

Illinois Yearly Meeting

Spring Continuing Committee

Third Month 6, 2021
Held virtually via video conferencing

Advance Documents

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Held virtually via video conferencing

9:30 a.m.: Virtual sessions opens for time of fellowship.

10:00 a.m.: Settling into Worship to seek Divine Guidance for business at hand will begin at.

12:00 p.m.: Approximate time to break for lunch. Join others for a virtual lunch by staying on-line for any or all of this break or you may turn off your microphone and camera and eat away from the virtual session.

1:00 pm: Approximate time to reconvene for business. The exact time will be set when we break for lunch.

Conclusion: The meeting will conclude around 3:00 p.m.

Continuing Committee is open to all who have concern about the work of ILYM. Each person's presence (whether delegated or not) will enrich the meeting's deliberations.

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Illinois Yearly Meeting

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

www.ilym.org

IllinoisYM@ilym.org

Agenda

1. Opening worship
2. Welcome, introductions, clerk's announcements
3. Agenda work
4. Treasurer's report
5. Finance?
6. M&A
7. Field Secretary
8. Unity agenda*: Children's RE, Development, Personnel, Publications & Distribution, Youth Oversight, FGC
9. Handbook
10. Ad hoc Anti-Racism
11. MP&E
12. Annual Session Planning Groups
(finalize format for annual sessions)
13. Discussion on Covid impact, post-Covid planning.
14. Environmental Concerns
15. Nominating?
16. Additional business
17. Closing worship

* Reports on the Unity agenda will be considered as a group. Friends who have clarifying questions about these reports should contact the committee convener who submitted the report.

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Treasurers Report

Illinois Yearly Meeting – Income Statement As of 2/6/2021: July 1, 2020 to June 30, 2021

	Operating Budget	1 General Operating	2 Special Gifts	5 FWCC World Mtgs	6 Maint. Reserve	8 Property Impr.	Total
Revenue							
Contributions-Meetings Unrestricted	\$80,000.00	\$33,945.00	\$-	\$-	\$-	\$-	\$33,945.00
Gifts-Indiv Designated		\$-	\$9,886.47	\$-	\$-	\$-	\$9,886.47
Gifts-Indiv Unrestricted	\$25,000.00	\$15,591.98	\$-	\$-	\$-	\$-	\$15,591.98
Bank & Investment Income							
Interest & Investment Income	\$4,000.00	\$3,142.32	\$-	\$-	\$-	\$623.60	\$3,765.92
Total Bank & Investment Income		\$3,142.32	\$-	\$-	\$-	\$623.60	\$3,765.92
Total Revenue		\$52,679.30	\$9,886.47	\$-	\$-	\$623.60	\$63,189.37
Operating Expenses							
1 Personnel & Office							
1A Employee-Contractor		\$28,047.13	\$-	\$-	\$-	\$-	\$28,047.13
1C Office Expenses		\$349.82	\$-	\$-	\$-	\$-	\$349.82
Total 1 Personnel & Office	\$62,500.00	\$28,396.95	\$-	\$-	\$-	\$-	\$28,396.95
2 YM Travel Support							
2A ILYM Reps		\$113.00	\$-	\$-	\$-	\$-	\$113.00
Total 2 YM Travel Support	\$4,000.00	\$113.00	\$-	\$-	\$-	\$-	\$113.00
3 Site & Property Expenses							
Annual services-Property Taxes	\$2,000.00	\$781.56	\$-	\$-	\$-	\$-	\$781.56
Caretaker Expenses	\$500.00	\$500.00	\$-	\$-	\$-	\$-	\$500.00
Mowing, Tree Trimming	\$6,000.00	\$8,400.00	\$-	\$-	\$-	\$-	\$8,400.00
Repairs & Maintenance	\$5,500.00	\$2,326.79	\$-	\$-	\$-	\$-	\$2,326.79
Utilities	\$2,500.00	\$1,379.64	\$-	\$-	\$-	\$-	\$1,379.64
Total 3 Site & Property Expenses		\$13,387.99	\$-	\$-	\$-	\$-	\$13,387.99
5 Committee Expenses							
Development Committee	\$700.00	\$80.23	\$-	\$-	\$-	\$-	\$80.23
Publications & Distribution Comm	\$3,000.00	\$1,566.23	\$4,045.00	\$-	\$-	\$-	\$5,611.23
Total 5 Committee Expenses		\$1,646.46	\$4,045.00	\$-	\$-	\$-	\$5,691.46
6 Support to Others							
Support to Others	\$11,650.00	\$11,650.00	\$-	\$-	\$-	\$-	\$11,650.00
Total 6 Support to Others		\$11,650.00	\$-	\$-	\$-	\$-	\$11,650.00

	Operating Budget	1 General Operating	2 Special Gifts	5 FWCC World Mtgs	6 Maint. Reserve	8 Property Impr.	Total
Total Operating Expenses		\$55,194.40	\$4,045.00	\$-	\$-	\$-	\$59,239.40
Operating Income / (Loss)		\$(2,515.10)	\$5,841.47	\$-	\$-	\$623.60	\$3,949.97
Other Income and Expense							
Transfers - Budgeted	\$12,500.00	\$(12,500.00)	\$-	\$1,000.00	\$11,500.00	\$-	\$-
Total Other Income and Expense		\$(12,500.00)	\$-	\$1,000.00	\$11,500.00	\$-	\$-
Net Income / (Loss)		\$(15,015.10)	\$5,841.47	\$1,000.00	\$11,500.00	\$623.60	\$3,949.97

ILYM Approved Budget 2020-2021

	BUDGET FY2021	BUDGET FY2020	ACTUAL 6/30/2020	ACTUAL 6/30/2019
Revenue				
Contributions-Meetings	\$80,000	\$88,050	\$88,890	\$88,652
Gifts-Individuals	\$25,000	\$34,200	\$21,747	\$39,483
Bank & Investment Income	\$4,000	\$4,000	\$5,732	\$1,036
Gatherings-Retreats	\$15,000	\$19,900	\$14,661	\$20,288
Total Revenue	\$124,000	\$146,150	\$131,030	\$149,459
Operating Expenses				
1 Personnel & Office	\$62,500	\$64,700	\$53,360	\$64,601
2 YM Travel Support	\$4,000	\$4,500	\$3,729	\$3,997
3 Site & Property Expenses				
Annual services-Property Taxes	\$2,000	\$2,100	\$1,217	\$1,840
Mowing, Tree Trimming	\$6,000	\$6,200	\$5,370	\$6,375
Routine Repairs & Maintenance	\$5,500	\$5,500	\$5,500	\$4,923
Urgent Repairs	\$2,000	\$2,000	\$-	\$146
Insurance	\$9,000	\$7,000	\$9,022	\$6,905
Caretaker Expenses	\$500			
Utilities	\$2,500	\$2,500	\$1,553	\$2,717
Total Site & Property	\$27,500	\$25,300	\$22,662	\$22,906
4 Gatherings-Retreats				
Annual Sessions Event Expenses (oversight: Admin.Coord.)	\$5,000	\$5,000	\$3,091	\$6,237
Annual Sessions Cooking-Food (oversight: Planning Group)	\$8,300	\$8,300	\$4,200	\$7,774
Annual Sessions Program Aft/Eve (oversight: Planning Group)	\$2,200	\$2,200	\$999	\$2,820
Annual Sessions Children's Program (oversight: CRE Cmte.)	\$1,000	\$1,000	\$375	\$1,467
Annual Sessions Site Prep (oversight: Planning Group)	\$1,000	\$1,000	\$-	\$1,278
Other Gatherings	\$-	\$1,300	\$425	\$1,546
Total Gatherings-Retreats	\$17,500	\$18,800	9,089	\$21,122

	BUDGET FY2021	BUDGET FY2020	ACTUAL 6/30/2020	ACTUAL 6/30/2019
5 Committee Expenses				
Ad hoc	\$-	\$25	\$-	\$-
Adult Young Friends	\$200	\$200	\$-	\$160
Children's Religious Education	\$200	\$600	\$77	\$1,298
Development	\$700	\$1,000	\$664	\$650
Environmental Concerns	\$50	\$100	\$-	\$-
Faith & Practice	\$-	\$25	\$-	\$168
Finance	\$25	\$50	\$48	\$12
Handbook	\$25	\$25	\$-	\$-
Maintenance, Planning & Envisioning	\$100	\$175	\$-	\$-
Ministry & Advancement	\$50	\$100	\$-	\$-
Nominating	\$50	\$100	\$-	\$-
Peace Resources	\$50	\$100	\$-	\$-
Peace Tax Fund	\$25	\$25	\$-	\$-
Personnel	\$25	\$25	\$-	\$-
Publications & Distribution	\$3,000	\$4,750	\$3,058	\$2,787
Youth Oversight	\$2,400	\$2,400	\$1,524	\$2,868
Total Committee Expenses	\$6,900	\$9,700	\$5,371	\$7,943
6 Support to Others				
Quaker organizations to which ILYM assigns representatives				
Friends General Conference (FGC)	\$4,000	\$4,000	\$4,000	\$4,000
Friends World Committee for Consultation (FWCC)	\$3,500	\$3,500	\$3,500	\$3,500
American Friends Service Committee (AFSC)	\$400	\$400	\$400	\$400
Friends Committee on National Legislation (FCNL)	\$400	\$400	\$400	\$400
Friends Peace Teams (FPT)	\$300	\$300	\$300	\$300
Quaker Earthcare Witness (QEW)	\$250	\$250	\$250	\$250
Friends for Lesbian & Gay Concerns (FLGBTQC)	\$50	\$50	\$50	\$50
Regional Quaker educational institutions				
Chicago Friends School (CFS)	\$300	\$300	\$300	\$300
Scattergood School	\$200	\$200	\$200	\$200
Earlham College	\$200	\$200	\$200	\$200
Earlham School of Religion (ESR)	\$100	\$100	\$100	\$100
Olney Friends School	\$100	\$100	\$100	\$100
Right Sharing of World Resources (RSWR)	\$300	\$300	\$300	\$300
Project Lakota	\$200	\$200	\$200	\$200
Friends Journal	\$200	\$200	\$200	\$200
National Religious Campaign Against Torture (NRCAT)	\$100	\$100	\$100	\$100
A black-led anti-racist organization TBD	\$1,000			
Quaker United Nations Office (QUNO)	\$50	\$50	\$50	\$50
Total Support to Others	\$11,650	\$10,650	\$10,650	\$10,650
Total Operating Expenses	\$130,050	\$133,650	\$104,861	\$131,219

	BUDGET FY2021	BUDGET FY2020	ACTUAL 6/30/2020	ACTUAL 6/30/2019
Transfers				
To Maintenance Reserve	\$11,500	\$11,500	\$11,500	\$11,500
To FWCC World Meetings	\$1,000	\$1,000	\$1,000	\$1,000
Operating Surplus/Deficit to Special Gifts			\$13,668	\$5,740
Total Budgeted Transfers	\$12,500	\$12,500	\$26,168	\$18,240
Net Income / (Deficit)	\$(18,550)	\$-	\$-	\$-

YTD Income is \$63,189. This is \$2,590 above this same point a year ago, due to an increase in individual gifts of \$3,141 (offset by slightly lower contributions from Meetings). ILYM thanks Friends for their generosity, especially in these difficult times.

YTD Expenses are \$59,239. This is \$3,347 lower than this point a year ago despite making \$11,650 of support of others earlier this year. The greatest contributors are:

- Property Expenses are \$4,595 lower due to fridge replacement expenses a year ago
- Rep travel is \$3,711 lower due to the pandemic.
- Personnel expenses are \$1,939 lower

We spent more in Publications this year as planned (our new Faith and Practice is being funded from Special Gifts). Other committees have spent significantly less so far this year.

Property expenses are likely to go over budget, as we've already spent \$2,400 more on landscaping than expected for the entire year (due to a \$4,000 expense for tree removal), and the utility expense doesn't cover the extreme cold experienced in February. However, this is likely to be offset in other areas.

All in all, we are blessed by the generosity of Friends this year and the reserves we have accumulated to weather challenges.

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Stewards Report

Report to the Spring 2021 Continuing Committee held using online video conferencing

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 which includes coordinating the work of our new Caretaker. We refer you to the MP&E report for details on that topic.

Prior to the onset of the COVID-19 pandemic, we had purchased two new reach-in refrigerators to replace the old ones in our basement kitchen. They are ready to be delivered. We need to remove the old refrigerators which due to their size, will be no small task. Once they are removed, we will call for a delivery of the new ones by the company that we purchased them from, KEC in Champaign. We will

need to assist KEC in getting them down in to the basement. We will schedule a date for that work in the Spring when the weather is milder and the ground is not soft.

We have ongoing struggles with the raccoons. They have invaded the tool shed and bunkhouse. Some have been trapped and removed, but we feel that they will return. We will repair the damage that they have made in the Spring.

Dick Ashdown, our Steward Emeritus, is conveying details of site care to our caretaker, Judy Reese.

Respectfully submitted, Beth Carpenter, Chris Goode, Grayce Mesner,
Neil Mesner, Dick Ashdown (emeritus) and Chip Rorem

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Field Secretary's Report

I am grateful to be present with you, to worship and converse with you. I am humbled to be so welcomed by so many. Thank you for making this ministry one where, as Judy Wolicki reminded us often, joy is a frequent state of being. Part of my charge is to use the gifts I have been given to the benefit of ILYM. One of my gifts is that of a connector. I often find myself connecting members to others who have a similar interest or concern or ministry. Just before writing this report I spent time talking about Extinction Rebellion in Chicago, and thinking about the intersections of concerns, the potential allies and organizations with which one may seek to partner. Others have questions about First Day School and other resources for our children. One of the surprises has been that of writing more letters than I have ever done for shut-ins, for those like David Eley, a Conservative Friend who does not have a computer. David has traveled in the ministry, visiting a number of our monthly meetings and annual sessions. A health concern slowed him down, but he continues to offer me ministry and advice about listening to the spirit through our letter writing. Here is a sample of his advice:

Regarding being invited to meetings: "I don't want to be invited; I want to be sent. As Field Secretary, you will probably pre-arrange your visits in a way that includes, in effect, an invitation, but you can incorporate being sent of the Lord by awaiting direction . . ." This awaiting direction is a part of my daily meditations, and I am grateful to have David speak this clearly to me in his writing.

One aspect to connecting is to look to see how we encourage each other's stories to be told, to be heard, to be intertwined with others. I look forward to hearing many more of our stories.

Intervisitation and Eldering

As the Ministry and Advancement Committee (M&A) has worked on the revising the Field Secretary job description, we wanted to affirm encouraging intervisitation, that is, members attending other meetings, learning from each other, ministering to each other. The opportunities to see how concerns have been addressed in other meetings can help us move our work of the spirit with fresh insights. We also value having accompanying elders attend with the Field Secretary.

We hope that others will visit other meetings on their own and invite accompanying elders to join them. The process that we are using now is to have the visitor and the elder have a conversation a day or so (sometimes an hour or so) before the meeting to affirm our work of the spirit. The elder holds the visiting person and their ministry in the light. Within in a day or two then we have a follow up conversation, focusing on what we experienced of the movement of the spirit within ourselves and observations about the meeting. If you have interest in joining me in practicing being an elder, or just want to talk more about how to do this on your own, please contact me. All are welcome and we are

especially interested in younger Friends engaging this practice. megarid@yahoo.com 574-245-0605

A number of members have accompanied me as we have attended ILYM meetings and several joined with me when I spoke via Zoom to the Leinster Quarterly Meeting in Ireland (covering about a third of Ireland with Dublin as the center of activity there). Their concern is how to integrate more social activism. We had a lovely connection. Over a meal sometime or when on Zoom for fellowship time ask me about how this invitation from Ireland came about.

I did physically attend Clear Creek Meeting with physical distancing. I look forward to being present physically with you as we move into our next stages of dealing with COVID. In just four days after this Continuing Committee, I will be getting my second Moderna vaccination. While I will need to continue to physically distance until we have most of us vaccinated, I have hope for a future when we can be eye to eye, breathe the same air, square dance, and eat meals as we converse.

COVID

COVID has made many of our problems worse. A number of us who experience bouts of depression (and other mental health concerns) have seen this visitor to our mental state be a bit bolder in presentation. Attending to our own and our Friends' mental states has become a vital function in many of our meetings. Intentionally reaching out to our shut-ins and to those for whom Zoom does not work well is often vital. With family members in assisted living or medical facilities. We will be discussing today some of the innovations that meetings have developed to address our response nurturing our relationships and our unity. Some of the efforts worked for awhile and then new and sometimes different efforts have been put forth. Our meetings are doing a pretty good job of caring for our members and attenders. I have been deeply touched by the care that has been given.

We have also had the delight in most meetings of distant or historic members or attenders joining with us via Zoom for worship and fellowship. It is so good to see Friends regularly who are states or even continents away.

It has been true for me and others have shared with me that how one prepares throughout the week for worship has become a renewed focus. The times of retirement, of devotions, of meditations alone or with others, in a chair or on a walk make moving to worship with our meetings for many a space where we are more prepared to give or receive spoken ministry. This does not work for all of us and I look forward to hearing more about how those who struggle with Zooming have found ways to maintain the life of the spirit.

Clerking

We developed a small group of monthly meeting clerks who met with Steve Mohlke, the NYYM General Secretary, who has taken over clerk training from Arthur Larabee. We discussed resources for monthly meeting clerks. We have agreed to hold periodic meetings via Zoom for the clerks to discuss what is working well and what are the growth edges. Sharing with others who hold a similar position can be nurturing. After I write this report, but before Continuing Committee we will have had our first meeting. Two of us attended a weekend Zoom clerking training led by Steve. I will attempt to keep clerks aware of this training as new weekends are set up.

A second set of conversations is being planned for others who are or are interested in clerking committees, in developing clerking skills. These are intended to be low key opportunities to get fresh ideas about skilled clerking. Stay tuned.

Macro Concerns

It has been a delight to meet with Superintendents and Secretaries from across North America and Britain. This was a yearly event, but now we are meeting quarterly as we all grapple with

innovations required by COVID. Because so much is being done via Zoom, the travel time has greatly decreased making more time available for other things. Several of these Friends have been granted paid leaves of absence to nurture them (and getting some break from Zooming). Zoom fatigue is real. Zoom and related technologies are here to stay. As we move to some new normal, the benefits of Zoom will continue along with meeting in the flesh. How we balance these things will continue to be a vital conversation.

Conclusion

I look forward to visiting you all, staying in your homes, dining with you, and worshipping with you in the same room.

In joy and hope and love, Brad

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Children's Religious Education Committee Report

Children's Programming at Annual Sessions.

Charlotta Koppanyi has been approved by the ILYM Personnel Committee as the Project Consultant for Children's Religious Education at 2021 Annual Sessions. She has been meeting with the ILYM annual sessions Planning Coordinators Group.

Children's Sessions will follow the theme "Equity in Action, Roots in Reality." The Children's Sessions to take place June 25-27, Friday through Sunday.

Need: For the adults to hear the children's experiences; will invite the adults to come to an event on Sunday, or possibly on Saturday evening of the kids weekend.

Childrens Sessions will start around 2 or 3 in the afternoon with the youngest group.

Charlotta will be working with the Clerk of CRE to send a description to Wil by April 11 on Children's Sessions

Charlotta reported on the upcoming Evanston Leadership Workshop for Middle School on up. All of ILYM middle and high school youth will be invited. It is hoped that this meeting will help warm young Friends get more interested in seeing each other again at ILYM.

We will meet monthly with Charlotta until Annual Sessions of 2021.

Submitted by Monica Tetzlaff, Clerk, CRE

Members: Joy Duncan, Dale Gardner, Michael Pine, Jason Shenk, Robyn Sullivan, Bobbi Trist
Ex officio, Charlotta Koppanyi, Children's Sessions Project Coordinator 2021

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Development Committee Report

The Development Committee is presently working on a significant revision of the part of the ilym.org website that is devoted to support of the yearly meeting. In preparation for this change an email alias (support@ilym.org) has been created. This alias provides a simple way for all to communicate with the Clerk of the Development Committee.

Some of the provisions included in the new pages include

1. Descriptions of many different types of support.
2. Descriptions of useful resources when considering support.
3. Providing locations for advice and additional information.
4. Providing access information for important contacts.
5. Ability to download the complete text of the information on the site (this will be a substitute for printing a brochure).
6. Splitting different topics into separate pages.

Implementation of the new pages will happen after appropriate input, suggestions, and approvals have been solicited and considered.

The Treasurers will report the details of the totals of individual contributions. There has been a significant increase in the numbers of contributors. It is highly probable that the contributions received during the current fiscal year will meet the goal in the current budget. Friends have again been generous and that generosity continues to have significant impact on the ability of the Yearly Meeting to accomplish its goals and balance its budget.

Frank Young, Clerk

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Environmental Concerns Committee Report

The ECC has met twice since the new year with Judy Reese to discuss the possibility of a pollinator garden on the ILYM campus. After deliberations with Clear Creek Friends Meeting and discussions with Maintenance and Planning Committee, the first and second ranked locations are indicated for the native plant garden that will provide habitat for native bees, butterflies, and birds.

1. The preferred location is somewhere within the foundation foot print of the former chicken/fox shed on the top of the hill east of the existing storage shed. The exact location is to be determined during a site visit. We envision that with the addition of a gazebo/ pergola and benches, as suggested in the 2012 land development plan, this area will provide a place for solitude/contemplation and quiet conversation adjacent to the formal garden. (See #1 in the figure below)
2. The second site is at the south end of the existing prairie planting upslope from the walkway between Clear Creek House and the Meeting House. (See #2 in the figure below). We will plan this garden after the first one is completed.

Once the location is determined the flower garden will take a year to install. In the spring, cardboard will be laid over the surface to kill the plants and seeds we do not want. Then we will place mulch over the cardboard and begin planning the desired plants in the fall and subsequent spring. This will be a formal garden with species clumped and placed in regard to the height of the plant. Shorter plants will be around the periphery and taller plants will be in the interior. Site selection will be based on where we think the gazebo/ pergola will be placed within the delineated area (#1). We hope that this garden will provide benefits to the monarch butterfly and other pollinators while enhancing the use of the ILYM campus as a place for respite, contemplation and spiritual renewal.



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Handbook Committee Report

The print version of the ILYM *Faith and Practice* book is now complete and therefore the *Faith and Practice* Committee has been laid down. We will remove the committee description from the Handbook.

Additionally, we will temporarily replace the *Faith and Practice* book description on page 7 with following: “Illinois Yearly Meeting published *Faith and Practice: Illinois Yearly Meeting of the Religious Society of Friends* in 2020. It is available in hard copy and it is also on the ILYM website.” (With the publication of *Faith and Practice: Illinois Yearly Meeting of the Religious Society of Friends*, the Handbook Committee plans to be rewriting the description of the yearly meeting in the Handbook including the description of this book.)

Add to the Stewards description, the following. “The Stewards are responsible for implementing and, if necessary, updating the Conflict of Interest Policy [2019, Minute 18, 56] and the Safe Congregation Policy [2019, Minute 28, 57.]”

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Maintenance, Planning and Envisioning Committee Report

Our committee, which includes the Stewards, met on January 24. In attendance were Judy Reese, Carol Bartles, Chip Rorem, Beth Carpenter, Bill Howenstine, Noel Pavlovic, Chris Goode, and Neil and Grayce Mesner via Carol’s phone.

Caretaker

We continue to work with Judy Reese who has been in residence at Clear Creek House (CCH) since

October 1. Dick Ashdown has been helping her to learn the various tasks and she was able to participate in winterization, trimming the shrubbery around the CCH and other repair and maintenance items. She is also thinking about outreach and thought it would be helpful to have one or more single page handouts that she could give visitors that would explain aspects of local Quaker and ILYM history. Peter Lasersohn is willing to work with Chris Goode to develop these handouts. COVID has not made Judy's outreach, or entry into the larger community easy. She hopes to investigate if we can get maintenance help from Community Service projects in the area.

Raccoons

Judy does regular inspection rounds and noticed evidence of an infiltration of raccoons at the meetinghouse (MH) tool shed (but did not appear to get into the MH). After working with Grayce to block their hole, they broke in again, making a mess and spreading some lime kept there which Judy and Mike Murphy were able to clean up. The hired trapper has caught three raccoons, a possum and a rat at that location and we will need to get a contractor to make repairs to secure it. Raccoons are also getting into the HS Bunkhouse, the Penn House and the Fox Hole, and the trapper has moved his operations to that location. Repairs will need to be made to the openings made there as well.

Campus Plan Update

ECC has been planning a garden to attract pollinators and butterflies to the site and planting some shade trees along the south side of the path between the MH and CCH. There is also renewed interest in a gazebo/pavilion associated with a Memorial Grove and with the butterfly garden. It has been 9 years since the original Campus Plan was approved in 2012 and our committee has begun to revise it to bring it more up to date and reflective of current thinking and developments since then. We are listening to see if turning the CCH garage into accessible bedrooms and bathrooms is still the sense of the Yearly Meeting. We also want to determine the future of the barn, and other campus structures. We are thinking about having a Campus Planning workshop to help with all of this at Annual Sessions.

Campus Asset Management Plan

The committee has also begun an effort to make a clearer document to aid in planning, budgeting and spending on our campus facilities. Chip has begun work on this and we intend to work together with Finance Committee, and others as needed to make a more useful, and useable planning tool which will have a new name.

Painting and Maintenance

We contracted with Ray Shirley to scrape and repaint the MH in 2019 and he has done half of the work and received half of the money set aside. He had an injury that prevented him from completing the work last year and we will contact him to see if he is able to complete the work this spring. If not, we will work to find another painting contractor to complete the work and to provide bids to paint the bathhouse, HS bunkhouse, Penn House and Fox Hole, and to stain the cabins. Some of them are in desperate need of painting. There is some repair needed to the barn roof keep it dry and secure. We need to have an engineer examine the foundation structure of the bunkhouse, and repair doors and possibly replace windows. Insulation at the attic of CCH is coming loose and there are some siding and roofing issues that may need addressing soon.

Campus Sustainable Energy

We will investigate the possibility and costs of providing solar or wind energy at our campus, and will also try to find a sustainable energy company from whom we can purchase our energy. There are

currently three separate meters, at the MH, Campground and CCH that complicates things.

Workday

We hope to organize a masked and socially distanced workday in early May (May 1 or 8) to do some much needed maintenance and grounds work at the campus. Please put that on your calendar and reserve those dates.

Respectfully Submitted: Christopher Goode, clerk

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Ministry and Advancement Committee Report

ILYM Ministry and Advancement Committee has been meeting monthly on zoom. to share our own journeys and meetings we have been visiting. We are grateful to work with our Field Secretary Brad Laird. Our only action item is consideration of the new description of the Field Secretary position.

Phyllis Reynolds, Clerk of MN&A

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Personnel Committee Report

The Personnel Committee of ILYM met on January 12 via Zoom. A central focus of the meeting was defining the status of part-time staff members. The committee clarified that all part-time staff would be hired as employees and not independent contractors. This decision can be revisited in the future should there be a staff vacancy that can best be filled by a person who seeks to be an independent contractor and meets the IRS criteria for independent contractors.

Further legal consultation is being sought as to whether being paid “in kind” as is currently the case for the ILYM Caretaker is of any legal concern as it relates to declaration of taxes. The IRS checklist for determining whether taxes need to be paid for an individual’s employment was completed and the caretaker’s status fell in a “gray” area.

The Personnel Committee was asked to review the Field Secretary’s job description. A clarification of the responsibilities for writing job descriptions was made. The committee who hires and supervises a part-time staff member is responsible for writing the job description. As such, the job description for the Field Secretary is being taken up by the Ministry and Advancement Committee who has been provided with the current job description as reviewed by Fall Continuing Committee and changes which have been asked to be considered. The Personnel Committee will review the revised job description as requested.

The Personnel Committee concurred with the Children’s Religious Education Committee’s recommendation that Charlotta Koppanyi be hired as Religious Coordinator for the Annual Sessions.

The Personnel Committee will conduct annual reviews of all employees prior to the Annual Sessions.

Colleen Reardon, clerk

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Publications and Distribution Committee Report

Faith & Practice

- 550 copies have been ordered and will be shipped out as a bundle with other print publications
- ISBNs have been purchased so it can be sold at Quakerbooks

Minute Book, Plummer Lecture, and Directory

- All three will all be mailed as a bundle with Faith and Practice unless your Monthly Meeting requested it to be held until a later date
- A recording of the 2020 Plummer Lecture “*From Sleepiness to Light*”, by David Shiner and Nancy Wallace is available for viewing on the ILYM website and ILYM YouTube channel.

Web

- Assisted with renewing the domain name for Project Lakota
- Working with the Development Committee on general updates to their webpage and evaluating our current online payment options

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Youth Oversight Committee Report

Members:

Diane Clark Dennis, Warwick Daw, Jasmine Dennis, Michael Dennis, Mars Harroun, Choz Howard-McKinney, Dale Gardner, Liam Gardner, Fariba Murray

Youth Programming in Winter, 2020 & Spring, 2021

2020 has been a difficult year for the Illinois Yearly Meeting (ILYM) High School Friends (HSF) program. After the 2020 Annual Sessions, the HSF began learning the 1619 project. However, participation quickly dwindled as the weeks passed, most likely due to Zoom fatigue and the lack of an ability to engage them in a virtual setting.

In September, 2020, Liam Gardner with Friends General Conference (FGC) Youth Director, Marian Dalke, and other Quaker youth leaders from around the country began meeting to discuss how their programs have adapted to the pandemic. They collectively decided to work together to create a series of three virtual retreats for Quaker youth nationwide. We agreed to call these retreats *the Quake that Rocked the Continent*, paying homage to the *Quake that Rocked the Midwest* that ILYM traditionally hosts each January in Evanston, IL.

The first of these virtual Quakes was held on December 12 and 13, 2020. There were 25 participants in total, although only one of those participants were from ILYM. The primary planners and co-hosts for the December retreat included FGC’s Marian Dalke, and the Youth Coordinators from Ohio Valley Yearly Meeting and Pacific Yearly Meeting. During this event, the participants did a workshop on racial and climate justice, played games, did worship sharing activities, and participated in affinity groups, based on racial affiliation.

The second of these Quakes is scheduled for February 20 (~1-3pm) & (~7-9pm), and 21 (~1-3pm), 2021. This retreat is being planned and co-hosted by the Youth Coordinators from ILYM, Philadelphia Yearly Meeting, and FGC. Liam has sent out individualized invitations to each ILYM high

school teen and their parents. The workshops will include discussion about the teen participants' gifts, and how they make positive impacts in their communities. They will also play games, do worship sharing activities, and participate in affinity groups. If you need more information, please contact Liam Gardner (liamcgardner@gmail.com).

The dates for the third virtual Quake has yet to be decided, but will likely happen sometime in March or April, 2021.

Annual Sessions, 2021

At the time of writing this, the Youth Oversight Committee has yet to make plans for high school programming for the 2021 ILYM Annual Sessions, due to being mostly preoccupied with planning for the virtual Quake this February.

Last year, a few of our teens volunteered to help the Children's Religious Education Committee by becoming assistant teachers for the ILYM children's program. Although this year, the HSF should ideally have a virtual summer program of their own, and the ILYM Youth Oversight Committee will work hard to make that happen. Liam Gardner hopes to begin Annual Sessions planning with Michael Dennis and the Youth Oversight Committee before March, 2021.

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Annual Session Planning Groups

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Ad Hoc Committee on Anti-Racism

How goes the work of anti-racism within your Meeting? Last summer, the Ad Hoc Committee on Anti-Racism reached out to Meetings and Worship Groups within ILYM to find out what work Meetings had been doing on anti-racism. We received a lot of responses, which we posted to Illinois Yearly Meeting's website here:

<https://ilym.org/ilym/wp-content/uploads/2020/09/MonthlyMeetingsActionsToAddressRacism.pdf>

We wanted to check back in and invite all Meetings and Worship Groups to consider the following queries:

- How goes the work of anti-racism within your Meeting or Worship Group?
- What progress or new work has your Meeting or Worship Group done since last summer?
- What would you like to have achieved by this coming summer?
- What challenges is your Meeting or Worship Group facing in working on anti-racism?
- How can the Ad Hoc Committee on Anti-Racism support you in this work?
- What ideas do you have that you would like the Ad Hoc Committee on Anti-Racism to include in its work?

Please email your replies by April 15 to Janice Dominik: jdomanik@comcast.net. We hope this deadline will give Meetings and Worship Groups enough time to deeply reflect on these queries and still allow our ad hoc committee time to reflect on your responses in preparing for ILYM Annual Sessions.

We of course welcome any individual questions, suggestions or feedback at any time! If you have anything you'd like to share or are interested in joining the Ad Hoc Committee on Anti-Racism, please email Janice Dominik: jdomanik@comcast.net

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FGC Representatives Report

Friends can go to the FGC website to find information that may be useful in making decisions about reopening meetinghouses for worship. "Advices & Queries for Possibly Reopening Your Meeting House or Church." This information will be updated as more is available to FGC committees. In addition, Britain Yearly Meeting has a document that shares best practices in hybrid worship that is also available on the FGC website. Queries meetings might consider around hybrid meetings worship are:

- What does it mean to have a hybrid meeting for worship?
- Are there directions/advice for folks in the room and folks online to ensure a spiritually fulfilling experience?
- How can we make hybrid meeting for worship accessible for Friends who are non-verbal, require closed captioning or have other physical or cognitive needs?
- What data may help a meeting determine when to utilize hybrid meetings, and under what circumstances?

The annual Gathering of Friends will again be held via zoom this year. There are 2 pre-gathering retreats, one for Adult Young Friends and the other for People of Color. The advanced program will be mailed, but it will be on line as well. Registration opens April 15, 2021 and this year as last year it will be pay as led. Next year the gathering will be at Radford University in Virginia and the year after in Oregon. The latter change is because of the postponing of the Olympics which meant that FGC could not meet there in 2022.

From the Yearly Meeting Visitors Program FGC learned the following may be of use to monthly meetings as well as to the yearly meeting:

Zoom meeting for worship for business sessions approaches:

1. Providing zoom guidelines, instruction and tech support individuals. Most YMs
2. Having reduced number of items brought to the annual sessions. PhYM
3. Friends asked to use raise hand feature on zoom. NPYM
4. Using the Zoom waiting room where people were greeted before entering sessions. NPYM, NYM
5. Using blue cards for individuals not ready to move forward BYM
6. Using cards with different colors - white: clarifying question, black: clarifying information, red: *I have a stop*, green: *I am fine with this*. NYM, OVYM
7. Consent agenda for items where there is not a need for discussion NYM, ILYM NYYM,
8. Visitors observed 90 minutes is probably the best length for sessions even with a break - IMYMC, BYM
9. Some meetings only considered items that required seasoning by the yearly meeting and had reports of work not needing direct action considered as part of a consent agenda. ILYM, OVYM,

NYM

10. Disabling chat at times NEYM or always during meeting for business
11. Minutes forwarded to NEYM permanent board as a summary rather taking the time to develop an approved minute and the work could continue forward in that manner.
12. In one yearly meeting the clerk became ill and the assistant clerk had to step in - YM clerks need to share with their assistant clerks so that there can be the seamless stepping in during an emergency.
13. Having individuals who help the clerk be aware of who wishes to be recognized. There were a variety of approaches to this...a specific individual who recognized people, multiple screens for the clerk or co clerks on separate computers or tech support people who assisted. ILYM, IMYM, NYM
14. Screen sharing of documents that were being discussed.
15. Use of queries in advance of business sessions to guide them.
16. Some yearly meetings did not have business sessions or held them at a separate time. PYM, SEYM.

Children's Programs were offered:

1. Attendance was low in some yearly meetings.
2. At a time other than when parents were in meeting for business
3. Sessions were short for the youngest ones and were often limited to reading to them with a few perhaps a simple movement activity or performing shows for children
4. Some yearly meetings had age group programs as well as intergenerational activities

Topics with yearly meeting noted that might be useful to other yearly meetings:

1. There is an increase in the number of yearly meetings considering racism. There is a minute supporting People of Color (NPYM), a minute to transform into an anti-racist spiritual community (NYM), (OVYM) a minute from Peace and Social Concerns Committee about racism, (NEYM) actively involved in anti-racism work at all levels from folks just becoming aware to folks doing advanced work. NEYM used noticing to be aware of the ways white supremacy is present within our business sessions. (PhYM) has hired a Director of HR and Inclusion to support efforts toward staff equity and antiracist development as a body. Other meetings established committees to work on antiracism.
2. IMYM in involved with concerns of indigenous and migrant individuals.
3. IMYM topic of admitting individuals to membership at the yearly meeting level was raised from the floor. It was clear that work on this needed to include young Friends. Both NYYM and PhYM are also discussing membership and the desire of young Friends for the yearly meeting to consider membership that is not to a specific monthly meeting
4. Child safety practices were discussed at a couple yearly meetings. Getting guidelines for working with children approved can be slow.

Other Notes

FGC's offering of a time for clerks to gather with Barry Crossno has had an impact. There was mention of the greater sense of connection with other yearly meeting clerks. Also things tried by yearly meetings that met early were shared and later used by other yearly meetings.

IYMC had Bible Study, business sessions and plenaries. During one business session all of the State of Society Reports are read. The spiritual depth of these reports gives a visitor a real sense of how the Spirit is moving among their yearly meeting.

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Additional Documents

Field Secretary Job Description

Title: Field Secretary

Committee-with-Oversight: Ministry and Advancement

Committee Supervisor: Clerk of Ministry and Advancement

Revised: 09/08/2020 by Personnel Committee then February 11, 2021 by members of M&A

Purpose

The Field Secretary assists Illinois Yearly Meeting in ministering to a variety of spiritual needs, including nurture, pastoral care, adult education in Quaker faith and practice, and outreach. The work of the Field Secretary differs from that of an individual member of the Ministry and Advancement Committee not only in quantity but usually also in the greater expertise, broader knowledge of resources, and additional responsibility and accountability.

Qualifications

- Active membership in the Religious Society of Friends, preferably of a monthly meeting within Illinois Yearly Meeting, and residence in or near its geographic area.
- Commitment to the life of the Spirit.
- A working knowledge of Quaker heritage, Bible and Quaker writings, and resources in the wider Quaker world.
- Respect and appreciation for the variety of beliefs among Friends.
- Ability to travel and to adapt easily to changes in accommodations.

Responsibilities

The Field Secretary is an employee of ILYM. Specific services offered by the Field Secretary vary with the individual's skills and leadings, the expressed needs and requests of meetings and worship groups in a particular year, and Ministry and Advancement Committee's discernment of priorities.

General Responsibilities

- Visiting monthly meetings and worship groups, with a companion-elder, including the Ministry and Advancement representative assigned to the meeting. These visits offer an opportunity to learn of the meeting's needs and strengths and to further acquaintance with its members.
- Serving as a resource to monthly meetings and worship groups, suggesting opportunities for growth, nurture, or pastoral care that are related to their expressed needs, and helping them to connect with appropriate resources beyond the yearly meeting, if appropriate.
- Encouraging inter-visitation among meetings and worship groups.
- Conducting retreats, workshops, meetings for reconciliation, and other events for spiritual nurture and adult education, as requested.
- Serving as a model for good Quaker practice and appropriate Quaker process.
- Identifying and mentoring the development of individuals' spiritual gifts within the yearly meeting.

- Offering expertise and suggesting resources to increase Ministry and Advancement Committee members' effectiveness in serving their assigned meetings and worship groups.

Specific Expectations

- While traveling among monthly meetings and worship groups, the Field Secretary normally will stay in the homes of Friends.
- The Field Secretary may provide direct pastoral care to Meetings and individuals, while enabling and encouraging local meetings to address their own members' needs for pastoral care, drawing upon local resources insofar as possible.
- The role of the Field Secretary does not permit providing therapy or extended personal counseling, even if the Field Secretary is a trained therapist.
- The person serving as Field Secretary may be nominated and appointed to a committee of Illinois Yearly Meeting, but he or she should not serve as Field Secretary on any committee.
- The Field Secretary is an ex officio member of the Ministry and Advancement Committee and is expected to attend all of its meetings.
- The Field Secretary provides the Ministry and Advancement Committee with a written report of hours spent in his or her official activities during the past month and of time and expenses incurred in official travel. Careful accounting is essential.
- The Field Secretary provides a written summary of his or her work to Continuing Committee's fall and spring sessions, and to the annual session of Yearly Meeting.

Evaluation

The Field Secretary's work is evaluated by the clerk of Ministry and Advancement Committee in consultation with the committee.

Compensation and Support

The Field Secretary works under the general oversight of the Ministry and Advancement Committee. He or she may designate the clerk of the Committee or another of its members to serve as a liaison with the Committee if needed. It is appropriate also for the Field Secretary to seek insights from individual members of Ministry and Advancement who have experience that is relevant to a particular situation.

To support the Field Secretary's own spiritual deepening and professional development, Ministry and Advancement will approve registration and travel reimbursement for his or her attendance at one such conference, workshop, or retreat each year. The Field Secretary also is encouraged to form a small advisory or support group of Friends beyond Ministry and Advancement who can help him or her address any personal issues affected by the work.

Estimated Hours

The Field Secretary is compensated for up to 700 hours per year, plus reimbursement for travel expenses. Hours of work will vary from month to month to accommodate spontaneous needs and requests from within the yearly meeting in addition to scheduled events.