcfstraining.org> and provide the administrative coordinator a copy of their certificate of completion to have on record. If this has already been done in another capacity such as for work the staff or volunteer can submit whatever documentation they have from that instead. This is required every five years.

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

Staff or volunteers will have to register on the site, but the training is free. This Training Includes: a) A pre-training assessment (13 multiple-choice questions); b) 60-90 minutes of self-paced interactive training; c) A post-training assessment (13 multiple-choice questions); and d) A Certificate of Completion. The training is self-paced; someone familiar with any of the materials can go faster. The pre and post test are the same questions, but it does not give one the answers until the end. If needed, anyone can retake the post test.

The Religious Education Committee in collaboration with the Administrative Assistant will keep a record of this training in five year cycles.

ILYM Volunteers Working with Children & Youth

[This document might change once we contract with a background check provider]

Affidavit

Illinois Yearly Meeting is committed to creating and maintaining the safest possible environment for all participants in Meeting activities. It is the duty of Meeting members, attenders, volunteers and employees to use their best efforts to safeguard the welfare of and prevent the physical, sexual or emotional abuse or harassment of every child with whom they come into contact. However, an additional level of responsibility is expected of those who have official roles working with youth in the Meeting.

Consent For Criminal Background History Check Authorization, Waiver, and Indemnity

I hereby give my permission for Illinois Yearly Meeting to obtain information relating to my criminal history record and to check the Illinois Registered Sex Offender Database. The criminal history record, as received from the reporting agencies, may include arrest and conviction data as well as plea bargains and deferred adjudication. I understand that this information will be used, in part, to determine my eligibility for a volunteer position with the Illinois Yearly Meeting childcare and/or First Day School. I also understand that as long as I remain a volunteer here, either check may be repeated at any time. I understand that I will have an opportunity to review and check on my history and that there is a procedure available for clarification, if I dispute the record as received.

I, the undersigned, do, for myself, my heirs, executors and administrators, hereby release and forever discharge and agree to indemnify Illinois Yearly Meeting and its affiliates and each of their officers, directors, employees, and agents harmless from and against any and all causes of action, suits, liabilities, costs, debts and sums of money, claims and demands whatsoever, and any and all related attorneys' fees, court costs, and other expenses resulting from the investigation of my background in connection with my application to become a volunteer.

The Religious Education Committee and/or staff will annually check the Illinois Sex Offender list for all volunteers (<http://www.isp.state.il.us>). New volunteers will be checked at the time of application.

Signature of Applicant Please Print Name Date

Illinois Yearly Meeting Religious Education Volunteer Application

Volunteer Position Applied for: _____

Name: _____

Address: _____

City: _____ State: _____ Zip Code: _____

How long at this address? _____

If less than five years, please list prior residence(s) on the back of this sheet.

Date of birth: _____ Gender ID: Male : _____ Female: _____ Other: _____

Driver's License Number: _____

Are you a member or an attendee of a Quaker Meeting? Member: __ Attendee : __

How long have you been attending your Monthly Meeting? _____

We ask that volunteers be attenders of ILYM for at least one year.

Please give the Meeting name and year joined/started to attend: _____

Emergency Contact Information: Name: _____

Phone: _____ Email: _____

Relationship: _____

What do you hope to gain by volunteering in Religious Education at Illinois Yearly Meeting?

Volunteer Statement/Waiver

I affirm that all of the statements in this application, and in any attachments hereto, are true and correct to the best of my knowledge. I also affirm that I have not withheld any information that would affect my application unfavorably, if disclosed. I understand that any omission of facts or misrepresentation will result in my elimination from consideration for any volunteer position with Illinois Yearly Meeting First Day School or its affiliates.

I specifically acknowledge that Illinois Yearly Meeting or its affiliates will inquire about, and I authorize them to verify, my prior employment, experience, personal references, background, including criminal background checks which may contain arrest and conviction data. I waive any right to assert that such an investigation or request constitutes an invasion of my privacy. I recognize that such inquiries are in the interest of all persons involved with Illinois Yearly Meeting Religious Education, and I fully consent to such investigations. I release Illinois Yearly Meeting, its directors and officers, employees, affiliates, volunteers, agents and representatives, as well as any third parties that the Illinois Yearly Meeting or its affiliates contact, directly or indirectly, regarding my application to, or future services with, the Illinois Yearly Meeting Religious Education program or its affiliates, from any liability in connection with the Illinois Yearly Meeting’s investigation, or their contact with third parties.

I further agree to conform to the rules, regulations, and policies of Illinois Yearly Meeting Religious Education program and its affiliates, and understand that my service can be modified or terminated, with or without notice or cause, at any time, at the option of either the Illinois Yearly Meeting or its affiliates, or at my option. I understand that no representative of Illinois Yearly Meeting has the authority to enter into any agreement for service for any specified period of time, or to make any agreement contrary to the foregoing. I understand and agree that Illinois Yearly Meeting or its affiliates may, in their sole discretion, decline to accept my application for volunteer services with or without cause.

I Acknowledge That I Have Read And Understand The Above Application And Release, And That I Sign This Form Voluntarily.

Signature of Applicant _____ Please Print Name _____
Date _____

Staff Checklist:

One time:

- Sign the Acknowledgment of Receipt of Policies (as staff)
- Sign the Volunteer and Childcare Provider Policy Acknowledgment Form (as staff)

Ongoing Senior Staff Responsibility from the Volunteer and Childcare Provider Policy Acknowledgement Form

- Verify that each child’s RE registration form includes a health form that is complete and up to date
- Conduct an inspection of the facility for any safety hazards.
- Ensure that nutritious and fresh snacks are available for the children

Annually

- Perform a Sex Offender database search annually for all volunteers and staff working with children

Every Five Years:

- Mandated Reporting from Illinois Mandated Reporters and Reporter Training (section 5)
- All adult staff and volunteers (required) with lead responsibilities for working with children and teens are asked to go through the free Illinois Mandated Reporter Training at <https://mr.dcfstraining.org>. Staff are to provide the YM Administrative Coordinator a copy of their certificate of completion to have on record. Volunteers will give the Administrative Coordinator a copy of their certificate. See Mandated Reporter Guidelines.

EMPLOYEE MANUAL

ILYM is guided by our Faith & Practice which was approved June 2019.

Acknowledgement of Receipt of Employee Manual

On this date, I hereby acknowledge that I received a copy of Illinois Yearly Meeting (ILYM) Employee Manual dated ??????? which describes employment policies, my benefits as an employee and other important job-related information, as well as copies of Privacy¹, and Conflict of Interest Policies². I have read and understood the contents of the Employee Manual and ILYM’s Donor Privacy, and Conflict of Interest Policies. My signature confirms my understanding and willingness to comply with all policies and procedures listed within, as well as any other policies or practices implemented by Illinois Yearly Meeting, regardless of whether they are contained in the Employee Manual. I further understand that the policies stated herein supersede all previous policies set forth by ILYM.

Employment at Illinois Yearly Meeting is at-will. This means that either an employee or ILYM may terminate the employment relationship at any time, with or without notice, for any lawful reason. Nothing in this Employee Manual or oral statement shall limit or alter the at-will status of the employment relationship. No one at ILYM has the authority to alter the at-will nature of the employment relationship without the express, written consent of Illinois Yearly Meeting.

Because the information, policies and benefits described in the Employee Manual are necessarily subject to change, except for the at-will nature of my employment, I understand that Illinois Yearly Meeting has the sole discretion to change such provisions.

Date: _____ Name: _____ Signature: _____

Please return signed acknowledgement to the Personnel Committee

This Employee Manual is intended to answer many of the questions that may arise in connection with your employment. It sets forth general policies and guidelines only and shall not be interpreted as a contract or a commitment between Illinois Yearly Meeting (“ILYM”) and any of its employees, who are employed at-will. The policies and procedures that are outlined below do not constitute contractual terms or conditions of employment and should not be construed as express or implied contractual commitments.

Employment Policies

A. Employment Applications

ILYM relies upon the accuracy of the information provided in the employment application, cover letter, and/or resume, as well as the accuracy of other information or data presented throughout the hiring process and employment. Any misrepresentations, falsifications, or material omissions in any of this information or data may result in disciplinary action, up to and including discharge.

In accordance with federal law, all applicants for employment must provide proof of identity and documentation of their U.S. citizenship or of their right to employment in the United States.

B. Employment At-Will

Your employment with ILYM is at-will. This means that both ILYM and the employee have the right to terminate the employment relationship at any time, with or without cause, and with or without notice. Nothing in this Manual or in any other document or oral statement shall limit the at-will nature of the employment relationship. No one at ILYM has the authority to alter the at-will nature of the employment relationship without the express, written consent of Illinois Yearly Meeting.

C. Equal Employment Practices

It is ILYM's policy to grant equal opportunity to all qualified persons without regard to race, color, religion, creed, sex, pregnancy, national origin, ancestry, age, disability, marital status, veteran status, military status, sexual orientation, perceived sexual orientation or gender-related identity, genetic information or any other status protected by applicable federal, state or local law. ILYM will reasonably accommodate qualified individuals with a disability in compliance with federal, state and local law. Any violation of this provision should be reported immediately to the Personnel Committee. If you have any questions regarding discrimination or this policy, please contact the Personnel Committee.

D. General Policy Against Discrimination and Harassment

It is ILYM's policy that all employees should be able to enjoy a work environment free of discrimination and harassment. All employees are expected to be respectful of others with whom they come into contact with while representing ILYM. ILYM strictly prohibits all forms of unlawful harassment or discrimination, including, but not limited to, harassment or discrimination based on race, color, religion, creed, sex, pregnancy, national origin, ancestry, age, disability, marital status, veteran status, military status, sexual orientation, perceived sexual orientation or gender-related identity, genetic information or any other status protected by applicable federal, state or local law.

ILYM employees are expected to be aware of this policy and the types of conduct that may constitute unlawful harassment, as well as the avenues of assistance provided by ILYM for addressing complaints of harassment.

This policy extends to every level of ILYM operations. Accordingly, any kind of harassment, whether by a fellow employee, supervisor, official of ILYM, donor, grantee, volunteer, fellow, vendor, employee of another organization or, if interfacing with a ILYM employee in his/her role as a ILYM employee, a member of the public—whether of the same sex or of another sex—will not be tolerated.

i. Policy Against Sexual Harassment

ILYM's policy is to provide its employees with a work environment free from harassment, which includes but is not limited to, harassment on the basis of sex. Sexual

harassment is a form of sex discrimination that ILYM will not tolerate and is illegal. Sexual harassment may include, but is not limited to the following conduct:

- Verbal comments or propositions of a sexual nature;
- Physical conduct of a sexual nature;
- The open display or circulation of sexually suggestive or explicit visual or printed material;

Acts that are considered to constitute sexual harassment include, but are not limited to, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature where:

- Submission to such conduct is either an express or implied term or condition of employment;
- Submission to or rejection of such conduct is used as a basis for employment decision affecting the harassment person;
- The purpose of such conduct is to unreasonably interfere with the affected individual's work performance, or to create an intimidating, hostile, humiliating, or offensive work environment; or
- The effect of such conduct is to unreasonably interfere with the affected individual's work performance, or create an intimidating, hostile, or humiliating, or offensive work environment.

This list is not intended to be exhaustive; rather it is merely illustrative of the types of behavior which will be deemed sexually harassing, inappropriate and grounds for disciplinary action, up to and including immediate discharge.

ii. Policy Against Pregnancy and Post Pregnancy Discrimination

If pregnant, recovering from childbirth, or have a medical or common condition related to pregnancy, employees have the right to:

- Ask for a reasonable accommodation during and after pregnancy.
- Reject an undesired accommodation offered for pregnancy.
- Continue working during pregnancy if a reasonable accommodation is available.
- Provide a private space for expressing milk as required under the Nursing Mothers in the Workplace Act 820 ILCS 260/1 et. seq.

ILYM will not discriminate against employees because of pregnancy or retaliate against employees because of a requested reasonable accommodation.

iii. Policy Against Other Forms of Unlawful Harassment

Unlawful harassment includes verbal, physical or visual conduct, including ethnic or racial jokes and remarks, used to criticize, stereotype, ridicule, insult, or show hostility towards another because of his or her race, religion, color, national origin, age, marital status, disability, veteran status, or other protected category. Such conduct includes, but is not limited to, the following:

- Using epithets or slurs, offensive jokes or pranks;
- Mocking, ridiculing or mimicking another's culture, accent, appearance or customs;
- Engaging in hostile or offensive acts or threatening to do so or otherwise intimidating others; or
- Posting or circulating offensive material in any form, including electronic mail or on ILYM property.

This list is not intended to be exhaustive; rather it is merely illustrative of the types of behavior which will be deemed harassing, inappropriate and grounds for disciplinary action, up to and including immediate discharge.

iv. Unlawful Harassment or Discrimination Complaint Procedures

ILYM takes allegations of harassment and discrimination very seriously, and will actively investigate all complaints. ILYM expressly encourages victims or those who have knowledge of unlawful harassment or discrimination to immediately come forward with such claims to the Harassment Review Committee.

Any employee who is a witness to any incident of harassment or discrimination, has knowledge of harassment or discrimination, or otherwise has reason to believe that harassment or discrimination in or related to ILYM workplace is taking or has taken place (whether involving a co-worker, supervisor, official of ILYM, donor, grantee, volunteer, fellow, vendor, employee of another organization, or a member of the public), should report such conduct to Personnel Committee or the Clerk, or Assistant Clerk of ILYM immediately.

Inquiries and/or complaints will be investigated immediately by Personnel Committee (or other appropriate impartial official of ILYM). Any such investigation will be conducted in as confidential a manner as is compatible with a thorough investigation of the complaint. Such investigation will generally include, at a minimum, interviews with all persons identified as having direct and personal knowledge of the incidents in question.

v. Corrective Action

If the investigation reveals that inappropriate workplace conduct has occurred, ILYM officials will take prompt and effective remedial action. Such measures are designed to immediately stop the harassment and/or discrimination and prevent its recurrence. Therefore, ILYM officials retain the right to take whatever action it believes appropriate under the circumstances, up to and including immediate discharge.

If the investigation results in a finding that an individual falsely accused another of harassment, discrimination, or retaliation in a knowing or malicious manner, or otherwise knowingly or maliciously provided false information during the course of the investigation, that individual will also be subject to the appropriate sanctions, up to and including immediate discharge.

vi. Retaliation Prohibited

Retaliation against any individual who in good faith makes a complaint or provides any information regarding harassment or discrimination, including those who participate in any investigation of such complaints, is unlawful and will not be tolerated. Retaliation includes, but is not limited to, any form of intimidation, reprisal, or harassment. Any individual who engages in retaliation is in violation of this policy and will be subject to disciplinary action, up to and including discharge. Complaints and information of retaliation are subject to the same reporting, investigation and remedial procedures as harassment or discrimination claims.

E. Policy Against Workplace Violence

The safety of ILYM's employees, members, donors, volunteers, vendors, and visitors is an important concern to ILYM. Threats, threatening behavior or acts of violence against employees, members, donors, visitors or others while on ILYM's property, conducting business or receiving services of ILYM will not be tolerated. Violations of this policy may result in disciplinary action, up to and including possible dismissal.

Any person who engages in violent or threatening behavior on ILYM's property or uses any electronic means to make a threat against an employee, volunteer, official of ILYM or client of ILYM shall be removed from the premises as quickly as safety permits, and shall remain off ILYM's premises pending the outcome of an investigation.

Subsequent to the investigation, ILYM will respond appropriately. This response may include, but is not limited to suspension and/or termination of any business relationship, reassignment of job duties, suspension or discharge from employment, and/or the pursuit of criminal prosecution of the person or persons involved.

F. "Open Door" Policy

ILYM values input from all employees and encourages open lines of communication for all employees throughout ILYM. If you have concerns or questions regarding any ILYM personnel policy or employee benefit; difficulty dealing with another individual in the workplace; or suggestions on how to improve policies, processes, or the work environment, you are encouraged to communicate your ideas to your supervisor.

G. Illinois Mandated Reporter Training

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

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

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

This training should be completed every two years in accordance with state law.

H. Background Checks

All paid employees who work with children are required to submit to a background check. The signed consent form from the background search firm will be kept as part of ILYM's records. The yearly meeting is responsible for the costs. The Personnel Committee recognizes that a background check does not make a program absolutely safe. However, the committee feels it is prudent to use whatever tools we have available in that direction.

I. COMPENSATION

A. Employment Classifications

As of the date this manual has been issued, all ILYM paid employees are classified as Non-Exempt Part-Time employees.

(1) Full-time Employee: Employees regularly scheduled to work at least forty hours each week. Generally, full-time employees are eligible for employee benefits in accordance with ILYM plans and policies, subject to the requirements of the applicable plan or policy.

or

Part-time Employee: Employees regularly scheduled to work less than forty hours each week. Part-time employees may be eligible for some employee benefits in accordance with ILYM plans and policies, subject to the requirements of the applicable plan or policy.

and

Exempt Employee: Employees whose positions meet specific tests established by state and federal laws who are therefore characterized by ILYM as exempt from overtime pay requirements.

or

Non-Exempt Employee: Employees whose positions do not fit the definition of exempt employment and who are eligible for overtime pay for hours worked in excess of 40 hours in one week.

or

(2) Independent Contractor: Individuals with whom ILYM enters into contracts during periods of heavy workload or for particular jobs, often with a pre-set termination date, and without expectation of employment. Independent contractors are not ILYM employees and are not eligible for any employee benefits. An extension beyond any initially stated period in no way implies a change in status.

B. Standard Work Hours

The standard work week for non-exempt full-time employees is forty hours. Exempt employees are expected to perform their duties fully and generally to be available at ILYM to perform them, during ILYM's usual business hours.

All employees who work at least seven and a half (7½) continuous hours in a day shall receive a thirty-minute (30) paid lunch break and two fifteen (15) minute paid breaks per work day. The lunch break shall occur no later than five hours after the start of the employee's work period.

C. Overtime

Each employee is expected to work his or her scheduled hours. On occasion, employees will be expected to work additional hours. Non-exempt employees may not work overtime without prior authorization from their supervisor.

Non-exempt salaried employees will be paid one and one-half times their regular rate of pay for all hours worked in excess of forty (40) hours week, defined as Sunday to Saturday, excluding meal periods. An ILYM designated holiday is considered as "hours worked" for the purpose of calculating overtime pay. Vacation or sick pay is not considered "hours worked" for the purpose of calculating overtime pay. Exempt employees as defined by the Federal and State wage and hour laws do not qualify for overtime pay.

D. Recording Time Worked

All employees are required to record hours worked as well as any absences from work and provide them to their supervisor on a twice a month basis. Hours worked should be recorded on timesheets. Tampering, altering or falsifying timesheet or recording time on another employee's time record is prohibited and may result in disciplinary action, up to and including discharge.

E. Pay Period and Payday

Payroll checks are issued on the 15th and last day of the month and include compensation for the previous half month. If the regularly scheduled payday falls on a Saturday or Sunday, paychecks will be issued on the preceding work day. All employees are required to have their checks directly deposited into their account. On that rare occasion when a physical check must be issued, it will be mailed to the address as directed by the employee.

If, at any time, you have any questions regarding your pay, please contact the Treasurer immediately. Every effort will be made to resolve errors so that any necessary pay adjustments will be reflected in your next paycheck.

F. Personnel Records

An employee has the right to access and review certain documents in his or her personnel file twice in a calendar year, as provided by the Illinois Personnel Records Review Act. Disclosure of personnel information to third-parties or government agencies will be limited, unless required by law and in consultation with legal counsel.

It is important that personnel records be kept up to date as they are used for payroll and benefits administration. The employee is expected to notify ILYM in writing of any change regarding his or her personnel records, including, but not limited to, legal name, home address, home telephone number, person to be notified in case of emergency, dependents and beneficiaries, health benefit status and withholding tax information. Changes in any of the above categories should be reported to the Treasurer as soon as they occur.

II. BENEFITS

A. Summary of Health Care, Disability & Other Benefits

ILYM does not provide medical or other benefits at this time.

B. Summary of Short-Term Disability Benefits

ILYM does not provide Short-Term Disability Benefits.

C. Bereavement Leave

As all employees are part-time with flexible schedules, after the death of someone in your immediate family, ILYM hopes that employees will take the time necessary to care for their situation. It is expected that since employees work remotely, they will communicate with their supervisor in these situations.

D. Holidays

As all employees are part-time with flexible schedules, there are no specific holidays where ILYM is officially closed.

E. Jury Duty

As all employees are part-time with flexible schedules, they are expected to fulfill their responsibilities to the State accordingly. Employees may keep their jury duty pay

F. Family Leave

As all employees are part-time with flexible schedules, ILYM hopes that employees will take the time necessary to care for their individual situation.

G. Medical Leave

Employees may request an unpaid medical leave of absence when they need to be absent from work because of a disability/handicap as defined by the Americans with

Disabilities Act or the Illinois Human Rights Act. All requests for a medical leave of absence must be accompanied by appropriate medical certification from your physician indicating the condition necessitating your medical leave and your projected date to return to work.

ILYM will grant an employee a medical leave of absence so long as it does not impose an undue hardship on ILYM. ILYM's decision on whether there is an undue hardship will be determined on a case-by-case basis. Employees who are granted a medical leave of absence are required to present ILYM upon their return with a note from their physician indicating that they are capable of returning to work and performing the essential functions of their position, with or without reasonable accommodation. Employees out on unpaid medical leave do not accrue vacation and sick leave in any calendar month in which they are out on leave and not actively working at least one day.

H. Military Leave

ILYM abides by applicable laws and regulations pertaining to leaves of absence necessitated by service in the United States Military or National Guard. Employees requesting any such leave are asked to give as much advance notice as possible to assure adequate coverage during their leave of absence.

Leave for Conscientious Objector status or Alternative Service would be the same as for military leave.

I. Paid Sick Leave

Policy:

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

Comment:

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

The term "family member" for the purposes of this policy includes the employee's child, legal guardian or ward, spouse under the laws of any state, domestic partner, parent, spouse or domestic partner's parent, sibling, grandparent, grandchild, or any other individual related by blood or whose close association with the employee is the equivalent

of a family relationship. A child includes not only a biological relationship, but also a relationship resulting from an adoption, step-relationship, and/or foster care relationship, or a child to whom the employee stands in loco parentis. A parent includes a biological, foster, stepparent or adoptive parent or legal guardian of the employee, or a person who stood in loco parentis when the employee was a minor child.

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

J. Unemployment Compensation

In compliance with State law, ILYM contributes to the Unemployment Insurance Fund on your behalf. The Unemployment Insurance Fund provides compensation to qualifying employees who become unemployed for reasons beyond their control. Additional information on Unemployment Insurance can be obtained from your local Unemployment Insurance office.

K. Vacation

As all employees are part-time with flexible schedules, it is assumed that they will take vacation as they will after consulting with their supervisor.

L. Voting

Since all employees are part-time, it is assumed that they will find time to vote either before or after their regular work schedule. If you are unable to vote in an election before or after your regular work schedule, meaning that your work schedule begins less than two hours after the opening of polls and ends less than two hours before the closing of polls, you are allowed up to two hours off, with pay, for voting in general elections or special elections at which propositions are submitted to popular vote. Please notify your supervisor no later than the day before the election that you intend to vote should you require time off to do so.

M. Workers' Compensation

In compliance with state and federal law, as applicable, ILYM maintains appropriate workers' compensation insurance. This insurance provides compensation and medical benefits to an employee who either sustains an accidental injury or disablement as the result of an occupational disease arising out of and in the course of employment. Neither ILYM nor the workers' compensation insurance carrier will be liable for the payment of workers' compensation benefits for injuries that occur during voluntary participation in any off-duty recreational, social, or athletic activity sponsored by ILYM.

Each employee must immediately report every work-related injury or illness to their supervisor. Any delay in reporting an accident/illness may delay workers' compensation benefits.

ILYM prohibits any discrimination, harassment, or retaliation against an employee who exercises his or her rights under state law or federal.

III. STANDARDS OF CONDUCT

A. Attendance

Your attendance is essential to the efficient flow of work. When you cannot complete your work because of illness or other unforeseen circumstances, it is your responsibility to contact your supervisor, in a timely manner to give notification of your absence and your expected return date. Leaving messages with another employee is not considered proper notification. ILYM may require you to provide a doctor's certification for any extended absence due to illness.

Absence without proper notification and/or excessive absenteeism and tardiness which results in your not being able to complete your job are grounds for disciplinary action, up to and including discharge.

B. Confidentiality

ILYM strives to ensure that its operations, activities, and business affairs as well as those of our grantees and donors are kept confidential. All information, whether or not in writing, of a proprietary, private, secret or confidential nature concerning ILYM legal, business, internal matters, intellectual property, or financial affairs (collectively, “Confidential Information”) is and shall be the exclusive property ILYM.

Disclosing Confidential Information to unauthorized persons outside ILYM is prohibited and may constitute a violation of the law. If, during the course of your employment, an employee acquires Confidential Information concerning ILYM or its affiliate organizations or donors, such information shall be handled in strict confidence and is not to be discussed with individuals who are not authorized to discuss such matters. In addition, employees are expected to abide by ILYM’s Donor Privacy Policy and to take precautions to provide that all other Confidential Information is stored in a secure fashion in order to prevent unauthorized access to the information. The ILYM’s Donor Privacy Policy is fully incorporated by reference into this Subsection. See Addendum B.

Employees in violation of this policy are subject to disciplinary action, up to and including discharge. Employees who leave ILYM still have an obligation to protect ILYM’s Confidential Information until such information is made publicly available by ILYM or until ILYM no longer considers it proprietary or confidential.

C. Electronic Mail

The following applies to the ILYM’s electronic communication systems and resources which include, but are not limited to, desktop and laptop computers, electronic files and storage media, voicemail, internal and external e-mail, the Internet, facsimile machines and computer software. All records created through these electronic communication systems are the property of ILYM.

ILYM provides an email address to employees in order to conduct its business. ILYM asks that employees use the email address provided for ILYM business. The use of ILYM’s equipment and software is a privilege and not a right. All records created through the ILYM’s electronic communication systems are the property of ILYM. Employees unconditionally and irrevocably waive any right to privacy in anything they create, store, send, or receive on ILYM computers or the Internet via an ILYM computer.

ILYM may monitor, access or remove any information on its electronic communications systems at any time. Employees may occasionally use the electronic communications systems for personal communication but with the understanding that ILYM) owns the software and equipment and sets the policies for its use. Any personal use cannot interfere with the performance of the employee’s job or that of any coworker or consume significant ILYM resources. ILYM’s) electronic communications systems may not be used to conduct non-ILYM business or commercial ventures or for political or religious purposes.

Employees are prohibited from loading, unloading or detaching any unauthorized programs, computer games or non-business applications onto ILYM computers. If an employee receives a multimedia file that is not business related, it must be permanently deleted from their email account the day it is received. Any unauthorized programs and

applications will be brought to the attention of their supervisor and an immediate explanation will be sought. Business applications that are available on the Internet may be down-loaded after receiving prior approval from their supervisor.

Access to Internet sites that are sexually explicit or racist in nature or using any electronic communications system to communicate any foul, obscene or sexually explicit material or any material in violation of the ILYM's equal employment and anti-discrimination and anti-harassment policies is strictly prohibited. Sending, receiving, displaying, printing, or otherwise disseminating material that is fraudulent, unethical, harassing, illegal, embarrassing, sexually explicit, obscene, intimidating and/or defamatory or could reasonably be construed as being in bad taste, is prohibited. Employees encountering such material should report it to their supervisor.

Non-compliance with these policies may result in discipline or discharge.

Employees should follow these guidelines with respect to all electronic communications:

- Word all messages carefully by eliminating all discriminatory, defamatory, abusive or sexual language or remarks.
- Scan all attachments for viruses before opening.
- Send only important messages.
- Retain hard copies and confirmation of receipts of vital messages.
- Observe all intellectual property laws regarding the copying and sending of materials on the Internet.
- Create a confidential notice which says that the contents of the message are for the addressee only.
- Remember that what is said in an e-mail or voicemail message may cause personal or organizational liability because the message can be read or listened to by a third party.

D. Social Media and Networking Policy

ILYM understands that some employees participate in social networking websites (e.g., Facebook, Twitter, YouTube, LinkedIn), chat rooms, and web-based applications for instant messaging, voice over, and/or facetime internet protocol (e.g., gchat, Skype, etc.), and create and maintain personal websites, including blogs. ILYM respects employees' online social networking and personal internet use. However, an employee's online presence—through words, images, posts, and comments—can be attributed to ILYM. Employees should be mindful to use electronic media, even during personal time, responsibly.

Because employees' online comments and postings can impact ILYM and/or the way employees are spending their time at work, ILYM has adopted the following guidelines that employees must observe when participating in social networking sites or engaging in other forms of Internet use on and off duty. It shall be a violation of this policy to post on any public or private website or other forum, including, but not limited to discussion lists, newsgroups, listservs, blogs, information-sharing sites, social media sites, social or business networking sites, such as LinkedIn, Facebook, or Instagram, chat rooms, telephone-based group communications, such as Twitter, wikis, such as Wikipedia, or any other electronic or print communication format, any of the following:

- Anything that may harm the goodwill or reputation of ILYM;
- Any disparaging, discriminatory, or harassing information concerning any employee or other person associated with ILYM. ILYM's policies prohibiting discrimination and harassment are fully incorporated herein, by reference. See Section I. D. General Policy Against Discrimination and Harassment, above;
- Any confidential information of ILYM obtained during the course of

employment, whether or not in writing, of a proprietary, private, secret or confidential nature concerning ILYM legal, business, internal matters, or financial affairs;

- Any private information regarding an employee or other person associated with ILYM
- Any social media use with children or youths should:
 - Always be in a public forum, such as Facebook or a listserv
 - Emails should always be copied to at least one other adult

This Policy applies regardless of where or when employees post or communicate information online. ILYM reserves the right to monitor and access any information or data that is created or stored using ILYM's technology, equipment or electronic systems, including without limitation, e-mails, internet usage, hard drives and other stored, transmitted or received information. See also Section III.C. Electronic Mail and Internet, above. Employees who violate this policy will be subject to discipline, up to and including discharge. This policy is not intended to restrict employees from professionally discussing with others through social media the terms and conditions of their employment, including information concerning wages, hours and conditions of employment, unless the employee has the responsibility of entering or access to personnel information as part of his or her duties for ILYM. This policy is not intended to otherwise prevent employees from engaging in protected concerted activity.

E. Use of Personal Devices for ILYM Business

ILYM permits employees to use their own personal mobile devices, including but not limited to tablets, smartphones, handheld computers, and wearable technology ("devices"), to perform work for ILYM or on ILYM's behalf. However, to protect ILYM and its employees, any use of a device for business purposes must conform to this policy as described below. In addition, each user is responsible for using his or her device in a sensible, productive, ethical and lawful manner.

This policy applies to work performed on a device on ILYM's behalf during working and nonworking hours, on and off of ILYM's premises. ILYM does not require or otherwise compel any non-exempt employee to use a personal device to conduct ILYM work outside of his or her scheduled work hours. Non-exempt employees will not be paid for using a personal device to conduct ILYM work outside of his or her scheduled work hours.

All materials, data, communications and information, including but not limited to e-mail (both outgoing and incoming), telephone conversations and voice mail recordings, instant messages, and internet and social media postings and activities ("content") created on, transmitted to, received or printed from, or stored or recorded on the device for ILYM's business or on behalf of ILYM is the property of ILYM, regardless of who owns the device(s) used.

Employees should have no expectation of privacy in any ILYM-related content created on, transmitted to, received or printed from, or stored or recorded on the device for ILYM's business or on behalf of ILYM.

Employees also agree that the use of any device for ILYM's business or on behalf of ILYM is at employees' own risk and ILYM will not be responsible for any losses, damages or liability arising out of the use of any device for ILYM's business or on behalf of ILYM under this policy, including any loss, corruption or use of any content or loss of access to or use of any device, its software or its functionality.

At all times, employees must use their best efforts to secure their devices against loss, theft or use by persons who have not been authorized to access the device by ILYM.

Employees should notify ILYM immediately if devices are lost and ILYM's confidential information could be accessed by non-employees. ILYM's confidential information is extremely valuable to ILYM. Employees must treat it accordingly and not jeopardize them through use of their devices. Disclosure of ILYM's confidential information to anyone outside ILYM, use of ILYM's and any ILYM-related work product created, stored or maintained by employees on their devices are all subject to ILYM's Employee Manual, Donor Privacy Policy, and Conflict of Interest Policies.

ILYM's policies prohibiting harassment, discrimination and retaliation apply to the use of all devices under this policy. When using devices for ILYM business or on behalf of ILYM, employees may not use any device in a manner that may be construed by others as harassing or offensive based on race, color, religion, creed, sex, pregnancy, national origin, ancestry, age, disability, marital status, veteran status, military status, unfavorable discharge from the military, sexual orientation, perceived sexual orientation or gender-related identity, genetic information, protective order status, arrest or criminal history record ordered expunged, sealed or impounded, or any other status protected by applicable federal, state or local law.

ILYM prohibits employees from talking, texting, e-mailing or otherwise using a device while operating an ILYM vehicle or while operating a personal vehicle on ILYM's business. Employees must also abide by all applicable legal prohibitions on the same.

Employees who violate any provision of this policy are subject to discipline, up to and including termination of employment. This policy is not intended to restrict communications or actions protected or required by state, federal, or local law.

F. Performance Evaluations

During your employment with ILYM, your supervisor will evaluate your job performance. Performance reviews are done at the discretion of your supervisor, but employees are typically reviewed at least once during a twelve-month period.

Increases in salary are not an automatic part of the performance review and are at ILYM's discernment and approved at Annual Sessions.

G. Outside Employment Policy

Employees have the right to obtain or secure an additional job, contractual commitment or self-employment opportunity ("Outside Employment"), provided that such Outside Employment does not conflict with their employee duties and obligations at ILYM.

Employees shall not directly or indirectly engage in any Outside Employment which may be in direct conflict, competition, or adverse to the best interests of ILYM. In addition, any outside employment should not interfere with the employee's ability to perform his or her assigned job. Examples include, but are not limited to, Outside Employment that utilizes ILYM resources (e.g., telephone services, computers, supplies or any other resources, facilities, or equipment) to benefit and enrich the Outside Employment at the expense of ILYM. Employees that are found to violate this policy will be subject to disciplinary action, up to and including discharge.

H. Personal Mail

ILYM stationery or postage is not to be used for personal correspondence.

I. Rules Of Conduct

ILYM believes that being successful requires a community of people working together in a productive and harmonious environment. Additionally, ILYM views each of its employees as its representative.

All employees are expected to follow normal standards of right and wrong, along with common decency, to abide by the ILYM's Conflict of Interest and Ethics Policies, and to act responsible and in a respectful manner at all times. ILYM's Conflict of Interest and Ethics Policies are fully incorporated by reference into this Subsection. See Addendum C.

Any behavior or conduct that is deemed unacceptable will be addressed immediately. Depending on the severity of the behavior and/or conduct in question, an employee may be subject to formal disciplinary action up to and including discharge.

J. Smoking Policy

ILYM maintains a smoke-free and tobacco-free environment in accordance with state and local laws, including the Smoke Free Illinois Act. No smoking, e-cigarettes or other use of tobacco products, including but not limited to, cigarettes, e-cigarettes, pipes, cigars, snuff, or chewing tobacco) is permitted in any part of ILYM premises.

K. Resignation or Separation

In the event of your resignation, ILYM requests that you provide as much notice as possible, preferably a minimum two weeks' notice. This ensures an orderly transition of assignments and a minimum of disruption to production. Notices of voluntary resignation should be given in writing to your supervisor.

ILYM will compensate the separated employee in full, at the time of separation, but in no case later than the next regularly scheduled payday for such employee. Should an employee request, in writing, that his or her final compensation be paid by check and mailed to him or her, ILYM will comply with that request.

L. ILYM Property

Upon resignation or termination, employees are expected to return all ILYM property in their possession.

M. Political Campaign Activity

ILYM is a qualified under the Internal Revenue Code as 501(c)(3) tax-exempt entity. As such, ILYM and its employees are prohibited from engaging in political campaign activities on ILYM's time, on ILYM's premises, or by using ILYM property or resources to engage or promote political campaign activities. Specifically, ILYM and its employees may not "participate in, or intervene in (including publishing or distributing of statements), any political campaign on behalf of (or in opposition to) any candidate for political office." 26 U.S.C. Section 501(c)(3). This prohibition applies to any and all candidates for running for federal, state, or local government office.

Addendum A

Illinois Yearly Meeting (ILYM) Policy Regarding Access to and Use of Contribution and Donor Information as Approved by Continuing Committee 10/10/2015

Financial support of Illinois Yearly Meeting is a sharing of the gifts the Divine has given us, to sustain the life and work of the Yearly Meeting and the Religious Society of Friends. Much of the annual operating budget comes from the collective gifts of Friends through monthly meetings and worship groups. Illinois Yearly Meeting does limited individual fund raising in order to balance the annual budget and to provide financial support for special projects. Fund-raising procedures used will respect donor privacy and our sense of community. Illinois Yearly Meeting is committed to operate so as to protect the confidentiality of all individual donor information including name(s), giving history, and amount of gift(s).

The following is a summary of the policies that guide the Treasurer(s), the Development Committee, the Finance Committee, the Clerks, and other persons who need access to donor information.

1. The Yearly Meeting will not share any individual donation information with outside organizations. Aggregate information regarding types of sources and amounts from each type will be published as part of the normal information shared with the Yearly Meeting membership.
2. The default rule for donation information will be confidentiality. Limited information may be communicated by the Treasurer(s) to certain committees and officers of the Yearly Meeting. The creation and use of spreadsheet or similar documents containing information about donors and donor gifts will be done very carefully and only when necessary. Sharing of information will be limited to what is necessary for the operations of the Yearly Meeting. Whenever the Treasurer(s) have questions about the appropriateness of any requested information, the Presiding Clerk (after consultation with the Treasurer(s) and the Clerks of the Finance and Development Committees) will determine the appropriate information sharing.
3. Donors who request strict anonymity will have identifiable donation information kept and used by the Treasurer(s) only. No information about the donors or their gifts (with the exception of the total amount of such gifts made by individuals) will be shared with others in the Yearly Meeting.
4. Donor information regarding gifts received after the death of the donor will be considered public unless there is some restriction about the donor's identity that applies to the gift.
5. Donors will be treated equally, regardless of the amount of their gifts.
6. Detailed guidelines for the implementation of these policies will be created periodically by those who are most involved in their implementation – namely the Treasurer(s), the Development and Finance Committee Clerks, and the Presiding Clerk. Any proposed implementation guidelines should be made available to the members of the Finance and Development Committees as well as all officers of the Yearly Meeting for their review and comment.

Addendum B

Illinois Yearly Meeting Conflict of Interest Policy (we believe this is a draft and not approved)

Illinois Yearly Meeting (ILYM) Conflict of Interest Policy

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

Addendum C

Volunteers should have been a member or attender of a monthly meeting for at least one year before they are asked to volunteer with children.

Addendum D

Paid Sick Leave Policy:

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

Comment:

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

- (d) the employee's place of business is closed by order of a public official due to a public health emergency, or the employee needs to care for a child whose school or place of care has been closed by order of a public official due to a public health emergency.

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

Management policies related to the sick leave policy. Once the Personnel Committee Manual is completed, it will be moved there.

- (3) An employee is eligible to be compensated for regular base wages lost during certain periods of authorized absence to the extent that he or she has accrued days of Paid Sick Leave as provided under this policy. Days of Paid Sick Leave begin to accrue on the first calendar day after the commencement of an employee's employment. For every 40 hours worked after an employee's Paid Sick Leave begins to accrue, he or she shall accrue one hour of Paid Sick Leave. Paid Sick Leave shall accrue only in hourly increments; there shall be no fractional accruals. An employee who is exempt from overtime requirements shall be assumed to work 40 hours in each work week for purposes of Paid Sick Leave accrual, unless his or her normal work week is less than 40 hours, in which case Paid Sick Leave shall accrue based upon that normal work week. For each employee, there shall be a cap of 40 hours Paid Sick Leave accrued per 12-month period. The 12-month period shall be calculated from the date the employee began to accrue Paid Sick Leave. At the end of an employee's 12-month accrual period, he or she shall be allowed to carry over to the following 12-month period half of his or her unused accrued Paid Sick Leave, up to a maximum of 20 hours.
- (4) An employee may begin using Paid Sick Leave on the 180th calendar day following the commencement of his or her employment. An employee may not use more than 40 hours of Paid Sick Leave per 12-month period. The 12-month period for an employee shall be calculated from the date he or she began to accrue Paid Sick Leave. Paid Sick Leave may only be used in increments of four hours per day.
- (5) In order for Paid Sick Leave to be considered authorized and potentially eligible for compensation, employees must obtain approval for the absence from their supervisor. If the need for Paid Sick Leave is reasonably foreseeable, employees should give their supervisor seven days advance notice of an anticipated absence. If the need for Paid Sick Leave is not reasonably foreseeable, employees should give their supervisor as much advance notice as is practicable under the circumstances. Needs that are "reasonably foreseeable" include, but are not limited to, prescheduled appointments with health care providers for the employee or for a family member, and court dates in domestic violence cases. Unauthorized absences and absences in excess of what is

- allowed under this policy, except for an approved leave of absence, will be considered abuses of this policy and are grounds for disciplinary action.
- (6) If an employee is absent for more than three consecutive work days, the employee must provide certification that use of Paid Sick Leave was authorized under this policy. For time used pursuant to subsections (2)(a) or (b) documentation signed by a licensed health care provider shall satisfy this requirement. Such documentation does not need to specify the nature of the employee's or family member's injury, illness, or condition. For Paid Sick Leave used pursuant to subsection (2)(c), a police report, court document, a signed statement from an attorney, a member of the clergy, or a victim services advocate, or any other evidence that supports the employee's claim, including a written statement from him or her, or any other person who has knowledge of the circumstances, shall satisfy this requirement. The employee may choose which document to submit. No more than one document shall be required if the Paid Sick Leave is related to the same incident of violence or the same perpetrator. Employees who falsify the reason for using Paid Sick Leave will be subject to disciplinary action, up to and including termination, and compensation for the absence will be stopped immediately.
 - (7) Employees returning from Paid Sick Leave must report to their supervisor, and, when appropriate, certify that they are fit to return to work. The supervisor should make a record of the employee's absence and return to work and forward a copy to the Human Resources Department.
 - (8) Compensation during Paid Sick Leave will not be granted before days of Paid Sick Leave have been accrued. In addition, authorized days off for Paid Sick Leave will not be considered as working time for calculating weekly overtime compensation.
 - (9) ILYM does not provide financial or other reimbursement for any unused accrued Paid Sick Leave upon an employee's termination, resignation, retirement or other separation from employment.
 - (10) ILYM offers this policy to all employees regardless of where the employee resides or works for ILYM.
 - (11) ILYM does not cover any individual who is an independent contractor.
 - (12) ILYM will award Paid Sick Leave under the as a Front-load Annual Accrual based upon the scheduled hours worked for any given fiscal year. Employee will begin to accrue additional Paid Sick Leave, as set forth in this policy, if employee's actual hours worked during the fiscal year exceed the scheduled hours.

MEMORIALS

JAMES BAKER

1928-2018

James was born into and grew up in a farming family in Clive, Alberta. His mechanical skills led him to become a machinist. He married Lois Willmont, with whom he made a home in Vancouver. After working in machinery design, James earned BS and BA degrees, and became a Doctor of Chiropractic. Integrating his understanding of mechanics and the human body, James worked in the research department of the National College of Chiropractic in Lombard, Illinois.

While teaching in Lombard, James became a member of the Downers Grove Friends Meeting. He was active on many committees, served as recording clerk, and took part in meeting activities such as Bible study. James was widely read and knowledgeable in many ways about spiritual topics. His caring nature, deep understanding, and skill in writing were an important part of DGFM for many years. James resided in the meetinghouse for several years. He left the meetinghouse residence to live with Christine Bruder, an older DGFM Friend who needed some assistance to live independently in her home.

James returned to Canada to live in Nelson, British Columbia, joining his son and grandchildren there. He died November 23, 2018, at the age of 90. He is survived by his wife Lois, sons Paul (Laura), Ward (Kathryn) and his grandchildren Alison, Stephen, Cole, Roxanne, and Marina.

NORMAN BOURDAGE

1926–2019

Norman Bourdage was an outgoing Friend and friend to all. Norm was a “maker” before the word was in common use. He was always interested in hearing about what you were making, and if you asked he would happily update you on his current projects too.

Norm started life in New England and was raised with his siblings at Mooseheart, a residential child care facility near Chicago. During World War II, he was a Seabee on Okinawa, and afterward explored New England for a while before landing in Lombard in 1954. Here he built a home and a family with wife Barbara and daughters Debra and Mary Noel. He made things out of stone and concrete for a living, while he made canoes and furniture out of wood for enjoyment. He enjoyed a lengthy career in construction management, helping others make things too.

After becoming widowed, in 1987 he married again, this time to Mary Elizabeth (Anderson), who brought her two sons Richard and Eric Fielding to make another family in West Chicago. Norm and Mary were married under the care of Downers Grove Friends Meeting.

Upon retiring, he took up a new career making things out of glass. He opened a store in 1980 where he brought and taught this art to his daughter, her daughter, and many others throughout the Chicago area. Problems with his physical heart necessitated closing the store in 2005 although his spiritual heart remained as strong as ever. Retiring once again at 80, he returned to woodworking and then took up scroll saw art. Norm was not one for idleness, filling up his extra moments with Sudoku and other puzzles.

Norm and Mary and their faithful dog Koko have made the Downers Grove meeting warm and welcoming for many years. Norm's friendly face and gentle tone will be remembered fondly by all who had the good fortune to know him. He is survived by his wife Mary, daughters Debra McDonald and Mary Noel Terrance; stepsons Richard M. Fielding (Beth) and Eric L. Fielding (Gina); six grandchildren and five great-grandchildren.

JAMES HINSHAW GRISSOM

1934-2018

Jim Grissom was born in Oak Park, Illinois, graduated from Oak Park-River Forest High School, University of Rochester, and the Northwestern University School of Medicine. He served in the Medical Corps of the US Navy and Marines. Jim's medical internship and residency were at Cook County Hospital, where he met his wife-to-be Cecilia St. Aubin, a registered nurse. Jim and Cecilia raised five children in Glen Ellyn, and he enjoyed time spent with his family. Throughout his life, Jim carried on a number of pursuits, including competitive tennis, reading, wood carving, fine dining, gardening, and classical music.

Jim was firmly and clearly in favor of progressive public policy and politics and was involved in the creation of Central DuPage Hospital. After retirement from practicing internal medicine, he continued his medical work at the DuPage Community Free Clinic in Wheaton, Illinois, where he also continued to mentor medical students. Jim had Quaker ancestry and later in his life became an attendee of Downers Grove Friends Meeting. He is remembered fondly for his friendly and helpful character. Jim enjoyed after-meeting fellowship and lunch with the older Quaker guys, where he always patiently answered medical questions. He died April 6, 2018, a week short of his 85th birthday. Jim is survived by his wife of 56 years, Cecelia; his children James Jr., Margaret O'Brien, Irene Atchison, John, and Joseph; 13 grandchildren; his sisters, Cynthia Letarte and Catherine Garra, a member of Lake Forest Monthly Meeting; and many nieces, nephews, grand nieces and nephews.

DON MERTIC

1934-2018

Donald Mertic, a longtime member of Lake Forest Friends Meeting, passed away at the age of 84 on Saturday, June 16, 2018.

Don was a 1952 graduate of Harrison High School in Chicago and went on to attend Northern Illinois University earning a degree in Education. He served in the Army during the Korean conflict as a finance clerk from 1956-1959, before beginning his teaching career at George Washington High School in Chicago where he taught Social Studies and sponsored the Drama Club. He then became an administrator for the Chicago Public Schools until he accepted a position as Executive Secretary of AFSC-Chicago. In 1979, Don began working for Central Baptist Family Services and was promoted to Executive Director of Central Baptist Children's Home (now One Hope United) in 1983.

Don and his first wife, Elizabeth Mertic, transferred their memberships to Lake Forest Friends Meeting in the mid-1980s when they moved to Lake Villa. Don continued at Central Baptist until his retirement in 1999.

Soon after his first retirement, at the age of 65, Don went back to work as a consultant for the Children's Home and Aid Society and Our Children's Homestead. He also worked closely with the Council on Accreditation until retiring again at age 72.

Don was very active in Lake Forest Friends Meeting and continued to serve on the Finance Committee, even after his move to Palos Heights.

Never actually “retiring,” Don was an active member of Kiwanis, worked once a week for the Worth Food Pantry, and volunteered at Palos Community Hospital. He also served on the board of directors for Together We Cope, the Chicago Memorial Association, and Palos Heights Parks and Recreation.

He is survived by his children: Helen and Fred Steinbach, Anthony and Michelle Mertic, and Ann Holtz; and grandchildren: Nicole Steinbach; John, Joseph and Jacob Mertic; and Danielle and Jason Holtz. In 2016, Don was preceded in death by his second wife, Jura Scharf, whom he married in 2001. For fifteen years they shared a love of travel, ballroom dancing, and the White Sox.

MURIEL WILHELMINA SLADE PASCOE

1931-2018

Muriel Wilhelmina Slade “Skippy” Pascoe, born on January 22, 1931, is remembered for her tireless enthusiasm for teaching and working with people. She worked with children who had been abused or who had family issues as a house mother in Saint Louis and in Mexico City. She studied to be a Social Worker and along the way learned a lot about human psychology which enabled her to help children she came in contact with. She also worked with women who lived in marginalized barrios near Caracas, Venezuela, teaching them to handle basic finances, set up home sewing projects and build their self-esteem. Later in her life, while her own two children were getting university degrees, she went back to school and got a Ph.D. in Spanish Literature. She then became a Spanish teacher for middle schools and undergraduates.

She married David P. Pascoe, after meeting him at an American Friends Service Committee work camp in Mexico, and they had two children, Diana and Frank, five grandchildren, and seven great-grandchildren. She lived her life cheerfully and interactively, passing away at home surrounded by her family on December 13, 2018. Her legacy is showing all of us how to view the world with a sense of curiosity and a willingness to go on adventures. Above all she taught us to see everyone as equally sharing in the light.

MOSES THOMPSON-SLAUGHTER

1991-2018

Moses Thompson-Slaughter, age 27, died of complications of acute pancreatitis on October 25, 2018, in Rochester, New York. South Bend Friends Meeting enjoyed the fellowship, service and wisdom of the Thompson Slaughter family while Moses was encountering Middle School and High School here in South Bend. He is remembered as a quiet participant in South Bend Friends Meeting, in religious education and in fellowship. Moses’ amiability created a sense of warmth around him and his devotion to animals was part of this. His books about animals were proudly shown to Friends at the Slaughter home while he would explain his most recent and interesting discoveries. Some were introduced to the bearded dragon lizard that was one of his pets. The acquisition of his beloved cat, Garfield, came because his tender heart for animals led him to volunteer at the South Bend ASPCA (American Society for the Prevention of Cruelty to Animals) where he encountered and adopted Garfield. One Friend remembers coming to see the Thompson Slaughters and being greeted by Moses with Garfield snuggled around his neck.

It was gratifying to hear that his devotion to animals continued when the Thompson Slaughters moved to Rochester and that he continued to deepen his open and thoughtful attitude towards other people. It is worth remembering what Moses wrote in 12th grade in answer to a question on what he believed: “God appears to us in many forms, all different representations of the same thing, and our goal in life is to understand each other’s religion in the fact that we are all worshiping the same thing.... I believe that you are judged by how many good things you’ve done not how much power you have. All I’ve seen when it comes to having a lot of money and power is trouble. People who live simple lives seem to have a better life than those who have complexity in their lives. That is what I believe.”

Moses worked as a furniture assembler and he volunteered at Foodlink, a local zoo and several animal shelters. He is remembered by his neighbors and friends in Rochester as friendly and kind. His parenting by Denise and Tom was an exemplary demonstration of love and care. He, in his turn, took other people and other creatures into his loving care. He remains an example of compassionate passion.

BETTY WOLF

1929-2018

Betty Wolf was born in Peru, Illinois, July 7, 1926, and passed away December 12, 2018. She grew up in Peru, Ill., and was raised in the Lutheran faith. After marrying Andrew “Bud” Wolf in 1946, she lived the rest of her life, until retiring and moving to Peru, on the Wolf family farm where Bud had grown up, which is just a mile south of the Clear Creek Meetinghouse. There they raised their two children, Wilson James “Bill” Wolf and Janice Wolf. Jan said, “Mom was a true city gal, turned country. She learned to drive a tractor, spring plant, cultivate, fall harvest, plus herding hogs, and cattle, too. I think it was wonderful of Mom, raised in ‘town’ to be able to learn farming, for the love of Dad. To me, that seems fantastic.” In addition to learning farming, she started attending meeting, becoming involved in all the activities and joined Clear Creek Meeting in 1957. She gave freely of her time to the meeting, Friendly Circle, and yearly meeting. She was known for her decorated cakes.

She and Bud were also active in the Magnolia Grange. They enjoyed playing golf, dancing, traveling. When farm duties became less demanding they spent winters in Florida until Bud’s sudden death in 2003. The last four years of Betty’s life were in the Lutheran Nursing Home in Mendota.

Our small Friendly Circle started having our meetings there. Even though Betty could not communicate verbally, we felt she was aware that we were there and could share our communal love. A memorial service was held at the meetinghouse on December 18. Her ashes will be buried next to Bud’s at the Clear Creek Friends Cemetery in July.

The following paragraph, written by Dorothy Wilson, whose husband, John, was a best friend of Bud’s is a fitting description of Betty and her memorial service: “The memorial service was lovely. A good crowd and a beautiful morning. The sun shone through the east windows and made a ray of sunshine on the carpet. Betty letting her light so shine as she loved the Lord, praising Him in that quiet, peaceful place. She will be long remembered and many of us have fine memories of her. So the service was most fitting for a great lady. She truly will be missed by her church family and the Quaker community.”

STATES OF SOCIETY

BLOOMINGTON-NORMAL MONTHLY MEETING

The past year has been full of challenges for Friends in Bloomington-Normal. The most difficult as a group was when our meeting experienced the stress and grief of seeking clearness on how to deal with the worrisome behavior of one attender. The life and energy of the meeting was slowly waning without the group having a clear picture of an emerging pattern within isolated incidents. Failing to discuss concerns and lack of unity on how to deal with them detracted from participation in the meeting. In summer 2018, we came to the necessary decision to ask that attender to stop coming to worship. Other challenges included the need for several Friends to prioritize caring for aging and ailing family members. Some Friends among us have had trying times with deaths of loved ones, coping with personal troubles and difficulties in political action.

The ongoing habit of voicing Joys and Concerns at the conclusion of each meeting for worship has been a valued experience for connecting socially on a different level from the spiritual connection in silent worship. We treasure Friends' cooking and baking talents at potlucks and when they take up the rotating job of weekly "Quaker Baker." Our weekly meeting for worship has benefited from returning attendees and members and from consistency in location as we settle into the space we are using at Building 7 at Normandy Village in Normal.

Over the past year, one of the meeting's ongoing concerns is the health of First Day School. There is not a regular weekly First Day School, since many weeks there are no children at meeting. We eagerly invite Friends with children and new attenders of all ages. We continue to offer children's activities when possible, but the disjointed nature of having programming on an irregular basis is not especially attractive to families.

Adults interested in further readings and discussions about Friends' ways of living continued with monthly meetings for continued education. Readings used in the past year are from approved sections of ILYM Faith and Practice and from *Mothers of Feminism* by Margaret Hope Bacon.

Throughout the year, the meetings for worship have been blessed with thought-provoking vocal ministry. The experiences and prayers shared by anchor members of the meeting have enriched our First Days. We have been very joyful to have occasional attendance by some longtime Friends who live in B-N but do not worship often with us. If you, the reader of this missive, think this might be a reference to yourself, please know that you are always welcome, and your contributions to the life of listening for the Spirit (in silence or otherwise) are valued.

Intergenerational activities and fellowship were fostered through the second-annual End of Summer Fellowship of Friends Picnic, a holiday potluck with Christmas carols, and monthly Women's Meeting for Eating. The End of Summer picnic brought a joyful and large number of locals and visitors from other meetings. Two B-N Friends are now in a rock band together after making music at our holiday gathering. The Women's Meeting for Eating celebrated with Friends who retired from work during the past year, and the gathering has been enriched with frequent visits from Champaign-Urbana Friends.

We continue to ask for and receive support and love from our fellow Friends here in Bloomington-Normal and beyond. We are especially grateful for visits and helpful counsel from Field Secretary Judy Wolicki. We felt that her support was a steady presence with us this past year. B-N Friends participating in activities with Blue River Quarterly Meeting and ILYM committees and Annual Sessions keep us connected with the wider community of Friends in our area, and we have also appreciated when the wider world of Friends comes to us through visits from Judy, Friends from Clear Creek

Friends and Urbana-Champaign Friends Meetings, and Ministry and Advancement Committee member Chris Jocius.

BURLINGTON WORSHIP GROUP

The Burlington Worship Group currently has five regular participants, with occasional guests or others who drop in. Our meeting tends to be mostly silent, partly because we are a small group, but also because we are all comfortable with the spiritual power of silence. When focal ministry comes forth, it contributes to the meeting. We always spend a few minutes sharing together after worship.

Our worship group is on Quaker Finder, and we have a listing in *Friends Journal*. We are included in the listing of religious organizations in our local newspaper, *The Burlington Hawkeye*, and we also contribute weekly to their “Church Notes” by providing a “Quaker prayer for worship,” usually a quote from an early Friend. We worship at 8:30 a.m. at the Burlington Art Center, which is an accessible and well-known location. Our information is on the bulletin board at their entrance, along with other groups that use their space.

We gather as friends, comfortable and happy in each other’s company. Whatever transpires during worship either uninterrupted silence, song, or speech is worthwhile and meaningful. Those called to speak share messages of value and these messages are relatable, at the heart.

We connect with other Friends in a variety of ways. Our strong links with Clear Creek Meeting continue. We try to take part when we can (even if only represented by one person) in several of their events each year, as well as those of Illinois Yearly Meeting. Two of our members are active with AFSC on the national level.

On several occasions this year, we have also joined with Friends in Iowa. Last summer, four of us worshipped with Salem Quaker Church one Sunday, which was a spirit-filled and meaningful experience. Two members of our worship group hosted several leaders and participants in an Iowa Yearly Meeting (FUM) week-long vacation bible school in Burlington. One member attended the Iowa Yearly Meeting (Con.) Annual Session.

All of us are active in our local community. This enhances both our worship together and our individual community work. Although most of what we do in the community has no explicit Quaker connection, several activities do. Two of us regularly attend an ecumenical weekly Centering Prayer group. Three of us have volunteered with the Alternatives to Violence Program at the Iowa State Penitentiary. Our worship group also has a small fund that helps the local AVP pay for supplies or meals for a gathering. Those of us involved in a local peace vigil are strengthened by Quaker peace values.

Our worship group is small, and we do occasionally cancel, given our schedules. But, for all of us, it is an important part of our spiritual and community life. We find our meeting for worship deepens our commitment to all personal relationships with family, friends, co-workers and those we serve.

CLEAR CREEK MONTHLY MEETING

It has been a fairly quiet year at Clear Creek Monthly Meeting. We meet for worship each week, weather permitting, and enjoy our fellowship times before and after meeting. This winter it seemed the weather conspired against us on weekends and we had to cancel worship and business meeting several times. These gaps in our worship time made the Sundays we were together all the more precious to us.

The return of warm weather in the spring signals our move from Clear Creek House to the ILYM meetinghouse for worship. While we are grateful for CCH and the warmth it

provides us all winter, we are also glad when we can once again worship in the meetinghouse. The spirits of the elders gone before seem to join us for meeting there.

We once again had a retreat led by Field Secretary Judy Wolicki. The retreat took place at Clear Creek House September 8 and 9, 2018, the topic being “Living in Dark Times,” based on the Pendle Hill Pamphlet by Rex Ambler. A small but enthusiastic group enjoyed sharing ideas and concerns about living out our Quaker testimonies in this difficult time. That same weekend we also held a memorial service for Wendy Dennis and “Papa” Wes Dennis who were then buried in the Friends cemetery.

In 2017, a long-time member of the meeting donated a small house in Hennepin to Clear Creek. We had hoped to interest a Quaker in purchasing the property and joining our meeting, but that did not happen. We sold the house to a Putnam County resident in September and are discussing how best to use the proceeds to do good in the community. As has been our practice for the past several years, we continue donating to two needy Putnam County families around the holidays.

In October, we hosted Continuing Committee at the ILYM meetinghouse as well as a middle school retreat. We always enjoy having the wider Quaker community visit us, and like to see the campus in use.

Friends Bob and Carol Bartles celebrated their 40th wedding anniversary with a party in Burlington, Iowa, on November 3. Several of us attended the event and enjoyed meeting Bob and Carol’s family and their Burlington friends, listening to music provided by family and friends, and partaking of the delicious meal catered by Zach and Kelly Schobernd. We took advantage of the trip to visit the two worship groups under our care. In the morning we worshiped with Burlington Friends, and in the afternoon drove on to Macomb to worship with them before returning home that evening.

In December, we lost our dear Friend Betty Wolf. Betty had been living at the Mendota Lutheran Home for more than 4 years. During that time, our Friendly Circle group met monthly in a room at the home to worship with her and hold discussions. Although she had not been physically present at Clear Creek for some time, we feel diminished by her loss.

We are once again looking forward to spring and the return to the meetinghouse. We encourage Friends to visit us at any time and share in our worship.

COLUMBIA FRIENDS MEETING

The year of 2018 has been one of preparing for change at Columbia Friends Meeting. Our attendance hovers between fifteen and twenty people, but our worship feels vibrant. We have started a discussion group using the resource “Exploring Quakerism” to help newer and longtime attenders examine Quaker history and values.

We have spent much of the year trying to discern what the commandment to love means in today's world. How do we interpret the testimonies in our lives? From where do we find the strength and courage to do this? We have not found one answer but many. The search has not been fruitless, but is ongoing.

Our long-time member Scott Searles, who had been living in a local nursing home, passed away from pneumonia at 98 in October. We will miss him. Planning his memorial services with his family allowed us to see the breadth and depth of his life and the impact he had on so many. We had for years met with Scott at least once a month for worship at the “home” where he lived.

We have continued our financial support of local, national, and international groups and organizations that support peace, justice, and sustainability. A weekly peace vigil, sponsored by Fellowship of Reconciliation, celebrated its 35th anniversary with a cake,

and a core group of Friends continue to stand for peace outside the post office for an hour each Saturday. Another member is instrumental in the Columbia Center for Urban Agriculture, while others work with Moms against Gun Violence.

We shared the joy of welcoming a new life into the world when a longtime Friend, Jessie Starbuck and her husband had a son, Charles. Our members Adam Saunders and Adrienne Stolwyk are expecting their second child, in March. Their one-year-old son, William, is a core participant in First Day School, along with Mae and Louis Franzel (now six and four). The children are thriving under the guidance of Jo Denzin and Sandy Matsuda, along with other caretakers. Once again, the children raised hundreds of dollars for Heifer International, to support families around the world with their subsistence needs.

Plans for our new meetinghouse have continued. We have put our current meetinghouse on the market and we are hopeful that the spring will bring some offers. When the property does sell, we have arranged with a nearby church (Rock Bridge Christian) to rent space from them while constructing a simple building on a plot in central Columbia. We continue fund raising toward this goal. In December we held a craft and bake sale that raised \$800 for our building fund.

We are hopeful about the future changes for our meeting, but content with our present. We will, with guidance from the Spirit, continue to love and support one another.

DOWNERS GROVE FRIENDS MEETING

Downers Grove Friends Meeting has had a year full of energy and activity. As we gather each First Day for meeting for worship, we average 20 members and attenders and often have visitors. Worship is sometimes silent in communal listening inwardly; more often thoughtful messages are offered. At rise of meeting we share joys and concerns, then food and lively talk; twice a month there is a collection of donations for local outreach organizations. This year we reviewed our practice of simple meal and recalled the intent of the meal was to be mindful of those in need. Simple meal in 1990 was bread and applesauce; meals are more filling now.

For Friends experiencing illness, losses or joyful occasions, a card is signed with messages from all. Visitors sign a guest book, and receive a Friendly note afterward. Friends living away and those who have not had contact with meeting for a while are often contacted; those who are ill are visited.

DGFM mourned the loss of Jim Grissom, and learned of the death of longtime member James Baker, who maintained his membership in DGFM while living in Canada. We rejoiced at the birth of Andrew Fairbank, first child of Tom and Sarah Fairbank who were married under the care of both DGFM and St. Louis Meeting.

Some Friends gather for midweek meeting for worship and find it enriching. Other opportunities for spiritual growth include a group which explores Quaker life, monthly worship sharing, monthly offerings for religious education, Quakerism 101, an exploration of Quakerism offered to attenders and seasoned Friends. Our sense of community is enhanced by these, our aging and saging group and a lunch group for sewing and fellowship.

DGFM embraces wider concerns for our local community in our support of the DuPage United citizens advocacy group, our winter “mitten tree” collection and other activities supported by members. A Friend collects coupons to help a local food pantry. One Friend has been a strong support for a Mexican family, receiving donations for them and raising the meeting’s awareness of the fragility of life in our area for immigrants. DGFM continues to belong to the National Religious Campaign Against Torture. Neighbors enjoy walking the grounds and sitting on the benches in our Memorial Garden.

There are many connections to the wider Quaker community. We host a Memorial Day picnic and Christmas carol sing, having made a commitment to invite the larger Quaker community to join us in celebration and family fellowship. We also had the privilege of hosting a very well-attended workshop on clerking led by Arthur Larrabee and organized by Illinois Yearly Meeting that attracted Friends from meetings throughout ILYM. Friends journeyed to Toledo for the FGC Gathering, to meetings with Western Yearly Meeting, to Blue River Quarterly, to ILYM Annual Sessions and Continuing Committee. Chris Goode and Pam Wolfe presented to Quaker Earthcare Witness on aspects of DGFm's newly constructed eco-friendly building and the water retention pond.

Stamps are collected for Right Sharing of World Resources. A Young Adult Friend did a week of service at the Belize Friends School and reported on her richly rewarding experiences in meeting the children and learning about the challenges of their lives. We support Quaker Voluntary Service. We celebrated World Quaker Day, each person putting a pin on a world map where they know a Quaker, sending a picture and description to the Friends World Committee on Consultation which was posted online.

With guidance from expert gardeners, we weed and tend to the many natives and other plants and trees on the property. Volunteers donate plants and cultivate a thriving vegetable garden outside of our meetinghouse and we take home tomatoes, kale, and other veggies.

Our meeting is exploring how we can deepen our sense of community. We are working on a minute to address the use of violence, to be posted on our website and shared with others.

DUNELAND FRIENDS MEETING

Duneland Friends Meeting began the year by continuing to raise our concern regarding how our meeting could be a "shining Light" in Valparaiso, Indiana. Some queries which arose were: What kind of light would we like Duneland Friends Meeting to be in Valparaiso? What are some shared values we have that we would like to share with the community? When people think of Quakers in Valparaiso, what would we like them to think of? What action or actions could we take that would reflect our spiritual values?

Later in the year, we spent some time together considering these queries. While we have not committed to specific actions at this time, we remain committed to the journey, keeping our hearts open for ways to share our Light.

Duneland Friends gather twice a month for worship and fellowship. Our Bible Study group continues to meet about twice a month at the home of Marlou Carlson. Marlou is no longer able to attend meeting so it is enriching for all of us to share the Friendly Bible Study with Marlou among us.

Our Meeting was invigorated this year by the commitment of Brad Laird, Monica Tetzlaff and Hannah Laird of South Bend Meeting to worship with Duneland Friends on the 4th Sunday of the month. We also welcomed Morgan Laird, of Valparaiso, who began attending regularly, often bringing her young children. It is a joy and a blessing to have new or familiar Friends join us for worship and fellowship. We have also enjoyed having Field Secretary Judy Wolicki join us for worship, as well as several other visitors throughout the year.

Pat Huntley and Sandy Lucas, having moved away some years ago, requested transfer to Madison Friends Meeting in Madison, Wisconsin. While we miss their participation, we joyfully commended them to Madison Meeting.

In the face of diminishing numbers we maintain the hope that the spirit will guide us in attracting new members, caring for one another, and finding a way to be a shining light in northwest Indiana.

EVANSTON MONTHLY MEETING OF FRIENDS

Our meeting has had another dynamic year. We warmly welcomed Emma Meador as a new member. We also experienced sorrow at the sudden loss of a long-time attender, Dorothy Trippel, on March 9, 2019. A Memorial Meeting for Worship was held at our meetinghouse on May 18.

Spiritual Growth:

Several members attend the Wednesday morning Meeting for Worship at The Admiral on the Lake, a retirement facility in Chicago.

The annual fall weekend silent retreat was held again at Portiuncula Retreat Center in Frankfort, Illinois.

A new daylong silent retreat in our meetinghouse was offered at the end of April.

One of our members facilitated four small six-week discussion groups to study Geoffrey Durham's book *Being a Quaker: A Guide for Newcomers*. Attendees described these sessions as deep and valuable.

The annual six weekly Inquirer's Group meetings were again offered for new attenders who had questions about Quaker faith, beliefs and practices.

A silent Art Retreat held at the meetinghouse for the first time in July 2018 was repeated in February 2019. The day began and ended with Quaker worship. Artistic Friends welcomed these opportunities to explore and practice their creativity in a worshipful setting.

Several personal faith journeys were shared during our Meetings for Learning, and a visiting Friend also gave a presentation on coping with a serious medical illness.

Also in Meeting for Learning, a member discussed the parables of Christmas, citing the biblical stories in Matthew and Luke.

Spiritual Nurture Groups continue to meet regularly in one another's homes.

Our meeting continues to be enriched by the growth of our First Day School. Consistent childcare workers provide loving, capable and stable care of our infants and young children during Meeting and adult learning programs.

Primary teachers and children use the Godly Play and the Faith and Play Curricula, and the intermediate students learn about world religions, Quaker history, beliefs and practices.

Ministry and Counsel and Religious Education Committees work to encourage children and their parents to participate more frequently in Meeting for Worship.

The children's program begins each Sunday with a 15-minute Meeting for Worship. More families currently attend the first 15 minutes of Meeting, and all children join the adults for the last 15 minutes each fifth Sunday.

Social Justice:

Meetings for Learning led by members, attenders, and visiting guests provided a variety of second hour programs on social justice issues throughout the year. These included discussions of research among the Cree, personal experiences during the Peace Corps in Senegal, a comparison of Western versus Native American world views, exploration of the impact of monotheistic religions, and a discussion of Quaker response to the Holocaust (including the role of students at Scattergood Friends School). Representatives from three agencies described how each of them is working to alleviate homelessness in Evanston and the North Shore.

Members of Jewish Voices for Peace presented the film "Imprisoning a Generation" to illustrate their testimony of "No Way to Treat a Child."

The attack on the Tree of Life Synagogue was discussed during an update on Israel and Palestine.

At Interfaith Action of Evanston's annual event, Clyde Baker was honored as our 2019 Vision Keeper for his years of dedicated leadership, service, and activism in numerous Quaker endeavors.

Our 2019 Peace Award is to be presented to Hands of Peace. Darling Kittoe, the Chicago area president, is scheduled to accept the award and will talk about the organization's mission to empower young Israelis, Palestinians, and Americans to become leaders of change.

Community:

It is a joy to have young families as members and attenders who share in our monthly birthday Sundays, potluck dinners, pancake breakfasts, and Simple Meals.

EFM's Safe Congregation documents have been updated and revised.

Several Friendly Dinner groups have enjoyed potluck dinners and fellowship in participants' homes.

Our monthly newsletter helps to keep us informed of the minutes from Meeting for Business, the treasurer's quarterly report, and announcements of pending events. Our Religious Education Coordinator writes a First Day School report, while others provide thoughtful book reviews or present ecological concerns.

57TH STREET MEETING OF FRIENDS

Fifty-Seventh Street Meeting continues to grow and evolve. While we have fewer young children, we have also seen the emergence of a group of young adult Friends and several new attenders. First Day School and other existing programs remain active and vital, but the meeting is also broadening our vision outward, increasing our involvement in social and community affairs. New people coming in is a great joy, and members old and new have initiated conversations and participated in new programs to meet the needs of this changing community—an ongoing, challenging but fruitful task. We continue to seek ways to share and deepen our sense of community and our corporate worship.

The influx of active and engaged new members and attenders has led us to revisit our structure and policies. We have found a need for more transparency in our policies and practices, and have sought to strengthen our committee structure as a way of guiding members and attenders in following their leadings and in initiating and engaging in activities within and beyond the meeting. Realizing that oftentimes mundane tasks tend to be taken up by a small number of dedicated individuals, we have sought to experience these tasks as opportunities for all to gather and share in the Spirit, mindful that beyond the outcome, the work itself lays the groundwork for community and service, and to encourage greater participation in this spirit.

Meeting for Worship is well-attended, often with visitors from other meetings or from the community. We remain a rather silent meeting; while many members and attenders find the silence deeply enriching and sustaining, we recognize the value of spoken ministry as a touchstone for corporate worship and as a means of sharing our deepest experiences. Exercises in deepening and sharing have included a monthly intergenerational program that begins prior to and segues into Meeting for Worship, and a new practice of selecting and circulating a monthly query, to be discussed and considered in committee meetings, posted for fellowship activities (snack, potluck) and carried to Meeting for Worship for personal reflection. Religious Education programs including Bible study, Godly Play sessions and an exploration of the uses of silence in worship also form a bridge to unprogrammed corporate worship, and attenders have shared their spiritual journeys in a monthly Seekers' Circle. Music remains important to the meeting, with song incorporated into the intergenerational program and joyful singing sessions weekly prior to Meeting for Worship.

With the new growth, new participants and seasoned Friends alike have sought to ground ourselves mindfully in Quaker tradition and practices. The Young Adult Friends group as well as some of the committees have taken up the practice of formally reviewing our Faith and Practice documents, and we have encouraged reviewing these and other readings as members and attenders embark on journeys and activities within and extending out from the meeting.

Guided by the energies and leadings of our Peace and Social Concerns committee, the meeting has sought to renew our witness to social convictions and ministry in the wider world. Following a daylong retreat to deepen fellowship and explore callings, the committee initiated a program of monthly presentations from advocates for social change. The diverse offerings of this program have led to a keener awareness of social issues in the meeting and renewed relationships with activists and organizations. In particular, the meeting is following a leading to support Parole Illinois, the campaign launched by men incarcerated at Stateville Correctional Center to bring back discretionary parole.

We continue to benefit from a wonderful synergistic relationship with the resident Sophia Community, a nondenominational religious intentional community housed in our meetinghouse, who provide oversight of the meetinghouse and its grounds and supervision of our rentals, and share fellowship with our community.

Moving into the coming year, we hope to continue to reach out to our immediate and wider community, to strengthen our community through the exploration of silent worship and vocal ministry in Meeting for Worship, to become stronger and more seasoned in pastoral care and outreach, and to strengthen our bonds and open ourselves tenderly to shared fellowship, stewardship and deeper worship. We value the history of our meeting and its place in the greater Quaker communities, and seek to strengthen and deepen our membership to sustain our members and attenders, providing a community of peace and integrity and a wellspring of support and spiritual nourishment in an increasingly fraught and complicated world.

FOX VALLEY QUAKER MEETING

Those reading this 2019 State of Society Report will note that we have changed our name slightly by dropping the word “Upper.” We had become aware of the geographic confusion caused by “upper”, since the Fox River arises in, and flows south through, Wisconsin. And the shorter name “flows” more smoothly, which may help our outreach efforts. Little else has changed. Our membership and attendance have remained much as they were a year ago, although we have been encouraged by increased participation in the last few weeks.

However, we regret to report the laying down of the St. Charles Worship Group, which had been under the care of our meeting. This decision was due primarily to life changes affecting the host friend and Meeting location in St. Charles. We have been grateful for the long-time support which our member, Mark McGinnis, has given to this worship group, in addition to his outreach to ILYM monthly meetings in the Chicagoland area, and the Chicago Evangelical Friends Church (which now holds service in the old Chicago Friends Meetinghouse.)

These connections among Friends of different kinds, and widely scattered, are especially enriching for a small meeting such as ours. So we rejoiced, again, in sponsoring the Annual Old-Fashioned Corn Roast and Potluck Dinner (to which has been added clay-oven pizza)—at Pioneer Farm on the Saturday preceding Labor Day. As usual, there were many Friends present, from unprogrammed and pastoral meetings, and

churches, speaking both English and Spanish, and representing more than one yearly meeting. It always serves as a demonstration of love uniting people of different cultural backgrounds and Friends' practices, so needed in this time of anger and strife.

Our meetings are held with an outlook on the natural beauty surrounding us. Unprogrammed worship is preceded by a time of reading, discussion and/or singing (led by John Hackman with his guitar, autoharp, or dulcimer.) At the close of meeting we enjoy a potluck snack or lunch, amidst a lively, unifying discussion.

LAKE FOREST FRIENDS MEETING

Ten years ago the state of the society report ruminated on the Quaker call to "let our lives speak." That same year a committee reported out an organizational blueprint for budget consideration, naming umbrella values that the committees and individuals of the meeting "seasoned" with the work of the meeting. In this year, in which the death of many longstanding members and attenders is so keenly felt, while at the same time a new generation of serving leaders step into vital roles in the meeting, it seems appropriate to use those time-tested values as a template for the State of the Society Report. In that process, representative activities of individuals and committees "season" the state of the society and give meaning to how our collective meeting's life speaks this year.

It is during meeting for worship when we gather each Sunday and on Thursday mornings in waiting silence, trusting that the Spirit is among us. Vocal ministry often testifies to the power of love among us in worship. The silence and vocal ministry provide sustenance for our individual and collective journeys. We steward, we maintain, we connect, we witness and we nurture, recognizing that there is no barrier that clearly delineates one from the other. Rather, these delineations assist us in becoming more aware of the gifts we bring and share and invite us into fuller relationships with each other and with our spiritual foundation. British Friends in a pamphlet explained that Quakers are comfortable living in a state of "already and not yet." That sense of both urgency and careful consideration has characterized our life as a meeting this year and is a source of potent energy. Our comfort in living in that paradox provides us with a solid foundation for our future life as a society.

NORTHSIDE FRIENDS MEETING

Spirit has been active in Northside Friends Meeting during 2018-19. As a small urban meeting positioned to attract Friends in transient phases of life, NFM has been concerned with the issues of welcoming and diversity. Our welcoming focus has recently been toward transgender persons and millennials who sojourn with us for a while. This year's Annual Retreat had the theme Welcoming and Community Building. The event, ably facilitated by Judy Wolicki, drew some twenty attendees of all ages, with representation from two other meetings.

We have already incorporated some outreach recommendations from Friends General Conference pilot Welcoming Program. For example, we have used name tags for some time, and some Friends include their pronoun (she/her, he/him; they/them, etc.) on their nametags. We have created a sandwich board with the "SPICES" testimonies for sidewalk display on Sunday mornings.

Several encounters with Friends who endorsed a training offered by CROAR (Chicago Regional Organization Against Racism), Crossroads' local subsidiary, piqued our curiosity and impelled a number of us to attend the January training. Understanding and Analyzing Systemic Racism. Coming as it did so soon after the CROAR training, the Annual Retreat also helped illuminate how synergistic the concerns of welcoming and

anti-racism are. We have long wanted involvement in the issues troubling Chicago, but until the CROAR trainings we had not found a vehicle. The CROAR trainings have transformed anti-racism from an individual to a corporate leading. As one Friend observed, “The meeting feels more relevant to my life and to the world. Ten Friends attended the January CROAR training sessions, and anti-racism is now a standing item in our monthly Meeting for Business.

As we began our new fiscal year on October 1, the Treasurer brought to our attention a budget surplus that we had accumulated over the past few years; this inspired a Second Hour session to consider, How Much is Enough? This surplus was augmented by a bequest from a recently deceased member. More Friends have adopted monthly giving, providing the meeting with increasingly reliable income. A new spirit of abundance allowing us to vision beyond ‘keeping the doors open’ has led us to extend support to Friends’ ministries locally, at the yearly meeting level, and internationally.

We observe this abundance in Friends investing energy into the meeting as well. The robust Second Hour program offering spiritual journey testimonies, religious education, guest speakers, and discussions has been well attended. Indeed, the Second Hour Committee is having trouble finding free Sundays for all the topics Friends want to explore. A new book club is discussing Howard Brinton’s Guide to Quaker Practice, and the Pendle Hill pamphlet Four Doors to Meeting for Worship.

Friends are showing up and stepping forward. The role of Archivist is now held by a box in the meeting clerk’s home, safekeeping our records. The weekly calendar has a new editor. A new ad hoc committee is taking a fresh look at our website. Often, whoever shows up first takes on the role of Greeter.

We continue to struggle with religious education in First Day School. Our school-age children have a wide age spread and intermittent attendance, confounding establishment of regular childcare. Religious education flexible enough for this disparate group is an ongoing concern.

The issue of not owning our own meetinghouse no longer troubles us, with our attention directed toward new activities. Our host (Japanese-American Service Committee (JASC) is considering a move in the next year or two; we anticipate interesting developments.

MILESTONES December 2017 Bruce Kanarek received into membership; May 31, 2018 Death of Susan Houston, a founder of Northside Meeting; August 2018 Liam Brubaker received into membership; August 2018 Graduation party for Milenka Bermanova and Kolya Clayton; September 2018 Letters of Introduction prepared for Bryce Philips to St Louis MM and for Milenka Bermanova to New York City meetings; February 2019 Sarz Maxwell transfer of membership from Palmerston North Monthly Meeting, Aotearoa, New Zealand.

OAK PARK FRIENDS MEETING

Going into its 77th year, the Oak Park Friends Meeting seems to be a modestly growing sea of joy and stability. Longtime members offer a bedrock of diligent organization. Since we have decided for now to stay put at the Oak Park Art League location, a welcoming committee carefully arranges the room, which is continually changing with the art exhibits and the atmosphere, time of year, light, heat, etc. They put on the coffee and tea. Home-crocheted lap robes help us keep the chill off without burning too much fossil fuel in the drafty room.

In Meeting for Worship, we aim to deepen our centering/contemplation/listening. This is at the core of being present to one another and to the Light. Ministry and Care is offering thought pieces to read once a month before we settle into worship.

We are always glad to see visitors return more than once. This year we have received two new members and held several potlucks to welcome them into membership.

Organizationally, we give ourselves permission to not do everything and to not compare ourselves to larger meetings. We pay close attention, with gratitude, to all the things we are doing. If no one feels called to do a certain task, we have let go of the task and tried to wait patiently for further wisdom. We function with some one-person committees doing what they comfortably can.

A three-person nominating committee works closely with the business meeting to remove jobs that no longer appear to have energy around them. We also put together an ad hoc, two-person Naming Committee that finds one person to serve on Nominating Committee each year.

After careful preparation of games and educational materials by the Children's Education task force, Spirit has seen fit to send us a couple of young attenders, whom we supervise following state legal requirements. A rotating list of two volunteer teachers work with children who show up.

The Peace, Justice, and Environment Committee grew into five people, with clerks sharing the organizing. The committee holds quick second-hour monthly postcard-writing sessions to Congress using FCNL materials. The monthly Sustainability Circle, originally conceived by M&C and now under PJ&E, is a support group that helps us share our individual progress on living lightly on the earth and our feelings of "never doing enough."

The one-person Adult RE Committee has found an eager audience for lessons using Quaker publications and videos, and draws speakers from among Oak Park Friends on topics like bystander intervention and personal spiritual journeys ("mini-Plummers").

These second-hour sessions continually help us get to know our talents, challenges, expertise and spiritual gifts. Offsite social activities like Quaker 8 dinners and Quaker book club help Friends get to know each other better in an informal way. A monthly midweek worship continues to be hosted by various Friends. As we are able, we offer one another personal support, such as phone calls to an elderly member who is no longer able to come to meeting, and going to cheer on Friends at their talks and concerts.

Our meeting reached to the community by presenting programs in Oak Park library, first on the history of the KKK in the Midwest, and then "War is Hell" co-sponsored by Veterans for Peace. We continue faithful service, preparing and serving fifth-Friday meals at a homeless shelter and sponsoring holiday baskets for disadvantaged families.

We have several active members serving in ILYM positions and participating in regional meetings. We also have Friends active in local and national FCNL groups. We would like to connect more with AFSC.

Several themes emerged in our Direction of the Meeting process last fall: taking risks and grappling with change: to change and be changed by one another, by new members, by children, etc. We are training ourselves to be ready to meet whatever comes, in a way that reflects Quaker values and testimonies; being patient and supporting one another; finding the place truth may prosper and where we further the prospering of truth.

OSHKOSH MONTHLY MEETING

We of the Oshkosh Monthly Meeting of the Society of Friends are a small, busy meeting that has many on-going projects that we have had to find ways to accomplish without much money. We have a small loan fund that makes interest free loans to community members who have income but have fallen short in an income period, have a true need that meets our specifications, and are recommended by local organizations or

community workers. This is part of our outreach and a true help to those temporarily in need. One of our members keeps up with legislative issues and we keep in touch with our legislators, frequently communicating and urging peaceful, fair, and better solutions. Some of our members and attenders do prison work, some do peace marches and vigils. Some help ask for donations to our loan fund and help in our yearly beg letter for that purpose. We work to keep people fed and clothed in many ways, whether it is donations of food and clothing, rides to help people make it to the food pantry, picking up food for them, making meals for them at need, or scouting out sources to keep people in warm enough clothing for our winters. We helped start a warming shelter and try to help meet its needs when they arise. We support many local organizations that improve the community and care for it's needy members, such as the Christine Anne Center, which protects abused family members. Not everyone works on all of these issues, but most of us have multiple concerns and help with many of them when time, money, and family permit. These are some examples of our work, but we continually search for more we can do with limited time and money, while staying close to the original Quakerism of unshrinking, hands on help. As a meeting, we aspire to peace, justice, faith, love, charity, and hope.

Spiritually we have worked to continue to foster spiritual growth that is inclusive, rather than exclusive. We recognize that the origination of our religion is ourselves and work to attain clarity, charity, and understanding of ourselves, our religion, and other people. Without any of these things the religion and meetings that spring from it and foster it are not strong and certainly cannot go on to form other, geographically larger meetings that carry the authority of the light on any level. Most of us meditate and take our problems to the light, both within and without our meeting. Not all of us always walk in the light all the time: few people do. However, we all are grappling with our problems in constructive ways. We tend to talk to everyone we meet about local and national problems and often find common ground by this type of outreach with others-sometimes even those who still disagree with us: besides, it is a good way to invite them to get to know us, and maybe even invite them to meeting. We try to attend social events that involve other churches and social groups whenever possible, especially if they intend to talk about some immediate problem. The warming shelter could not have been formed without Esther and the support of all the churches. Since we belong to both ILYM and Northern Yearly, we try to attend those when possible and expand our knowledge of our fellows. One of our greatest problems is being very small: our activities are constrained to those available to help and the resources available to help with. However, one of our greatest strengths is being very small: it forces us to reach beyond our members, to have more patience with others, get to know our attenders and community better and to find creative, less confrontational, and more personal ways to spread our messages than some other groups. Most of our attenders are mobile and on their spiritual journey to other things: we tend to be a waystation that can hopefully plant seeds of peaceful compassion and caring that will stay with them all their lives. Being small has given us the ability to quickly meet to give help when needed. Staying less formal sometimes eases people and allows us to give more help.

“No one is useless in this world who lightens the burdens of another.” - Charles Dickens

SOUTH BEND FRIENDS MEETING

As we reflect on this past year and the state of society in South Bend Friends Meeting, we find ourselves in strong fellowship and mutual care as we seek to minister to the needs of our meeting community and to the needs of the larger communities around us.

Within the meeting, it has been a year of many transitions. The meeting has celebrated a member's marriage under the care of the meeting, welcomed a new baby, mourned the untimely passing of a young adult Friend, welcomed back two members who had been out of residence for a number of years, seen off a young Friend as he has started college, and said fond farewells to a family of active members who have left the region and transferred their membership. We have given support to one another during times of illness and challenging workplace transitions. A weighty transition was joyfully completed when one of our families successfully concluded their immigration process, establishing permanent residency in the United States. Through all these changes, the meeting's membership numbers have remained relatively stable, but we have enjoyed the presence of a number of attenders who have become regular participants in Meeting for Worship this year.

Two initiatives have increased opportunities for fellowship among South Bend Friends, both of which bring us together for more time around weekly worship. A Study and Fellowship group is now meeting twice monthly for an hour prior to meeting for worship, and a singing group is also meeting twice monthly prior to meeting for worship. With regular monthly potlucks and a revival of our lapsed tradition of coffee and snacks following worship, we have felt our fellowship deepening and widening this past year.

The role of children in the life of the meeting has also been a major focus of attention. First-Day School continues to be active. As our main cohort of young Friends enters or approaches the pre-teen years, they are becoming more engaged with adult Friends, often sharing their projects with the rest of the meeting during the announcements period. We attended to the pastoral care of children this year by approving an updated Minute on child membership to affirm that all children are under the loving care of the meeting and to encourage parents and children to consider membership for children as a reflection of their participation in the life of the meeting.

This past year has brought some changes to our use of space in the Charles Martin Youth Center. Because of disruptive noise from a new sound-based traffic signal at a nearby intersection, we have relocated meeting for worship from the room we have been using for the last ten years to the Center's social hall. Since we share this space with other users, this change has added new set-up and take-down responsibilities before and after meeting for worship. Friends have shared these responsibilities with good cheer, helping our worship to remain gathered in the new space. We have, however, formed an ad-hoc space committee to consider the meeting's long-term space needs.

South Bend Friends continue to be active in the community in support of the realization of Friends' testimonies. The Peace and Social Concerns Committee has convened a FCNL Peace Team to actively engage with area legislators around peace initiatives. The meeting continues to support Jason Shenk's ministry to end poverty; in the past year his ministry has focused on supporting the Poor People's Campaign: A National Call for Moral Revival. Many individual Friends are also pursuing peace, justice, and environmental stewardship work. Their leadings make an important contribution to the life of the meeting. As we look back on 2018-19, we are grateful for our Spirit-Led worship and the opportunities we have received to share the fruits of the Spirit in our communities.

SOUTHERN ILLINOIS QUAKER MEETING

We are a small group, now in our third year at the Dayemi Family Center in Carbondale, and while we lose members and attenders from time to time, we always seem to attract new people. Meetings for worship are generally attended by six to twelve

people. We meet weekly for worship, monthly for fellowship, and we socialize regularly with each other. While our numbers may be low, our spirits are high.

Our weekly meetings for worship are generally followed by a program, which is well-attended and always generates lively discussion. When we are not conducting the monthly business meeting or sharing a potluck, we have delved into timely topics and discussions about issues that are of particular concern to Friends.

We hold regular Religious Education discussions, facilitated by one of our members. These discussions have included a focused discernment of Illinois Yearly Meeting's Faith and Practice. We sometimes feel geographically removed from other Quakers in ILYM, but we sense a closeness in spirit.

Our programs have also included a series of workshops on Attitudinal Healing, facilitated by one of our members. These workshops are intended to help each of us find a way to peace on a personal level, and to bring Quaker testimonies to bear on our challenges.

We had a wonderful weekend of activities with Julie Peyton from the Friends World Committee for Consultation along with several Friends from Champaign and St. Louis meetings. Once a month, a different member hosts a Life of the Meeting gathering, an evening of fellowship and potluck goodness.

We continue our outreach to local social justice causes, supporting various groups and programs with our donations and our presence. We also continue to support member Maurine Pyle's work with younger Quakers, which initially produced a book (*New Children of the Light: Quaker Youth Speak Their Truth to the World*) and a blog and was followed this year by a series of recorded internet conversations called the "New Children of the Light Covenant Group" (quakerinfo.org/node/134).

We miss children in our midst. A young family moved away from Southern Illinois last year, to our sadness, but often we are graced to have Kris Pirmann and Adriane Koontz's one-year-old Russell in meeting.

SPRINGFIELD WORSHIP GROUP

Summoned by spiritual yearnings, Springfield Friends Worship Group continues its journey with trust in one another, and in the leading of the Holy Spirit to discern those pathways of compassionate service to our fellow creatures, drawn by His hand through the trials and troubles of this life.

We continue to meet weekly in search of the spiritual and intellectual sustenance we receive from our community of seekers. Our group remains small but dedicated, with attendance ranging from six to twelve adults. We have enjoyed several visitors this year, and continue to welcome those who choose to spend time with us.

Our current status as a Worship Group defines us most accurately. We elected to have a meeting clerk, and most recently a recording clerk. Meeting for Business is held once a month. As a group, we have discussed and considered the option of becoming a Preparatory Meeting. We are a Quaker Worship Group and under the care of Urbana-Champaign holding our worship group weekly.

As individuals, our religious experiences are varied, which adds to the richness of our discussions. Several members are involved in efforts to bring about change in our community. Pamela is involved with Habitat for Humanity. Dennis plays music at local nursing homes, and the Peoples' Church, which serves our homeless population. Eve is providing dance therapy for seniors with Parkinson's disease, and serving on committees for Racial Conversations. Nancy, Dennis and Vinnie are also involved with the Racial Conversations groups. Terry our recording clerk, keeps us updated on local events, benefits, and seminars geared toward seniors. Cynthia our clerk, works as a hospital chaplain in Springfield, and assists our group with updates to our Health Care Advanced

Directives. We discuss and share the emotional process of sharing our wishes, concerns, fears, and hopes about our final stages of life.

Updates and progress on other shorter-term events and individual activities or concerns are shared as needed in joys and concerns weekly and during Meeting for Business.

Our Worship Group community is stable and sound. Urbana-Champaign Friends Meeting continues our care. Several members attend U-C meeting when they are able, and we receive e-mail updates from that meeting.

We have enjoyed selecting challenging queries, which we share during the months with five Sundays. This becomes a quarterly occurrence, and allows us time to prepare thoughtful responses.

Once a month, our group prepares and serves a meal at Helping Hands, a local homeless shelter. First Christian Church has joined us in this effort, and their offer to provide some of the food is appreciated. We enjoy this service project, and look forward to the fellowship and expressions of gratitude from the residents each month.

Our group receives sustenance from each other, from our query-sharing to our ongoing discussions about the current state of the world. We support each other as fellow worshipers, but also as friends and family.

ST. LOUIS MONTHLY MEETING

St. Louis Friends are joyful about the current vibrancy of the meeting. 2018 saw new attenders and new members joining the meeting, including more young adult Friends, as well as the birth of babies and continued attendance of toddlers and children. These new attenders, combined with many experienced Friends, have contributed to a rich sense of community bringing many gifts and leadings for deepening expressions of faith.

Many of the leadings engaging Friends for activism and service, both within the meeting and to the broader community this year included: Friends Winter Shelter, Property Committee advancing work on the building, greater activity of Advancement Committee, anti-racism accountability group, and greater support of St. Louis' AFSC and Metropolitan Congregations United.

A diversity of small groups and gatherings support the spiritual lives of St. Louis Friends, nurturing these outward leadings. Friends cite the spiritual support of Friendly Dozens and Spiritual Directions groups, both ongoing and newly formed. Monthly potluck discussions, guest speakers, occasional threshing sessions, and meetings of young adult Friends enrich our spiritual lives in less formal ways. In times of turbulence in Friends' lives, clearness committees formed by Ministry and Caring Committee offered support. In these ways, Friends tend to one another's spiritual lives with kindness and attention.

Major challenges for St. Louis Friends Meeting are how to integrate newcomers into Quaker practices and processes and fill gaps when weighty Friends move on or die. We are a large group with no formal leadership, and as we follow emergent leadings rather than codified procedure, there is often a lack of clarity for new members/attenders on how to engage. Friends seek a balance between explicit guidelines that explain Quaker process (such as information on the website, e-mail, a bulletin board, and/or a one-page pamphlet about small groups and ways to get involved) and the ongoing work of the Spirit we enact in each moment with one another, acknowledging the primary importance of both communication and depth of relationships.

Another ongoing challenge is keeping on top of the many tasks to be done in regards to our property, winter shelter, kitchen, communications and outreach, etc. Occasionally conflict over work or leadership styles in committees, including cultural male dominance, have led to people not following through with activities. Our threshing session on the needs

of our property seemed to be a call to action and important work is being done/progress made. Friends are opening to the idea of hiring outside help for work such as building maintenance or website development to avoid overwhelming committee members.

Though a major leading of Friends is creating racial equality, we are keenly aware of our overwhelmingly white attendership in a black majority city.

Our Meetings for Worship are often quiet with few spoken ministries, but are deep in other ways. Coming together in expectant waiting makes it a worshipful experience. Friends feel gathered in silence and connection to each other, despite wandering minds. When vocal ministry is shared, we pause and listen rather than popcorn speaking. Though the quality of worship can vary and even vocal ministry can be clouded by worldly thoughts, overall Friends find joy in our Meetings for Worship and our connection with each other brings us connection with the inner Light.

Meetings for Worship with a Concern for Business are held in a quiet, attentive manner. Our clerk focuses the agenda and keeps a well-paced flow focused on how the meeting is led. The discernment of the leadings of Friends is primary, which has a network effect on the meeting as a whole. We acknowledge that inviting new Friends to Meeting for Business is one way to introduce them into Quaker process, and we hope more attend.

URBANA-CHAMPAIGN FRIENDS MEETING

The quality of our Meeting for Worship has been strong, enriched by ministry from many different friends and by rich gathered silence. Often the queries, crafted by the Ministry and Care Committee to speak to our Meeting's concerns, have elicited multiple responses during worship and resonated beyond it. Friends welcomed two Saturday morning silent retreats that included a shared meal. Attendance at worship continues to grow, increased by younger visitors who have kept coming back. Our newly re-designed website and new Facebook page have allowed curious searchers to find us easily.

Youth Religious Education is thriving. The younger children (3-12) continue to have a single (paid) teacher this year; the resulting continuity has created strong bonds and new confidence among the children who report proudly and enthusiastically to meeting each week on what they have read, discussed, and created. Teens and tweens have helped to shape their own program on topics ranging from the Bible to Quaker processes; recently they attended a Programmed Meeting. Several friends and families are active in Blue River Quarterly and ILYM activities, connecting our meeting to the wider Quaker community. One teen, recently welcomed into adult status, joins us at meeting for worship and business meeting (along with other teens); he is helping to co-organize teen/tween activities this semester.

We have worked as a community to accomplish some important projects this summer. Our building received a new coat of paint and much needed carpentry was completed. We organized four moving memorial services. Some friends researched a "Venerable Friends" presentation that used bios and photos to help us appreciate the dedicated Friends who founded and sustained our meeting and whose work for peace and social justice still inspires us. This fall, a large group from the meeting marched under a UCFM banner in the CU Pride Parade. A rainbow-decorated red truck followed the marchers, sporting tie-dye-clad children in the back shouting "Happy Pride Day" and mobility-challenged elders within. Throughout the year we shared ideas in discussion sessions: a Quaker Q&A, a penetrating exploration of Quaker decision-making, and another on the value of silence to us.

In contrast, our summer Hackberry tree crisis was challenging and divisive. An arborist found that the beautiful 140 year-old legacy tree had a heartwood fungus that threatened its stability and survival. The Building and Grounds Committee, fearing for the safety of our building and of all those who use the grounds, especially children, proposed the tree’s removal to Business Meeting. Without discussion or objection, the proposal was approved and noted in the March Minutes, and we contracted for the tree’s removal. In June, as removal grew near, some Friends claimed that the decision was not transparent and proposed re-opening the issue. Some urged we should respect the tree as a she, a living being, host to birds, animals, and insects, and integral to our community. Others reiterated safety concerns, noting that the roots, crown, and trunk were already diseased. We then learned that decisions made and minuted cannot be undone without forging a new sense of the meeting. After weeks of painful disagreement at two business meetings, during ad hoc tree committee meetings, and even in worship, we agreed to re-affirm the original decision. In the tree’s absence, we agreed to honor its legacy with a photo album and by using its wood to carve children’s chairs, for habitat on our grounds, and in a circle of logs and stools around the stump that forms a meditation and play space.

As a result of the controversy, we have a deeper understanding of and appreciation for Quaker decision-making. We have learned how to listen respectfully and hear each other out. We are working to minute and communicate decisions more clearly. Attendance at business meeting has grown. We are working to integrate more attenders into our committee structure, so they can share more fully in the work of sustaining the meeting. We recognize the need for more programming to introduce Quaker beliefs and practices. We have discovered this year that we have the resilience to turn our challenges into opportunities for further growth.

REGISTRATION REPORT FOR ILYM ANNUAL SESSIONS 2019

Total Registration: 160

Registration by Quarter/Geographic Grouping:

Blue River	35 Adults	
	15 Young Friends	Total: 50
Chicago North	38 Adults	
	11 Young Friends	Total: 49
Chicago South	30 Adults	
	7 Young Friends	Total: 37
Other	20 Adults	
	4 Young Friends	Total: 24

Housing: 53 camped, 40 stayed in cabins, 8 stayed in Clear Creek House, 15 stayed in the High School Bunkhouse, and 44 used motels or local housing.

FALL CONTINUING COMMITTEE MINUTES

Seventh Day, Tenth Month 13, 2018
ILYM Meetinghouse, McNabb, Illinois

Attending: Dick Ashdown, Wil Brant, Jane Brotemarkle, Jeff Brotemarkle, Beth Carpenter, Janice Domanik, Kay Drake, Joy Duncan, Fernando Freire, Dale Gardner, Cathy Garra (Presiding Clerk), Meredith George, Chris Goode, Sharon Haworth, Chris Jocius (Reading Clerk), Pam Kuhn (Recording Clerk), Ted Kuhn, Peter Lasersohn, Val Lester, Mark McGinnis, Rachel Mershon, Grayce Mesner, Neil Mesner, Sarah Pavlovic (Assistant Recording Clerk), Phyllis Reynolds, Chip Rorem, Steven Seacrest, David Shiner (assisting), Monica Tetzlaff, Bobbi Trist, Nancy Wallace, Judy Wolicki

Minute 01 Continuing Committee of Illinois Yearly Meeting began with centering worship. Out of the silence, the Presiding Clerk Cathy Garra introduced Friends at the clerking table. She thanked Wil Brant for doing the Advance Documents and putting together the document packets. She also thanked Clear Creek Meeting for hosting the Continuing Committee. She noted the Harassment Policy has been posted. Continuing Committee is happy to have our Middle School Friends with us this morning for part of our Continuing Committee meeting.

Minute 02 Joy Duncan gave her report as the Children's Religious Education Coordinator. The Children's Sessions at the 2018 Annual Sessions had 32 children ages 3-14 years old attending, a little lower number than last year. Joy is continuing to work on improving the program based on the experience of this year. The Middle School Fall Retreat is taking place at on the ILYM Campus during Continuing Committee and tomorrow. Bobbi Trist is Joy's assistant for this retreat.

The OWL (Our Whole Lives) Retreat has been scheduled for November 30 to December 2, and will include high school students as well as middle schoolers. Robyn Sullivan is the co-coordinator. Other yearly meetings and Scattergood School have been invited. There is a webinar for parents of the retreat participants. Joy has developed a new middle school webpage on the ILYM website. In addition to these projects Joy will be working on the Children's Sessions for 2019 Annual Sessions along with Chicago South, the Middle School Retreat at Blue River Quarterly on April 12-14, and the ad hoc Annual Sessions Planning Review Committee. Report accepted.

Minute 03 Fernando Freire reported for the Nominating Committee. The committee is focused on the challenge of finding both a Presiding Clerk and Assistant Clerk for the yearly meeting. The committee has discovered a deep well of experience and enthusiasm among Friends they have asked to serve. They also have learned of complications with availability. This year Nominating Committee faces a very serious situation. Cathy Garra is currently our Assistant Clerk and acting as Presiding Clerk but only through Annual Sessions 2019 (2018, Minute 51). Report accepted.

The Nominating Committee brings forward the following name for approval. Sarah Pavlovic as Assistant Recording Clerk/Recording Clerk to 2020. Approved.

Minute 04 Cathy Garra announced the following names for the Naming Committee: Peter Lasersohn and Sarah Pavlovic. They will serve for one year. The Committee is responsible for bringing forward names for the Nominating Committee.

Minute 05 Val Lester gave the Treasurer's Report for the Fiscal Year ending June 30, 2018. The report, which includes a Statement of Financial Position/Balance Sheet, Statement of Fund Activity, Monthly Meeting Contributions, and Operating Budget, is in the 2018 Minute Book. It was a good year for our income. Eleven monthly meetings

gave larger contributions than in the previous year. There was a 37% increase in the amount donated by individuals. Thank you to everyone.

Overall our expenses grow about 4 to 5% each year. Personnel expenses are the largest single line expenses on our Operating Budget. Because all of the paid positions are now filled, the meeting will be increasing our personnel expenses in the coming years. Also, of special attention, this past year we renovated the bathhouse at a cost of \$60,000. We spent considerably less in reserves than we expected to because of generosity of Friends making donations. Our ending balance in net assets as of 6/30/2018 was \$250,957.97. Report accepted.

Minute 06 Cathy Garra gave the report for the Financial Review Committee. The Committee approved adding up to \$800 to the Children's Religious Education Committee budget to be used if this year's OWL Retreat expenses exceed the registration income. Report accepted.

Minute 07 Ted Kuhn gave the report for the Finance Committee. The Finance committee is in unity with the Children's Religious Education Committee that the Children's Religious Education Coordinator position should be an ongoing position (at quarter time) and budgeted accordingly. Our annual donations from monthly meetings and individuals are generous enough to support our employees. The committee also recognizes that the Children's Religious Education and Youth Oversight committees will have background check expenses for certain volunteers. The committee is continuing to support the Development Committee and the Stewards in their respective work. The committee is also continuing to review historical expenses and the best way to present this information to ILYM. The committee has two action items, see below. Report accepted.

Referring to Minute 54 from 2018 Annual Sessions, in which the meeting approved asking Continuing Committee to act on decisions to invest in the Friends Fiduciary Fund (FFF), the Finance Committee makes the following recommendation: that Illinois Yearly Meeting invest \$100,000 in the FFF Growth and Income Fund and \$75,000 in the FFF Index Fund.

Both funds are screened to be consistent with Friends Values (no alcohol, tobacco, firearms, weapons or weapon components, mines or coal, gambling, for profit prisons, or companies with poor environmental, social or governance practices. More detail can be found at: friendsfiduciary.org/how-we-invest. In addition, FFF engages in shareholder advocacy, dialogue, and proxy voting on their investments. Neither of the funds is FDIC insured.

The growth and income fund pays a dividend two times per year while the Index fund is designed for longer term investments that will gain in value over time without frequent transactions. Both funds can be withdrawn from within 48 hours at any time should we have a large expense.

The amounts of the recommended investments were determined based approximately on our designated fund balances. The maintenance reserve and special gifts funds are designated as separate funds in order to smooth out infrequent high cost expenses, with a combined balance of approximately \$112,000. The committee believes it makes sense to invest in the dividend paying growth and income fund an amount that is similar to this balance, which will help subsidize the operating budget. Conversely, the committee does not expect to draw from the property improvement fund or the payroll reserves in the next few years, so it makes sense to invest these two funds in the longer-term index fund. The combined balance of these two funds is approximately \$74,000. This recommendation will leave sufficient balance in the checking account (approximately \$75,000 at the start of the fiscal year) so that the Treasurers will be able to pay expenses without trouble.

A Friend suggested the possibility of investing over a period of months instead of all at once. The Finance Committee will explore this at their next meeting. The Presiding Clerk asked that the decision on this recommendation be held over until after lunch.

The Finance Committee recommends the following division of the budget for the costs associated with the annual sessions (lines “Gatherings and Retreats” on the Income section and Expense & Transfers): Administrative Coordinator expenses (tents, printing, mailings, etc) \$5,000; Program Committee expenses (speakers, workshops, etc.) \$1,750; Children Sessions expenses (babysitters, Children’s program expenses, square dance band, etc.) \$1,450; Food and cooking \$8,300; Site Preparation \$1,000. Total Cost \$17,500. This does not change the overall yearly meeting budget approved at Annual Sessions. Friends are reminded that if there is an unusual opportunity that involves additional cost, the planning committee should approach the Financial Review Committee. Based on 2018 registration and average registration over the past 6 years, the committee recommends an adult per day fee of about \$50 for 2019 in order to break even on Annual Sessions. Annual Session budget and adult daily fee approved.

In addition to the \$50/adult fee per day for 2019 the committee also recommends that monthly meetings explicitly offer to help any members or attenders for whom cost may be an issue. The committee emphatically does not want Annual Sessions to be difficult for anyone to attend for financial reasons. Monthly meetings are welcome to contact the ILYM Finance Committee if there are concerns. Please note that any registration fees paid through Paypal incur Paypal administrative fees of approximately \$1.50 per person per day. Please pay by check if possible, or consider donating to offset the Paypal fee.

Minute 08 Kay Drake gave the report for the Development Committee. The committee drew Friends’ attention to the budget line of \$35,000 for individual donations. They remind Friends that individual contributions are critical as a whole for the sustainability and long-term health of the yearly meeting. The committee is focused on expanding the number of individuals who contribute and would also like to increase the number of Friends who contribute by automated monthly deductions.

The Development Committee is considering if in the future the committee should be supporting specific projects. The committee is also wondering if it should be considering other forms of income. The Development Committee is willing to work on the Clear Creek House expansion especially in terms of communication of the plans with potential donors.

The Development Committee is working on an updated version of a pamphlet called “Giving to Illinois Yearly Meeting” which could include those of limited means and to honor in-kind contributions and time commitments that are critical to success in addition to money. The committee is also working on the annual appeal letter. The committee is also working on “Policy Regarding Access to and Use of Contribution and Donor Information,” a set of guidelines for the yearly meeting that includes issues of confidentiality and transparency when it comes to donors and the yearly meeting. Report accepted.

Minute 09 Monica Tetzlaff gave the report for the Children’s Religious Education Committee. The Children’s Sessions at the 2018 ILYM Annual Sessions focused on the theme Witness and Renewal including a particular emphasis on John Woolman and his “Plea for the Poor.” The committee attended a joint worship-sharing with the Youth Oversight Committee during Annual Sessions. The Children’s Religious Education Coordinator, Joy Duncan, is working with Mike Dennis and the Youth Oversight Committee on the OWL Retreat in November. Robyn Sullivan and the Interim Youth Coordinator Liam Gardner are also assisting in this retreat.

The Religious Education Committee also reported that Joy Duncan is available to assist with monthly meetings in developing First Day School programs. Report accepted.

The Religious Education Committee was glad to have feedback last year and is open for feedback in coming years.

Minute 10 Nancy Wallace gave the report for the Personnel Committee. The committee reminds Friends that if any have comments or concerns about our staff or independent contractors they need to contact that person's committee-with-oversight. For staff members: Wil Brant, Administrative Coordinator, contact clerk of Personnel Committee, Nancy Wallace; for Joy Duncan, Children's Religious Education Coordinator, contact Clerk of Children's Religious Education Committee, Monica Tetzlaff; for Liam Gardner, Youth Coordinator, clerk of the Youth Oversight Committee, Mike Dennis. Independent Contractors: Judy Wolicki, Field Secretary, contact clerk of M&A, Phyllis Reynolds; other contractors, contact the Stewards.

The committee brought forward a new committee description at the 2018 Annual Sessions but time did not permit the meeting to act on more than one point. The committee will continue to season it during the year and bring the description to 2019 Annual Sessions for action. The committee is also looking for an overall statement about Illinois Yearly Meeting for our Employee Manual. Report accepted.

Minute 11 Dale Gardner gave the report for the Youth Oversight Committee. The committee reports that they have hired Liam Gardner as the Interim Youth Coordinator. Liam has graduated from High School and has started college at Parkland Community College. Because he was in the program recently, the Youth Oversight Committee felt it was appropriate to hire him as in interim position while including certain provisions, including specialized training and regular meetings. Liam has completed training programs and is meeting regularly with the committee and every other week with the committee clerk. So far, Liam's time is well under the budgeted number of hours. Liam led a Fall Quake at Blue River Quarterly Meeting in September with four teens and did a great job.

The Youth Oversight Committee is working with the Children's Religious Education Committee on the OWL Retreat in November (see above.) The committee is also planning the Quake the Rocked the Midwest, along with other yearly meetings, to take place at Evanston's meetinghouse on January 18-21, 2019. The committee is also considering the possibility of holding a Spring Quake at Scattergood School on May 10-12. The committee is happy to receive feedback or answer questions. Please contact Liam Gardner or Mike Dennis. Report accepted.

Minute 12 Cathy Garra noted the report from the Publications and Distribution Committee. The committee has printed and mailed the Summer 2018 issue of Among Friends. The committee has also completed the printing of the 2018 Minute Book and the 2018 Plummer Lecture by Bonni McKeown. Monthly meeting copies of these publications are available at Continuing Committee.

The Publications and Distribution Committee has added a Middle School page to the website. To access it, follow these steps: the "Programs & Projects" tab; the "Youth & Young Adult" link on the bottom navigation bar OR the direct URL: ilym.org/MSFriends Report accepted.

Minute 13 David Shiner gave the report for the Chicago North Planning Group. Chicago North has responsibility for the 2019 Annual Session Site Prep. The coordinators positions have been filled. Site Prep will begin, as usual, on the Saturday before the beginning of the Annual Sessions, continuing until Wednesday, June 19, when the

sessions begin. The committee welcomes Friends to join us in fellowship, work, and good food for as much of that time as they are able. The committee hopes to bring further information about Site Prep by the time of Spring Continuing Committee.

Minute 14 Monica Tetzlaff gave the report for Chicago South Planning Group. The committee is responsible for the Children's Sessions. Coordinators are just about set. The committee is now looking for teachers, and are hoping for two teachers for each monthly meeting from Chicago South. The committee also helps to pay for the Thursday night program/speaker.

Minute 15 Sharon Haworth gave the report for Blue River Quarterly Planning Group. The group is responsible for the program and food. The coordinators positions have been filled. The theme will be "Facing Fear with Faith." The following evening programs are planned. Wednesday: Amelia Kegan - Legislative Director on Domestic Policy for FCNL. She leads the domestic policy team's work in analyzing legislation, advocating on Capitol Hill, and developing legislative strategy. Thursday Intergenerational Activity: Aaron Fowler and Laura Dungan combine their areas of musical expertise and empowerment to create a dynamic and rich musical experience in the folk tradition. Their music leads the listener to be attentive and appreciative of one's place in the world, examine matters of the heart and conscience, and lend courage to take next steps on the journey. Friday: Folk Dancing on the lawn. Saturday: Eileen Flanagan has served as board chair of Earth Quaker Action Team (EQAT) since 2013. She is a nationally-known Quaker activist leader and award-winning spiritual writer. She helps people to find their role in the growing movement for transformational change, to learn how to make their activism more strategic and spiritually grounded, and to overcome fear and social conditioning to stand in their own power. The Plummer Lecture will be given by Gwen Weaver, Lake Forest Meeting. Zach Schobernd has again agreed to be our cook. Report accepted.

Minute 16 Continuing Committee approved investing Illinois Yearly Meeting savings in the Friends Fiduciary Fund (FFF): \$100,000 in the FFF Growth and Income Fund and \$75,000 in the FFF Index Fund. See Minute 07 above.

Minute 17 Peter Lasersohn gave the report for the ILYM Faith and Practice Committee. The committee has added text to three sections (Religious Education, Sexuality and Gender Identity, and Wider Quaker Organizations) that were approved indefinitely during the 2018 sessions but for which minor revisions were entrusted to the committee. Peter read these changes aloud. Peter also read the proposed changes to the section on Abuse and Exploitation and asked for feedback to be communicated to the committee as soon as possible. The section is on the website.

The committee is continuing to consider the section on the History of Illinois Yearly Meeting. The committee is also reviewing sample documents to include in the appendices. The committee is working on the arrangement of the chapters within the book and editing for overall consistency. Report accepted.

Minute 18 Pam Kuhn gave the report for the Handbook Committee. The committee brought forward the following changes to be included in the Handbook.

The Committee recommends adding the following two sentences to the Stewards description. "The yearly meeting may authorize some of the Stewards to have access to the yearly meeting documents in the safety deposit box. The yearly meeting may authorize some of the Stewards to sign checks on behalf of the yearly meeting. [2018, Minute 14 & 15]" Approved.

The committee noted that our Field Secretary is an independent contractor and therefore not part of our paid staff. We recommend making a separate section called “Field Secretary”.

The committee recommends adding to the paid staff introduction: “All paid staff members who work with children are required to be Mandated Reporters. All paid staff members who work with children are required to have a background check which normally includes fingerprinting. Details on these two requirements are in the Employee Manual. [2018, Minute 61]” Approved.

The committee noted that the Handbook description of the Epistle Committee indicates that this committee should meet throughout the year, not just at Annual Sessions which is our current practice. The Handbook Committee seeks guidance as to whether to rewrite the description or to ask Nominating Committee to choose the Epistle Committee well before Annual Sessions. A Friend reminded us that at one point ILYM approved designating the Epistle Committee at the end of the previous Annual Sessions; however, this has not been our practice. The meeting agreed that Friends would be advised to look into this further and bring the concern to a subsequent meeting.

The committee recommends the following description of the Exercises Committee. “The Exercises Committee is charged with writing the Exercises, a report which reflects the spirit that prevailed at the annual sessions as well as recounting the principal activities that occurred. The report serves the purpose of making a record of what was said in worship and what exercised the yearly meeting. The report, primarily for Friends in Illinois Yearly Meeting, is beneficial as a summary for those not in attendance as well as a historical review of the annual sessions. It includes material that is not generally in the epistle or in the minutes. It is to be included in the Minute Book. Membership: Two or three Friends volunteer on the first or second day of Annual Sessions. One is encouraged to be someone new to the yearly meeting, one a longer-time attender. Teen Friends or Adult Young Friends are encouraged to be on the committee. [2014, Minute 17]” Approved.

The committee recommended the following description for the Maintenance, Planning and Envisioning Committee:

Maintenance, Planning and Envisioning Committee.

The Maintenance, Planning and Envisioning (MP&E) Committee is concerned with the maintenance and upkeep of the yearly meeting property as well as planning for new projects and the future of the physical campus as a whole. The committee works closely with other committees (Ministry and Advancement Committee, Environmental Concerns Committee, Development Committee, Finance Committee, etc.) as well as with Clear Creek Meeting and the Stewards to develop, consolidate and refine the collective vision of the yearly meeting.

Membership: Six to eight members nominated by the Nominating Committee. The Stewards also serve as ex-officio members.

The committee duties include the following: a) Planning the spring and fall work days. b) Overseeing minor maintenance and planning site development including proposals for future repairs, new buildings, and landscaping. c) Gathering, monitoring, and keeping the dreams and goals of the yearly meeting as they relate to the entire campus (new and old buildings and outdoor spaces) and the Campus Plan developed and adopted by Illinois Yearly Meeting in 2012. d) Holding visioning retreats or

workshops as needed. e) Hiring outside consultants to develop plans, budgets, and contracts as needed. [2018, Minute 50]”

Approved.

The Handbook Committee is working on a new format for the section on Standing Committees to include a general description, membership, and duties. As descriptions are revised, they will be sent to each committee to read and comment upon. This is an opportunity for committees to review the description and see if it matches the committee’s actual practice. After committee review, either the committee or the Handbook Committee will bring the new descriptions to Annual Sessions for action. Additions and other changes to the Handbook will be approved at Annual Sessions.

Minute 19 Cathy Garra gave the report for the Harassment Review Committee. The committee has considered several matters and worked with committees on some of these. The Harassment Review Committee is under the care of the Ministry and Advancement Committee. Report accepted.

Minute 20 Phyllis Reynolds gave the report for the Ministry and Advancement Committee. The committee recommends that monthly meetings examine the Welcome Friend Project information from Friends General Conference. The working group is seeking participation from individual monthly meetings to help test the material. Meetings who are interested should contact Phyllis and also Holly Baldwin, hollyb@fgcquaker.org, the Welcoming Friend Project Assistant. The monthly meeting needs to have a minute from their meetings for business within the next month if they are interested. Meetings should also note that Friends General Conference has outreach materials on their website. Report Accepted

The Ministry and Advancement Committee is also exploring the creation of a Quarterly Meeting for the northern region. Other projects include seeking to protect vulnerable members and encourage speaking to an appropriate person when incidents happen. The committee is exploring the States of Society reports from Rolla Meeting from 1975-2012 that were written by George McPherson as they may have some relevance especially for smaller monthly meetings.

Minute 21 Judy Wolicki gave her report as Field Secretary. Continuing Committee appreciated a quotation that Judy read about deep listening. Judy is filled with joy as she reported on her visits to monthly meetings and worship groups in the past three-and-a-half months having traveled 2,706 miles. In addition to worship, she was able to share in a threshing session, several discussion groups, a corn roast, a memorial service with butterflies released, and general visitation. She represented ILYM Quakers at an interfaith vigil held at St. Giles Church in Oak Park in August, and led a discussion group on Living into Light in Dark Times and another on What is a Quaker? She is working on an upcoming program: on the future direction of a meeting.

Judy continues to be concerned with our smallest meetings and worship groups. She keeps in touch with members with visits, emails, and cards. She continues to urge Friends to connect with each other during the year. She also wrote an article on prayer in the Summer 2018 issue of Among Friends. Report accepted.

Minute 22 Chris Goode gave the report for the Maintenance, Planning and Envisioning Committee. The committee moved the scheduled Fall workday to October 20, and hopes to have good weather for painting the exterior of the bathhouse. The committee is working on the meetinghouse to fix the porch railing post and they are getting bids for

painting parts of the exterior. The committee is also looking into improving our heating, ventilation, and air conditioning system for Clear Creek House.

Liam Brubaker, Oak Park Meeting, is organizing his Boy Scout troop for an Eagle Scout Project to do some painting and other renovations of the Penn House October 19-21. The Stewards first had the doors and windows of the Penn House replaced by a contractor. There is hope that this could then be used as a cabin with electricity.

The committee is exploring the possibilities of solar PV (photo voltaic) for the campus. (See 2018, Minutes 16, 52.) They have run into some difficulties. If we put in solar panels on the campus, we will not be paid for producing extra electricity. The committee also notes that we have three meters on different parts of the property, which makes consolidation difficult. There is a community solar project but right now they are looking for 10-acre sites and there is a waiting list to be a part of it. The committee is continuing to explore this.

The committee is beginning to refine plans for the potential of an addition to Clear Creek House which will have wheelchair accessible bedrooms. Friends are reminded that if they see something that needs to be done on campus, particularly small projects, email their ideas to the Chris. Report accepted.

Minute 23 Cathy Garra announced the Spring Continuing Committee will be held at Evanston Friends Meeting on March 9, 2019.

Minute 24 Thank you to Clear Creek Meeting for hosting Continuing Committee and the Middle School Retreat.

Minute 25 The minutes were read back in the face of the meeting at the time they were written and approved.

Minute 26 The meeting closed with worship.

SPRING CONTINUING COMMITTEE

Third Month 9, 2019,
Evanston Meetinghouse, Evanston, Illinois

Friends Present: Wil Brant (57th Street & Administrative Coordinator), Beth Carpenter (Clear Creek), Mike Dennis (Clear Creek), Norlyn Dimmitt (Downers Grove), Janice Domanik (Lake Forest), Joy Duncan (57th Street & Children's Religious Education Coordinator), Fernando Freire (Duneland), Stephen David Flowers (Evanston), Dale Gardner (Urbana/Champaign), Liam Gardner (Urbana/Champaign & Interim Youth Coordinator), Cathy Garra (Lake Forest), Chris Goode (Downers Grove/Clear Creek), Chris Jocius (Urbana/Champaign), Kathy Judge (Evanston), Pam Kuhn (Lake Forest), Ted Kuhn (Lake Forest), Peter Lasersohn (Urbana/Champaign), Val Lester (Oak Park), Alex Lippitt (Oak Park), Mark McGinnis (Fox Valley), Jan Mullen (Downers Grove), Marcia Nelson (Downers Grove), Noel Pavlovic (Duneland), Sarah Pavlovic (Duneland), Phyllis Reynolds (Evanston), Bridget Rorem (57th Street), Chip Rorem (57th Street), David Shiner (Evanston), Monica Tetzlaff (South Bend), Mary Theis (Evanston), Bobbi Trist (Urbana/Champaign), Nancy Wallace (Evanston), Scott Walton (Evanston), Sue Walton (Evanston), Judy Wolicki (57th Street & Field Secretary), Marie White (Northside), David Wixom (St. Louis).

Minute 1: The Continuing Committee opened with waiting worship. Acting Presiding Clerk Cathy Garra introduced the Friends at the Clerk's table, Pam Kuhn (Recording Clerk), Sarah Pavlovic (Assistant Recording Clerk), and David Shiner (Clerk Emeritus and assisting Cathy.) Cathy reminded Friends about the Harassment and Abuse Policy. Cathy also reviewed the purpose of the Continuing Committee. Friends present introduced themselves individually.

Minute 2: Sarah Pavlovic reported for the Naming Committee. The committee brings forward the following names for the Nominating Committee: Bridget Rorem, effective immediately for a term ending in 2020, to fill in for someone who has resigned. Approved.

The committee also brings forward the names of Brad Laird and Dale Gardner to begin service at the end of Annual Sessions 2019 for the three-year term ending 2022. Approved.

Minute 3: The report from the Nominating Committee was read. The Nominating Committee brings forward the name of Marcia Nelson as Assistant Clerk, effective immediately and during Annual Sessions 2019. Marcia has agreed to serve in that capacity until the rise of meeting in June 2019 and will then assume the position of Presiding Clerk. She will then serve two years as Presiding Clerk (2020 and 2021) and complete her term as Assistant Clerk in 2022. Approved.

The committee nominates Michael Pine and Dale Gardner to the Children's Religious Education Committee each for a three-year term ending 2022. Approved.

Between Continuing Committee and the summer sessions this year (2019), the Nominating Committee commits to find either a volunteer to assume the vacant post of Assistant Clerk (pending approval at Annual Sessions) or someone to be Interim Assistant Clerk in the event we can not identify someone before Annual Sessions. This person would serve on an interim basis for up to a year until the position is filled. Report accepted.

Minute 4: Val Lester gave the Treasurer's Report. The Treasurer reviewed the reports for the Continuing Committee. Our net assets are slightly above the previous year amount. The Treasurer has sent all donations to other organizations according to the budgeted amounts. Report accepted.

Minute 5: Cathy Garra reported for the Financial Review Committee. The committee approved a request from the Stewards to pay an increased insurance premium of \$6,905 to Church Mutual Insurance. Report accepted.

Minute 6: Ted Kuhn reported for the Finance Committee. The Committee is beginning the process of transferring ILYM funds into two funds managed by the Friends Fiduciary Corporation. (See Minutes 7 & 8 of the Fall 2018 Continuing Committee.) The Finance Committee is exploring the possibility of hiring a bookkeeper for the yearly meeting and would like input from Friends on potential candidates or bookkeeping agencies. The committee continues to consider how to present historical financial documents in an easier to read manner.

The Finance Committee will be meeting on April 6 to work on the budget for the coming year. All committees or individuals with budget requests need to get them to Ted Kuhn by April 5. Report accepted.

Minute 7: Alex Lippitt reported for the Development Committee. The committee is grateful for individual contributions. The amount received from individuals is less than at this time last year and from fewer families. The Development Committee appreciates any input on why this may be.

The Development Committee noted that a few families are taking advantage of a flexible automated payment option for giving money to ILYM. Generally, these are a fixed amount each month. Other Friends who are interested in this should contact the Development Committee.

The Development Committee is also working on an updated version of the "Giving to Illinois Yearly Meeting" pamphlet and on ways to use the ILYM announcement page to

remind Friends about giving to ILYM. In the future, the committee hopes to get more information on our website and to work more on policy addressing the dichotomy of transparency and confidentiality.

The Development Committee is ready to move forward with fundraising on the Clear Creek House Expansion Project but is waiting until the yearly meeting has done more planning on it. Report accepted.

Minute 8: Peter Lasersohn reported for the Committee on Faith and Practice. Peter read a revised Abuse and Exploitation section, provisional approval for which is expiring. (See Minute 43 from Annual Sessions 2018.) Friends thanked the committee for sensitivity on this subject and also raised some specific issues. Friends raised a concern around confidentiality when a child is involved with an abusive behavior incident and how that may be different when only adults are involved. In the former case, the Care and Counsel Committee may not be involved. There was a specific concern about the need to do detailed implementation. There was also a concern that the section does not address fully micro-aggressions that happen to persons of color. There was a concern about sexual trafficking. Friends were also reminded about the importance of working towards ways to prevent abuse and micro-aggressions. Friends also need to consider ways to address conflict in our meetings. Friends were reminded that there are different places, such as the Handbook or specific committees, where information of such subjects could be seasoned, published, and updated as needed. The queries and/or other sections of Faith and Practice may also address some of these concerns. The Continuing Committee asked the Committee on Faith and Practice to further season this section, taking into consideration the heart-felt laboring in our meeting today.

The Faith and Practice Committee has been working and will continue to work on the following: shortening and revising the draft section on the history of ILYM; writing a new section on how to use the Faith and Practice, to be placed immediately after the introduction; preparing new appendices with sample transfer letters and travel minutes; writing new material on threshing sessions and worship sharing, to be inserted into existing sections of the book; developing queries for those sections which do not have them; identifying additional quotes to include, with attention to diversifying the range of authors cited; deciding on an order for the sections; and making minor revisions and additions to existing sections. The committee plans to bring these to Annual Sessions 2019 in hopes that final approval will be granted for the entire book. All ILYM Friends are encouraged to read the entire Faith and Practice book prior to Annual Sessions 2019. Report accepted.

Minute 9: Monica Tetzlaff reported for the Children's Religious Education Committee. The committee along with the Children's Religious Education Coordinator is willing to take over the responsibilities for the morning program for children at Annual Sessions if the yearly meeting decides to move in that direction. (See the ad hoc Annual Sessions Planning Review Committee report.)

The Children's Religious Education Committee sponsored two retreats during the year and have another one planned. The first retreat was a retreat for 9 middle schoolers which took place at McNabb in October. Along with the Youth Oversight Committee, the second weekend retreat on November 30-December 2 for youth in grades 6-12 which took place in Chicago used Our Whole Lives (OWL) curriculum. There were about 18 participants at the OWL retreat, 10 from ILYM, 5 from Scattergood School, and 3 from Northern Yearly Meeting. There were 11 adults supporting the weekend. The committee would like to continue to have OWL retreats and include a stipend for the OWL program coordinator. The committee plans to give financial requests to the Finance Committee by April 5.

The Children's Religious Education Committee reviewed Evanston Friends Meeting's safe congregation policy to see if it was appropriate to adapt it for the yearly meeting children's program. The committee appreciates all of Nancy Wallace's work. The committee noted that for the yearly meeting, they would need to work on two aspects. One concerns sexual contact between minors and how this is different from contact between an adult and a minor. The other concerns the transfer of supervision from a teacher to the parent/sponsor when a class or activity ends. Report accepted.

Minute 10: Joy Duncan reported as Children's Religious Education Coordinator. She reported on the success of the weekend OWL retreat in November due to the large number of adult volunteers and support from monthly meetings. Joy also led a retreat at McNabb in October 2018 and will be leading another middle school retreat at the Spring Blue River Quarterly meeting in April. Report accepted.

Minute 11: Mike Dennis and Liam Gardner reported for the Youth Oversight Committee. Liam is the Interim Youth Coordinator. Liam completed all training as advised by the committee. He led part of the OWL Retreat for teens. He also led the Quake that Rocked the Midwest retreat in Evanston in January. Liam has kept careful track of his hours and the committee is anticipating he may use 550 hours by the end of Annual Sessions.

The Youth Oversight Committee reported on three retreats for teens thus far this year with one more planned. The Fall Quake took place during the Fall Blue River Quarterly meeting with four teens attending. The retreat using Our Whole Lives curriculum took place at the end of November with 10 ILYM high school teens attending. The Youth Oversight Committee used \$500 from their budget for the retreat. In January the Quake that Rocked the Midwest took place at Evanston Meeting and included participants from Ohio Valley Yearly Meeting and Scattergood School. There were 19 teens in attendance. Upcoming will be a retreat April 5-7 at Scattergood School in Iowa. Information on this will be available soon. Report accepted.

Minute 12: Phyllis Reynolds reported for the Ministry and Advancement Committee. The committee is working on ways to address conflict in our meetings. In particular, the committee considered the need for structure in our communities that includes nurturing acceptance and support. The committee asks Friends to consider accountability, and compassionate communications that are clear and with justice. The committee also considered the need for commitment to community that is required of Quakers. We need to be aware of safety for children and policies about this for the yearly meeting. If conflict develops, Friends should consider the advice in Matthew 18:15-16.

The committee reviewed the work of the Field Secretary. The committee is also considering offering a workshop on a spiritual topic. Report accepted.

Minute 13: Judy Wolicki gave the Field Secretary Report. Judy spoke of her joy in her activities with meetings and worship groups over the last months. Since July, Judy has driven 5,202 joyful miles for the yearly meeting. She spoke of a popular community-building activity at one monthly meeting that uses concentric circles to ask queries. She also spoke of her experience as a Quaker volunteer on Ash Wednesday, distributing ashes to patients in the hospital, and hearing the message that she was led to give: "Open your heart and live a life of love." Judy also asks Friends to contact her if they are aware of visits or programs that she could do in the coming months. Report accepted.

Minute 14: David Shiner reported for the Chicago North Planning Group which is responsible for preparing the site, cleaning during sessions, and cleaning up on the last

day. He invites ILYM Friends to join us a few days before sessions begin to help prepare the site. Site prep begins on the weekend of June 15-16. Please contact Pam Kuhn telling her expected days of attendance, housing plans, and any dietary restrictions. After sessions, the group hopes Friends will participate in small or large clean-up jobs before heading home. Report accepted.

Minute 15: Beth Carpenter reported for the Blue River Quarterly Planning Group which is responsible for food (hiring the chef and providing for the serving food at sessions) as well as the program. The committee is still looking for someone to coordinate lunches. Please contact Beth if you are the person for this job. Beth informs us that recent changes in regulations from the Putnam County Health Department prohibit re-serving food once it has left the kitchen. All uneaten food must be disposed of. The cooks are already planning ways of minimizing leftovers. The biggest help to the chef is for Friends to register for sessions in advance, by the deadline on the registration form. Report accepted. The Blue River Quarterly Planning Group reported on the program at the Fall Continuing Committee.

Friends are strongly encouraged to be proactive in reminding Friends at monthly meetings to register early. Friends are asked when able to pay by check rather than PayPal either in advance or when arriving at sessions. Monthly meetings are also encouraged to give scholarships to those Friends who may have difficulty paying. (See Minute 7 of the Fall Continuing Committee.)

Minute 16: Pam Kuhn reported for the ad hoc Annual Sessions Planning Review Committee. The ad hoc committee has had seven one-hour meetings plus some subcommittee work. There are two staff members on the committee. The committee brought forward a progress report to the Continuing Committee. The issues that the committee discerned have included difficulty in finding coordinators for the planning work. Organizing of the Children's Sessions is generally the most challenging to coordinate.

The ad hoc Annual Sessions Planning Review Committee is working on a recommendation which includes the following proposed shift in the planning groups. The morning Children's program will be coordinated by the Children's Religious Education Committee and the Children's Religious Education Coordinator. The remaining Children's afternoon and evening programs will merge with the Adult program planning. The three regional planning groups will continue to rotate planning as follows: (1) adult and children afternoon and evening program; (2) providing and serving food during sessions; (3) preparing site ahead of sessions, keeping the campus clean during sessions, and coordinating clean-up/put away after sessions. Comments included the following: This should make it easier to coordinate intergenerational opportunities. It makes sense to separate food from programming. All comments were positive.

Another issue is the traditional ½ hour session on Saturday of sessions to start planning for the next year. As each planning group has its own way of moving forward, the ad hoc committee has not formulated specific recommendations. It will continue to be up to each planning group.

The ad hoc Annual Sessions Planning Review Committee is also recommending that the coordinators along with appropriate staff meet together periodically by conference call or video conferencing during the year. They are still working out details concerning this group. Friends affirmed the effectiveness of conference calls for group meetings. Having coordinators meet and work together could make it easier to find coordinators, given a more supportive environment.

The ad hoc Annual Sessions Planning Review Committee asked for a sense of how soon after approval the yearly meeting would ask for the changes to take place. The current plan has a lot of support from the Continuing Committee. The ad hoc committee is asked to bring a new set of guidelines, logbooks, and sign-up sheets based on this new plan so that it may be implemented immediately. Friends approved putting the committee's recommendation for revised planning group responsibilities early on the agenda at Annual Sessions 2019, with the understanding that any final changes approved at annual sessions would not need to be made by the Administrative Coordinator during annual sessions. Report accepted.

Minute 17: Chip Rorem reported for the Stewards. The Stewards addressed a burst pipe in the first-floor bathroom in the Clear Creek House that happened as a result of the polar vortex at the end of January. The insurance company has been contacted and the adjusters are working on the claim. The Stewards are also joyfully working with the Maintenance, Planning, and Envisioning Committee on various projects. Report accepted.

Minute 18: Chris Goode reported for the Maintenance, Planning, and Envisioning Committee. The committee reviewed the list of repair and maintenance items to be done on our campus as well as considered future work projects. Most projects will require outside workers and some will be done at workday. At the last workday, Liam Brubaker brought a group of Boy Scouts who, along with Tieman Builders, converted the Penn House into an electrified cabin for those with needs that require electricity. This project is almost complete. Spring Work Day will be on May 4 from 9:00 a.m. to 5:00 p.m. with a rain date of May 18. Tasks include hanging baskets as nightstands for each bed in the cabins.

The committee reported that it is continuing to research purchasing green power. The committee is also working on considering details for an addition to Clear Creek House with two accessible bedrooms and bathrooms. Report accepted.

Minute 19: Nancy Wallace reported for the Personnel Committee. The committee is working to implement policies for staff that will help insure a safe environment for children. Evanston Friends Meeting has developed a safe congregation policy which has been reviewed by legal counsel and is being used by the ILYM Personnel Committee. The committee is having difficulty finding a place for permanent storage of confidential personnel items, either as hard copies or electronically. These are things like records of background checks that we will need to keep in perpetuity. Friends gave some suggestions and asked the Personnel Committee to consult with various committees or the Stewards as well as reviewing minutes on use of the safety box. Friends recognized this issue goes beyond just Personnel Committee records. Report accepted.

Minute 20: Jan Mullen reported for the Peace Resources Committee. The committee is planning an event for monthly meetings to gather for an afternoon and share information on issues of peace. The date is to be announced. The committee would like to connect monthly meetings on issues of peace. Please send the committee contact information on monthly meeting Peace Committees or other individuals. Report accepted.

Minute 21: The report for the Publications Committee was read. There will not be a Winter issue of Among Friends. The committee will be reviewing the future of the newsletter in its current format. The Publications Committee is continuing to move our website from Drupal to WordPress. The committee asks Friends to review committee webpages and use the contact form to report any issues. Friends expressed enthusiasm for the new website. Report accepted.

Minute 22: Noel Pavlovic reported for the Environmental Concerns Committee. The committee is working on planting trees along the windbreak and issues relating to the barn. The committee is also considering planting many additional shade trees on the campus in consultation with the Maintenance, Planning and Envisioning Committee and Clear Creek Monthly Meeting. During the upcoming annual sessions, the committee is considering hosting another bicycle trip around McNabb; asking the high schoolers to make more Leopold benches; and presenting workshops on environmental issues. Report accepted.

Minute 23: Pam Kuhn reported for the Handbook Committee. The Handbook Committee recommends adding to the Responsibilities of Continuing Committee: “seasons, discerns, and approves timely policies involving legal issues brought by the Personnel Committee, when a decision needs to be made before the next Annual Sessions” [2018, Minute 62]. Approved.

On page 28 of the 2016 Minute Book is the “Illinois Yearly Meeting (ILYM) Policy Regarding Access to and Use of Contribution and Donor Information” approved by Continuing Committee 10/10/2015. The Handbook Committee recommends that this be put in the Handbook verbatim in the section with Specific Practices and Policies. Approved.

The Handbook Committee has been working on making our committee descriptions into a more consistent format. The committee is also working on an introduction to the section on committees and would be happy to email a copy to anyone who would like to give input before Annual Sessions. Report accepted.

Minute 24: Continuing Committee thanks Evanston Friends Meeting for hosting Continuing Committee meeting in a space that was conducive to our work, and for offering nourishing soups for lunch, and even snacks to keep us going.

Minute 25: The minutes were read and approved.

Minute 26: We closed with affirming worship.

<p style="text-align: center;">2020 ANNUAL SESSIONS RESPONSIBILITIES</p> <p>Food: Chicago South</p> <p>Program: Chicago North</p> <p>Site Services: Blue River Quarterly</p>

ILLINOIS YEARLY MEETING 2019-2020 APPOINTMENTS

For mailing and additional contact information consult the ILYM directory or contact the ILYM Administrative Coordinator, Wil Brant, at IllinoisYM@ilym.org or 773-288-3066.

STANDING COMMITTEES

Childrens Religious Education Committee

Clerk: Monica Tetzlaff

2020: Bobbi Trist

2021: Monica Tetzlaff, Robyn Sullivan

2022: Dale Gardner, Michael Pine

Development Committee

Clerk: Alex Lippitt

2020: Ashlee Miller-Berry, Alex Lippitt

2021: Frank Young

2022: Kay Drake

Environmental Concerns Committee

Clerk: Noel Pavlovic

2020: Nancy Halliday, Adrian Fisher,
David Wixom

2021: Sarah Pavlovic, Noel Pavlovic, Chris
Goode, Fariba Murray

2022: Alice Howenstine, Bill Howenstine

Committee on Faith and Practice

Clerk: Peter Lasersohn

Janice Domanik, Peter Lasersohn, Colleen
Reardon, David Shiner, Sarah Pavlovic

Finance Committee

Clerk: Ted Kuhn

2020: Kevin Brubaker

2021: Judy Jager, Ashlee Miller-Berry

2022: Ted Kuhn

ex-officio: Co-Treasurers, Dawn
Crimson & Val Lester

Handbook Committee

Clerk: Pam Kuhn

2021: Pam Kuhn, Sue Styer

Maintenance, Planning & Envisioning Committee

Clerk: Chris Goode

2020: Bill Howenstine, Carol Bartles,
Marie White, Noel Pavlovic

2021: Chris Goode

2022: Neil Mesner

ex-officio: all Stewards

Ministry and Advancement Committee

Clerk: Phyllis Reynolds

2020: Mark McGinnis, Heather Evert

2021: Fernando Freire

2022: Phyllis Reynolds, Chris Jocius,
Brand Laird

Nominating Committee

Clerk: Bridget Rorem

2020: Bridget Rorem

2021: Alexandra "Coco" Colin, Fernando
Freire

Peace Resources Committee (2019 terms)

Clerk: Jan Mullen

2019: Jan Mullen, Dave Moorman

2021: Mark McGinnis, Dan Stevens,
John Knox

Personnel Committee

Clerk: Nancy Wallace

2020: Nancy Wallace, Sharon Haworth,
Pam Kuhn

Designated members of Youth Oversight,
Finance, CREC, Publications

Publications and Distribution Committee

Clerk: Sean West

2020: Sean West

2021: Grayce Mesner

ex-officio: Administrative Coordinator,
Wil Brant

ex-officio: Editor of *Among Friends*,
Pam Kuhn

Youth Oversight Committee

Clerk: Mike Dennis

2020: Dale Gardner

2021: Mike Dennis, Andrea Kintree,
Warwick Daw

APPOINTMENTS TO WIDER QUAKER & OTHER ORGANIZATIONS

American Friends Service Committee
Corporation
2020: Caryn Kuhn
2021: Carol Bartles, Contessa Miller,
Phyllis Reynolds

Friends Committee on National Legislation
2020: Dale Gardner, David Wixom
2021: Kevin Brubaker
2022: Fariba Murray

Friends General Conference Central Committee
2020: Nancy Duncan
2022: Janice Domanik, Haskell Swygert

Friends for Lesbian, Gay, Bisexual, Transgender
& Queer Concerns
2022:

Friends Peace Teams
2021:

Friends Secondary School Liaison
2022 Olney: Grayce Mesner, David
Wixom
2022 Scattergood:

Friends World Committee for Consultation
2020: David Shiner
2021: Bridget Rorem
2022: Nancy Wallace

National Religious Campaign Against Torture
2021: Jan Mullen

Quaker Earthcare Witness
2021: David Wixom
2022: Noel Pavlovic

INDIVIDUALS WITH SPECIFIC RESPONSIBILITIES

Records Librarian: Brent Eckert
Web Contact: Sean West
Among Friends Editor: Pam Kuhn

Blue River Quarterly Clerk:

Yearly Meeting Sessions Committees

2019 Clerk's Committee: Wil Brant, Beth
Carpenter, Janice Domanik, and Gwen
Weaver
2019 Epistle Committee: Chris Jocius,
Ava Rockafield, and Nancy Halliday

MONTHLY MEETINGS AND WORSHIP GROUPS IN ILLINOIS YEARLY MEETING with meeting locations and times

For mailing and additional contact information consult the ILYM directory or contact the ILYM
Administrative Coordinator, Wil Brant, at IllinoisYM@ilym.org or 773-288-3066.

BLOOMINGTON-NORMAL MONTHLY MEETING

In homes
11am
bnquakers.wordpress.com/
Business: varies

BURLINGTON WORSHIP GROUP

(under the care of Clear Creek)
Burlington Arts Center,
301 Jefferson St., Burlington, IA 52601
8:30 am

CLEAR CREEK MONTHLY MEETING

14365 N 350th Ave., McNabb, IL 61335
11:00 am 815-882-2214
clearcreek.ilym.org
Business: 3rd First Day, 9:45am

COLUMBIA FRIENDS MEETING

6408 E. Locust Grove Dr., Columbia, MO
65202
10:00 am
QuakersMissouri.org
Business: 2nd First Day, noon

DOWNERS GROVE FRIENDS MEETING

5710 Lomond Ave., Downers Grove, IL 60516
 10:30 am 630-968-3861
www.dgquakers.org
 Business: 2nd First Day, 9am

DUNELAND FRIENDS MEETING

Youth Services Bureau,
 253 W. Lincolnway, Valparaiso, IN 46385
 10:00 am
duneland.ilym.org
 Business: 3rd First Day, 11:30am

ELKHART WORSHIP GROUP

(under the care of South Bend)
 1721 Prairie St., Elkhart, IN 46516
 1st & 3rd First Days, 5:00 pm

**EVANSTON MONTHLY MEETING
OF FRIENDS**

1010 Greenleaf Street, Evanston, IL 60202
 10:00 am 847-864-8511
EvanstonQuakers.com
 Business: 3rd First Day, 11:30am

57TH STREET MEETING OF FRIENDS

5615 S. Woodlawn, Chicago, IL 60637
 10:30 am 773-288-3066
57thstreetmeeting.org
 Business: 3rd First Day, 12:45 pm

FOX VALLEY QUAKER MEETING

Pioneer Tree Farm,
 4614 Pioneer Road, McHenry, IL 60051
 10:00 am
 Business: 1st First Day, 11:00 am

LAKE FOREST FRIENDS MEETING

101 West Old Elm Road, Lake Forest, IL 60045
 10:30 am First Day, 8:00 am Fifth Day
 847-234-8410 lakeforest.il.quaker.org
 Business: 1st First Day, 9:00 am

MACOMB WORSHIP GROUP

(under the care of Clear Creek)
 Unitarian Universalist Fellowship of Macomb,
 300 Wigwam Hollow Rd., Macomb, IL 61455
 5:00 pm
macombquakers.org

NORTHSIDE FRIENDS MEETING

Japanese American Service Center
 4427 N. Clark, Chicago, IL 60640
 10:00 am 773-980-6734
northsidefriends.org
 Business: 1st First Day, 12:30 pm

OAK PARK FRIENDS MEETING

Oak Park Art League,
 720 Chicago Ave., Oak Park, IL 60303
 10:00 am 708-445-8201
oakparkfriends.org
 Business: 2nd First Day 11:30am

OSHKOSH MONTHLY MEETING

419 Boyd St., Oshkosh WI 54901
 4:00 pm
 Business: 2nd First Day 5:00 pm

ROCK VALLEY FRIENDS MEETING

201 Seventh St., Rockford, IL 61107
 Worship: 1st First Days, 11:00 am
 Business: as needed

SOUTH BEND FRIENDS MEETING

Charles Martin Youth Center,
 802 Lincolnway West, South Bend, IN 46616
 10:30 a.m. 574-232-8258
southbendquakermeeting.org
 Business: 2nd First Day, 12:00 noon

SOUTHERN ILLINOIS QUAKER MEETING

Dayemi Family Center,
 214 E. Jackson St., Carbondale, IL 62901
 10:00 am
www.siquaker.org
 Business: 4th First Days, 11:00 am

SPOON RIVER QUAKER MEETING

In homes 309-734-5848
 10:00 am
srqm.wordpress.com
 Business: Second First Days, 11:30 am

SPRINGFIELD WORSHIP GROUP

(under the care of Urbana-Champaign)
 10:30 am in homes

ST. LOUIS MONTHLY MEETING

1001 Park Ave., St. Louis MO 63104
 10:00 am 314-588-1122
stlouisfriends.org
 Business: 2nd First Day, 11:00 am

URBANA-CHAMPAIGN FRIEND MEETING

1904 E. Main St., Urbana, IL 61802
 10:30 am 217-328-5853
ilym.org/urbana
 Business: 3rd First Day, 12:15 pm

CONTINUING COMMITTEE

The Continuing Committee, a subset of the Yearly Meeting, generally meets once each fall and once each spring to prayerfully consider and review the activities of Illinois Yearly Meeting between sessions. The Committee speaks officially for the Meeting during the year within the established practices, procedures, and statements of faith of the Yearly Meeting. The Presiding Clerk presides over the Committee and the Recording Clerk takes minutes.

MEMBERS OF THE CONTINUING COMMITTEE INCLUDE:

- Any Friend who is part of Illinois Yearly Meeting
- A representative of High School Young Friends and the Adult Young Friends
- The Presiding Clerk, Assistant Clerk, Recording Clerk, Assistant Recording Clerk, Stewards, Treasurers, and the Administrative Coordinator
- The clerks of all Illinois Yearly Meeting standing and ad hoc committees
- The Clerk of Blue River Quarterly
- ILYM Planning Group Coordinators
- The following appointed representatives* from each meeting:

Bloomington-Normal	Fariba Murray
Clear Creek	Grayce Mesner
Columbia	Jane & Jef Brotemarkle
Downers Grove	Chris Goode
Duneland	Sarah Pavlovic
Evanston	Colleen Reardon
57th Street	
Lake Forest	Ted Kuhn
Northside	Marie White
Oak Park	Valerie Lester
Oshkosh	Nan MacDonald
Rock Valley	Ann & Brent Eckert
St. Louis	
South Bend	Monica Tetzlaff
Southern Illinois	Maurine Pyle
Spoon River	
Upper Fox Valley	Peter Albright
Urbana-Champaign	Bobbi Trist

*Burlington (WG), Elkhart (WG), Macomb (WG), & Springfield (WG)
do not have appointed representatives

All listings of names, addresses, and contact information in this book are for the sole use of Illinois Yearly Meeting, and may not be used for any other purpose without approval of the business meeting. Contact information is specifically not to be used for commercial purposes.

Cover Painting of ILYM Meetinghouse: M. Richie