

Illinois Yearly Meeting

Fall Continuing Committee

Tenth Month 2, 2021
Held virtually via Zoom

Advance Documents

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Note: Reports are pending from Finance Committee, Program Planning Group (BRQ), and the Ad hoc Committee on Anti-Racism. Late arriving reports will be compiled and added to the Continuing Committee page: ilym.org/continuing-committee-minutes/

Fall Continuing Committee

Tenth Month 2, 2021

Held virtually via Zoom

9:30 a.m.: Virtual meeting opens for fellowship.

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

Lunch: Around noon there will be a 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.

Conclusion: The meeting usually concludes between 4:00 and 5:00 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

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Chicago, IL 60637-1622

www.ilym.org

IllinoisYM@ilym.org

Agenda

Opening Worship

Welcome and Procedures

Money

Treasurer's Report

Finance Committee

Development Committee

People

Naming Committee

Nominating Committee

Youth Oversight Committee

Personnel Committee

Children's Religious Education Committee

Property

Environmental Concerns Committee

Stewards

Maintenance, Planning and Envisioning Committee

Our Yearly Meeting

Handbook Committee

Field Secretary

Ministry and Advancement Committee

Peace Resources Committee

Ad hoc Anti-Racism Committee

Housekeeping

Publications and Distribution Committee

UIUC Records Archiving Project

Spring Continuing Committee (March 5, 2022 location to be announced)

Annual Sessions Planning Groups (June 15 – 19, 2022)

Ad hoc Committee on 2022 Annual Sessions Format

Closing worship

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Treasurers Report
Illinois Yearly Meeting – Statement of Fund Activity
July 1, 2020 to June 30, 2021

	1 General	2 Special Gifts	3 CCH Add.	5 FWCC World	6 Maint	8 Property	Total
Revenue							
Contributions-Meetings Unrestricted	\$90,531.25	\$-	\$-	\$-	\$-	\$-	\$90,531.25
Gifts-Indiv Designated	\$-	\$9,886.47	\$300.00	\$-	\$-	\$-	\$10,186.47
Gifts-Indiv Unrestricted	\$22,526.98	\$-	\$-	\$-	\$-	\$-	\$22,526.98
Misc Income	\$105.70	\$-	\$-	\$-	\$-	\$-	\$105.70
Interest & Investment Income	\$6,419.43	\$-	\$-	\$-	\$-	\$1,259.08	\$7,678.51
Gatherings-Retreats	\$7,829.04	\$-	\$-	\$-	\$-	\$-	\$7,829.04
Total Revenue	\$127,412.40	\$9,886.47	\$300.00	\$-	\$-	\$1,259.08	\$138,857.95
Operating Expenses							
1 Personnel & Office	\$48,101.33	\$253.00	\$-	\$-	\$-	\$-	\$48,354.33
2 YM Travel Support	\$113.00	\$-	\$-	\$-	\$-	\$-	\$113.00
3 Site & Property Expenses							
Annual services-Property Taxes	\$1,077.92	\$-	\$-	\$-	\$-	\$-	\$1,077.92
Caretaker Expenses	\$500.00	\$-	\$-	\$-	\$-	\$-	\$500.00
Mowing, Tree Trimming	\$8,400.00	\$-	\$-	\$-	\$-	\$-	\$8,400.00
Repairs & Maintenance	\$2,816.12	\$-	\$-	\$-	\$-	\$-	\$2,816.12
Site Insurance Expense	\$10,564.00	\$-	\$-	\$-	\$-	\$-	\$10,564.00
Urgent Maintenance	\$5,194.00	\$-	\$-	\$-	\$-	\$-	\$5,194.00
Utilities	\$2,567.98	\$-	\$-	\$-	\$-	\$-	\$2,567.98
Total 3 Site & Property Exp	\$31,120.02	\$-	\$-	\$-	\$-	\$-	\$31,120.02
4 Gatherings-Retreats	\$5,982.32	\$-	\$-	\$-	\$-	\$-	\$5,982.32
5 Committee Expenses							
Development Committee	\$80.23	\$-	\$-	\$-	\$-	\$-	\$80.23
Publications & Distribution Com	\$1,656.20	\$4,045.00	\$-	\$-	\$-	\$-	\$5,701.20
YO Committee	\$63.72	\$-	\$-	\$-	\$-	\$-	\$63.72
Total 5 Committee Expenses	\$1,800.15	\$4,045.00	\$-	\$-	\$-	\$-	\$5,845.15
6 Support to Others	\$11,650.00	\$-	\$-	\$-	\$-	\$-	\$11,650.00
Total Operating Expenses	\$98,766.82	\$4,298.00	\$-	\$-	\$-	\$-	\$103,064.82
Operating Income / (Loss)	\$28,645.58	\$5,588.47	\$300.00	\$-	\$-	\$1,259.08	\$35,793.13
Other Income and Expense							
Transfers - Budgeted	\$(12,500.00)	\$-	\$-	\$1,000.00	\$11,500.00	\$-	\$-
Transfers-Net Operating	\$(16,145.58)	\$16,145.58	\$-	\$-	\$-	\$-	\$-
Unrealized Gain/Loss	\$-	\$41,784.20	\$-	\$-	\$-	\$8,356.27	\$50,140.47
Total Other Income & Expense	\$(28,645.58)	\$57,929.78	\$-	\$1,000.00	\$11,500.00	\$8,356.27	\$50,140.47
Net Income / (Loss)	\$-	\$63,518.25	\$300.00	\$1,000.00	\$11,500.00	\$9,615.35	\$85,933.60

Illinois Yearly Meeting - Statement of Financial Position/Balance Sheet
Fiscal Year Ending June 30, 2021

	6/30/2021	6/30/2020	
Assets			
Cash and Cash Equivalents			
Checking Account	\$137,609.55	\$115,361.50	
Friends Fiduciary-Temp. Restricted Property	\$40,177.82	\$31,821.55	
Impr. ILYM3			
Friends Fiduciary-Unrestricted Designated	\$203,786.14	\$152,115.47	
PayPal	\$116.22	\$638.75	
Total Cash and Cash Equivalents	\$381,689.73	\$299,937.27	
Total Assets	\$381,689.73	\$299,937.27	
Liabilities and Net Assets			
Liabilities			
Current Liabilities			
Accounts Payable	\$5,788.03	\$10,667.17	
Payroll Taxes	\$698.00	\$-	
Total Current Liabilities	\$6,486.03	\$10,667.17	
Total Liabilities	\$6,486.03	\$10,667.17	
Net Assets			
		Net Income	
Unrestricted Undesignated			
1 General Operating	\$60,625.19	\$60,625.19	
Total Unrestricted Undesignated	\$60,625.19	\$60,625.19	
Unrestricted Designated			
2 Special Gifts	\$140,430.02	\$63,518.25	\$76,911.77
3 CCH Accessible Add.	\$1,300.00	\$300.00	\$1,000.00
4 Payroll Reserve	\$43,787.93		\$43,787.93
5 FWCC World Mtgs.	\$6,000.00	\$1,000.00	\$5,000.00
6 Maint. Reserve	\$80,495.03	\$11,500.00	\$68,995.03
Total Unrestricted Designated	\$272,012.98		\$195,694.73
Temporarily Restricted			
8 Property Impr.	\$42,565.53	\$9,615.35	\$32,950.18
Total Temporarily Restricted	\$42,565.53		\$32,950.18
Total Net Assets	\$375,203.70	\$85,933.60	\$289,270.10
Total Liabilities and Net Assets	\$381,689.73		\$299,937.27

Restricted (*Temporarily Restricted*) funds are received for a specific purpose and can only be used for that purpose. Endowments are **permanently restricted** funds for which the principle is invested and not spent, but the investment income is considered temporarily restricted and is used for a specific purpose.

Unrestricted (*Unrestricted Undesignated*) funds are received for general operating purposes and are made use of as determined by the business meeting, usually through the approved budget.

Designated (*Unrestricted Designated*) funds have been designated by the business meeting for a specific purpose. The business meeting can approve a change in the designation at any time, move the funds, or revert the funds to general operating purposes.

Friends Fiduciary Fund balances change daily. The value in the Assets section is a snapshot on this report date.

The value of the ILYM site (land/buildings in McNabb) is difficult to appraise, and so is omitted from the Assets section above.

<u>Fund</u>	<u>Name</u>	<u>Oversight Committee</u>
1.	General Operating Annual budgeted income and expenses	Finance
2.	Special Gifts Bequests, large unrestricted gifts, special projects.	Finance
3.	Current Projects Unrestricted gifts and transfers for renovations approved 2013	Maintenance, Planning & Envisioning
4.	Payroll Reserves Self-insurance for Illinois Employment Security (unemployment)	Finance
5.	FWCC World Meetings A reserve fund to provide travel assistance to ILYM's reps to FWCC World Gatherings.	Finance
6.	Maintenance Reserve Save for and pay for capital asset maintenance, repair and upgrades	Maintenance, Planning & Envisioning
7.	Faith and Practice Reserve To publish the ILYM book of Faith and Practice	Publications & Distribution
8.	Property Improvement Restricted by donors 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 – Constituent Meeting Contributions
July 1, 2020-June 30, 2021**

Blue River Quarterly		Lake Forest	\$17,325.00
Bloomington-Normal	\$2,080.00	Northside	\$4,590.00
Burlington		Oak Park	\$5,500.00
Clear Creek	\$5,000.00	Oshkosh	\$100.00
Columbia	\$2,040.00	Rock Valley	
Downers Grove	\$7,900.00	Saint Louis	\$9,600.00
Duneland	\$1,530.00	South Bend	\$5,760.00
Evanston	\$11,856.25	Southern Illinois	\$1,440.00
57th Street	\$4,590.00	Spoon River	\$720.00
Fox Valley	\$500.00	Urbana-Champaign	\$10,000.00
		Monthly Meetings	\$90,531.25

<p>Monthly Meeting Recommended Annual Contribution Per Adult Resident Member is \$260.</p>

Illinois Yearly Meeting – Operating Budget 2021-2022

Illinois Yearly Meeting Operating Budget 2021-2022

	BUDGET FY2022	BUDGET FY2021	ACTUAL 6/30/2021
Revenue			
Contributions-Meetings	\$89,000.00	\$80,000.00	\$90,531.25
Gifts-Individuals	\$34,000.00	\$25,000.00	\$22,526.98
Bank & Investment Income	\$5,500.00	\$4,000.00	\$6,525.13
Gatherings-Retreats	\$16,000.00	\$15,000.00	\$7,829.04
Total Revenue	\$144,500.00	\$124,000.00	\$127,412.40
Operating Expenses			
1 Personnel & Office	\$63,550.00	\$62,500.00	\$48,101.33
2 YM Travel Support	\$4,000.00	\$4,000.00	\$113.00
3 Site & Property Expenses			
Annual services-Property Taxes	\$1,500.00	\$2,000.00	\$1,077.92
Mowing, Tree Trimming	\$6,500.00	\$6,000.00	\$8,400.00
Routine Repairs & Maintenance	\$5,000.00	\$5,500.00	\$2,816.12
Urgent Repairs	\$2,000.00	\$2,000.00	\$5,194.00
Insurance	\$10,500.00	\$9,000.00	\$10,564.00
Caretaker Expenses	\$-	\$500.00	\$500.00
Utilities	\$2,500.00	\$2,500.00	\$2,567.98
Total Site & Property	\$28,000.00	\$27,500.00	\$31,120.02
4 Gatherings-Retreats			
Annual Sessions Event Expenses (oversight: Admin.Coord.)	\$6,000.00	\$5,000.00	\$371.02
Annual Sessions Cooking-Food (oversight: Planning Group)	\$7,800.00	\$8,300.00	\$4,000.00
Annual Sessions Program Aft/Eve (oversight: Planning Group)	\$2,200.00	\$2,200.00	\$1,299.00
Annual Sessions Children's Program (oversight: CRE Cmte.)	\$1,000.00	\$1,000.00	\$-
Annual Sessions Site Prep (oversight: Planning Group)	\$1,000.00	\$1,000.00	\$-
Other Gatherings	\$-	\$-	\$312.30
Total Gatherings-Retreats	\$18,000.00	\$17,500.00	\$5,982.32
5 Committee Expenses			
Ad hoc	\$-	\$25.00	\$-
Adult Young Friends	\$150.00	\$200.00	\$-
Children's Religious Education	\$200.00	\$600.00	\$-
Development	\$700.00	\$1,000.00	\$80.23
Environmental Concerns	\$50.00	\$100.00	\$-
Faith & Practice	\$-	\$25.00	\$-
Finance	\$25.00	\$50.00	\$-
Handbook	\$25.00	\$25.00	\$-
Maintenance, Planning & Envisioning	\$50.00	\$175.00	\$-
Ministry & Advancement	\$50.00	\$100.00	\$-
Nominating	\$50.00	\$100.00	\$-
Peace Resources	\$50.00	\$100.00	\$-

Peace Tax Fund	\$25.00	\$25.00	\$-
Personnel	\$25.00	\$25.00	\$-
Publications & Distribution	\$3,000.00	\$4,750.00	\$1,656.20
Youth Oversight	\$2,400.00	\$2,400.00	\$63.72
Total Committee Expenses	\$6,800.00	\$9,700.00	\$1,800.15
6 Support to Others			
Quaker organizations to which ILYM assigns representatives			
Friends General Conference (FGC)	\$4,000.00	\$4,000.00	\$4,000.00
Friends World Committee for Consultation (FWCC)	\$3,500.00	\$3,500.00	\$3,500.00
American Friends Service Committee (AFSC)	\$400.00	\$400.00	\$400.00
Friends Committee on National Legislation (FCNL)	\$400.00	\$400.00	\$400.00
Friends Peace Teams (FPT)	\$300.00	\$300.00	\$300.00
Quaker Earthcare Witness (QEW)	\$250.00	\$250.00	\$250.00
Friends for Lesbian & Gay Concerns (FLGBTQC)	\$50.00	\$50.00	\$50.00
Regional Quaker educational institutions			
Chicago Friends School (CFS)	\$300.00	\$300.00	\$300.00
Scattergood School	\$200.00	\$200.00	\$200.00
Earlham College	\$200.00	\$200.00	\$200.00
Earlham School of Religion (ESR)	\$100.00	\$100.00	\$100.00
Olney Friends School	\$100.00	\$100.00	\$100.00
Right Sharing of World Resources (RSWR)	\$300.00	\$300.00	\$300.00
Project Lakota	\$200.00	\$200.00	\$200.00
Friends Journal	\$200.00	\$200.00	\$200.00
National Religious Campaign Against Torture (NRCAT)	\$100.00	\$100.00	\$100.00
Black Lives Matter Chicago	\$1,000.00	\$1,000.00	\$1,000.00
Quaker United Nations Office (QUNO)	\$50.00	\$50.00	\$50.00
Total Support to Others	\$11,650.00	\$11,650.00	\$11,650.00
Total Operating Expenses	\$132,000.00	\$132,850.00	\$98,766.82
Transfers			
To Maintenance Reserve	\$11,500.00	\$11,500.00	\$11,500.00
To FWCC World Meetings	\$1,000.00	\$1,000.00	\$1,000.00
Operating Surplus/Deficit to Special Gifts			\$16,145.58
Total Budgeted Transfers	\$12,500.00	\$12,500.00	\$28,645.58
Net Income / (Deficit)	\$-	\$(21,350.00)	\$-

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Stewards Report

The Stewards continue in service to the yearly meeting. We are happy to be assisting the Maintenance, Planning and Envisioning Committee in completing their work which includes coordinating the work of our new Caretaker. We refer you to the MP&E report for details on that topic.

The refrigerator replacement project met with some miscommunication. Our freezer and one refrigerator were removed instead of the two refrigerators designated. The error was seen as a collective

error among the members of the work crew. KEC was the supplier of the equipment. They offered to replace the removed freezer with a new one at cost. We ran the consequent cost overage past the Review Committee. They allowed us to proceed. The new freezer was delivered, and the old dining room refrigerator was removed. All refrigeration is now up and running and ready for service when we once again can gather as a group.

High Winds ripped some limbs off a tree near Clear Creek House. A telephone pole with a trumpet vine attached was also snapped off about 3' above the ground. The fallen debris was cut up and moved to the burn pile.

Chris Goode and Chip Rorem met with Bruce Miller to discuss stabilizing the foundation of the Junior Yearly Meeting Meetinghouse. Bruce is a structural engineer. He will provide a diagram of a solution by the time Continuing Committee meets.

Dick Ashdown, our Steward Emeritus, continues to convey 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

As I write this, I do not know if I will be sitting with you in person at the ILYM meetinghouse or on a Zoom call. The Delta variant is surging in all our communities, and many of us have some level of safe pod rules to protect the unvaccinated grandchildren, our elderly, and those with conditions that put them at increased risk. While ILYM Friends tend to be well vaccinated, the vaccination does not rule out getting breakthrough infections and once infected (even without knowing it) one can infect others. We can hope that the rigors at the CDC will continue and continue with the plan to vaccinate children down to two years of age shortly. If I am at home on Zoom, know that I miss your physical presence, and, if I am here with you, I relish this and am cautious. I imagine each of you, each individual, family, unique living situation, and meeting having conversations about this, have some stress about this, have some hope for the future.

Looking back since Annual Sessions

A month after Annual Sessions I decided to start traveling again, and I loved taking trains to and from the St. Louis Friends Meeting (who offered wonderful hospitality). But then the Delta variant kicked up further, and meetings started putting in more protections, and the elders that accompany me also expressed concern. When the mother of two of my grandchildren got COVID, the world tightened up for us again. So, I have halted traveling physically to meetings until it appears safer than now.

I have been able to attend meetings, usually several per week and sometimes several a day often with accompanying elders. If you have interest in serving as an accompanying elder, now via Zoom or later in person (or both), please let me know. Holding a ministry, the minister, and the meeting in the Light is a powerful service to ministry. You can commit to try it once with no pressure to do more. I want to encourage intervisitation between meetings, and this is one way to do it. Perhaps some of you will feel the call to visit other meetings and may bring an accompanying elder with you too. (Zoom makes this really easy right now.) And you could even visit a meeting in Europe or Mexico! If you need connections, hit me up.

At times along with some M&A members we have thought and shared stillness with a meeting's members as they developed effective responses to concerns about harassment situations. While we hold

these concerns confidential, we want you to know that you can call on us if you have concerns. As one of the M&A members signs his email: We are works in progress. Love helps.

At Present

All our meetings have discussed what to do about technology and Zoom. A couple of meetings are meeting face to face only. There are varying levels of technology investment that are either being implemented now or that are in the works for most meetings. Some meetings are feeling the separation of having two or three formats for worship, i.e., hybrid, face to face, and Zoom only. The impact on the sense of unity is being challenged for some in some meetings. We have some members who hold that face to face is the way and the others are only stop-gap. Others are suggesting that the gains in accessibility for the ill, some retired, and otherwise nonmobile folk means we must adapt to hybrid. Others see some middle space, like keeping First Day traditional and adding hybrid opportunities at other times. There are likely more options being considered.

I work to stay accountable through oversight with the Ministry and Advancement Committee and with the Faithfulness Group from my local meeting.

Looking Forward

Besides spending time with our meetings and members, responding to concerns, working with accompanying elders, and entertaining one on one listening sessions, here is what we are planning in the next three months:

- Continue the every few months Clerks' Zoom meeting. This is to give meeting clerks support, share strengths and ideas and encourage the gifts that make clerking the remarkable service that it is.
- Have a Zoom meeting with the Monthly Meetings' ILYM representatives to help define that role and increase effective communication between the meetings and ILYM.
- We have an experimental religion, and every meeting right now has an experiment in worship in the time of COVID. Much thanks to Pam Kuhn for working with me to arrange three events to discuss how each of our meeting experiments are going with whether to go hybrid or not, why, and, if so, what do you have technologically and how is it going, what is and is not working well in the current experiment. We have chosen three time slots to accommodate differing schedules. We will have queries for the events. We hope that listening to others' experiences and articulating our own can move our thinking on the matter. Just one query for the moment: How has your current worship situation helped or hindered our sense of unity? Please send suggestions or concerns you might have if you want to be sure something is addressed. Here are the dates for these discussions:
 - **Tuesday, October 12 at 6:30 pm Central/7:30 pm Eastern**
 - **Saturday, October 23 at 10:00 am Central/11:00 am Eastern**
 - **Thursday, October 28 at 6:30 pm Central/7:30 pm Eastern**

It remains humbling to see all the care our meetings engage for one another, all the social action, locally, nationally and beyond, that our meetings deeply engage. We celebrate a member who is at the pipeline learning from the indigenous people how to stay grounded in this face off. The Sociologist and Quaker Studies professor, Ben Pink Dandelion, as noted that Quakerism was born both in privilege and in prison. Our yearly meeting leans heavily on the side of privilege these days. May we use that privilege to support those who may be jailed or given other sanctions for following the spirit faithfully. Our ILYM member, Daniel Lakemacher, is at the Red Lake Treaty Camp and will have been joined (by the time you read this) by Quaker Earthcare Witness members. We might be called upon to bail out our members or others in the cause. I recommend Daniel's writings from Enbridge's Line 3 project and how

that Line violates Anishinaabe human rights, about the grounding there through indigenous elders, and much more.

I close with the line that allowed me to return to religion via Friends about twenty years ago, the post-script from the Elders of Balby (www.qhpress.org/texts/balby.html):

Dearly beloved Friends, these things we do not lay upon you as a rule or form to walk by; but that all, with a measure of the light, which is pure and holy, may be guided: and so in the light walking and abiding, these things may be fulfilled in the Spirit, not in the letter, for the letter killeth, but the Spirit giveth life.

This Quaker statement echoes 2 Corinthians 3:6: *“He has made us competent as ministers of a new covenant—not of the letter but of the Spirit; for the letter kills, but the Spirit gives life.”*

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Children’s Religious Education Committee Report

Children’s Religious Education (CRE) Committee continues working to develop our children’s programming. The program during Annual Sessions took place virtually the weekend after business sessions, June 25 and 26, with a special Epistle’s session on June 27. There were 4 different classes, ranging from preschool to middle school. Numbers were down from 2020, with 13 children participating this year. The Epistle’s session featured music performances from Rachel Pine and a special young talent, Sylvia Pine.

The pandemic continues to discourage attendance at children’s programming at Annual Sessions. CRE strongly favors in-person programming at McNabb next summer, even if we have to do business sessions virtually or hybrid. We fear another year of virtual sessions could destroy CRE programming entirely.

CRE is very happy with the work Charlotta Koppanyi has been doing for us in these difficult times. She has planned and hosted all CRE events on-line and continues to explore possible programming in the months before next Annual Sessions. In better days we look forward to possible OWL programs, regional intergenerational events, and better bridging between the middle school program and High School Friends. Charlotta hopes to bring collaboration with Stockholm Kväkargården around an intergenerational art program/workshop next summer, depending on how much the pandemic may remain with us.

CRE remains very grateful for the work of Joy Duncan as former CRE coordinator. The committee and Charlotta are currently revising Joy’s 2018 job description to reflect what worked well for Joy, as well as what best reflects CRE’s future vision for children’s programming in ILYM.

CRE wants to express sincere thanks for the great leadership Monica Tetzlaff gave us during her time which ended in June. Committee membership is currently reduced, with only 4 regular members, and 1 ex-officio: Dale Gardner (chair), Charlotta Koppanyi (ex-officio), Michael Pine, Jason Shenk, Bobbi Trist.

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Development Committee Report

The Development Committee has made some revisions to the proposed ilym.org web pages that provide information about supporting ILYM. Some minor changes still await input from those who have

appropriate information. Upon receipt of these additions, the proposal will be submitted to Wil Brant and Sean West for preliminary implementation. Following that, a final version will be incorporated into the ilym.org pages. Anyone wishing to make comments about the preliminary implementation should contact Frank Young at support@ilym.org for information.

The annual appeal letter will be created in early October with a goal of sending it out in early November.

If time permits, the committee will examine historic contribution amounts with the goal of determining the normal expectation for individual contributions. The committee also is interested in investigating possible needs for and interest in contributions to the yearly meeting's existing Restricted Funds.

If any Monthly Meeting would be interested in a short presentation regarding the financial needs of ILYM, the Clerk of the Development Committee would be glad to help with making appropriate arrangements.

Frank Young, Clerk

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Environmental Concerns Committee Report

The ECC met on August 22, 2021 to discuss the native plant pollinator garden and other items. We reiterated that the trial garden will be placed at the southwest corner of the existing prairie planting between the Clear Creek House and the ILYM meetinghouse. This will be a formal designed planting in a 10 by 10-foot area with the prepared area being 20 by 20 feet. At the Fall Continuing Committee meeting Friends that are willing will remove tree saplings and shrubs prior to scything and mowing the 20 by 20 area. We will possibly lay down cardboard, mulch, and blocks from the barn over the area to kill the grass and other plants. If not completed Continuing Committee weekend, we can tentatively complete the work at the Maintenance Planning and Envisioning work day later in the month. In the late winter we will order plants to be planted in holes punched into the cardboard and mulch. Planting will take place in the spring. Meanwhile, the ECC is also considering redoing the nature pathways installed over a decade ago.

Report submitted by clerk of ECC, Noel Pavlovic

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Handbook Committee Report

The Handbook Committee will bring the following changes to the Handbook to the Fall Continuing Committee:

The committee recommends adding the Field Secretary description to the Paid Staff section of the Handbook. This will be taken verbatim from the 2021 Advanced Documents with the following changes. In the introduction, change "Committee Supervisor" to "Field Secretary Supervisor." Also add [2021, Minute 24]

Inspired by our Exercises in 2021 (see Minute 20), the committee suggests adding to the Exercises Committee description. "If no volunteers are available, another creative solution for writing the exercises may be brought forward and decided upon. [2021, Minute 20]"

Add to the Clerk's duties under d) Prepares the agenda... "In some cases, the clerk may decide to use a "unity agenda." In a unity agenda, those reports which do not require action other than acceptance

are grouped together without reading them to the body and brought for acceptance together, generally with a joyful noise to recognize and give thanks for the work each of these reports signifies. [2020, Minute 34; 2021, Minute 5 & 34]”

Add to the Clerk’s duties, “Nominates at least two Friends to serve on the Naming Committee. Brings these names to the Spring Continuing Committee for approval. [2021, Minute 26]”

Change the Continuing Committee duties moving "considering names for the Naming Committee that the Presiding Clerk brings forward" from Specific Duties ... in the Fall to Specific Duties in the Spring.

Add to Ministry and Advancement Committee description. “When specific concerns or practices are being dealt with by several monthly meetings or worship groups, M&A may facilitate communication between the meetings. [2021, from Minute 25]”

Remove from the Ministry and Advancement Committee the second sentence of their oversight of the Field Secretary. This refers to when the Field Secretary was an independent contractor. At this time, the Field Secretary falls under paid staff.

Please note, the committee will also be adding the Naming Committee description and extensive changes to section one of the Handbook. These were approved at the 2021 annual sessions.

Other things

The Handbook Committee is working on adding something about hiring independent contractors outside of those hired by the Maintenance, Planning and Envisioning Committee. This would include which committees could hire such persons and who writes the Letters of Engagement. We would appreciate that you send us any input.

The committee would like to add a section on the process needed for adding or laying down an affiliation with another organization to which we send representatives and the expectations of those representatives.

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Maintenance, Planning and Envisioning Committee Report

Caretaker Job Description: The Caretaker Job Description has been revised and is being submitted for final review and approval by Continuing Committee for placing in the ILYM Handbook, as was indicated at last Annual Sessions. The document is posted separately in the Fall Advance Documents.

Workday: Fall Workday will be on Saturday, October 16 from 9:30 a.m. to 5:00 p.m. ECC will join MP&E in a combined effort to maintain our buildings and grounds. All are invited to join us. Caretaker Judy Reese will be preparing a list of projects needing attention and ECC will be starting a small pollinator garden and helping with grounds work.

Repair Work: We received pricing for several projects from contractor Dean Tieman in late May. These include some roof repairs at the Barn (\$2,600 + \$475) and a new clear panel to replace the broken one at the blue metal Equipment Shed (\$550). Also included were repairs to the steps, flooring and railings at the meetinghouse front porch (\$5,850) and the east side porch (\$735). These prices were time limited and some material prices may have come down since then. We have been happy with Dean’s work at the bathhouse. Chris has asked him to revisit these prices and we hope to accomplish the roof repairs before winter and the flooring repairs before Women’s Weekend in the spring.

Painting Projects: The person we hired to paint the exterior of the meetinghouse a few years ago and who stopped work due to injury is not returning our calls. We feel that he did about half the

work and received \$5000, half of the amount of his price. We have the names of two local painters and we will be contacting them to get pricing to complete that work. We will also get pricing to finish painting the exterior of the bathhouse, and to paint the High School Bunk House and Fox Hole, and to stain the cabins.

Raccoons: Joe McCall, our trapper, has installed corrugated metal under the tool shed to hopefully prevent raccoon entrance at this location.

Maintenance Planning Guide: We have a fair amount of repair and maintenance items needing our attention and we need to create a better way of anticipating, planning and budgeting for these items with the Finance Committee, and other committees. Chris Goode and Chip Rorem will meet later this Fall to try to outline a process that can be further developed with other's help later this year.

Campus Plan Update: Our campus plan will be ten years old at next Annual Sessions in 2022 and we want to revise and update it. We would like to hear from folks about what we should work toward over the next ten years. We had two workshops during Annual Sessions to start off on listening for the future of the ILYM Campus. Please talk to a member of MP&E about your vision for what would be good for our campus.

Sustainable Energy: Kevin Brubaker is helping us to find a supplier of sustainable electricity (Wind, Solar) to contract with for the campus. We hope to have some news from him soon.

Reminder of Proposal to Reschedule Future Fall Continuing Committee Meetings: Fall Continuing Committee has been traditionally scheduled for early October, but as we put together our committee report in early September, it often feels as if we have not been able to accomplish much since Annual Sessions in late June. It is often hard to gather people together for meetings in the summer with vacations, etc., and the fall has just begun when reports are due to the Administrative Coordinator. Our committee is usually tasked with trying to organize a Fall workday and that becomes difficult with BRQ, Duneland/South Bend Retreat in September and Continuing Committee in early October filling a lot of the calendar and all using potentially warmer weather days good for working outside. The weather is much more unpredictable as we get later in October. Late October or early November (after Election Day on even years?) might allow us all more time to get committee work done prior to the meeting and free up more potentially good weather Saturdays for a workday. There is some concern from Clear Creek members that an early November date might be too late for them to host Continuing Committee in the meetinghouse as it is sometimes necessary to have shut off water and winterized by then. Is it possible to task a committee to look at this issue and possibly propose a change of dates if they find it warranted?

Respectfully Submitted: Christopher Goode, clerk

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Ministry and Advancement Committee Report

Ministry and Advancement continues to meet monthly by Zoom. We visit monthly meetings in person and by Zoom. This experience enables us to become acquainted with members of those meetings and to share their experiences. Shortly before Continuing Committee, on September 30, Evanston Friends Meeting provided a workshop by Marcelle Martin "Opening to the Unity with the Divine Light." She offered this workshop at ILYM Annual Sessions last summer. We are seeking to understand and utilize the benefits of this technology while also returning to in person worship in our meetinghouses. We have no action items for this Continuing Committee.

Phyllis Reynolds, Clerk of Ministry and Advancement

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Peace Resources Committee Report

The Peace Resources Committee is a work in progress. We will be hosting a Meeting for Healing our World (via Zoom). The Peace Resources Committee, mindful of the turmoil and suffering in Afghanistan, the destruction in Syria, famine and death in Yemen, let alone disasters here in southern Louisiana and the East Coast, the earthquake in Haiti and other worldly troubles, would like to offer Friends a Meeting for Healing of our World.

Because the Supreme Court and National Legislation appear to be expanding registration for Selective Service to include 18-year-old young women as well as young men; we will be hosting a workshop on registration and the draft in the summer at Annual Sessions. Should there be anyone turning 18 before the workshop who wishes information, have them contact Peace Resources Committee.

Peace Resources Committee is going through Quaker process to redefine our role and will present changes in the Handbook. We feel it is time to align ourselves more with peace committees of monthly meetings and other peace committees of other yearly meetings. Look for some healthy changes in our committee as we work through the process and are a work in progress.

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Personnel Committee Report

Status of Part-time Staff: Reviewing decisions of past year: Due to some questions that arose at our August meeting, we reviewed the definition of the status of part-time staff members as outlined in our January 2021 meeting. At that time, we clarified that the committee had determined that all part-time staff would be hired as employees and not independent contractors. We indicated that the decision could be revised 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.

Religious Education Part-time Staff Position Status: This issue arose this Fall as the Religious Education Coordinator has been hired as an independent contractor again for this year. The Religious Education Committee has been asked to review the job description of the Religious Education Coordinator that was approved several years ago to determine whether it still accurately describes the role as it is currently configured, whether it needs to be revised, whether there is a way to address any aspect of the job description that is not currently being addressed and to determine whether this position could be filled by a part-time employee rather than part-time independent contractor on a more long-term basis.

Caretaker Status -Update: Our caretaker will have been with us a year as of the beginning of October. We are grateful for her services. Her one-year evaluation will be completed before Continuing Committee convenes.

As her time with us has been during a pandemic, a need was identified to get a clearer picture of how many hours she will be working during the coming year. This remains a part-time position, but the hours as listed on the job description may need to be revised to better reflect the number of hours she will be working moving forward as responsibilities may shift some now that there are meetings taking place at the meetinghouse.

The issue of tax ramifications for living on the ground as her compensation was revisited again. While tax accountants from ILYM have indicated that this practice should not be an issue as it relates to taxes, the Personnel Committee will seek verification from an attorney. This attorney's statement may be available by the commencement of Continuing Committee.

The members of the personnel committee were in unity that the caretaker job description is ready to be presented to Fall Continuing Committee.

Review of White Paper on Equity of Compensation: We spent a good bit of our time as a committee revisiting the White Paper that Nancy Wallace wrote in 2019 regarding equity among staff regarding compensation. This issue continues to be a concern. This White Paper is being submitted with the advance documents for Fall Continuing Committee.

The specific concern is that, currently, all employees regardless of educational background and past experience, receive the same hourly rate. We realize that financial limitations and equity may be factors that are in conflict when it comes to deciding about making a change in this practice. Several members of the Personnel Committee provided background information as to why the decision was made to compensate in the way we do. This includes the following considerations: the part-time work can be considered a ministry stipend; another rationale was that it provided compensation for those going above and beyond the work done by volunteers.

In some cases, tasks that fall under a particular part-time position have been taken on by several individuals when a committee has not been able to find a part-time employee to take on all of the tasks that are part of the job description.

We are continuing to study this issue and will bring recommendations based on our continued discernment to the Annual Sessions for consideration.

Submitted by Colleen Reardon, Clerk of Personnel Committee

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Publications and Distribution Committee Report

Website: No major changes

Print: Fall yearly meeting publications (Minute Book, Plummer Lecture, and directory) will be distributed via mail. The Administrative Coordinator will be in contact with monthly meeting clerks/contacts to verify the recipient address before mailing them out.

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Youth Oversight Committee Report

Members: Allison Boyaris, Warwick Daw, Diane Clarke-Dennis, Jasmine Dennis, Michael Dennis (clerk), Mars Harroun, Choz Howard-McKinney, Dale Gardner, Liam Gardner (coordinator), Daniel Lakemacher, Fariba Murray,

Report: During Annual Sessions, the High School Friends (HSF) tentatively planned to meet this Labor Day weekend to paint the mural we have been planning for the past two years. However, due to renewed COVID-19 outbreaks and concerns, we had to put those plans on hold once again. The Youth Oversight Committee will start meeting to discuss what our plans should be moving forward.

We also want to welcome our newest members to the committee, Allison Boyaris and Daniel Lakemacher, and thank them for joining us. We are happy to have them.

ILYM Turnout: At ILYM Annual Sessions in June, the HSF program had two participants: Nathan Lasersohn (who has since graduated), and Jasmine Dennis. Jasmine agreed to stay on another year as clerk, but graduates this coming year.

Contact: If anyone has any questions about the HSF program, please feel free to contact Michael or Liam through the ILYM website here: ilym.org/contact/

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Adhoc Committee to consider how 2022 Annual Sessions will be held

Recommendation for action

The ad hoc Considering Committee recommends that, if COVID conditions permit, we continue to have in-person annual session gatherings at McNabb with our usual program of worship, business sessions, worship-sharing, workshops, speakers, etc. We feel a great yearning to be in-person for the Children's Sessions, Youth Program, and fellowship among all ages.

Additionally, the committee recommends that there should be an added virtual component to activities that take place on the stage or in the meeting room including meeting for worship, meeting for business, speakers, the Plummer Lecture, and the variety show. For Friends unable to attend in person, these activities seem to lend themselves best to a wider group of participants.

Other activities may have some virtual connections, pending equipment availability, such as the dancing for Friends to watch at home. We may also consider having a separate Zoom-only worship-sharing or workshop, possibly at a different time than annual sessions to reduce Zoom-fatigue.

If this feels right-ordered, the ad hoc Considering Committee recommends we go forward assuming that we will be using the campus in 2022. The ad hoc Committee would form a working group to figure out and oversee the use of the technology. We are fortunate at the yearly meeting to already have a sound system in place; however, it needs to be assessed for optimal use with equipment used with virtual components as well as for its general operating ability.

Timeline

It is difficult to consider a timeline with many unknowns concerning COVID. In the past two years, the decision to have the annual sessions virtually only was made by a called Continuing Committee in 2020 and the Spring Continuing Committee in 2021. Some things we need to consider for 2022:

- For in-person or hybrid annual sessions, the tents need to be rented in January or early February. The deposit on the tents is not refundable.
- It is difficult to know how long it will take to purchase and install any technology without knowing what that is going to be. However, limiting the virtual component to the meeting room, we should be able to have it purchased and installed between the Spring Continuing Committee in early March and the sessions in June.
- Starting in March, we may need to consider how the pandemic may impact our housing and bathing options.

Some observations and a summary of Responses from Monthly Meetings

We received responses from six monthly meetings. Some meetings had specially called sessions to discuss the queries and others had informal conversations with ad hoc committee members. It was heartening to hear the enthusiasm for our yearly meeting and for our yearly meeting site in McNabb. The ad hoc committee seasoned these responses.

As expected, there are different reasons that Friends have for attending yearly meeting. While doing the business of the yearly meeting, we are also experiencing openings in our faith. Beyond our intimate monthly meetings, we expand our understandings of being Friends. The fellowship and bonding that takes place in porch conversations and over meals are important as well as with committee work and business sessions. It has been greatly missed. The children's program has been an important connection for families as has the youth program for teens. Hearing the Plummer Lecture on Sunday morning is a wonderful highlight that many attend.

Friends also expressed a connection with the 144-year-old meeting house and considered the history that has taken place on that site. Working together to maintain the site, prepare for sessions, and do the dishwashing is a joy, a burden, and a unifying process.

Friends also expressed the importance of individual spiritual growth by listening to the speakers and participating in various activities. For some, immersion outside of the routine at home makes it important to be on site. For others, unable to attend in-person, Zoom is better than nothing.

In the past two years, during the all-virtual sessions, Friends were not able to attend as much as they had in-person. Picking and choosing was important to avoid Zoom fatigue. Attending the business sessions, speakers and Plummer Lecture was the most popular. One Friend expressed though the business got done, they were unable to feel the accompanying joy on Zoom.

Most Friends seemed to feel that they would come to McNabb for annual sessions if they were able. Reasons for not attending in person included distance to come, issues in their homes which prevented them from traveling, mobility issues, and difficulty with the heat. Some did not like the idea of “roughing” it.

A couple things came up that perhaps the Ministry and Advancement Committee or others may want to consider. A few Friends, including teens, also expressed reluctance to come when they didn’t know anyone. One family expressed that they didn’t attend because they didn’t really understand what would be happening during the sessions.

Several Friends expressed health and safety concerns with returning to campus related to COVID. Some expressed we should try to make it possible for as many as possible to be part of the yearly meeting either in-person or virtually. Others were worried that virtual access will take away from the intimacy of the sessions in-person and given the option, many will Zoom in. Some Friends expressed concern and hope that we will do whatever we can in order to grow in the Spirit as a yearly meeting.

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Ad hoc Anti-Racism Committee

Are you interested in connecting with other Friends in Illinois Yearly Meeting on anti-racism work? Then join us at the Anti-Racism Café!

Each month we’ll provide space both for Friends who want to share ideas for anti-racist activism, and for Friends who want to focus on the inward work of becoming anti-racist. This is an opportunity to learn about the experiences of Friends in other Meetings, to share resources, and to come together in worship and fellowship to build a wider Quaker community.

You are welcome to come for all or part of the session. Stop in any time and stay as long as you want.

When: The 15th of every month from 7:00-8:30PM Central / 8:00-9:30 Eastern

How to join: [https://us02web.zoom.us/j/82703199934?](https://us02web.zoom.us/j/82703199934?pwd=UE1udzBGZjUwZ0tHLzUwM254TTdpZz09;_Meeting+ID%3A827+0319+9934;_Passcode%3A161204)

pwd=UE1udzBGZjUwZ0tHLzUwM254TTdpZz09;_Meeting ID: 827 0319 9934; Passcode: 161204

You can also call in for a voice-only connection using the same Meeting ID/Passcode:
+1 312 626 6799 US (Chicago)

Hosted by the ILYM Ad Hoc Anti-Racism Committee.

Daniel Lakemacher of the committee has been at the Line 3 Pipeline protest and has been sending weekly reports to members of the ad hoc Committee. Three other members of the committee will have joined him before we meet for Continuing Committee on October 2. There will be demonstrations in Washington, DC October 11- 15 and Daniel is hoping some ILYM Friends will join him in traveling there to convince the President that he needs to stop the pipeline. Friends who are interested in receiving Daniel’s weekly letters or joining him in Washington, DC should contact him at dlakemacher@gmail.com. Daniel advises anyone wishing to go to Washington, DC to make arrangements for a place to stay soon.

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Annual Session Planning Groups

Site: The Chicago South Planning Group will be responsible for Site Preparation from June 11 to noon on June 15, 2022 if Annual sessions are in person. Noel Pavlovic is the overall site coordinator. We are still seeking a Site Preparation Coordinator to be on site from June 13 to 5. I can serve in that position on the weekend. Monica Tetzlaff has agreed to coordinate meals during site prep. Chris Goode and Kate Gunnell have offered to do the purchasing. Pam Timme will serve as housekeeping coordinator. Marcia Nelson and Jan Mullen will act as cleanup coordinators.

Report prepared by Noel Pavlovic

Food (Chicago North): We have the cooks and the decision about menus is well in hand. Most coordinating positions are filled.

Program: Blue River Quarterly met September 18 to discuss program planning for ILYM 2022. The theme for the yearly meeting will be "Creating Unity Despite Separation."

At the time this report was written (09/22/2021), we have filled about half of our coordinator positions but hope to have more people on board by the time Continuing Committee meets.

We have confirmed Karen Tibbals as our Saturday evening speaker. Karen has conducted workshops and presentations on the topic of "having civil and constructive conversations even when we disagree" and we are in the process of contacting speakers for Wednesday and Thursday evenings. Frank Young has agreed to deliver the 2022 Plummer Lecture.

The afternoon, evening, and Sunday children's activities are a work in progress.

We are negotiating with speakers as if ILYM will be an in-person event, with the understanding that it could be virtual or a hybrid. We are assuming that decision will be left to the full planning committee, and the decision made by spring 2022 Continuing Committee.

Beth Carpenter, Overall Coordinator for Program

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Campus Caretaker Job Description

Campus Caretaker

Committee-with-Oversight: Maintenance, Planning and Envisioning Committee

Supervisor: Clerk of Maintenance, Planning and Envisioning Committee

Last Revised: 23 August 2021

Purpose. To care for the ILYM campus.

Qualifications.

- The care taker should be someone who can work with the Stewards, the Clerk of Maintenance, Planning and Envisioning Committee (MP&E), and any other designated individuals or committees to learn what is required and as quickly as possible take over most of that work.
- The caretaker should have 2 or more years' experience doing maintenance and the range of activities describe below.
- The caretaker will be required to live on site or very near the campus, and should be able to check on the property and be close at hand in the event of an emergency or special event.
- Being Quaker is not required, but the caretaker should ideally be someone who generally shares the values of ILYM Quakers and can work well with us.

Responsibilities.

- Tasks needed for upkeep of the ILYM property, including:
 - Keeping an eye on the property, making lists of repair and maintenance items and reporting same to Stewards and MP&E.
 - Making simple repairs as able along with some painting and cleaning.
 - Working with Stewards and MP&E to help solicit bids and hire contractors for repairs and maintenance that the caretaker is unable to do.
 - Keeping lists and establishing relationships with contractors/professionals to engage as needed under the direction of the Stewards and MP&E.
 - Taking responsibility for spring preparation and fall winterizing, including turning water on/off at the Bathhouse and Meetinghouse, starting and shutting down hot water heaters at same, preparing and shutting down the Bathhouse showers, and undertaking miscellaneous tasks at the Meeting House and High School Bunk- house.
 - Checking and changing water and HVAC filters. Preparing samples for all three well water quality tests annually.
 - Checking LP gas and ordering fills at the Bathhouse, Meetinghouse and Clear Creek House.
 - Checking Septic system checks and arranging for their maintenance.
 - Checking HVAC equipment and thermostats. Working with ILYM administrative coordinator and the termite prevention contractor to arrange for and attend the quarterly termite inspection of the Meetinghouse.
 - Keeping Clear Creek House tidy for Meeting for Worship. Periodic heavy cleaning and housekeeping is the responsibility of Clear Creek Meeting, and is not a Caretaker

- responsibility.
 - Assisting Stewards and MP&E with Work Day planning 2-3 times per year.
 - Assisting with site preparing and clean-up for annual sessions, women's weekend, and other events.
 - Coordinating as needed with mowers and snow removers.
 - Coordinating and preparing for events and groups using the campus,
 - Removing tree deadfall to a burn pile periodically.
 - Helping the Administrative Coordinator maintain a schedule for use of the Meetinghouse and grounds.
 - Helping the Administrative Coordinator maintain and distribute the site use brochure and log.
- Exercise a wider sense of Caretaking; including:
 - Work with committees and members of ILYM. Assist with existing programs and development of new ILYM and Quaker programs/retreats, etc. involving the campus.
 - Work with committees and members of Clear Creek Meeting in their connections to and work with ILYM. Assist with communications and outreach (website, links to other sites, etc.).
 - Become a part of the local community. Establish connections and consider ways of outreach and service.
 - Look into community service opportunities for the ILYM campus from local area programs (schools, scouts, 4H, courts, etc.).
 - Help MP&E look into ways to make better, fuller use of the property both within and outside ILYM (rental?, overnight stays?, land uses?, etc.).
 - Assist with development of new ILYM and Quaker programs, retreats, etc. involving the site.
 - Make our historic meetinghouse and grounds more welcoming, visible and open to visitors. Help connect with local historical societies and Grange Hall.
 - Assist ILYM in other ways as led and as way opens.

Evaluation.

Reports to and is evaluated annually by Clerk of Maintenance, Planning and Envisioning Committee in consultation with Stewards.

Compensation and Employment Status.

The Caretaker is a part-time employee of the yearly meeting, though they will not be receiving a monetary salary. Hours per week will vary at different times of the year and with different ongoing activities, but they should amount to an average of about ten hours per week, or about 500 hours per year. ILYM will provide Workers Comp. Insurance and other insurance as advised by Church Mutual.

White Paper on Equity of Compensation

Personnel Committee Report: Fall Continuing Committee, October 12, 2019

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

ILYM Compensation Issues

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

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

Concerning the first issue: For the first time in FY19 we asked employees to fill out timesheets. Some in the YM thought that employees were to be paid based upon the hours actually worked; others thought that they would still be paid the hours allocated to the job as in previous years. Consequently, this created an unforeseen problem for FY19: the hours worked by some of our employees did not match those that had been allocated to their respective jobs, but their supervising committees felt that they had completed their work satisfactorily. This pointed up a problem with this manner of doing things, since the number of hours and the job to be done are probably never going to be exactly the same. It seems prudent for us to regard this as a learning experience for all concerned. We are therefore notifying Continuing Committee that the FY19 results will stand, but that for the foreseeable future ILYM employees will be paid for completing their jobs rather than for the hours indicated on their timesheets, although they will still be required to fill out timesheets¹. The Committee of Oversight for each employee will be responsible for monitoring that the job has been completed in relationship to the job description. If so, the employee will receive the budgeted amount even if they worked fewer hours than were budgeted for the job. If an employee's work is deemed by the Committee of Oversight to have been inadequate or incomplete, that employee will receive pay based on the number of hours worked rather than the budgeted amount. The Committee of Oversight will also be responsible for assuring that their employee does not work hours in excess of the those budgeted without having received prior approval from the Finance Committee.

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

The second issue has several aspects. During FY 19 we had employees with radically different backgrounds and qualifications in similar positions, with all of them earning the same hourly pay. Is it really equal to pay a high school graduate the same as someone with extensive professional experience? Or do such issues involve competing definitions of equality? We suggest evaluating our current pay rate with respect to other religious organizations and market standards. Illinois will be raising the minimum wage to \$15 per hour by 2022, by which time hourly pay for our employees on current assumptions will

be less than \$20 – that is, not very much more than the minimum. While we must respect the limited financial resources of the YM, we should consider how we are led with respect to fairness in employee compensation. Finally, we need to consider what we will do in the case that we are unable for an extended period of time to fill a position. A secular organization would probably handle this by raising the assigned salary for the position. Is that in the YM’s interest, and consistent with our beliefs? If so, how would such a decision be made? If not, what other options should we consider?

¹Timesheets serve several functions, including the following: 1. All our employees are non-exempt and so are eligible for overtime. Timesheets inform us whether overtime pay is in order, and how often it occurs. 2. Timesheets protect the YM. If there were no timesheets and an employee were to claim that they worked over 40 hours in any given week(s), the YM would be liable for not only the OT payments but also any penalties and other issues. 3. Keeping timesheets lets the YM know how many hours the job actually takes, which is helpful for future budgeting purposes. 4. Keeping timesheets helps employees know how to budget their time throughout the year.