

Southeastern Yearly Meeting Executive Committee Meeting 6/2/07

The Executive Committee convened at the Gainesville meetinghouse at 10 AM. The meeting started with a period of silent worship

EC members and committee representatives attending were: Nancy Fennell, clerk of Interim Business Meeting; Tom Fennell representing Worship and Ministry Committee; YM clerk Susan Taylor; Sybil Brennan, assistant clerk and representative to FWCC; Caroline Lanker, clerk of Finance Committee and acting Recording Clerk; Steve Kinney, clerk of Gathering Committee; Andrea Walsh, Gathering registrar; Dan Vaughen, clerk of Nominating Committee; Treasurer Neil Andersen, Phoebe Andersen, Membership Recorder and clerk of Faith and Practice Committee; Becky Steele, clerk of Peace and Social Concerns Committee. Others who attended were Ellie Caldwell of Palm Beach MM and Susan Vaughen, clerk of Deland PM. Annie Mc Pherson of Gainesville MM was present for some of the discussion.

EC committees and positions not represented were Trustees, Youth Committee, Half Yearly Meeting and the Young Friends clerks. Recording clerk Ed Lesnick was not present.

Sybil Brennan welcomed those present for the Gainesville MM and explained the rules of the house.

Clerk Nancy Fennell asked for modifications to the agenda and the following items were added:

- A correction to the nominating committee report
- A Worship and Ministry item
- Meeting apportionments' relationship to the YM Directory
- Report on Wendy Geiger and Susan Taylor's visit to Golden Isle

Note: the agenda items are shown in bold in these minutes.

Treasurer/Finance Report: As the Treasurer's report was the first item on the agenda and Treasurer Neil Andersen was not yet present, Caroline Lanker gave a preliminary Treasurer's report from an Actual vs. Budget report for the YM General Fund for FY 06-07, which had ended 5/31. It showed a net income of about \$5, but did not take into account the \$1200 budgeted for FUM which had been carried over to FY 07-08 by a YBM minute.

Caroline Lanker gave the Finance Committee report. She provided a written report, which is in Attachment 1. Discussion of the first two items, regarding money budgeted for FUM, was postponed, as they were scheduled later in the agenda. Items 1 and 2 in the numbered list, regarding earmarked contributions for Friends Peace Teams and apportionments for the coming year, were briefly discussed. Caroline gave a brief explanation of item number 3, regarding representative travel money, and asked EC members to read and consider it.

By this time, Treasurer Neil Andersen had arrived. He added to the Treasurer's report and provided a copy of an income and expense report for FY 2006-07. It was noted that the treasurer's report was based on data that was not final, as the treasurer and others were still reviewing the data and correcting errors.

YM Clerk's concerns: Susan Taylor reported that she and Wendy Geiger had visited Golden Isle Worship Group. They attended meeting for worship and had lunch with them afterward.

It was reported that Ellie Caldwell, Mary Jo Klingel, Phoebe Andersen and Neil Andersen will go to the Palmetto Friends Gathering in March 2008. Susan Taylor is to write a letter of greeting from our YM for them to carry with them.

Susan Taylor reported that she had gone to Nashville for a weekend YM Clerk's Workshop put on by FGC. Activities included worship, discussion and making connections with Friends from other areas. She was impressed by what large areas some other YMs cover. By comparison, our meetings are relatively close together. Youth is a concern of all YMs. There was some discussion of having paid staff. Some YMs don't have paid staff and some meetings wonder about the appropriateness of paid staff. Some were impressed that we have a full time staff member. Susan related that some people at the workshop loved our Operational Handbook. She had taken it as reinforcement of how important it is to consciously support those who work for the Yearly Meeting.

Notes were taken at the workshop and will be distributed. Susan felt that the support given by FGC was outstanding. The workshop was provided for free by FGC, using grant money. Attendees may have to pay in future years. Susan also reported that Piedmont Fellowship was interested in our decision on FUM. They have also had issues with FUM regarding discrimination against homosexual and transgender Friends.

Susan said we need to do more to encourage MM clerks to attend YM and IBM, but we cannot mandate it. She thought it was helpful to have the asking meetings to appoint representatives to YM. She would like to see what the barriers are to the clerks coming. Nancy Fennell noted that the clerk of IBM is supposed to contact the MM representatives before each IBM to ask them to participate. She said she would also call MM clerks and clerks of worship and ministry. Susan said she had called the MM clerks prior to YBM, and thought that was a good thing to do. She had also been able to have some good conversations with some MM clerks during the Gathering.

Susan said she learned a lot at the YM Clerks gathering, especially from Iowa conservative YM. She would like the opening worship (in the first plenary business meeting) at Gathering to include all the youth in the meeting. She felt it is important for the children to grow up feeling that they are part of the YM. She said everyone who visits from conservative YMs complains that we do not have enough worship in our YM sessions. She asked the Gathering Committee to look at that.

Sybil Brennan suggested that the Gathering include a meeting for speaking at which anyone could speak about whatever their concerns were. It should be held at the beginning of the YM sessions so that the concerns could be brought up in discussions through the rest of the time

Susan Taylor reported the death of Ken Kinzel, who had been SEYM stateside coordinator for ProNica for a time. He was murdered in Nicaragua, where he was trying to develop ecotourism.

Ellie Caldwell expressed appreciation for the job Susan did at YM. Susan said she was grateful that Arthur Larrabee had come to the Gathering and that she had that grounding and also support from Friends there. Tom Fennell reported that Arthur Larrabee seemed to appreciate how the YM handled the process of dealing with the controversy surrounding the FUM affiliation. Steve Kinney also reported that people were complimentary about the clerking on the Gathering evaluation forms.

IBM Clerk's concerns: Nancy Fennell gave her report as clerk of Interim Business Meeting. FIBM 2007 will be hosted by Palm Beach MM. Palm Beach asked why other meetings are not being asked. Nancy explained that it was very important to her to have Interim Business Meetings centrally located. When IBMs have been held at more remote locations, committees frequently have not had enough members in attendance to do their business. That cuts down the possibilities to centrally located meetings with large enough facilities. There was a discussion about whether we can expand where we have FIBM. It was noted that we have had the summer EC meeting other places, as EC is smaller.

There was a discussion of how to use the \$1200 for FUM which was carried over from the 06-07 fiscal year. It was noted that there needed to be a recommendation by the FIBM. Supporting SEYM people to go to FUM meetings was brought up.

Ellie Caldwell felt that because the money was budgeted for FUM in 06-07, we should support a program of FUM, such as Kaimosi Hospital or the Ramallah Friends School, with the \$1200 budgeted in FY 06-07. Then we could use the money budgeted in 07-08 to send people to FUM meetings. It was thought that although we have suspended our affiliation with FUM we could still send people to the FUM board meetings as observers. It was reported that the next board meetings are in July, in October in Amherst MA, and in February in Richmond IN. Someone said that Lisa Stewart had expressed some interest in going to the General Board Meeting.

There was a question of who should administer the \$1200 if it were used for travel to FUM meetings. It was agreed that the Assistant Clerk should handle it, as she is already administering travel money for similar purposes.

07EC07: In accordance with minute 07YBM15, the EC approves using money budgeted for FUM in FY 2007-8 to fund SEYM Friends' travel to FUM meetings as observers, during the fiscal year. The EC approves the assistant clerk, Sybil Brennan, administering the money used for this purpose, consistent with the way in which other representative travel funding is administered.

Assistant YM Clerk's report on Representative Travel: Sybil Brennan reported that the YM had spent a little less than what had been budgeted in FY 06-07. She had attempted to contact all the representatives. With those she had reached, she discussed making reports to the YM. She had spoken to them about reporting both the business that had been conducted and their personal experiences. She asked, "What moved you the most?", and "How were you personally enriched?" She reported that some representatives said they were feeling led to do this service. Ellie Caldwell said it is important to give guidelines for what should be in the reports. There were suggestions that guidelines for the reports be added to the representative travel guidelines or the SEYM Operational Handbook

Gathering Committee Report: Steve Kinney said that a Gathering Committee Report will be in the upcoming SEYM newsletter. In summary, he said that the Gathering had been attended by a few more people this year than last year. The Gathering had come close to breaking even financially. The biggest lack was in the youth program. He thought that there should be something about the Gathering in every SEYM newsletter.

Follow up, Youth Worker Application Review Committee (YWARC): Last year Dan Vaughen, Tom Fennell and Laura Winefordner were on the committee. Three people were needed to work on the committee again this year. Dan Vaughen and Tom Fennell agreed to continue on the committee. Annie McPherson agreed to serve, as well.

It was reported that there had been a problem with some people's fingerprints. They were too light to be acceptable to the FBI, although the Florida Department of Law Enforcement accepted them. There was a discussion of this and it was concluded that the YWARC can approve people who don't have acceptable fingerprints on the basis of personal knowledge of the applicants.

Follow up, Membership Lists: Membership recorder Phoebe Andersen reported that there had been difficulty getting meetings to update their membership lists this year. She had to ask the meetings for their lists several times. Normally she hadn't needed to ask more than once. She noted that some meetings have had problems which may have delayed their responses. She also said that for the past couple of years, she has received some comments about the membership lists being tied to apportionments. She wondered, "Have we hit a point in our budget where the monthly meetings aren't really supporting it?"

Phoebe would like to have the apportionment statistics divorced from the SEYM mailing list. She noted that this year 27 members were removed from the lists and she did not know why.

There was some more discussion of how to revise the apportionment process to separate it from the mailing list. There were other concerns and suggestions for changes in the apportionment process. Phoebe said we should only count adult contributors.

There was a proposal that EC ask the Finance Committee and the Membership Recorder to present a proposal for restructuring the apportionment process. However, Caroline Lanker objected to this, feeling that any proposal for a revised apportionment process needed to have the involvement of the monthly meetings in drafting it; otherwise, it would not have the full support of the monthly meetings. She thought that this process would work similarly to the way in which the Faith and Practice revision has been working and that it might take a couple of years to get approval. There was some more discussion which resulted in minute 07EC09, below.

07EC08: EC appoints Dan Vaughen, Tom Fennell and Annie McPherson to serve as the Youth Worker Application Review Committee for the year 6/1/2007 to 6/1/2008. Dan Vaughen will serve as convener.

07EC09: EC requests the Finance Committee and the membership recorder to propose a process to revise the SEYM apportionment process with the input of the monthly meetings. The intent is to separate the meeting apportionment calculations from the YM directory listings and to make the apportionment process more equitable in estimating the relative ability of the meetings to contribute to the YM.

07EC010: EC is grateful to Gainesville Monthly Meeting for offering and providing such gracious hospitality for our summer meeting. To meet in working worship in the kitchen/dining area was delightful, giving us the feelings and aromas of home. We especially want to thank those who served as our hosts: Mona and Walter Morris, Jean Burton and Karen Arrington.

Gathering Committee continued: Steve Kinney reported on the evaluations which were received at the end of the Gathering. Several asked that Nancy Fennell give her workshop on “When Conflicts Come to Meetings”, which had not been held at the Gathering 2007 because business meetings ran long. Most of the rest of the requests for workshops involved peace and social concerns. Several evaluations complimented the registration process. Steve said he and Andrea Walsh have some ideas for changes to make it smoother behind the scenes.

Andrea and Steve have looked at the Dayspring facility as a possibility for future Gatherings. The good points were that it seemed very professionally run and has its own staff for the kitchen. The biggest drawback was that there are neither camping nor RV facilities there. Also, it is a large facility and normally has multiple groups at once.

Secretary’s Report. The secretary’s report was presented as a written report, provided in Attachment 2. Susan Taylor said she was glad to read the boundaries on Lyn’s time.

New business, Proposal for Committee on Diversity. Ellie Caldwell reported that she and Wendy Geiger were putting together a program based on material from The Center for the Healing of Racism. This came out of an interest group on racism that was held at the Gathering. The program is designed to be used by the monthly meetings, in groups meeting once a month. They would like each meeting to have a representative who will convene a group once a month and would like to do this for a year, then have an interest group at YM again.

The proposal Ellie was bringing to the EC asked for a new standing YM committee on racism and diversity. They said the committee should be composed of people of different races/ethnicities.

Becky Steele, the clerk of Peace and Social Concerns committee, suggested that these topics fall under the Peace and Social Concerns Committee. Susan Taylor supported a separate standing committee. The timing was discussed, as the YM would not be able to approve a new standing committee until the next YBM, in April 2008. Susan suggested that the EC approve an ad hoc committee to start work. There was further discussion of the establishment and duties of the ad hoc committee, and the following minute was approved.

07EC011: EC appoints Ellie Caldwell and Wendy Geiger to organize an ad hoc Committee on Racial Equality and Diversity in preparation to present a proposal for a standing committee. They are asked to present such a proposal, including a description of the committee and its duties at the Fall EC meeting.

New Business, proposal for a committee for support of meetings. Phoebe Andersen presented her idea of having a YM committee of people who could be called on to act as a support committee for a meeting which asks for support. This idea grew out of the work on intervisitation. She said it would be similar to a visitation committee. It might visit a requesting meeting several times over a year.

There was an extended discussion of this idea. It was noted that Savannah Friends Meeting, which is not affiliated with SEYM would like a relationship, and would determine whether they want to become affiliated with SEYM. There was a discussion of how to organize the committee. Nancy Fennell said that SEYM needs a pastoral care committee, but the discussion of such a committee is muddled in part because we don't know what the intervisitation program will be.

It was suggested that this responsibility should be under the Worship and Ministry Committee, but others said that the Worship and Ministry Committee already had many responsibilities. There was some discussion of making a larger Worship and Ministry Committee. No conclusions were reached.

Tom Fennell reported for **Worship and Ministry Committee** that Steve Smith has been chosen as the Michener lecturer in 2008. Regarding the subject of the lecture, Tom quoted a note from Steve Smith saying that Friends working for peace and justice must be grounded in the Spirit. The concern is not so much for what we need to change but how we go about change.

Dan Vaughn spoke for **Nominating Committee**. He requested that the EC approve a change to the membership recorder position. The committee recommended that Phoebe Andersen continue as membership recorder, not Ed Lesnick as approved at YBM. Lyn recommended that there be a backup membership recorder. There was a discussion of whether EC could approve the change or only recommend the change be approved by the YM. It was decided that the EC could approve the change on an interim basis until the next meeting of the YM, which would be at FIBM.

07EC012: EC approves, on an interim basis, replacing Ed Lesnick with Phoebe Andersen as the Membership Recorder. EC recommends that the Yearly Meeting make this change until 2010.

New business: Proposal for a sister relationship with Jamaica YM. Ellie Caldwell brought a proposal that SEYM enter into a sister relationship with Jamaica YM. She explained that Jamaica YM is in FUM and has one unprogrammed monthly meeting. Ellie had met Edwin Pullman from Jamaica YM at an FWCC meeting. There was some discussion about the possibility. Ellie also said that she would be taking some information or a proposal to Palm Beach Monthly Meeting the next week. No decision was made but Ellie said she would continue to work on this.

Dan Vaughen continued with **Nominating Committee** business. He reported that committee was nominating Shawna Doran as a representative to FCNL and Martha Morris and Susan Vaughen as representatives to AFSC Corporation. It was explained that Petra Doan and David Robinson, who have been SEYM representatives to AFSC, are now at large members of the AFSC Corporation board. That frees up two places for SEYM representatives.

07EC013: EC approves, on an interim basis, the appointment of Shawna Doran as representative to FCNL and the appointment of Martha Morris and Susan Vaughen as representatives to AFSC Corporation and recommends the Yearly Meeting accept these appointments for three year terms, until 2010.

Dan asked about the policy on the use of the SEYM mailing list. This had come up recently when FGC asked for a copy of our mailing list and Lyn asked about the policy. Lyn explained that she had subsequently been informed by Michael Wajda of FGC that when SEYM affiliated with FGC SEYM members had signed a statement that we would provide our mailing list annually. It was also stated that we have a policy about use of the mailing list. Lyn was asked to research the minutes to find a minuted policy regarding the mailing list. She was also asked to ask FGC for a copy of what we signed.

07EC014: EC is thankful to Caroline Lanker for serving as Recording Clerk in the absence of our dear friend, Ed Lesnick. We note, also, how often Caroline readily steps forward for EC and the yearly meeting when needs arise.

Ellie Caldwell suggested that the YM start a rotation for the location of FIBM. She said that the decision about where FIBM would be held needs to be made earlier than it was this year, preferably before the Gathering.

The meeting closed with silent worship.

Following the business meeting, the EC met in a visioning session. No minutes of that session were taken, but the priorities which were made for the coming year are listed in Attachment 3.

Attachment 1 SEYM Finance Committee Report to EC

June 2, 2007

The Finance Committee has several items to bring before the Executive Committee. The following need EC consideration:

- Minute 07YBM18 approved carrying over the \$1200 budgeted for FUM to the new fiscal year, with a decision as to its use to be made at the FIBM 2007. It requested Friends to bring suggestions for use of the funds to the Finance Committee. I have not received any input thus far. Can the EC make a recommendation to the FIBM?
- Minute 07YBM15 similarly approved using the FY 07-08 \$1200 “to support FUM-related activities or outreach...”. How will the decision about the use of this money be made? In order to have the most flexibility in using the money, the discussion should take place relatively early in the fiscal year, not wait until YBM 2008, when the fiscal year will be almost over.

The following items are brought to the attention of the EC, for information. Input is also welcome.

1. Minute 07YBM20 increased the budgeted donation for Friends Peace Teams by \$1000 and allowed the YM to accept earmarked contributions to fund the increase. We have set up the bookkeeping mechanisms to accept and track the earmarked contributions and have received \$250 to \$300 so far,
2. The meeting apportionments for FY 07-08 have been emailed to all of the meeting and worship group clerks/contacts and treasurers who have email. The apportionments were late going out (that week) because the meeting statistics used to calculate them were not available earlier. This was largely because so few meetings had sent Phoebe their updated lists until well after the YBM. Still, a few meetings and some worship groups had not sent their lists, so the apportionments were calculated using some old data.

Many of the meetings that did report had trimmed their lists. The total reported SEYM population for apportionment purposes is almost 5% below the previous year. This, combined with the 10.1% increase in the meeting donation budget, resulted in an increase in the per unit apportionment of over 15%. (Note: last year’s SEYM population was almost 5% above the year before – we go up and down.)

3. Minute 07YBM06 requested the Finance Committee to develop a plan of intention and to fully fund all representatives to organizations who request travel funds. The committee has begun working on this. There are several aspects which need to be addressed:
 - The current budgets for annual and triennial travel are no where near large enough to cover all travel for all representatives. We need to make more money available.
 - We need a better idea of how much money is needed. This year Friends have made more use of the rep travel money than in the past few years (as of mid-May, almost \$1900 out of the \$2100 annual travel budget and almost \$1400 for triennial travel.) As we

encourage people to volunteer to be reps regardless of their financial situation, we may find our needs rising.

- We need to ensure that the money provided for rep travel from the Trustees' Outreach Travel Fund goes to fund travel (currently representative travel, but perhaps other travel). Currently, that money goes into the General Fund. So far, we have spent more each year on rep travel than what was provided by the trustees, so we have not used the money from the trustees' fund for other purposes. However, the money that comes from the trustees has been used cover part of the general fund travel budget, it has not added to the total amount of money made available for travel.
- We need to record travel which the representatives pay for as a donation to the YM, without having it count against the representative travel budgets.
- The cost of representative travel is likely to fluctuate from year to year, for annual travel as well as triennial travel. It is desirable to even out the budgeting for all travel, as we have done for triennial travel.

To these ends, here are some suggestions we are discussing:

- Separate the annual representative travel money from the General Fund, as we have done with the triennial travel money.
- Put the money received from the trustees for travel directly into the separate travel account. Then budget money from the general fund in addition to the earnings from the trustees' fund.
- Gradually increase the money budgeted for representative travel from the general fund. This would be in addition to growth in the earnings from the trustees' fund. We have made a start by increasing the rep travel budgets in 2003 and 2007.
- Ask representatives who fund their own travel to report their expenses and record them as a donation to the YM as well as an expense. This will give us a better idea of what the total costs of representative travel are. Record these donations in the separate travel account, so they are not counted against the representative travel expense budget.
- Allow the funds for annual representative travel (both from the trustees fund and from the general fund budget) to be carried over from one year to the next, as triennial travel funds are handled, now. This will allow us to handle fluctuations while keeping the budget relatively steady from year to year and avoid running out of money one year and having more than enough the next.
- As we begin to get a feel for how much money is needed, consider, with the trustees, setting a goal for the Trustees' Outreach Travel Fund.

Attachment 2 Secretary's Report

Secretary's Report to EC 06/02/2007 to be held at Gainesville Meeting House.

General office activities following YBM2007:

This year as for the past two years, the SEYM secretary was called upon to provide greater assistance to the YBM Gathering Committee. The good news is that the committee came through and we had a splendid, productive YBM, an extremely productive Walton Workshop and Lecture, a fabulous *Faith and No Practice Band* with an intergenerational dance that I understand the youth are still talking about. Way to go, committee.

Next year, clerk of IBM and EC Nancy Fennell will be interfacing with the Gathering Committee to assist as needed. Unfortunately following YBM Gathering and my colossal efforts to complete the *Operational Handbook* and get it to press, I was quite fatigued. Taking a three-day break immediately after YBM to enjoy family proved to be difficult—there were simply too many loose ends and phone calls that needed attention. Burning the candle at both ends while Seattle guests slept, I worked (stupid thing to do), and eventually caught that FL bronchitis which effectively diminished my usual energy/stamina. I actually took a couple of sick days (fever) but managed to complete all required tasks in a timely manner except the newsletter.

The office was closed for 2.5 days for a trip mid-state to visit the Historical Bok Sanctuary and Cypress Gardens with a friend. Being at the Sanctuary provided a much needed respite from the office and the VIP treatment provided there by Director David Price, Lake Wales WG, sharing two evening meals with the Prices, and learning about their paths to Quakerism were delightful.

On 04/22/2007, I enjoyed attending the Central Regional Meeting hosted by Deland Preparative Meeting (Winter Park and Space Coast Meetings were present; missed were Orlando, Halifax, and Ocala Meetings). This past weekend on 05/27/2007, I enjoyed worshipping with Friends at Tallahassee Meeting.

Finances:

I continue to work with the Trustees to seek donations to match the Palm Beach Meeting matching donation of \$10,000 for the Gathering Youth Endowment Fund. As of 5/22/2007, we are pleased to have received \$6950 of the matching \$10,000. Deadline is October 1.

The required annual Florida Corporation Report was filed in a timely manner.

Publishing:

Unfortunately, when squeaky wheels demand attention, I take the time from newsletter preparation. The squeaky wheels post YBM continued to be YBM issues (finances), QBP and accounting, and general office duties and NOT the summer newsletter which will be arriving via bulk mail to those listed in the *Directory2007-2008*.

The Michener and Walton Lectures pamphlets/booklets will be published this summer in time for FIBM.

With the Registration desk in the Auditorium entryway, SEYM publication sales were \$1250 (an increase of about \$300) and covered expenses! Additional sales to date to FGC and Pendle Hill Bookstores have provided a positive publications balance of \$787. A request came into the office for permission to copy *Intimations of Renewal* to distribute w/o pay (England). I am in the process of negotiating terms.

Website:

The <www.seym.org> website is current with organizational details. The file-folder logos have been redesigned (larger) with more legible font size as per one request. SEYMers are reminded that basically a file-cabinet full of information is available for downloading from the website.

New Concerns:

Suggest Ad Hoc committees of three(?) be named and assigned to meetings that request for inter-visitation.... see agenda....

As of June 1, I will be trying to discipline myself NOT to answer the phone on weekends and evenings and NOT to go into the office. Henceforth, please use the **321.729.0078** phone number (old Canmore Press business line) with fax number remaining the **321.724.1162** (my home number). I will try to keep my workdays in the 9:30-5:00 range with slippage when necessary in either direction, understanding that clerks' own employment hours may require early morning or evening contact. Please do remember that the secretary's work requires trips to the post office, bank, warehouse, etc.

We all pray that Ed Lesnick continues to heal. Our thoughts are with him, Kay, and family.

We continue to hold the Andersens in the Light as they deal with Phoebe's mother's health.

We send condolences to Herb Haigh on the death of his mother.

Respectfully submitted by Lyn Cope, 05/30/2007

Attachment 3. Visioning Priorities

Priority numbers:

- 1 – very important
- 2. – good to work on
- 3 – less important
- 4 – remove from the list

Items carried over from last year:

YM intervisitation – 1

Personnel policy – 2

Developing a directory of resources within SEYM for workshops – 2

Complete list:

Youth program - 1

- adult leadership

Relationships with neighbor YMs and associations – SAYMA, SCYM, Piedmont fellowship (NC), and Palmetto (SC) - 3

Inreach - 1

Relationships with the Evangelical and Mennonite churches, peace churches – 2.5

Publicist or communications person - 3

Growth – 1-2

Open to new ways – 1

Revive education committee - 2

Publication committee – 2 or 3

Policy re protection of records - 1

Endowment – 1 (trustees)

Replacement for positions – 1 – understudy/backup, replacement

Young Adult Friends (18 to 35) - 1

Leadership development - 1 to 2

Leadership development includes the following items listed above:

- backup for positions - 1
- Young Adult Friends - 1