



January 2019

Minutes & Reports

Friends Meeting at Cambridge

Meeting for Business in Worship

December 9, 2018

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Friends Meeting at Cambridge (FMC) gathered in a Meeting for Business in Worship on Sunday, December 9, at 1:15pm. The Meeting was convened by Ian Harrington, Co-Presiding Clerk, after a period of silent worship, with 55 people present. The Clerk opened the Meeting by reading from “Some Advice from John Woolman on Meeting for Business,” by Michael Birkel, in the January 1995 issue of *Friends Journal*.

Know whereof you speak, and speak from the center rather than from preconceived notions.

Speak with economy, attending more to the matter at hand than to yourself as speaker.

Imagine how it feels to others.

Don't pretend the conflict isn't there.

Value real community.

Keep your eye single to righteousness, not self-image or self-righteousness.

Strive to reach the pure witness in others.

Humility and charity work best.

Righteousness and love are inseparable.

Announcements

2018-083

The local **Mennonite** congregation is not coming to FMC for their worship on December 16 as was previously announced; there are issues to work out before that happens. Further announcements will be made later.

Greg Woods is working on the **Christmas Pageant** (scheduled for Sunday, December 16) with Ray Aucoin and Ruthanna Kern.

Greg Woods has a card for **Lydia O'Connor**, who just moved to California after growing up in the Meeting and spending 8 years working in the Nursery.

The Local Support Committee (LSC) for our **Quaker Voluntary Service** fellows is hosting a **spaghetti dinner fundraiser** on Saturday, January 12, from 5:30 to 7:00 pm. Friends can pay as they are led (suggested donation is \$15 to \$20) at Wellesley Friends Meeting. There will be vegetarian/carnivorous/vegan choices. Please see LSC Co-Clerk Megan Gianniny, or Katy Cullinan, Jan Nisenbaum or Kim West for details and tickets.

Pat Rabby Memorial Minute

2018-084

For Ministry and Counsel, Susan Davies read a memorial minute for our member Patricia Ann Rabby, who died in January 2016. Pat's children, Sarah and Caleb, and her daughter-in-law and grandchild, were present to hear the minute. The Meeting held Pat and her family in the Light, then approved the minute and asked the Clerks to forward it to Salem Quarterly Meeting. The full text of the minute will be found in the January issue of *Minutes & Reports*.

Facilities Manager Report

2018-085

David Dunphy, Facilities Manager, presented his Annual Report, highlighting his varied tasks and responsibilities, including much work required to keep the buildings working for us; dealing with requests by groups inside and outside the Meeting to use our space; and training and supervising the Center Residents. (He mentioned that it would be great for us to introduce ourselves to the Center Residents.) David has been working with Joseph Tierney on some preservation grants to help fund some of our major projects.

David emphasized the importance of volunteer help in getting the work done and keeping our costs down when possible. (He especially mentioned the active volunteering of Larry Dudley, John Bach, and Kevin Thomas). He invited anyone, with any level of skill and experience, to talk with him about how they could help out.

Friends thanked David for his service, held him in the Light and accepted his report, which will be found in its entirety in the January issue of *Minutes & Reports*.

Trustees Annual Report

2018-086

David White, Co-Clerk of Trustees Committee (TC), presented the Committee's Annual Report. Friends held this large committee in the Light. (See the full report in the January issue of *Minutes & Reports*).

David asked the members of the Committee present at the meeting to speak briefly about their experience on the Committee. They spoke of planting the birch trees in the front yard and their present diseased condition; attending Historical Commission hearings; the surprisingly difficult process of deciding on new signs for our buildings; the challenges of the hearing assistance devices in the Meetinghouse; the deep spiritual component of taking care of the building and our finances; the large amount of institutional knowledge embodied in the Committee; the large amount of work required and done efficiently by the members of the Committee; the varied and impressive expertise of the members; and the importance of talking with various groups in the Meeting in discerning about decisions.

A Friend asked about activities of the Committee with regard to the Climate Crisis that is arriving soon; David replied that Trustees Committee has very much kept this issue in mind.

There was a suggestion that First Day School be involved in any replanting of trees. Nancy Hewitt, from Gardening and Landscaping Committee, said that might not work, but she will be working with FDS people about practical gardening activities for children to be involved in.

Announcement from John Bach**2018-087**

John Bach, for a group of Friends from Fellowship and Outreach Committee, Ministry and Counsel, Trustees Committee, Material Assistance and Advocacy Program, Child Abuse Response Committee, Clerks Team and other groups, told us about a man who has been living outside in Longfellow Park, coming into our buildings, taking food out of the refrigerator, and harassing people here. In view of the need for safety for those living and working in our buildings, the man has been banned from the property. The group has called the police and will do so in the future if he comes back onto the property. The Clerks Team is working on a letter that will be shared with the Church of Latter Day Saints at the other end of Longfellow Park. We were asked to hold this man in the Light.

Report from the Ad Hoc Committee on Future Priorities**2018-088**

Jan Nisenbaum, Clerk of the *Ad Hoc* Committee on Future Priorities, presented a report on the results of their deliberations and their analysis of the Meeting-wide discernment that has been taking place over the last two months. In those discernment sessions, the Committee presented the most relevant features of the Meeting's financial situation (nearly constant income but growing expenses) and collected observations and insights from members of the community about what activities and programs are important for the Meeting to maintain in the future, what might be let go, and how we might reduce expenditures and increase revenues. The report concludes with recommendations for further discernment sessions on how to increase revenues, whether to change the level of contributions FMC makes to other organizations, on staffing for the Meeting, on how to increase contributions to FMC from individuals, and on our facilities expenditures. Final decisions, of course, will be made by Meeting for Business in Worship.

Friends were reminded that Center Residents are not paid wages beyond being provided with housing.

As a guide to further discernment, a Friend suggested providing a revised breakdown of the budget expenses and percentages by Meeting services, activities, and giving; for example, religious education, contributions to New England Yearly Meeting and other organizations, etc.

A Friend suggested that we need to keep in mind our larger vision as we enter into further discernment and conversation. Perhaps we could have an additional discernment session on our shared vision before any of the five recommended next steps; alternatively, this focus could be part of each of those discernment sessions. Another Friend suggested that we make the request for contributions at rise of Meeting more focused on why we need the funds.

Friends accepted the report with gratitude.

The full text of the report will be available in the January issue of *Minutes & Reports*.

Fundraising Request for Donor Information**2018-089**

Ed Rodley, Clerk of the Fundraising Committee (FRC), reminded Friends that last year the Committee asked Meeting for Business in Worship for permission to have access to a list of major donors to FMC in order to more profitably discuss with them their level of contributions to the Meeting. Ed reported that the Committee learned a lot from these conversations. At the same time, new fundraising ideas have arisen from the financial threshing sessions Meeting has had, from a Quaker Fundraising Conference in Philadelphia one of them attended, and from prior experience of new members on the Fundraising Committee. It is out of all these conversations that this new request has emerged.

In order to enable the Fundraising Committee to assist the Meeting in addressing its large operating deficit and reducing the need for future budget cuts, the Fundraising Committee requests access to the names of donors to FMC at any level for each of the past five years (fiscal years 2014 through 2018). In addition, they would like to have the specific size of the donations; this is something commonly made available to fundraising committees at other Meetings. FRC will hold this information in confidence.

The purpose of gaining access to this information is threefold: First, as the basis for a mailing to express gratitude for the support shown by these donors; second, to see who has *not* given in an attempt to broaden the base of our giving; and third, to follow up with donors who have discontinued their support to understand the reason why they stopped giving, and to see if they would be willing to start giving again.

Comments made in discussion:

- A Friend suggested that information about how much would be reasonable to give should be made more available to potential donors.
- The process of writing the State of Society Report is the time for reflection on the Meeting's spiritual (and financial is part of that) condition.
- We need to be careful to honor and value small contributions that amount to a large percentage of a family's or individual's total income.
- Friends may very well welcome help in making their own financial decisions; but this may not be feasible, given the tasks assigned to FRC and its relatively small size.
- The Fundraising Committee and other Friends stressed that it is difficult to raise funds for an organization without a clear understanding of that organization's purposes, strengths, and weaknesses. It was suggested that we should make the preparation of the upcoming State of Society report an occasion for deep Meeting-wide reflection about who we are and what we are called to be.

Friends approved that Fundraising Committee should have access to a list of all donors to FMC in fiscal years 2014 through 2018, along with the amounts given. This information will be held in confidence by the Committee.

Membership Committee

2018-090

Wendy Sanford, Co-Clerk of Membership Committee, reported that Lydia O'Connor has been found clear to convert her Junior Membership to Adult Membership. Friends approved accepting Lydia O'Connor into Adult Membership.

Wendy also announced that Elise Springuel has been found clear for Membership. Friends approved accepting Elise Springuel into membership in the Meeting.

CARC Report

2018-091

Greg Woods, Youth Ministries and Education Coordinator, presented the Annual Report of the Child Abuse Response Committee (CARC). Greg is serving as the Clerk of the Committee, and Deborah Colgan is serving as the Media Liaison. In addition, the Committee has as members Lorena Boswell, the Resident Friend; Patricia Wild, representing Ministry and Counsel; Rick Talkov, representing Trustees, as well as consultants from the Marriage, Family and Relationships Committee (David Anick) and from the First Day School and Youth Programs Committee (Elizabeth Claggett-Borne).

If any Friend has concerns about possible child abuse, they should call one of the members of the Committee. The Meeting's Policy on Child Safety is posted on the FMC Community Website at <https://community.fmcquaker.org/committees/carr-response/>

During this year, the Committee will participate in a training on child abuse reporting and will sponsor, along with First Day School and Youth Programs Committee, an educational/awareness event for the Meeting community.

After holding the Committee in the Light, Friends accepted the report with expressions of gratitude to the Committee for their service. Full text of the report will be found in the January issue of *Minutes & Reports*.

The Meeting for Business in Worship adjourned at 3:47 pm, with Friends purposing next to gather in a Meeting for Business in Worship on Sunday, January 13, at 1:15 pm in the Meetinghouse.

Ian Harrington, Co-Presiding Clerk

David L Myers, Recording Clerk

Memorial Minute for Patricia Ann Rabby (June 16, 1942 – January 28, 2016)

Patricia Ann Rabby died peacefully at home in Cambridge, Massachusetts on January 28, 2016.

She was born June 16, 1942, in Mobile, Alabama, and spent most of her childhood in both Mobile and Houston, Texas. She graduated from Northwestern University before getting married and moving to Massachusetts (first in Acton, then in Lexington, then Cambridge). She loved travel, writing, photography, and gardening; most of all, though, she dearly loved her creatively-formed Nepali and American family. She leaves two children, Sarah Elizabeth Neelon of Shelburne Falls, Massachusetts and M. Caleb Neelon of Cambridge (married to Ellen VanScoyoc), and five beloved grandchildren: Prerna Karmacharya, Suravi (Subi) Upadhay, Bibek Karmacharya, Kushal Upadhay, and Aziza VanScoyoc.

Pat was active in the early Women's Movement. She served as President of the Acton, Massachusetts, chapter of NOW in the early 70s, and was later active in the Lexington chapter. She attended the National Women's Conference in Houston, Texas, in 1977, along with baby Caleb (then less than a year old). She was Co-Editor of one of the first collections of women's poetry, *Women/Poems*, published four editions, and helped launch the careers of several important poets.

Pat was active on the Membership Committee at Friends Meeting at Cambridge, and brought her considerable photographic gifts to creating a photo album of active members and families at the time. She asked people to think about someone important to them or something that they loved and then click, she took the shot. This technique produced some really lovely expressions and somehow allowed us to see more clearly what people were about.

Pat also served on Exhibits Committee, the *Ad Hoc* Long-Range Planning Committee, and the Vision Committee. A member of the Pope Fund Committee for a decade, she was Co-Clerk from 2009-2010.

She cared deeply about the work of AFSC, and served on committees within that organization. She served on the Woolman Hill Board for several years and used the trips to Board Meetings as a time to visit with her daughter Sarah. She had several poems and photographs published in *Friends Journal* and loved making photographs to document the peace movement and anti-war demonstrations for the magazine *Peacework*.

Gardening was also important to her. She turned her front yard in suburban Lexington into a wildlife meadow, behind a stereotypical white picket fence. It was declared a "Wildlife Sanctuary" and she was awarded a plaque. She enjoyed explaining to passersby about the increases she had seen in bird and insect activity and discovering new "volunteers" that appeared in the meadow.

In August 1988, she met Rakesh Karmacharya in an airport in Tokyo. He was on his way from Kathmandu, Nepal to begin college in the States, and she was on her way to a writer's conference in China. They kept in touch, and he began spending American holidays with her family. The relationship continued and deepened over many years. She went to Nepal in 1992 and broke her leg while trekking in the Himalayas; she also made many of her favorite photographs during this trip. In 1995 she travelled again to attend Rakesh and Monica's wedding, and again in 1999. When Rakesh and Monica's daughter Prerna was born, Rakesh's mother declared herself "Nepali Grandma" and Pat "American Grandma," a title she wore with great pride. Being part of Nepali ceremonies and holidays was important to Pat and brought her great joy.

Her home was filled with art and beauty, displaying art from her travels, and created by (f)Friends and family.

Facilities Manager's Report, December 9, 2018

This past year the Facilities' Manager's responsibilities is a tale of a handful of large projects and a thousand little ones. As the Meeting considered the \$250,000 budget for major projects, I began to research options, hunt down suppliers, and gather quotes on some of our big projects; including windows, elevator, heating systems, and gutters. I identified potential preservation grants to help pay for a substantial portion of the work we needed, perhaps as much as \$100,000. Joe Tierney and I are in the early stages of developing a grant proposal to pay for window restoration at the Meeting. With the approval of the major projects budget we immediately began the first of our major projects: replacing the old, rotted wooden gutters, fascias, soffits, and rafter tails. These much-needed repairs will help us keep the rain out of the buildings and should be completed in the next few weeks.

The little everyday projects that keep things hanging together continue. Maintenance of the plumbing and electrical systems require daily attention. Exterior doors at the Meeting, old and new, are a constant source of anxiety and require frequent adjusting and monitoring. The rear exit door to the Meetinghouse requires replacement in the near future. Our aging heating systems have some life left in them but require more and more maintenance to keep them running well.

Our facilities continue to be well used by both Meeting groups and non-Quaker renters. With the exception of Sundays and Wednesdays, our regular, repeating non-Quaker groups use our facilities almost every evening and we have been adding more weekday events. Non-Quaker groups are a vital source of income to offset the costs of running the facilities. Nevertheless, we struggle at times to balance the needs of Meeting groups with producing income. I'm grateful that both our Quaker and non-Quaker groups are often so flexible with spaces and scheduling.

We added many new faces to the Meeting staff this year, and while they are welcome additions, they do create Facilities work. Greg Woods, our new Youth Ministries and Education Coordinator, has transformed the First Day School rooms and Facilities has helped by laying the new, colorful, carpet squares in the FDS 4 classroom painting, repairing bookshelves, and removing and replacing large bulletin boards. We added two new Center Residents within a few weeks of one another. Annalise and Nancy have been wonderful additions. However, it is a challenge and takes a lot of time to train new staff, especially two at the same time. I hope to stagger these new arrivals in the future so that we always have at least two well-trained Center Residents here at all times.

My time here each day is limited, and there are not enough hours to do all the things that need to be done to keep the Meeting facilities in the condition that I would like. I could not do what I do without the help of several volunteers that give so generously of their time. Larry Dudley takes on many projects here, large and small, and has recently undertaken the repair of the Meetinghouse's rear accessible ramp. A repair we estimated at \$10,000 is being done for less than \$1,000. John Bach is a constant, and welcome, presence. He is a willing assistant when I need another set of hands, he paints and paints and paints, and you can thank him for the recently installed grab bars in the bathrooms. Kevin Thomas will frequently drop in and take on a job or two for us. Despite all their help we could use more. If you have a knack for fixing things, we will find a project for you, but you can help even if you aren't handy. We can use help with things like light cleaning projects, a trip to the recycling center to dispose of light bulbs, a few hours covering the front desk when someone is sick, or when we need help with a large group. Whatever you can do will help reduce our costs and keep the Meeting a working and welcoming place. Considering the many large projects we will be undertaking, your help is especially important.

Finally, I would like to thank the community for the opportunity to work at FMC. It has been such a pleasure getting to know so many of you. Working every day with Lorena, Amy, Greg, Micaela, Annalise, and Nancy is a pleasure. Their support, and reliable sense of humor, make the time fly by.

David Dunphy

Trustees Committee Annual Report - December 2018

The Trustees Committee (TC) has responsibility for oversight of the Meeting's property, including financial investments. The TC is also responsible for facilities operations, maintenance and improvement, and legal matters, as well as all aspects of insurance coverage for the Meeting and its activities. On occasion we consult with Officers of the Meeting and/or other Meeting Committees about a variety of concerns. We try to have Spirit-led deliberations and to incorporate Quaker testimonies in our processes.

We have dealt with various physical facility problems in the past year, such as replacing the failed Meetinghouse automatic door opener, upgrading the telephone system and supplier of phone service, curing roof and shower leaks, replacing basement sewage pumps and repairing ground water leaks in the basement tunnel, and replacing faulty hearing assistance devices. We have also developed pet guidelines for the Resident Friend, created a suitable office space for the Resident Friend, upgraded rental policy for the FMC guestroom, interviewed potential Center Residents, and managed snow removal operations during this past winter. A number of volunteers have also carried out various repair projects saving thousands of dollars. If you are interested in helping out with this please contact our Facilities Manager David Dunphy.

Motivated by the overruns in facility expenses in recent years, the Trustees Long Range Planning (LRP) group, with the help of the Facilities Manager, took a careful look at the ongoing operational and major repairs needs. This resulted in a request to increase the building operational budget to \$35,000 per year, an annual \$15,000 to be funded into the Buildings and Grounds carryover account, and establishment of a \$250,000 set aside from the Meeting's unrestricted funds to cover major anticipated items such as new gutters and an elevator replacement to be accomplished over the next few years. This was approved by the Meeting in the spring of 2018, with TC's commitment to try to reduce the costs of these projects when negotiating contracts and establishing guidelines for project requirements. Some of the work has already begun. In our facility work we aim both for long-term durability and reasonable costs. For example our replacement gutters are fiberglass and neither wood, which is costly and has high maintenance needs, nor copper, which, while durable, is quite expensive.

There is also a Meeting-wide concern about the future financial situation of FMC as we have been running substantial deficits for a number of years. There is work by the *Ad Hoc* Group to explore what can be done and we have been supportive of those efforts with several members of our Committee participating directly in that Group.

In addition to dealing with practical matters, we have, from time to time, been able to discuss more general concerns about TC membership. One of those is the long tenure of many Committee members and how term limits might apply to our Committee. One consideration is the fact that TC members generally become more competent and knowledgeable about the many aspects of FMC over time, and provide an institutional memory important to our work. Another question about TC membership is whether FMC membership is a prerequisite. Although our Committee seeks spiritual guidance in its deliberations, it is not clear that non-membership precludes such Spirit-led behavior. A third question involves an issue of gender balance on the TC. There seems to be a preponderance of males on the Committee. Does that matter? We are also trying to expand the age range of the membership. This past year, three younger members joined the Committee. These and similar discussions are ongoing.

The members of the TC appreciate the support you, the Meeting, have given us in our efforts to keep our facilities in good working condition.

REPORT FROM THE AD HOC COMMITTEE ON FINANCIAL PRIORITIES, 12/9/2018

INTRODUCTION

The *Ad Hoc* Committee on Financial Priorities was convened for two purposes: 1) to provide information to the FMC community on FMC's financial picture; and 2) to provide opportunities to explore how FMC might be effective stewards of our financial resources and determine the community's priorities for managing those resources. On October 7, the Committee held an information session providing data on past income and expenditures, and projections for FMC's financial future. On October 28 and November 3, threshing sessions were held to begin to explore what was important to the community, what might we consider as strategies to reduce expenditures, and how might we increase revenue. Thirty-two individuals participated in the financial information session and a total of seventy-two people participated in the two threshing sessions. The conversations were rich and generated numerous thoughts from participants. This report summarizes general themes and provides recommendations for next steps.

HIGHLIGHTS OF BUDGET INFORMATION PRESENTED

- The FY19 budget reflects the following percentages: *Staff Compensation & Related Expenses* = 62%; *Facilities & Maintenance* = 17%; *Outreach & In-reach* = 17%; *Committees* = 2%; and *Office & Administration* = 2%.
- FMC Income for the past five years has remained relatively constant: FY14 = \$310K; FY15 = \$288K; FY16 = \$310K; FY17 = \$312K; FY18 = \$311K; and an increase to \$338K is anticipated for FY19.
- FMC Expenditures for the past five years have continued to grow: from \$340K in FY14 to \$506K in FY18. The projected expenditures for FY19 are \$498K.
- FMC Deficit has grown from \$30K in FY14 to \$195K in FY18. The anticipated deficit for FY19 is \$160K.
- We considered the impact of continued deficits on our financial sustainability. We noted that current (6/30/18) unallocated reserves of \$777,000 include our investments carried at cost. If investments at 6/30/18 were carried at market value, the unallocated reserves would be \$466,000 greater and would be subject to market fluctuations. It is anticipated that our available reserves will decline over time to significantly reduced levels if we continue our present practices.

GENERAL THEMES FROM THRESHING SESSIONS

GUIDING PRINCIPLES (What Is Important for Us to Maintain?)

- Meeting for Worship & opportunities to share spiritual experiences
 - Meetinghouse & Friends Center ("Ellis Island Effect" of this location)
 - Website and outreach efforts
 - Volunteerism
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- Welcoming presence in the office
- Being a good employer
- Being a good steward of our property
- Diversity in our community (age, race, ethnicity, income, theology)
- Community events
- First Day School, Family Worship & inclusion of families
- Support for CFS and MAAP
- Support and a base for activism
- Opportunities for fellowship, outreach and witness

What Might We Do Without?

- Making small grants to multiple agencies
- Giving sponsored groups a “free ride” on rent
- Complex committee structure
- Location in wealthy area/Meetinghouse
- Number of events—too hard to choose
- Apathy in volunteering and contributions

What Are Ideas for Decreasing Expenditures?

- Reduce utility costs—lower temp/other energy efficiency efforts
- Reduce New England Yearly Meeting contributions
- Reduce number of hours office is open
- Review and reduce benefits/salaries
 - Reduce number of staff/hours per week
 - Need for center residents—would cleaning company be cheaper?
 - Clarify what staff we really need (Youth Ministries?)
 - Replace full-time Staff with “stipend” staff (reduces salary/benefit costs)
- Reduce full-time staff to part-time
- Increase use of volunteers for childcare and other tasks
- Reduce or Eliminate Grants (Grants Committee might still make recommendations for individual contributions)

What Are Ideas for Increasing Revenue?

- Contributions
 - Need for greater transparency and visibility
 - Modernize contribution methods
 - From broader array of people
 - Be clearer about need
 - Targeted fundraising/contributions
 - Fundraising Committee access to donor list
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- Increase efforts to fundraise/Ask for a specific percentage increase in contributions
- Make a more visible effort at rise of meeting to request contributions (“bigger box” on the wall)
- Expand Membership/Attendees through Outreach
- Seek Grants from Foundations
- Facilitate Planned Giving and Bequests
- Increase Rental Income
 - Charge hosted groups an additional amount for clean-up
 - Share our facility with other groups (rental fees)
 - Consider renting apartment—no live-in “Resident” Friend
 - Charge MAAP rent
 - Increase advertising of space to rent
 - Share space with another faith community

RECOMMENDED NEXT STEPS

1. Engage community in a session to consider specific recommendations to ***Increase Revenue.***
2. Engage community in session to consider specific recommendations related to ***FMC Contributions to Other Agencies.***
3. Engage community in session to consider specific alternatives related to ***FMC Staffing.***
4. Fundraising Committee engage community in session to consider specific recommendations on ***Increasing Individual Contributions.***
5. Trustees engage community in session to consider specific recommendations related to ***Facility Costs.***

Respectfully Submitted by the *Ad Hoc* Committee on Future Priorities: Jan Nisenbaum, Ian Harrington, Jane Jackson, Joseph Tierney, Lili Schwan-Rosenwald, Ariel Maddocks, Susan Davies, Alasdair Post-Quinn, Rick Talkov; consultant: Lorena Boswell

Child Abuse Response Committee Report 2018

The Child Abuse Response Committee (CARC) has met this fiscal year. As part of the Meeting’s Policy on Child Safety, we have met and selected a clerk, Greg Woods, and a media liaison, Deborah Colgan. We have reviewed the procedures mandated by both our policy and by the state of Massachusetts in the event that we receive a child abuse allegation. Lastly, we have liaisons from the Marriage, Family and Relationships Committee and the First Day School and Youth Programs Committee if we need to reach out to them.

For this fiscal year CARC is made up of:

- a Co-Presiding Clerk, Deborah Colgan;
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- the Resident Friend, Lorena Boswell;
- the Youth Ministries and Education Coordinator, Greg Woods;
- a Ministry and Counsel representative, Patricia Wild; and
- a Trustees Committee representative, Rick Talkov.

If you have any questions or concerns about child abuse, please reach out to one of us.

The Meeting's Policy on Child Safety is on the Community Website at <https://community.fmcquaker.org/committees/carr-response/> (login is required and anyone within the FMC community may request access to the community website).

Finally, in the new year the committee will participate in a training on child abuse reporting led by Jan Nisenbaum. Also, Greg is working on planning an educational/awareness event for the larger community in the new year with the First Day School and Youth Programs Committee.

Greg Woods, Clerk of CARC

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To receive newsletter write to:

office2@FMCQuaker.org

Friends Meeting at Cambridge

Return Service Requested

Meetings for Worship at FMC

5 Longfellow Park, Cambridge

Sundays 10:30 am
5:00 pm
Wednesdays 8:30 am to 10 am

South Shore Preparative Meeting

155 Washington St. (Rt. 53), Pembroke
Sundays 10:00 am
Joanne Heffernan
781-337-9337

Worship Group at Brookhaven

1010 Waltham Street, Lexington
Sundays 10:30 am
Elisabeth Cotten
781-862-7578

Other Nearby Worship Opportunities

Acton Friends Meeting,

Contact Clerk, acton@neym.org

Amesbury Monthly Meeting, 120 Friend St., Amesbury

Sundays 10:00 am

Beacon Hill Friends Meeting, 6 Chestnut St., Boston

Sundays 10:30 am

Cambridge Friends School, 5 Cadbury Rd., Cambridge

Tuesdays 8:30 to 9:00 am

Framingham Friends Meeting, 841 Edmands Rd., Framingham

Sundays 10:00 am

Fresh Pond Monthly Meeting, CFS Cambridge

Sundays 10:00 am

Lawrence Monthly Meeting, 15 Forest St., Methuen

Sundays 6:30 pm

Nashoba Worship Group, nashobaquakers@gmail.com

Sundays 10:30 am

North Shore Monthly Meeting, 74 Hart St., Beverly Farms

Sundays 10:00 am

Wellesley Friends Meeting, 26 Benvenue St., Wellesley

Sundays 10:30 am