



March 8, 2020

Minutes & Reports

Friends Meeting at Cambridge

Adjourned Meeting for Business in Worship

February 23, 2020

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Friends Meeting at Cambridge (FMC) gathered in a Meeting for Business in Worship on Sunday, February 23, at 1:15pm. The Meeting was convened by Deborah Colgan, Co-Presiding Clerk, after a period of silent worship, with 33 people present.

Announcements

2020-020

Our beloved member Lita Newdick died on February 21. Friends sang the song, *Love Call Me Home* in memory of Lita, and held her and her family and friends in the Light.

Next Sunday, March 1, at 1:15 pm, another threshing session on Friends United Meeting's Personnel Policy will take place.

Given LJ Boswell's resignation as Resident Friend starting this summer, there will be an Interim Planning Committee to consider how we should handle the essential tasks of the Resident Friend during the next year, while we deeply discern the role and tasks of the Resident Friend. So far, Tom Sander, Jennifer Hogue, and Sadie Perrin have agreed to serve, and the hope is that another two people will join the Committee.

Ad Hoc Financial Priorities Committee Report

2020-021

Deborah Colgan, Co-Presiding Clerk, reminded us of the history of our wrestling about our deficit spending, starting with the *Ad Hoc* Financial Group, which reported in December 2017 about our financial situation. The *Ad Hoc* Financial Priorities Committee helped set up discernment sessions and came up with recommendations of actions we can take to reduce our perennial deficits. The intention of the present Adjourned Meeting for Business in Worship is to make some decisions on those recommendations. The Clerk proposed to lay down the *Ad Hoc* Financial Priorities Committee, and Friends approved.

The Clerk reminded us that we have already approved Recommendation 5, the text of which is:

Recommendation 5: *Fundraising Committee should continue its diligent efforts to increase individual contributions and report throughout the year on the status of reaching the budgeted goal. Fundraising Committee should conduct further analysis on the data available to them and provide a report to Monthly Meeting on important patterns of giving (e.g., percentage of members contributing, etc.). In addition, Fundraising Committee, in consultation with Fellowship & Outreach Committee, should develop recommendations for increasing the visibility/opportunities for contributions at the rise of worship. The Ad Hoc Committee further recommends that everyone in the FMC community seriously consider increasing their individual contributions.*

We considered the rest of the Recommendations one at a time, making a number of changes in their wording.

We considered Recommendation 1, which provides a guideline on eliminating our deficits by reducing expenditures and increasing income over the next six years or so. The Clerk invited Friends to share any substantive reservations they had on Recommendation 1. Friends asked some clarifying questions, after which Friends approved Recommendation 1, as follows:

Recommendation 1: *The Committee recommends that FMC establish an annual target reduction of the actual deficit by a minimum of \$15,000 beginning in Fiscal Year 2021 until we reach a balanced budget. This reduction reflects an approximate six-year timeframe for reaching a balanced budget. Including the current year, this plan incurs a total of more than \$400,000 of additional deficits until we reach a balanced budget. Further, the Committee believes that responsible financial stewardship means that we are attentive to any new expenditures and mindful of increasing the actual budget.*

The Clerk read Recommendation 2, which Friends approved:

Recommendation 2: *We recognize that moving from 5 Longfellow Park would unquestionably require a long-term process with substantial spiritual, financial, logistical and community work. If there is interest in doing so, a small group should be convened to undertake the work necessary to gather the fundamental information to properly evaluate that option.*

The Committee further recommends that Monthly Meeting, once the necessary information has been gathered, make a determination on whether divesting ourselves of the property is where Spirit is leading us and minute the results of that discernment.

The Clerk read Recommendation 3, and we agreed to consider it after the others. Next, the Clerk read Recommendation 4, which Friends approved:

Recommendation 4: *Trustees Committee will continue to work on exploring options for maximizing rental revenues and explore strategies for working with other organizations/groups to maximize opportunities to rent FMC space, while continuing to give discounts to worthy organizations that can't afford the full rate. Timely and regular reports should be provided to Monthly Meeting allowing the community to monitor whether there are significant changes to revenues generated through facility rentals.*

The Clerk read Recommendation 6, which Friends approved:

Recommendation 6: *Trustees Committee should determine the cost/benefit of conducting an energy audit and the feasibility of using solar power and provide a report back to Monthly Meeting on their findings.*

The Clerk read Recommendation 7, which leaves it to Meeting for Business in Worship to decide through discernment on the budget how to handle grants to other organizations. It was noted that the Grants budget item this year is \$6,400. It was announced that Friends are welcome to a meeting of Grants Committee on March 1. Friends approved the recommendation:

Recommendation 7: *The Committee was not in unity on a recommendation related to the grants provided by FMC on recommendation of the Grants Committee. We recognize that some may view these grants as an important reflection of our commitment to support the good work of others and our commitment to witness in the world. We further recognize that others may believe that a number of agencies are given very small, only symbolic, amounts of money and that, given FMC's current budget deficits, we should not be making such corporate contributions.*

The Clerk read Recommendation 8, regarding our contribution to New England Yearly Meeting (NEYM). It was noted that we are giving NEYM \$53,000 in Fiscal Year 2020. Friends approved Recommendation 8, and expressed sadness at having to potentially cut our financial support for our Yearly Meeting:

Recommendation 8: *Many at FMC significantly value our relationship with NEYM and have a commitment to responsibly financially support this relationship. Given the change in size of our Meeting community and our own level of deficits, the Committee recommends a review of and reduction in our contribution to NEYM in the coming years. We recommend, with one-year notice to NEYM, that we reduce our contribution to a share of the NEYM budget based on the ratio of our FMC resident members to the total number of resident members in all NEYM Meetings. However, in no year will our reduction be more than 5% of our prior year's NEYM contribution.*

The Clerk read Recommendation 9, regarding Material Aid and Advocacy Program's rental arrangement in the basement of the Meetinghouse. Friends approved the recommendation:

Recommendation 9: *FMC maintains a commitment to the Material Aid and Advocacy Program (MAAP) as a reflection of our dedication to support efforts that meet the needs of individuals experiencing homelessness and poverty. Several in our FMC community are actively involved and volunteer time and resources to the program. When MAAP was part of American Friends Service Committee, they were paying FMC \$150 per month. When MAAP became an independent non-profit agency, there was an 18-month period when they used the space at FMC rent-free. MAAP then voluntarily reinstated rental payments in the amount of \$150 per month. The Committee recommends FMC's continued support of MAAP and that Trustees Committee develop a reasonable plan, in collaboration with MAAP, for a small annual increase in the rent paid to FMC by MAAP.*

The Clerk read Recommendation 10, regarding maintaining our financial support for Cambridge Friends School. Friends noted that our current level of contribution is \$8,400 per year. Friends approved Recommendation 10:

Recommendation 10: *The Committee recommends maintaining our financial support (currently \$8,400) for Cambridge Friends School (CFS), the only Quaker school in Massachusetts. CFS was founded by FMC. FMC members are the members of the CFS Corporation, a continuing, special relationship. We elect the CFS Board of Trustees and all of its officers. Numerous FMC members have served and currently serve on the CFS Board of Trustees. The foundation of CFS's education model is to provide teachings based on Quaker testimonies and the education of youth in the manner of Friends. We see our support as consistent with the Beneficial Cycle.*

We considered Recommendation 3, which Friends approved:

Recommendation 3: *We hope to limit reduction in staffing to times when attrition of current staff occurs. In addition, the Committee recommends that if FMC is unable to meet the targeted deficit reduction for two consecutive years, staffing may be reduced by up to one-half of a full-time equivalent (.5 FTE) of principal staff to meet the budget reduction goal.*

The Adjourned Meeting for Business in Worship adjourned at 3:15 pm, with Friends purposing next to gather in a Meeting for Business in Worship on Sunday, March 8, at 1:15 pm in the Meetinghouse.

Deborah Colgan, Co-Presiding Clerk

David L Myers, Recording Clerk

Meeting for Business in Worship

March 8, 2020

Friends Meeting at Cambridge (FMC) gathered in a Meeting for Business in Worship on Sunday, March 8, at 1:15pm. The Meeting was convened by Ian Harrington, Co-Presiding Clerk, after a period of silent worship, with 39 people present. The Clerk opened the Meeting by reading from "Four Pillars of Meeting for Business," *Friends Journal*, September 2009, by Debbie Humphries.

One of the assumptions in Quaker business practice is that something more than the best wisdom of the group will be achieved—that those present are listening for something more than what each person thinks. Working toward a sense of the meeting is about listening for what Spirit would have us do in this instance. It is not a negotiated settlement or compromise, giving each person some of what they want. Rather, it is a moving toward, which does not require logical agreement. . . .

At its best, Quaker business builds the worshipping community, strengthens relationships, and encourages each of us to grow. When our corporate decisions are faithful to this Spirit, they not only change the participants; they hold the seeds that change the world.

Announcements

2020-022

The Clerk noted that as cautionary measures in the face of COVID-19, there was more space than usual for each person in this Meeting for Business in Worship, and use of microphones would be optional.

An Interim Planning Committee has been formed to help us plan how to fulfill essential tasks in the absence of a full-time Resident Friend next year. The Committee will consist of Deborah Colgan, Jennifer Hogue, Sadie Perrin, Tom Sander and Andrew Shalit.

LJ Boswell, Resident Friend, announced that staff performance review forms are now available at the FMC Community Website (community.fmcquaker.org) and in the Friends Center. LJ asked committees and interested individuals to fill out the forms, which are due April 12. Completed paper forms for Office Manager, Facilities Manager, and Youth Ministries and Education Coordinator should be left in the Resident Friend mailbox; forms for Resident Friend should be given to Liz Moore or placed in the Clerks' mailbox in the Library.

Gardening and Landscaping Committee Annual Report

2020-023

Nancy Hewitt, Clerk of Gardening and Landscaping Committee, spoke to the committee's Annual Report. She introduced the members of the Committee, and Friends held them in the Light in gratitude for their beautiful work.

Nancy emphasized that they had focused in 2019 on the southeast corner of the property, but the work has proved challenging and will be continued in 2020.

Our ailing birch trees were treated during the year.

They plan to work on the hedge along the front property border this year, as well as the Meetinghouse lawn and rainwater drainage under the sugar maple.

The Committee has had play dates, attended lectures, enjoyed a potluck and bonded as a group. The Committee could use some young muscles.

The Gardening and Landscaping Committee has requested a \$50 cut in their annual budget to help offset the anticipated Meeting deficit.

Friends accepted the report with gratitude.

Membership Committee Report

2020-024

Daniel Fitzmartin, Co-Clerk of the Membership Committee, announced that Meeting has received letters requesting membership from Chaz Kelsh, Tim Barclay, and Abigail McElroy. The Committee will set up clearness committees for each of these individuals. Friends accepted this report enthusiastically.

Response to Friends United Meeting's Personnel Policy

2020-025

Patricia Wild and Ariel Maddocks, Co-Presiding Clerks, presented a minute that arose out of the threshing session on March 1, 2020, on FMC's response to the Personnel Policy of Friends United Meeting. The minute, revised in response to Friends' comments, is as follows:

With deep regret and sorrow in our hearts, in the face of the discriminatory, homophobic, and transphobic Personnel Policy of Friends United Meeting (FUM), FMC is led to the act of conscience of continuing to withhold all financial contributions to Friends United Meeting. FMC will withhold from its financial contributions to New England Yearly Meeting (NEYM) the portion that would otherwise go to FUM in Fiscal

Years 2020 and 2021. The entire Fiscal Year 2021 financial contribution to NEYM will be paid before September 30, 2020, so that the contribution will be covered by New England Yearly Meeting's current policy (due to expire at the end of September 2020) of sequestering those funds. We ask the LGBTQ+ Working Group to bring recommendations to Meeting for Business in Worship on how to spend the money that FMC has withheld or will withhold from our financial contributions to NEYM that otherwise would have gone to Friends United Meeting.

Clerks Team has taken on the task of writing to NEYM and to FUM to discuss the entire issue; this minute is intended to deal just with withholding financial contributions. They welcome Friends' prayers and ideas as they write these messages.

After some discussion, Friends approved the minute, but asked the Meeting to continue to discern about the issue.

We heard from Chaz Kelsh, Co-Clerk of LGBTQ+ Working Group, that they welcome the task given them, and they welcome input from other Friends.

Nominating Committee Report

2020-026

Lili Schwan-Rosenwald, Clerk of Nominating Committee, presented for a second reading the appointment of Cornelia Parkes for Membership Committee until 6/30/2022. Friends approved this appointment.

Peace and Social Justice Report—Good Friday Witness for Peace

2020-027

Raymond Aucoin and John Bach, for Peace and Social Justice Committee, presented their proposed leaflet for the 2020 Good Friday Witness for Peace on Friday, April 10. They reminded us that Ghanda DiFiglia traditionally wrote this annual pamphlet, and we are all saddened by her absence. Friends approved the leaflet.

Raymond pointed out that the signs that have been used at the Good Friday Witness are in very bad shape, and asked for up to \$300 from the Committee Projects Fund for professionally-made signs that will be easy to transport, for art materials that First Day School students and adult Friends can use to make additional signs, and for a \$50 contribution to Beacon Hill Friends House for use of their facilities and soup after the Good Friday Witness. Friends approved this expenditure.

Raymond also introduced the idea of displaying at the event empty shoes and boots representing deaths due to the military economy and climate destruction. The committee is seeking additional old shoes and boots from Friends, who can leave them in a box in the basement of the Friends Center. Friends loved the idea.

Avison Fund Committee Report—Proposed Grants This Year

2020-028

Betsy Hewitt, Clerk of the Avison Fund Committee, listed the members of the Committee and Friends held them in the Light.

Betsy reminded the Meeting that the Committee receives proposals, discerns, and brings recommendations to Meeting for Business in Worship on grants from the donor-advised Kathryn & Charles Avison—Miriam Avison Charitable Fund established at The Boston Foundation through the will of a longtime FMC attender. These recommendations, as approved by Meeting for Business in Worship, are sent to The Boston Foundation. (Friends are asked to keep the grants confidential for two weeks, so that the Committee can notify the grantees.)

This year, the Avison Fund Committee recommends an \$8,000 grant to Boston Project Ministries; \$10,000 to Cambridge Community Center; \$10,000 to Cambridge Friends School; \$10,000 to Cambridge School Volunteers Inc.; \$8,000 to Convergence Ensemble; \$6,698 to Edinburgh Center; \$10,000 to Food for Free; and \$8,000 to Friends Peace Teams. These grants total \$70,698.

Friends approved recommending these grants to The Boston Foundation. A full listing of the grants and descriptions of the grantee organizations and their programs will appear in the March 8 issue of *Minutes & Reports*.

Marriage, Family and Relationships Committee Report—Yearly Meeting Faith and Practice Chapter on Marriage **2020-029**

Bill Thompson and Patti Muldoon, Co-Clerks of Marriage, Family and Relationships Committee, presented Friends' comments on the chapter on Marriage in the draft *Faith and Practice* of New England Yearly Meeting. The comments particularly recommend expanding the language of diversity and inclusivity, pointing out "God" and "oversight" language, and changing and adding queries. Patti and Bill asked Friends to read their report and to communicate their feedback in the next week, especially on the queries that they are proposing to add to the chapter. Friends were impressed, thanked the Committee for their work, and requested that the *Faith and Practice* Marriage chapter report be posted on the Community website.

First Day School/Youth Programs Committee Annual Report **2020-030**

Sadie Perrin and Kim West, Co-Clerks of First Day School/Youth Programs Committee, spoke to their Annual Report. Kim introduced the members of the Committee, whom Friends held in the Light.

Sadie summarized their report and posed the queries: *What would a truly multigenerational community look like at FMC? In what ways can Friends get involved in welcoming and supporting families in FMC?*

The entire report will appear in the March 8 edition of *Minutes & Reports*.

Pope Fund and Fund for Support of Conscience Annual Report **2020-031**

John Bach, a Trustee of the Pope Fund and of the Fund for Support of Conscience, presented the annual reports of the Funds.

John reported that the Pope Fund disbursed seven grants totaling \$14,654 in 2019 to provide financial help to Friends in the Boston area. The fund started 2020 with \$21,595 available for future grants; it will earn interest income throughout the year as well.

The Fund for Support of Conscience, established to help Friends and others who are in trouble with the law by reason of witnessing to Friends' testimonies, made no grants in 2019. There was a balance of \$4,256 available to be disbursed at the beginning of 2020.

Friends accepted these reports with gratitude. The full text of the two reports will be published in the March 8 edition of *Minutes & Reports*.

The Meeting for Business in Worship adjourned at 3:37 pm, with Friends purposing next to gather in a Meeting for Business in Worship on Sunday, April 5, at 1:15 pm in the Meetinghouse.

Ian Harrington, Co-Presiding Clerk
David L Myers, Recording Clerk

Gardening and Landscaping Committee 2019 Annual Report

This year's committee members are: Debby Colgan, Betsy Hewitt, Nancy Hewitt (Clerk), Christel Jorgenson, Jennifer Serdy, Mary Spitzer, Robert Szudra, Ben Warner, Maeve Whitty and Elizabeth Wylde.

The following are some of the accomplishments of the Gardening and Landscaping Committee in 2019:

1. We laid another four cubic yards of mulch on the property. (Every year we extend the area of freshly laid mulch. I estimate we will be completed at the end of 2021.)
2. The birch grove was pruned, acrobatically, by Barrett Tree Service East, as well as parts of the dogwood, crabapple, and the parking lot yews. I did additional pruning to trees and shrubs, especially in the southeast corner and parking lot area above the handicapped parking area. All of these are presenting much better and appear in great health.
3. We transplanted five snowberry bushes from behind the patio to border the back walkway from the staircase behind the First Day School rooms to the end of Willard Street.
4. The southeast area (around the patio) was the focus of our work last year. Roots, erosion, and overgrowth have made the path less stable over the years. Transporting the trash, recycling, and compost bins over this path can be an obstacle course in the winter. The project proved to be bigger than anticipated and we are now working with David White and David Dunphy to explore new ways to fix the challenges professionally, with a longer-term solution.
5. The wine-barrel pots were again refurbished by First Day School and a Gardening and Landscaping Committee member. These pots greet members entering the Meetinghouse and Friends Center.
6. The patio, off the Parlor, received new, donated, large pots, etc., and some perennials were planted. The patio was cleaned up and used more often.
7. Some of the compost pile was used on the iris border along the back fence.
8. The birch trees were treated in the fall by Barrett. They seem to be doing fine after the mild winter. The Committee will continue budgeting for this treatment.
9. Some on the Committee were able to participate in "play dates": free native plant lectures, lunch at Darwin's after a work session, and a potluck evening in late winter. Also, we are actively trying to photograph more activities to update the website!

This year's focus will be working on the health of the hedge along the front property border. We will be raking, weeding, eradicating ivy and invasives, then cutting and pulling the thatch along the sidewalk, replacing it with new soil, and finally protecting it with more mulch. I hope to address the Meetinghouse lawn, which is also in poor health. Eventually, we hope to place some larger stones under the sugar maple to lessen some particularly hard run-off areas.

We are still in need of younger muscle but our Committee is dedicated and creative. We continue to refurbish the grounds of our beautiful spiritual home and feel very connected to it.

The Gardening and Landscaping Committee would like to offer a \$50 cut in our annual budget for the next three years to offset the Meeting's deficit. We hope other committees that have the resources might consider a similar cut for a short-term creative solution towards balancing our budget.

Submitted by Nancy Hewitt, Clerk, on behalf of the Gardening and Landscaping Committee

Avison Committee Annual Report, March 8, 2020

The Avison Committee consists of Lance Drane, Betsy Hewitt (Clerk), Robert Irwin, Elizabeth Dyer, and Cynthia Knowles.

The Avison Fund Committee receives proposals, discerns, and brings recommendations to Meeting for Business in Worship on how to disburse funds from the Kathryn & Charles Avison—Miriam Avison Charitable Fund at The Boston Foundation (TBF) that was established through the will of a longtime FMC attender.

These recommendations, after approval from this Meeting for Business in Worship, will be sent to The Boston Foundation. Those receiving these grants and those who applied who are not receiving a grant cannot be notified until after this meeting approves the recommendations. Accordingly, Friends are asked to honor that this information is confidential for two weeks until those who requested grants are notified by the Committee.

The recommendations are for a total of \$70,698. There are eight grant recommendations. Four organizations will receive \$10,000 each: Cambridge Community Center, Cambridge Friends School, Cambridge School Volunteers, and Food for Free. Three organizations will receive \$8,000 apiece: Boston Project Ministries, Convergence Ensemble, and Friends Peace Teams. One organization, the Edinburgh Center, will receive \$6,698.

Boston Project Ministries was granted \$8,000 for its Healthy Youth Champions project which serves children, teenagers, and families in the Dorchester neighborhood of Boston. The project seeks to increase access to mental health resources for teenagers in an area whose rates of violence and crime are higher than in most of Boston. The Champions are trained peer leaders ages 15 to 19—predominantly African-American, West Indian, and Hispanic/Latinx—who will aim to engage 500 youth and adults in varied activities including a monthly post-trauma care group for teenagers and peer-led education events that seek to reduce stigma around mental health issues.

Cambridge Community Center (CCC) was granted \$10,000 to support the ongoing implementation of their Strengthening Families Together Project (SFTP) in Fiscal Year 2021. SFTP will be developed and built out over the course of the next three years. One of the goals of SFTP is to increase access to therapeutic services for children who are experiencing mental/behavioral health disorders. CCC has worked with Cambridge youth since it was founded in 1929 in the Coast neighborhood of Cambridge by a group of black pastors because the local YMCA was for whites only at the time.

Cambridge Friends School (CFS) was granted \$10,000. CFS asked the Avison Foundation to support expansion of its new musical initiative, an after-school strings program for students in

grades Pre-K through 2, since the initial initiative greatly exceeded expectations. CFS feels that early childhood music is one of the most effective ways to accomplish their shared goals with the Avison Fund: to help children grow into productive, caring yet savvy human beings. The program will support the cost of private instruction and instrument rental for the addition of string instruments (violin and viola) to their current music curriculum. CFS expects the program to sustain itself in the future.

Cambridge School Volunteers, Inc. was granted \$10,000 for its College and Career Mentoring Program in which 230 Cambridge Rindge and Latin School (CRLS) high school students work with volunteer mentors one-on-one to help with college and scholarship applications and college entrance exam test tutoring. A College and Career Speakers Series is also offered to 400 students from CRLS.

Convergence Ensemble was granted \$8,000 for its project “American Voices in Poetry and Song.” Operating in Dorchester and Roxbury, Convergence Ensemble presents unusual music programming that supports a diverse group of musicians who engage local audiences and inspire local pride. Artist residencies relate the music being performed to the lives of students through history, poetry, literature, dance, and visual art. The Ensemble has developed educational outreach programs said to have a long-term impact on middle and high school students.

Edinburgh Center was granted \$6,698 for sensory materials to be used and distributed in the Sensory Motor Arousal Regulation Treatment (SMART) Program serving children and adolescent youth who have experienced complex trauma and are unable to utilize talk therapies, and may be preverbal. This program is planning to train SMART therapists providing home visits to teach emotional regulation skills to the children and model this therapy for families to use between visits. Edinburgh Center plans to train 40 staff in SMART techniques.

Food for Free was granted \$10,000 to provide additional food—in the form of grocery store gift cards—for their Cambridge and Somerville Weekend Backpack Program students and their families over the spring break. Food for Free seeks to address food insecurity by increasing access to healthy food for populations at risk of hunger. These programs will provide food for 900 students this year for every weekend during the school year. These programs work with elementary and middle schools to identify children who may be going hungry over the weekend.

Friends Peace Teams (FPT) was granted \$8,000. FPT is an umbrella Quaker organization managing projects with local partner organizations in many countries all over the world including this project in Northern Rwanda. The project will provide fruit trees that can be planted in home gardens by young students. Within three years, the fruit trees will provide food for the family; in years after there will be extra fruit to sell to help pay for school supplies. Teachers are onboard to help get the trees planted. An initial version of the project was very successful with forty trees.

First Day School & Youth Programs Committee Annual Report March 8, 2020

This year's First Day School/Youth Programs (FDS/YP) Committee members are: Beth Fuller, Amy Greene, Anna Ehler, Elise Springuel, Michael Carey, Minga Claggett-Borne, Sadie Perrin and Kim West

What would a truly multigenerational congregation look like? It would be the ultimate committee of the whole: a community in which everyone is seen as teacher and learner; in which every age and stage of life is equally valued and equally supported by whatever tangible and intangible resources the community has to offer; in which every age and stage of life is allowed to contribute whatever tangible and intangible resources it has to offer; a community in which no decision is made about the life of the community—whether in the area of worship, physical plant, fundraising, budgeting, social action, the arts, education, or any other—without consideration of its impact on and opportunities for every member of the community. (Judith A. Frediani, Essex Conversations)

The FDS/YP Committee works to provide a loving and spiritually nurturing community where people of all ages can share their questions of faith, learn from each other, and find a sense of belonging. We work closely with the Meeting's Youth Ministries and Education Coordinator, Greg Woods, providing support for programming and events and discerning together how our meeting can welcome and be inclusive of families, children, and youth in our community. We meet monthly with Greg as an eight-person committee, but our members stay busy between meetings working on projects that foster a welcoming community in many different ways.

For example, you might have noticed some families using high chairs during Simple Lunch Sundays, or that there is often a "kid-friendly" pasta or cheesy dish alongside the soup and salad. These simple additions make lunchtime more accessible for families with small children. We're also organizing a new strategy for the coffee hour art supply box so that it's easier to use and to put away.

Our new FDS curriculum is still in its first full year. Each month has a theme. This theme is carried across Family Worship, readings, service projects, and speakers. Once a month the teachers share an interpretive story from the Godly Play curriculum. These stories, presented with materials, connect us to other faith communities around the world using the same curriculum. The children have the opportunity after the story to respond with art supplies in any medium they choose. Thank you to the FDS teachers that take time to plan and teach each week: Patricia Conty, Paul Dobler, Beth Fuller, Amy Greene, Chris Jorgenson, and David Smith.

We work very collaboratively with Greg and each person on our Committee brings the wisdom of their experience, whether it's as caregivers for children who grew up in the Meeting, parents of children currently attending First Day School or playing in the nursery, or simply those of us who care deeply about our Meeting's ministry to families and youth. Some of us have served on the Committee for many years, and some of us were new members in 2019.

In November, eight of us gathered for a half-day retreat to reflect on our vision for the Committee's work and to develop some tangible goals for the coming year which we believe will help FDS, Youth Programs, and the whole FMC community embody the welcoming space we strive to be for parents, children, and youth. We reflected on two main queries:

What are we welcoming families into? or

Why might families seek a faith community? What might children, youth, and parents find here?

How do we invite them? or

What does being a welcoming community look like? How can we embody the welcoming community we've envisioned?

We came up with many answers to the first query, including things like “a place to learn about Quaker history and faith,” “a place to meet people with shared values in parenting,” and “a place to encounter the spirit and divine connection.” In the second query, centered on how we invite people in, we named many practices that we already do such as wearing name tags, providing squishy or textured objects as meditation aids during worship, and the Weekly FDS Announcement emails that Greg sends out to families. But we also got excited about trying some other, new welcoming practices that could help us connect better with families and youth when they visit, as well as let more families and youth know about FMC. Some of the ideas we're working on include having a greeter at the door to connect and provide resources for new families, a fun poster for coffee hour with conversation starter ideas to help everyone find ways to connect beyond questions about school or work, and outreach in the community, such as tabling at local events.

Over the last year we've already tried out some different things, like intergenerational worship, in addition to continuing some of older traditions, like the Christmas pageant (which was again directed with skill by Ruthanna, one of our middle school students), and making sandwiches and serving for Liam's Lunches.

We are much more than a Sunday school: under Greg's care and with the support of the Committee we held a fall family camping retreat at the Maddocks' farm in Berkley, Massachusetts, attended by six adults and six children, we made 35 pies and raised \$821.28 for the Meeting and the Friends International Bilingual Center in La Paz, Bolivia, and recently 17 of us gathered to walk and play outside in snowshoes. We also co-hosted the Our Whole Lives sexuality education course for fourteen 7th-9th grade youth with The First Parish in Cambridge, Unitarian Universalist.

As a committee, we feel it's important to lift up the cares and needs of parents, children and youth—and the staff who support them—in the life of the Meeting, wherever and whenever we can. We do have several members cycling off in 2020, so if that caring also describes you, please let us know that you're interested in joining! We also support a busy nursery and are always in need of volunteers for childcare, as well as new teachers in First Day School. There are lots of ways to get involved, and we'd like to invite the whole meeting into this work.

Queries

What would a truly multigenerational community look like at FMC?

In what ways can I get involved in welcoming and supporting families in FMC?

Pope Fund Annual Report March 8, 2020

The Pope Fund was established by a gift of one thousand dollars by Ebenezer Pope in 1801 to provide for needy Friends in the Boston area. Later decrees from the Probate Court authorized the use of the entire net income of the Fund to help Friends in need or for other charitable purposes of the Meeting. The fund is managed as an external trust and we receive just the annual income.

The Trustees of the Pope Fund are responsible for screening loan or grant applications. All discussions and transactions are kept confidential. Anyone may alert the Fund Trustees to another person's need or financial distress or may urge that person to make direct application. In addition to financial assistance, the Fund Trustees try to work with the recipients and applicants to seek out resources and strategies to ease their needs.

In 2019 seven grants totaling \$14,654 were made from the Fund.

During this year the Fund had trust income of \$4,405 and received loan repayments of \$3,516.

The available fund balance at the end of December 2019 was \$21,595.

The Fund is under the care of the Trustees Committee and the current Trustees of the Pope Fund are:

David White, Clerk; John Bach; Sandy Sweetnam

Fund for the Support of Conscience Annual Report March 8, 2020

The Fund for the Support of Conscience was created in July 1968 by Friends Meeting at Cambridge to be used for the relief of Friends and others who are in trouble with the law by reason of witnessing to Friends' testimonies. The Trustees of this Fund are the same as for the Pope Fund.

No grants were made in 2019. The balance of the fund at the end of December 2019 was \$4,256.

5 Longfellow Park
Cambridge, MA 02138-4816
www.FMCQuaker.org

Elizabeth Claggett-Borne, Deborah Colgan,
Ian Harrington, Ariel Maddocks, Liz Moore,
Jan Nisenbaum, Patricia Wild

Co-Clerks

clerk@FMCQuaker.org

617-876-6883

LJ Boswell, Resident Friend

resident@FMCQuaker.org

617-876-1868

Amy Mercure, Office Manager

office@FMCQuaker.org

617-876-6883

Greg Woods, Youth Ministries and
Education Coordinator

youthministries@FMCQuaker.org

413-251-6512

David Dunphy, Facilities Manager

facilities@FMCQuaker.org

617-354-3383

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