

# NPYM FINANCE AND LEGAL BUDGET VISIONING PROCESS

## 1. Structure

### A. Values:

- Structure (particularly with paid staff) is important to NPYM. It creates continuity and enhances communication between monthly meetings.
- Committees using Quaker process to do the business of the Yearly Meeting are a visible, concrete way of walking our talk and are a sound way to function.
- Volunteer hours are a scarce resource. Paid staff supports volunteer efforts and makes it possible to find people willing to take on challenging volunteer positions.
- Accountability is important, both in the steering committee and staff structure.
- Spending decisions that thoughtfully weigh individual need against the needs of the organization are critical.
- NPYM structure should exist to strengthen ties across the YM and support connection to Yearly Business Meetings.

### B. Observations:

- NPYM is too big to sustain.
- NPYM (steering committee) may have outgrown our informal structure. Reps come with varying experience and understanding. Reports vary in substance and reach few members at the monthly meeting level.
- NPYM needs to educate the membership; help us experience NPYM as valuable.
- [Structure] is the basic nuts-and-bolts [that] have to be attended to and the budget is small, so a high percentage will be administrative – office support, staff to organize and maintain projects.
- If the Yearly Meeting envisions expansion of the scope of NPYM activity, then the NPYM Steering structural budget should not be reduced further except as efficiencies can be found in administrative costs.

### C. Suggestions:

#### 1. Cost cutting:

- Save money from the structural portions of Steering Committee and use it to better coordinate the functioning of Monthly Meetings.
- Increase the length of each Steering Committee meeting to Friday night and an hour longer on Saturday and reduce the number of Steering Committee meeting to two a year.
- Combine the Steering Committee Secretary and Directory Coordinator position
- Charge Monthly Meetings for Directories. Copies should more closely reflect the actual cost, be it paper copy or disc.
- Reduce the number of reps from each meeting to reduce travel costs.

- Use the most efficient and cheapest technology (including the Internet) available for communication needs.
- Maintain an up-to-date, online directory.
- Divide into three yearly meetings to reduce organization and travel costs.
- Increase the use of correspondence, conference calling and other electronic means of meeting as alternatives to travel.
- Eliminate funding for the directory.

2. Visioning:

- Maintain a website for Yearly Meeting that includes membership, activities, Meetings.
- Focus on broad regional concerns – F&P(?), Friends Bulletin, communications.
- Strengthen the Yearly Meetings for Business
- Further professionalize administrative leadership create a Field Secretary or Executive Director.
- Add standing committees:
  - Ministry and Oversight to sponsor workshops, support monthly meetings
  - Peace and Social Concerns to bring together concerns from the Yearly Meeting; organize work camp activities
  - Quaker Education

## Fellowship

### 1. Values:

- Yearning for more opportunities to meet with members from other meetings.
- Camaraderie alone is not enough to sustain a Yearly Meeting or travel to Annual Session.
- Being part of a larger Quaker community is an empowering experience and one that we need at this time.
- NPYM should be mindful that its purpose is to foster “fellowship and spiritual enrichment”.

### 2. Observations:

- Spiritual and fellowship needs tend to be met in large Monthly Meetings. Those who go to Quarterly Meeting tend not to go to Annual Session.
- The Outreach Committee isn't thinking big enough.
- Fellowship is a category that needs serious attention.
- The Yearly and Quarterly Meetings are the obvious and most meaningful means we have for sharing fellowship
- The proportion of the budget spent on fellowship does not match the high priority of this aspect of NPYM's mission.
- The work/structure of NPYM is also an opportunity for connection and fellowship.
- If NPYM gatherings are spiritually deepening, fellowship will occur freely.

### 3. Visioning:

- Visitation and support:
  - NPYM should fund an internal traveling Friend program similar to Brinton Visitor, which could provide more frequent intermeeting visitation. (3)
  - Visitation between urban and rural friends.
  - Organize a more informal NPYM newsletter to report on upcoming events.
  - Ramp up the Outreach Committee to Increase outreach and contact with isolated Friends (2).
  - Increase support/technical assistance for meetings with Worship Groups under their care.
  - Develop a Ministry and Oversight Committee to respond to individual meetings' needs.
  - Develop a Spiritual Nurturing Committee, which might have a more individual focus than a Ministry and Oversight.
  - Develop more standing committees focused on worship and spiritual growth.
  - A Pen Pal program.
  - An electronic discussion group.
  - Matchmaking program for single Friends.
  - A Quaker retirement community.
- Education
  - Revive the Religious Education Committee.
  - Create a paid religious education position.
  - Sponsor spiritual development retreats.
  - Create an education center like Pendle Hill.
  - More workshops from Pendle Hill.
  - Continue the clerking workshops from Pendle Hill.
  - A referral library for seekers.

- Sponsor and support regional retreats that may benefit 2 or 3 meetings.
  - Education focused on Quaker theology. What do Quakers believe? What is the relevance of Quakers as a historically Christian tradition?
- 
- Fellowship through work and action
    - Joint work projects / work camps. Get AFSC to help us do something with its concern; projects in relation with Native Americans, GLBTQ youth.
    - Service-learning activities.
    - Opportunities to get together to work (environment, social welfare, etc.) whether it's planting trees or making sandwiches for the homeless, something we can do together in different regions.
    - Look back at old forms and use them as models to create new ways to promote spirituality, service, and family in the future. Examples of old forms that may be signposts to the future include Quaker work camps and Pendle Hill on the Road.
    - Looking ahead, we may need to consider a military draft and be of public service to CO's.
- 
- Annual Session
    - Annual session should be longer – other Yearly Meetings have a longer session.
    - Small groups for sharing about joys and challenges of each person's life, "taking inventory" of the past year. Integrate into small groups some kind of "practice" as in worship sharing.
    - Plenary devoted to speaker or panel devoted to some aspect of Quaker practice.

## YOUTH

### Values/Observations:

- Our young people are the future of NPYM and Quakers.
- Positive experiences as young children will create interest and connection in Junior Friends.
- Youth are the lifeblood of the Yearly Meeting. Whatever energy is necessary to insure that they are of the highest quality and value should be directed to them.
- Youth activities should be well supervised and encourage connection with the greater Yearly Meeting.
- Support for youth needs to be more spiritual than material.
- The program for younger children (at Annual Session) is lacking in any Quaker history or religious study – they seem to be there just for fellowship.
- Keep the fun while touching on the identity, meaning and practice of being a Quaker.
- Low turnout [at Annual Session] is a problem. Focused service might draw more/different youth.
- Service, particularly in a different community, could provide an opportunity for life-changing growth.

### Visioning:

#### 1. Outreach and support

- Regional youth coordinator to maintain contact.
- Better communication with Monthly Meetings and Worship Groups where few or no children participate in Yearly Meeting activities.
- Personal contact to families with children in various age groups to boost attendance at annual session.
- Survey young people in Monthly Meetings to discover what else would appeal to them, what concerns keep them from participating.
- Channel energy generated at Annual Session events to support Quarterly and Monthly Meeting activities.
- Place greater emphasis on joining a meeting as an adult. Emphasize “we want you to be a Quaker.”
- Revive birthright membership.
- Form standing oversight and support committee for youth.
- Miniworkshops on compassionate listening.
- Discussion sessions with youth dealing with being different – love and sexuality, freedom and responsibility, etc.

#### 2. Paid Youth Coordinator:

- Central education/curriculum development
- Create a central, active library of curricula with lesson plans, associated books, etc.
- Visit monthly meetings/worship groups and help to individualize curricula for each setting;
- Meet with Religious Education committees.
- Collect ideas from all meetings to add to lesson plan library.
- Coordinate activities at Annual Session and interim YM activities for youth
- Ensure that Annual Session activities are well designed for children and youth.

#### 3. Quaker opportunities:

- Support participation in Quaker Youth Pilgrimage. Ensure follow-up from participant at Quarterly and Yearly Meeting.
- Provide funding for intergenerational work experiences. Service and experience with folks in need of societal support can be more meaningful for young people than contemplative retreat style at winter or summer events.
- NPYM should support a friend in residence for the whole Jr. Friends camp/yearly meeting experience.
- Annual camp for young Quakers.
- Start a Quaker school.
- Regional youth camps.
- Scholarships for national and international programs.
- Activities should be without charge to promote inclusion.
- Camps should be based on activities, not locations.
- Community service projects at Annual Session should all be child friendly.
- NPYM should investigate the AFSC youth work project in the So Cal Quarterly meeting. Those kids have impressive accomplishments to their credit.
- Teach the great Quaker leaders of the past. Put emphasis on spiritual development and what it means to be a Quaker in the context of kid's lives.

#### 4. Funding

- Youth budgets from Annual Session should be reported along with Yearly Meeting line items in order to accurately reflect the percentage of the budget devoted to youth activities.
- Parents and communities should support youth activities.
- Youth line item should be raised to 12% of the total Yearly Meeting budget to offset more of the expenses.
- Encourage Junior Friends and their families to assume a greater share of costs of activities.
- Individual line budget items for youth should be discontinued. The Jr. Friends and the Young Friends should attend the broader Steering Committee and cease meeting separately.
- Youth should be included in and expected to participate in the mainstream activities of annual Session and should not schedule activities that conflict with the programming.
- Outings and activities should be adult supervised with funding coming from the Yearly Meeting and matching funds from money Youth can raise themselves.

## AFFILIATIONS

### 1. Values:

- Affiliations support increased communication between national organizations and Monthly Meetings.
- Financial support is for representation to organizations.
- Organizational support through contributions is less valuable than finding ways to support individual contributions through education of Friends at the local level.
- It is important to fund representatives in order to increase awareness of Quaker activism in the world.
- The reason we fund representatives is for them to participate in national organization's annual meetings or Boards and then return to Annual Session with information and excitement.
- Affiliation is a means to promote individual support of Quaker organizations.

### 2. Observations:

- Friend's Bulletin should not be included in affiliations. FB exists as a voice for Friends in the West and is a critical voice for the region. It is substantively different (as is the amount of money devoted to supporting it) than aid/activism organizations like AFSC.
- The Friends Bulletin is viewed as very important by those who subscribe because Anthony covers a wide range of topics, not just Western Friends news.
- Friends Bulletin appears to be a vehicle for reporting western Quaker news rather than speaking to one's spiritual condition. Is this the role we intend for this publication?

### 3. Visioning

#### • Friends Bulletin:

- The Friends Bulletin should be entirely on-line. This would cut costs and give Anthony a broader format for photos, etc.
- Broaden the source of income for Friends Bulletin. Perhaps raise subscription rate.
- Increase the quality of layout/design.
- Explore new ways of disseminating information within the Yearly Meeting – website information, etc.
- Explore new ways to disseminate information about Yearly Meeting activities which would allow for reduced financial support to Friends' Bulletin

#### • Representation to national organizations

- Create funding for representatives to travel to Monthly Meetings and interpret the issues from national gatherings.
- Make representative the national organization's "champion" who is responsible for getting information out to Yearly Meeting members.
- Ensure that representatives return to Annual Session and make reports.
- Select representatives from those who have a passion for the organization.
- Make sure that representatives get a high quality orientation to responsibilities of being a representative.
- Create more opportunities for discussion with organizations themselves.
- Increase electronic representation to reduce travel costs.
- Recognize that travel costs are higher for representatives in certain regions of the Yearly Meeting, i.e. a ticket east from Montana is much more expensive than one from Seattle or Portland and fund reps accordingly.

Other Affiliation changes:

- Increase support – we only give \$100 to these organizations?
- Decrease support – all donations to national organizations should be individual or at the monthly meeting level – all NPYM support should go to fund representation.
- Increase the budget by assessing for attenders as well as members.
- Make AFSC “more Quaker”.