



June 23, 2024

Minutes & Reports

Friends Meeting at Cambridge

Meeting for Business in Worship

June 9, 2024

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Friends Meeting at Cambridge gathered in a Meeting for Business in Worship on Sunday, June 9, 2024, at 1:15 pm. The Meeting was convened by Wendy Sanford. After a period of silent worship, with 22 people present on Zoom and 31 people in the Friends Room, Wendy opened the Meeting in worship. During worship a message in song, We Shall Be Known by Ma Muse, was received: hear it at <https://www.youtube.com/watch?v=BwgllyZfvk>

Clerks for the Day

2024-015

Wendy Sanford asked the Meeting for permission for her to serve as Presiding Clerk, TylaAnn Burger to serve as Recording Clerk and David L Myers to serve as Assistant Clerk for today. Friends approved this service.

The Clerk asked for Friends in the room and on Zoom to introduce themselves.

The clerk welcomed Friends and spoke of the proposals being brought forward at today's meeting. Several of these matters were presented previously, and have been modified based on Friends response to the proposals. She also noted that there will be one more Meeting for Business on June 23rd, the last of this fiscal year. This will include the Cambridge Friends School Corporation annual meeting and appointments, the second readings for budget and nominating and any carryover from this meeting. She noted the importance of all contributions to our process and spoke of how we will recognize Friends who wish to speak.

Report of the Supervisory Committee for the Staff and Administrative Manager 2024-016

Lauren Mawe and Chris Maddocks presented for the Supervisory Committee for the Staff and administrative Manager on planning for Lauren's parental leave. Lauren noted multiple accomplishments in the last months. These included revitalization efforts around the property, working with Center Residents, hiring new staff, increased First Day School activities and several projects.

Lauren reported that she is called to a 6-month leave to invest in her about-to-be-born young person's life. She is due in mid-September. A lot of planning has been done with the Committee to take care of needed matters during her leave and in preparation for her return in the spring.

The Clerk asked that we hold Lauren and her family in the Light. Chris Maddocks spoke on behalf of the Committee (Jonathan Vogel-Borne, Jo Ellen Hillyer and Chris Maddocks). The Committee is in full unity in addressing this matter of parental leave, which has not been a concern for the meeting in some time. They did significant research in existing personnel documents, historical practice and current needs. [Details of the Committee's report, including the relevant section of the Provisional Personnel Manual, appear in the June 23 issue of *Minutes & Reports*.]

The leave will be a combination of formal parental leave, sick leave, vacation, disability and leave of absence. This combination is in accord with our current policies. Some of this leave is paid, some unpaid.

The committee has been visiting coverage needs and also the need for improving our policies and practices for the future. The committee is clear that they have plans for needed support for meeting concerns and activities. There will be budgetary implications, but these will be either neutral or positive to the budget. They plan to address policy issues moving forward. Friends noted that extended parental leave is consistent with our testimonies and a demonstration of our values at work.

Agenda***2024-017***

A concern was raised about the order of the agenda. A Friend asked that the Interim Worship recommendations be moved earlier in this agenda due to its important nature. The Clerk acknowledged the concern and reviewed the considerations involved in creating the current agenda. Friends agreed to continue with the agenda as presented.

Blue Sky Group Report***2024-018***

Jennifer Hogue presented for the Blue Sky Group (Jennifer Hogue, Tom Sander, Gail Rodgers, Betsy Roper, TylaAnn Burger, David L. Myers, MaryGrace Menner. For this past year, the group was charged to:

1. Determine which business before the Meeting is essential and how to respond. May include appointing business sessions and temporary clerks for those sessions if/when needed.
 2. Add members to the Blue Sky Group as needed.
 3. Plan and carry out threshing sessions, group meetings, presentations and other activities with the goal of helping the Meeting community grow in love, trust, and joy.
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Blue Sky recommends, in light of the working recommendations the committee brought last month, that the above responsibilities continue for the coming year. A Friend raised a concern about what the role of the group is in terms of conflict resolution. It was noted that last month's report had conflict resolution as one of the areas where the group hopes to coordinate future work, to the extent possible. Friends approved this continuing charge for an additional year. Friends expressed gratitude for the work that has been done and the group's willingness to continue in this service.

Nominating Committee: Additional First Readings**2024-019**

David L. Myers presented for the Nominating Committee. He named six nominations that are being added to the nominating report, which was presented last month for first reading. The nominations are:

- Jane Jackson, for Assistant Treasurer until 6/30/2025
- RickTalkov for Avison Fund Committee until 6/30/2027
- Liana Laughlin for First Day School/Youth Programs Committee until 6/30/2026
- David L Myers for Memorial Meetings Committee until 6/30/2027
- Susan Davies for Nominating Committee until 6/30/2027
- Davi Anick for Fundraising Committee until 6/30/2025

Friends received these names with gratitude. They will be brought with the other nominations for a second reading on June 23rd.

Bequest Process Discernment Group Recommendations**2024-020**

The Bequest Process Discernment Group (Susan Davies, Lynne Weiss, James Hannon, Carolyn Hilles-Pilant, Michael Shanahan, with assistance from Jane Jackson and Gail Rogers) has been exploring many ideas on how to use the funds given in bequest by Marilee Wheeler. Lynne reported for the Group. She expressed their appreciation for the responses, interactions and conversations with Friends as they looked for a direction forward. As a result of responses received, the group recommends the following:

- \$200,000 to be split equally between the Meeting, to be retained in unrestricted funds; and Cambridge Friends School, for starting their capital campaign.
 - The following projects to be fully supported
 - Urban Farming – \$40,000
 - Native Lands – \$40,000
 - Material Aid and Advocacy Program – 2 years of a Quaker Voluntary Service fellow – \$70,000
 - First Day School/Youth Activities – \$10,000
 - Coffee House – \$2,500
 - Two additional projects to receive partial support, as they reflect our testimonies and values
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- Stone of Hope Drumming workshops – \$20,000
- Non Violent International Ukraine – \$17,500

Friends expressed appreciation for the Group's work and the detailed recommendations. One Friend noted that these recommendations reflect the life of our member Marilee. The Treasurer noted that the actual value of the \$400,000 has likely changed over time, possibly to a higher amount, and that we might need to make some adjustments to the grant amounts. Concern was raised that this is not the time to give significant money away, since we have lost some long-time donors and our budgets are regularly in deficit. Another Friend felt the money should be used to strengthen our community by using a significant amount going to supporting work in the world, and a smaller portion for the Meeting funds. The Clerk found that there was not unity to move forward on this proposal today. Friends are encouraged to communicate additional feedback to the Bequest Process Discernment Group.

Interim Worship Recommendation Regarding Hybrid Worship

2024-021

A proposal was brought by the Blue Sky Group as an interim plan for Meeting for Worship. The proposed plan is to be in place while the Group plans further threshing, and exploration of issues that are being experienced by many in our community.

Proposal for Interim Worship Plan

The Blue Sky group proposes three things:

1. That we schedule more listening sessions and threshing sessions this fall on worship and technology. Technology and worship continue to be a space where we can learn from each other about their important needs, where we can potentially try new more invisible technology, and where we can learn from each other about adapting to changes in our worship. To ultimately come to unity, we need time, love and deep listening and we all need to be open to change and not lock in our thinking.
 2. We acknowledge that the present approach of 100% hybrid worship on Sundays works well for some but causes worshipping pain for others. Understanding that there is no current unity, while we do the more important work to find that unity in our meeting (see below), after prayerful consideration, we propose an interim working arrangement: that one Sunday a month (the fourth Sunday), there will be a hybrid Meeting for Worship in the Parlor (or Friends Room if more space is needed) and that same Sunday there be a low-tech meeting for worship in the Meetinghouse (with microphones but no video or audio connection to those not in the Meetinghouse). This enables all individuals in our Meeting to at least have one meeting a month that meets their worship needs and enables everyone who cannot get to 5 Longfellow Park to participate weekly. But we acknowledge that this compromise may cause worshipping pain for some who long to worship in hybrid meetings each Sunday in the Meetinghouse. We hope the Meeting will accede to this interim request as we do the more important work of finding unity in Spirit.
 3. We plan to try to find unity in Meeting for Business in Worship starting in the new year. We can't know how long a process this will be but the listening and threshing sessions this fall will help.
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Some technology groups may experiment with the technology in the Meetings over the coming months. Should they propose major changes to this working arrangement, this will come back to Business Meeting in Worship for approval.

Several clarifying questions were raised and answered. The Clerk returned Friends to consideration of the proposal noting that there is pain for Friends of all perspectives. It was noted that further experiments need to be approached with the understanding that this can exacerbate issues, as well as address them. A Friend spoke of mixed reactions to their experience of hybrid worship. Friends asked about plans for ongoing discernment this summer and after. The Blue Sky Group reported that threshing and listening would resume in the fall, with a plan for discernment in Meeting for Worship with Attention to Business, likely at the beginning of the new calendar year. A Friend noted that the situation seems insoluble: that neither “always Zoom”, nor “no Zoom” is tolerable for the community as a whole. She asked if we need to address centering in worship as an issue before we are able to address these concerns. It was noted that the Meeting has never reached unity to create hybrid worship – it was created by circumstance, but now we need to seek unity to move forward for the entire community. Friends asked how we safely hear from Friends who are not attending either worship or Meeting for Worship with Attention to Business because of the presence of video-conferencing. A Friend asked that the proposal address the status of video conferencing in Meeting for Worship with Attention to Business.

No unity on the Interim Proposal was present, so this consideration will continue at the June 23rd meeting. The clerk asked what work or preparation would assist the meeting in our consideration of this issue in the future and we ask that Friends communicate suggestions to the Blue Sky Group.

Adjourned then, at 3:55 pm with intention to meet again on June 23rd, 2024.

Wendy Sanford, Presiding Clerk for the Day

TylaAnn Burger, Recording Clerk for the Day

Meeting for Business in Worship

June 23, 2024

Friends Meeting at Cambridge gathered in a Meeting for Business in Worship on Sunday, June 23, 2024, at 1:15 pm. The Meeting was convened by Wendy Sanford. After a period of silent worship, with 29 people present on Zoom and 34 people in the Friends Room, Wendy opened the Meeting in worship.

Clerks for the Day**2024-022**

Wendy Sanford asked the Meeting for permission for her to serve as Presiding Clerk, TylaAnn Burger to serve as Recording Clerk and David L. Myers to serve as Assistant Clerk for today. Friends approved this service.

The clerk asked Friends in the room and on Zoom to introduce themselves.

The clerk presented the following announcements:

Our meeting member, Sarah Allen, is called to work in the area of conflict transformation. She has just been awarded a grant of \$5K? from the NEYM Grants.

The wedding of Elise Springle to Dylan Kirk under care of FMC will be on August 17th in the Meetinghouse.

The clerk welcomed everyone and noted a good turnout, especially for an adjourned meeting at the end of the fiscal year. Meeting for Worship with Attention to Business depends of Friends actively seeking the Light together. She asked Friends to listen to each other in seeking that Light in unity. She reminded Friends of our process of waiting for the Clerk to call on Friends, and that she would not necessarily recognize Friends in the order they raised their hands to speak – and that not necessarily all Friends who wished to speak would be called on.

Nominating Committee Report**2024-023**

Gail Rogers reported for the Nominating Committee. There is one new first reading—of Eddie Fleming for the Library Committee. Gail noted that the nominating report was distributed prior to the meeting. She also noted that there were no recommendations for Clerks again this year. In response to a question, she clarified that this was again because no one was willing to serve in those positions.

Friends approved the appointment of all Friends nominated for second reading, with gratitude. The second reading for the new nomination will be presented in the fall.

Travel Minute for Sarah Allen**2024-024**

The Clerk read the proposed travel minute for Sarah Allen:

Greetings to Friends, everywhere.

Friends Meeting at Cambridge, in Cambridge Massachusetts, asks for your loving care for visiting Friend, Sarah Allen, a beloved and valued member of our meeting. Sarah carries a tender Concern regarding family violence. This travel minute confirms that we warmly support Sarah's ministry:

I am called to the work of creating the beloved community, where truth and justice are practiced with love.

Sarah would appreciate introduction to others with experience in conflict transformation, healing from trauma, and prevention of interpersonal violence, especially those who have worked amongst Friends.

Sarah seeks to connect with Friends she might learn from or who might in any degree be helped forward by her following the leadings of Truth amongst them. As our

community continues to engage with the deep concerns Sarah has raised, we commend Sarah to your loving care.

Friends Meeting at Cambridge

Friends approved the travel minute with good wishes to Sarah in her travels.

Cambridge Friends School Meeting

2024-025

We moved into a convened annual meeting of the Cambridge Friends School Board, with Jan Nisenbaum and Beno Chapman, Co-Clerks of the CFS Board presiding. Jan presented the candidates for Board Trustees. There are 21 individuals being named for the board, 12 of whom are Quakers. Three are new members: Jim Hannon (FMC), Polly Williams and Paul Fiore (parent). The CFS annual meeting approved the slate of nominations for board trustees. The CFS annual meeting closed in worship and we returned to Meeting for Worship with Attention to Business.

Interim Worship Recommendation

2024-026

For the Blue Sky Group, Jennifer Hogue read the proposal for an interim worship plan [published in the June 23 issue of *Minutes & Reports*], first considered at Business Meeting in Worship on June 9th. We did not reach unity at that time. The clerk noted that there was much rich sharing in that meeting and that many monthly meetings are wrestling with how to move forward in the area of how to have worship with people joining remotely and in the room. She asked Friends to listen for guidance in each other's words. She noted the three specific recommendations [see the report in the June 23 issue of *Minutes & Reports*]. Today's meeting is focused only on the immediate, interim recommendations, not the overall, underlying issues. Jennifer Hogue reviewed some of the barriers and opportunities that have been raised as we discussed this proposal.

The Clerk asked if Friends were in unity with the proposal. While there was significant support, there were multiple Friends who were not in unity with the proposal. The clerk asked Friends who were not in unity to speak on their concerns. A concern was spoken that this proposal would close the Meetinghouse doors to some Friends who don't have the option to otherwise attend. The question of what we might do to better integrate teleconferencing technology with our worship experience was raised. Several Friends asked: why do we need an interim proposal before finding a long-term solution? It was also noted that with this proposal, Friends who are uncomfortable with hybrid worship will still be uncomfortable three Sundays of each month, which is concerning. It was asked if we should put this off until the fall. A Friend noted a need for "plain" worship, which has not been available to him. He is not quite ready to proceed because there is no place in the Boston area for him to worship regularly.

The Clerk asked Friends to listen to the concerns raised. A Friend reminded us that the current state was not created by a decision of the Meeting, and they were not understanding the difficulty with this interim recommendation. Others felt this proposal does not go far enough to address the needs of Friends who are not currently having their needs met. A Friend asked that we trust the recommendations of an active working committee. We were reminded that moving forward on the proposal does not require that we all agree with all the details, but we do agree on what is in the best interest of the community. The clerk asked again if there was unity to move forward. Three Friends reported that they were still not in unity. The clerk asked if any of them were willing to stand aside.

Cornelia Parkes reported she would stand aside with her concern that the proposal is flawed. Patricia Huff asked to be recorded as standing aside, due to a concern that we are not addressing the disunity in our community. Yanire and Leo Bray were unwilling to stand aside. The clerk asked if the meeting was ready to proceed with the proposal, knowing that there are Friends who are not willing to stand aside. The clerk reported that she heard unity to move forward with the proposal.

Budget

2024-027

Jane Jackson, Treasurer, reported on the budget for the second reading. Jane reviewed the budget summary, which was distributed before the meeting. She reported that since the first reading, the projected deficit has increased to \$88,000. This is due to further review of needs by several committees and some increased use of hourly staff. [A copy of the budget is in the June 23 issue of *Minutes & Reports*.] A concern was raised that we address the ongoing issues around deficit budgets, before we get to this point of approval in future years.

Friends noted the history of previous decisions about deficit budgets, and we commit to addressing these issues in the fall. Friends approved the budget, with concern for the issues raised.

Friends expressed animated gratitude for Jane Jackson’s extended and excellent service as our Treasurer.

Bequest Process Discernment Group

2024-028

Lynne Weiss reported for the Bequest Discernment Group. She reported that the Group has had significant communication with Friends since the last presentation, both by email and in-person conversations. These communications resulted in changes in the recommendations. She described these changes as resulting from listening to the concerns and suggestions raised, not a compromise. She noted the following recommendations:

BEQUEST RECOMMENDATIONS June 7 and June 23 Comparison

	June 7	June 23
FMC	\$100,000	\$200,000
Cambridge Friends School	\$100,000	\$62,300
Restorative Justice: Urban Farming	\$40,000	\$26,200
Restorative Justice: Native Land	\$40,000	\$26,200
MAAP (Material Aid)	\$70,000	\$45,900
First Day School Families Activities	\$10,000	\$6,600
Young Adult Friends		\$6,600
FMC Coffeehouse Music	\$2,500	\$1,600
Stone of Hope Drumming	\$20,000	\$13,100
Nonviolence International—Ukraine	\$17,500	\$11,500
Total	\$400,000	\$400,000

The clerk asked for responses to the proposal. One Friend reported that the new proposal has supported them in moving away from a place where they were against any of the funds going outside the meeting. Another raised concern about the funds going to CFS and the need to better support First Day School activities. One Friend raised the concern that the funds available

should be used to support life in this world as a whole. A member of the discernment group noted the efforts to reach out and listen to the many viewpoints in the meeting. He feels that this proposal reflects balancing of the expressed needs and that to continue the process would result in something similar to the current proposals. The clerk asked if the recommendations are approved.

Several Friends were not comfortable with proceeding. The concern about the support of children and parents resonated with more Friends. It was noted this was not about the amount being allocated, but about the depth of exploration. Lynne reported that the discernment group did not consider their role to be active direction of the funds to be distributed, but more simply to allocate them according to the expressed wishes of the meeting. Appreciation was expressed for the impact of the recommended grants. It was suggested that the recommendations be laid over for some additional work and healing. The clerk reported the sense that there is not unity to move forward, despite a longing to do so.

Adjourned then, after a period of worship, with intention to meet again on September 8th.

Wendy Sanford, Presiding Clerk for the Day

TylaAnn Burger, Recording Clerk for the Day

Report of the Supervisory Committee

FMC LEAVE TIME BENEFITS

From pages 14 - 17 of the Provisional Personnel Manual

Maternity/Paternity/Adoption Leave

- An employee may take up to twelve weeks of leave for maternity, paternity or adoption, of which the first six weeks will be paid leave, and the second six weeks will be unpaid leave.
- Accumulated Vacation and Sick Leave, as well as unused compensatory days, may be used to convert any or all of the unpaid portion of the leave into paid leave without restriction.
- Leave under this section must be taken all at once (i.e. one continuous period and must be completed within (i.e. before or after) 24 weeks of birth or adoption.
- Health coverage and insurance coverage, if any, will continue during any such leave.
- Notice for Maternity/Paternity/Adoption Leave should be given as for Sick Leave.

Vacation

- Full-time employees receive twenty days paid vacation per fiscal year, accrued at the rate of 1.66 days per month. Other employees eligible for benefits accrue vacation time at the rate of one hour for each 13 hours worked. The two methods yield 20 days of vacation for a person working 40 hours per week.
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- The vacation schedule is to be worked out in consultation with the employee's supervisor. Vacation time can be scheduled flexibly so long as Meeting priorities are honored.
- No vacation days may be taken during a new hire's probationary period.
- All vacation days not used in a fiscal year (ending June 30th) may be carried over until Labor Day (The first Monday in September) of the next fiscal year. Days not used by then will be lost unless prior arrangements have been made with the employee's supervisor.
- Upon leaving employment, an employee shall be paid for any unused vacation days at their then normal rate of pay.

Holidays

- Full-time employees are entitled to ten paid holidays per year.
- The paid holidays are: New Year's Day, Martin Luther King's Birthday, President's Day, Patriot's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the following Friday, and Christmas Day.
- Employees can substitute a religious holiday of their own choice for one of the ones listed above to be taken as a compensatory day as described below.

Disability & Life Insurance

FMC offers short-term disability (STD), long-term disability (LTD), and life insurance benefits to full-time employees and certain part-time employees. Each eligible employee is provided with the applicable Summary Plan Descriptions and enrollment forms.

STD and LTD benefits are available to be used for long-term illnesses and recovery from injury. In the event of an accident or illness, employees may use their available sick time (including banked sick time). If eligibility is established, short-term disability takes effect... for a period up to 26 weeks. For all employee classifications, STD is 60 percent of basic weekly compensation to the maximum amount per week established by our insurance carrier... If eligibility is established, long-term disability takes effect after 26 weeks. For all employee classifications, LTD is 67 percent of basic monthly compensation to the maximum amount per week established by our insurance carrier.

Leave of Absence Without Pay

An employee may apply for a leave without pay for purposes which may include study, service with another organization, and personal renewal. FMC will consider applications on a case-by- case basis. Requests for a Leave of Absence without pay must be submitted to an employee's supervisor.

Planned Parental Leave FMC Meeting Administrator

In consultation with the personnel manual and the policies and benefits laid out there, the supervisory committee of the Meeting Administrator has discerned with current staff how to support Lauren, her growing family, and the meeting during the upcoming leave. Lauren has

requested a 24 week leave which the supervisory committee is in unity to support. The following leave schedule has been recommended which the supervisory committee has approved.

<i>Maternity Leave</i>		<i>Vacation and sick time</i>	<i>Holiday</i>	<i>Disability leave</i>	<i>Leave of absence</i>
6 weeks paid	6 weeks unpaid	3 weeks paid	7 days paid	6-8 weeks partially paid leave duration depending on type of labor and delivery	2 weeks unpaid

Next Steps

First, the Supervisory Committee will be working with Lauren for a specific plan for coverage of various responsibilities and projects of the role that are either underway or anticipated. We will also formalize ways to communicate (e.g. phone tree or shared email address) so the community knows who to contact during the interim and leave period.

Secondarily, in preparing this plan, gaps have been identified in the FMC provisional personnel manual and benefits descriptions as it relates to parental leave. The Supervisory Committee and Personnel Committee will be reviewing our written policy documents and administrative practices to ensure alignment and formalize any places where practices may be unclear.

Proposal for Interim Worship Plan

Background: over the past 18 months, the Visioning Group has worked to learn the experiences of FMC meeting-goers since 2020, which as Friends know, forged out of COVID necessity, quickly ushered videoconferencing into FMC meetings without any meeting-wide discernment or unity. The Visioning Group has sent out a survey and summarized the results, held three listening sessions at FMC, and conducted three experiments of different worship arrangements. The Visioning Group decided they had done as much as they could and asked the Blue Sky Group to hold another listening session on April 21 and help find the way ahead. At the Blue Sky listening session, a wide array of Friends were able to share their experiences, but not everyone had the chance to share and a path forward was not threshed.

The Blue Sky Group thinks that at our deepest point, we agree about our goals for FMC worship (we want our meetings to be broadly accessible, we want our worship and ministry to be deep and to enable as many as possible to get to that deep place, and we want people at our meetings to be able to hear the vocal ministry). But despite this perceived shared unity about our goals, we are not yet in unity about how to get there. Change is never easy, and some Friends have strong feelings about this.

Blue Sky proposes three things:

1. That we **schedule more listening sessions and threshing sessions this Fall** on worship and technology. Technology and worship continue to be a space where we can learn from each other about their important needs, where we can potentially try new more invisible technology, and where we can learn from each other about adapting to changes in our worship. To ultimately come to unity, we need time, love and deep listening and we all need to be open to change and not lock in our thinking.
2. We acknowledge that the present approach of 100% hybrid worship on Sundays works well for some but causes worshipping pain for others. Understanding that there is no current unity, while we do the more important work to find that unity in our meeting (see below), after prayerful consideration, we propose an **interim working arrangement**: that one Sunday a month (the fourth Sunday), there will be a hybrid Meeting for Worship in the Parlor (or Friends Room if more space is needed) and that same Sunday there be a low-tech meeting for worship in the Meetinghouse (with microphones but no video or audio connection to those not in the Meetinghouse). This enables all individuals in our Meeting to at least have one meeting a month that meets their worship needs and enables everyone who cannot get to 5 Longfellow Park to participate weekly. But we acknowledge that this compromise may cause worshipping pain for some who long to worship in hybrid meetings each Sunday in the Meetinghouse. We hope the Meeting will accede to this interim request as we do the more important work of finding unity in Spirit.
3. We plan to try **to find unity in Meeting for Business in Worship starting in the new year**. We can't know how long a process this will be but the listening and threshing sessions this Fall will help.

Some technology groups may experiment with the technology in Meetings over the coming months. Should they propose major changes to this working arrangement, this will come back to business meeting for approval.

Recommendation from the Bequest Process Discernment Group – June 23, 2024

(Lynne Weiss, convener; Susan Davies, James Hannon, Carolyn Hilles-Pilant, Michael Shanahan)

The Bequest Process Discernment group brought a recommendation for use of the bequest from Marilee Wheeler to the June 7 Meeting in Worship with Attention to Business. In the brief time available during that Meeting, we heard support for that recommendation, but we also heard concerns.

Two weeks later, we come back to Meeting for Business with a revised recommendation. We have arrived at these revisions following discussions and emails from a range of people in our community, including a few who initially opposed giving any of the bequest to outside groups. After faithful listening to these voices and prayerful discernment within our group, we bring a recommendation that significantly increases the amount of money to be retained by FMC itself.

We therefore proportionately reduced the amounts available to other proposals, including those for projects within FMC.

This recommendation reflects our sense of how Spirit is moving within our Meeting community. Left to ourselves, some individuals within our group would advocate keeping all the money to cover FMC’s budgetary needs; others would have held back less for the Meeting itself.

Together, we found unity in our desire to finalize our discernment regarding this question. We bring this recommendation not in the spirit of caving or compromise, but in the belief that it truly reflects the tensions regarding finances within our Meeting, tensions that must be resolved through a process beyond this discernment regarding the bequest.

This tension can be a source of productive energy within our Meeting. Giving money away can be an act of faith that we have and will find the resources needed to continue our Meeting. These resources may take the form of money, creativity, or Spirit-led inspiration. We can’t know the effects of such giving—they may draw new people to our community or they may inspire new connections with people and groups outside our current community. At the same time, this recommendation, with its increased allocation of funds to the Meeting itself, reflects a desire to protect our community into the future, to sustain our ability to carry on our Quaker witness. Honoring both of these tendencies within our Meeting is an act of generosity and trust, characteristics we strive to live up to in all our discernment.

The other significant change to this recommendation is that we recognized a misunderstanding on our part regarding the status of the proposal to provide funds to our Young Adult Friends. We are grateful that this concern came forward as the result of our presentation at the June 7 Meeting for Business and are happy to have corrected this oversight in the latest version of our recommendation.

Nominating Report, June 23, 2024

Service/Leaders	until 6/30/2025	until 6/30/2026	until 6/30/2027
Presiding (Co-)Clerk			
Assistant Clerk			
Blue Sky Group not on Nominating slate, really	TylaAnn Burger Jennifer Hogue MaryGrace Menner David L Myers Gail Rogers Richard Ristow Betsy Roper Tom Sander Virginia Swain		
Treasurer	n TylaAnn Burger		
Assistant Treasurer	n Jane Jackson		
Recording Clerk			
Recorder (not an officer)	Holly Lapp		

Avison Fund Committee Cynthia Knowles (c)	# Lance Drane <u>+ Cynthia Knowles</u>	Betsy Hewitt David Smith # Chris Maddocks	<u>n# Astrid afKlinteberg</u> <u>n Rick Talkov</u>
Exhibits Committee George Campbell (c)	George Campbell Mary Coelho Richard Wood # Marion Foster	Sara Sue Pennell	+ Brian Stevens n# Kent Lydecker
Fellowship & Outreach Committee Holly Lapp (c)	Leo Bray # Amanda Marcus <u>+ Holly Lapp</u>	# Laila Moore Niles MaryGrace Menner # Brian Robison <u>+ Christine Stewart</u>	<u>n Sarah Allen</u> <u>n# Amanda Green</u>
First Day School/Youth Programs Committee Beth Fuller (c)	Leo Bray Amy Greene (L) <u>+ Anne Thompson</u> Zoe Zurad (x) Lauren Mawe (x)	Beth Fuller <u>n# Liana Laughlin</u>	<u>n# Avery Cook</u>
Friends for Racial Justice Committee% Elizabeth Claggett-Borne (c)	Christa Redner # Diana Lopez Daniel Fitzmartin Suzanne Cooper Deborah Colgan # Nancy Frost # Camilla Dickinson Elizabeth Claggett-Borne <u>n# Don Gianniny</u> <u>n# Barbara Brown</u>		
Fundraising Committee Tom Sander (c)	Mary Spitzer # Nancy Frost <u>+ # Ariel Maddocks</u> <u>+ Tom Sander</u> <u>n Davi Anick</u>	# Nora Sullivan	<u>n Joe Sternfeld</u>
Gardening & Landscaping Committee Betsy Hewitt (contact)	# Maeve Whitty Betsy Hewitt # Amanda Marcus <u>+ Ben Warner</u>		<u>n Christel Jorgenson</u>
Library Committee Jim Hannon (c)	Patricia Huff # Alasdair Post-Quinn	Megan Gianniny # John Dickson Jim Hannon n# River Smallflower	<u>n# Edward Fleming</u>
Membership Committee* Yani Bray (c) Daniel Fitzmartin (c)	Cornelia Parkes Deborah Colgan	Daniel Fitzmartin Yani Bray	
Memorial Meetings Committee Sara Sue Pennell (c) Toni Lydecker (c)	Tom O'Connor		Sara Sue Pennell Jane Jackson n David L Myers # Toni Lydecker # Sam Duncan n Katy Cullinan
Ministry & Counsel Committee* Betsy Roper (c) Erin Bumgarner-Harris (c)	Wendy Sanford Beth Fuller George Campbell	Jan Nisenbaum Jessica Ronalds Kim West Betsy Roper Erin Bumgarner-Harris	<u>n Christel Jorgenson</u> <u>n# Daria Casinelli</u> <u>n# David Doms</u>
Nominating Committee*	@ Kim West @ Liz Moore @ Gail Rogers	@ Elizabeth Claggett-Borne	<u>n Polly Attwood</u> <u>n Alexander Levering Kern</u> <u>n Susan Davies</u>

Peace & Social Justice Committee% Michael Carey (c) Don Giannini (c)	Skip Schiel John Bach # Peter Durigon Kim West Raymond Aucoin Jack Snyder # Don Giannini # Charlie Perelis Silberstein <u>n Dinah Starr</u> <u>+ Suzanne Cooper</u> <u>+ # Michael Carey</u> <u>n Holly Lapp</u>		
Personnel Committee*	William Satterthwaite <u>+ Jan Nisenbaum</u>	# Chris Maddocks # Barbara Brown	
Trustees Committee* David White (c) Mark Webster (c)	Jo Ellen Hillyer Rick Talkov David White Mark Webster Joseph Tierney # Alasdair Post-Quinn TylaAnn Burger (x)	# Caren Seagraves William Satterthwaite	Betsy Fox Jan Nisenbaum

n = new appointment + = reappointment @ = not to succeed self # = not a member of Friends
 asst. = assistant clerk c = clerk/co-clerk L = liaison x = ex officio
 * Committee generally requires FMC membership % Committee selects its own members

Budget for Fiscal Year 2025

Approved by Business Meeting in Worship, 6/23/2024

	FY24 ACTUAL as of 3/31/24	FY24 TOTAL BUDGET	FY25 TOTAL BUDGET
INCOME			
4000 CONTRIBUTIONS			
4010 MEMBER CONTRIBUTIONS	131,035	172,000	170,000
4020 NON-MEMBER CONTRIB	48,682	73,000	70,000
4030 MEMBER BEQUESTS	2,531	-	
Total 4000 CONTRIBUTIONS	\$ 182,248	\$ 245,000	\$ 240,000
4200 FACILITIES INCOME			
4210 FACILITY RENTALS	20,260	20,000	25,000
4215 APARTMENT RENTAL	7,035	4,164	3,240
4220 GUEST ROOM INCOME	-	-	3,000
Total 4200 FACILITIES INCOME	\$ 27,295	\$ 24,164	\$ 31,240

4300 OTHER INCOME			
4310 OTHER INCOME		-	
4330 SIMPLE LUNCH NET REC/(EXP)	1,236	250	500
Total 4300 OTHER INCOME	\$ 1,236	\$ 250	\$ 500
4500 INVESTMENT INCOME			
4510 NEYM POOLED FUNDS INV INC	49,676	56,000	60,000
4530 FRIENDS FIDUCIARY INV INCOME	9,596	18,000	20,000
4590 INVESTMENT INCOME - OTHER	84	20	100
Total 4500 INVESTMENT INCOME	\$ 59,356	\$ 74,020	\$ 80,100
TOTAL INCOME	\$ 270,135	\$ 343,434	\$ 351,840
EXPENDITURES			
5000 SALARIES AND OTHER COMPENSATION			
5010 SALARIES - PRINCIPAL STAFF	81,783	132,067	151,006
5020 SALARIES - HOURLY STAFF	6,191	22,425	18,100
Total 5000 SALARIES AND OTHER COMP	\$ 87,974	\$ 154,492	\$ 169,106
5500 PAYROLL TAXES			
5505 FICA PAYROLL EXPENSE	6,661	11,819	12,937
Total 5500 PAYROLL TAXES	\$ 6,661	\$ 11,819	\$ 12,937
5600 BENEFITS			
5610 MEDICAL INSURANCE	6,118	25,025	10,613
5620 DISABILITY INSURANCE	947	1,300	1,300
5630 FLEXIBLE SPENDING ADMIN	578	600	900
5640 WORKERS COMPENSATION	1,901	2,500	2,500
5650 CONTRIBUTION TO RETIREMENT PLAN	6,247	15,911	15,100
Total 5600 BENEFITS	\$ 15,791	\$ 45,336	\$ 30,413
5700 OTHER COMPENSATION RELATED EXP			
5720 STAFF CONFERENCES AND EDUC	-	1,000	1,000
5730 LOCAL TRAVEL EXPENSES	-	150	150
5740 RECRUITING EXPENSES	-	1,500	1,500
Total 5700 OTHER COMP RELATED EXP	\$ -	\$ 2,650	\$ 2,650
TOTAL STAFF EXPENDITURES	\$ 110,426	\$ 214,296	\$ 215,106
6000 OFFICE AND ADMIN EXPEN			
6010 POSTAGE & MAILINGS	198	750	700
6020 OFFICE SUPPLIES	410	500	600

6030 TELEPHONE & INTERNET	3,045	3,500	4,500
6120 OFFICE TECHNOLOGY	10,986	11,000	20,000
6200 PHOTOCOPIER	1,554	2,000	2,000
6300 LEGAL EXPENSE	170	200	200
6400 ACCOUNTING SERVICES	1,224	1,500	1,500
6500 PAYROLL SERVICES	1,100	1,700	1,650
6600 OTHER OFFICE & ADMIN EXP	327	180	360
6700 FUNDRAISING EXP	1,292	2,000	2,800
TOTAL 6000 OFFICE AND ADMIN	\$ 20,306	\$ 23,330	\$ 34,310
7000 OUTREACH AND INREACH			
7310 RETREAT FEES	-	400	400
7320 RETREAT EXPENSES - OTHER	-	200	200
7500 ORG MEMBERSHIPS - NEYM	34,080	45,440	43,168
7510 ORG MEMBERSHIPS - OTHER	100	100	100
7600 OTHER ORGANIZATION GRANTS	11,150	18,800	17,800
7700 OUTREACH/COMMITTEE PROJ	-	2,500	2,500
7720 INREACH/RES FRIEND	-	1,000	6,000
TOTAL 7000 OUTREACH AND INREACH	\$ 45,330	\$ 68,440	\$ 70,168
8000 BUILDINGS & GROUNDS			
8100 MAJOR PROJECTS	21,220	16,500	17,000
8200 MAINTENANCE - GENERAL	33,566	38,300	39,500
8300 PROPERTY & CASUALTY INSURANCE INS	12,801	12,000	12,800
8310 PAYMENT IN LIEU OF REAL ESTATE	4,167	4,500	4,500
8400 GARDENING & LANDSCAPING	-	1,000	1,000
Total 8000 BUILDINGS & GROUNDS	\$ 71,754	\$ 72,300	\$ 74,800
8500 UTILITIES			
8510 HEATING FUEL - OIL	4,480	4,000	-
8520 ELECTRICITY	8,138	9,000	15,700
8530 NATURAL GAS	4,647	6,700	6,000
8540 WATER AND SEWER	1,370	3,000	1,850
Total 8500 UTILITIES	\$ 18,635	\$ 22,700	\$ 23,550
8600 OTHER OCCUPANCY EXPENSES			
8610 HOUSEHOLD SUPPLIES & EXPENSE	867	2,500	2,500
8620 CENTER FURNISHINGS	56	300	300

Total 8600 OTHER OCCUPANCY EXPENSES	\$ 923	\$ 2,800	\$ 2,800
TOTAL OCCUPANCY EXPENSE	\$ 91,312	\$ 97,800	\$ 101,150
8700 COMMITTEE EXPENSES			
8710 FELLOWSHIP AND OUTREACH	512	1,500	1,500
8720 FIRST DAY SCHOOL	3,358	2,000	2,000
8730 LIBRARY	668	1,000	1,000
8740 YOUTH PROGRAMS	-	1,200	1,200
8790 COMMITTEE EXPENSES - OTHER	718	14,275	13,575
TOTAL 8700 COMMITTEE EXPENSES	\$ 5,256	\$ 19,975	\$ 19,275
TOTAL EXPENSES	\$ 272,630	\$ 423,841	\$ 440,009
NET SURPLUS/(DEFICIT)	-\$2,495	-\$80,407	-\$88,169

Friends Meeting at Cambridge

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

Blue Sky Group: TylaAnn Burger, Jennifer Hogue (Clerk),
MaryGrace Menner, David Myers, Tanzania Roach, Gail
Rogers, Betsy Roper, Tom Sander, Eva Whittaker
blueskygroup@FMCQuaker.org

Lauren Mawe, Staff and Administrative Manager
adminmanager@FMCQuaker.org
617-876-1868

Amy Mercure, Office Manager
office@FMCQuaker.org
617-876-6883

Zoe Zurad, Youth Ministries and Education Coordinator
youthministries@FMCQuaker.org
413-251-6512

Alasdair Post-Quinn, Maintenance Manger
maintenance@FMCQuaker.org
617-354-3383

To receive links to publications or to join the community listserv, email: office@FMCQuaker.org

Meetings for Worship at FMC

5 Longfellow Park, Cambridge

Sundays 10:30 am
Wednesdays 8:30 am to 10 am

South Shore Preparative Meeting

155 Washington St. (Rt. 53), Pembroke
Sundays 10:00 am
Jim deVeer
781-982-0653

Worship Group at Brookhaven

1010 Waltham Street, Lexington
Sundays 10:30 am
Harriet Kaufman
781-862-2386

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

Mill City Quakers, millcityquakers@gmail.com

Nashoba Worship Group, nashobaquakers@gmail.com

Sundays 10:30 am

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

Sundays 10:00 am

Three Rivers Monthly Mtg, info@threeriversmeeting.org

Alternate Thursdays 9:30 am

Wellesley Friends Meeting, 26 Benvenue St., Wellesley

Sundays 10:30 am