Ad hoc Committee on NPYM Representatives and Funding for Affiliated Organizations
Report and Recommendations to Annual Session
July 2012

The members of the ad hoc committee are Jonathan Brown, clerk (South Seattle), Norm Pasche (University/isolated), Carl Abbott (Multnomah), and Eddy Crouch (Multnomah).

The ad hoc committee’s charge was:

- To review current and historical monetary expectations and outlay.
- To examine the number of needed representatives to each organization and make a recommendation.
- To explore and make a recommendation on an equitable way and amount to adequately fund the travel of our representatives to organizations.
- To make a recommendation on the amount of monetary gift from NPYM to affiliated organizations.
- To provide explicit expectations on what representatives to organizations do back here within our NPYM geographic region.

The ad hoc committee gathered information via interviews with affiliated organizations and their NPYM representatives, along with a survey to which the ad hoc committee received responses from seven Monthly Meetings and a number of individuals. The following excerpt from one MM’s response was representative:

“Representatives, by making known to us the many different ways in which Quakers are working in the world, [are] valuable in presenting the special Quaker view of the world to people new to MMs or not very involved in wider Quakerism. They also bring back an infusion of energy and concerns/ideas that are helpful to the YM and its worshipping groups, as well as experience and training in skills that enrich our corporate life. We need to encourage representatives to bring back more than a written report that people may not read, or that may be read in Business Meeting and then forgotten, but to bring back and bring to life the fruits of their experience in the wider Quaker world. ... We were reminded that information brought back to the YM/MM level by representatives may not always be formally named and we are grateful for the spiritual leadership shown by many of our representatives.”

From this and the other responses we received, it is clear that there is broad support for NPYM’s engagement with Friends organizations, including via the appointment and funding of representatives, as well as great appreciation for all of the work representatives do on behalf of the Yearly Meeting and the affiliated organizations. There is also a strong desire that all parts of the YM take responsibility to find ways to more effectively integrate the work of the representatives—and of the affiliated organizations—throughout the community and spiritual life of the YM.

Based on its sense of the YM on these issues, the ad hoc committee offers the following recommendations.
Ad hoc Committee on Reps to Orgs  Recommendations to Annual Session

Recommendations

Number of Representatives

- Maintain the current number of representatives we appoint to the organizations with which we affiliate.

Funding for Representatives

- Encourage Friends possessing a variety of economic means, and particularly young adults, to serve as representatives to affiliated organizations.
- Encourage those representatives who are financially able to do so to cover a portion of their own costs, and to report those expenses as an in-kind contribution to the YM.
- Cover all reasonable costs requested for reimbursement for all of the appointed representatives who attend the annual governance meeting(s) of an affiliated organization.
- Allocate a pool of funds to cover expenses of representatives, with any overruns covered from reserves.
- Budget $16,500 (a 50% increase) for expenses of representatives in FY12-13 based on the assumption that not all representatives will attend all meetings and that some representatives will cover some of their own costs.
- Delay any increase in the YM assessment until FY13-14 to provide an opportunity to review the actual total expenses reimbursed in the first year of this policy. (Note: If the proposed budget increase of $5,500 were fully covered by an increase in the annual assessment, it would be about $6 more per member.)

Contributions to Organizations

- Contribute $150 to each of the affiliated organizations in FY12-13. Beginning in FY13-14, increase the contributed amount by $10 per organization per year for the next ten years.
- Keep the amount of the subsidy to Western Friend at $7,000, in recognition of our unique relationship with that organization.

Convener

- Direct the Nominating Committee to designate a convener for each group of representatives to an affiliated organization.

Annual Report

- Direct the organizational convener to coordinate production of an annual report on the organization, with particular focus on the activities of the representatives and matters related to the interests of Friends within this YM, and submit it to the Assistant Clerk of the Coordinating Committee by June 1 of each year.
- Direct the Assistant Clerk of the Coordinating Committee to pro-actively collect these annual reports and cause them to be circulated to all local meetings, posted
publicly on the YM website, included in the “documents in advance” for Annual Session, and displayed prominently in the plenary room at Annual Session.

Inreach

- Encourage local meetings to designate liaisons to each of the affiliated organizations.
- Encourage the representatives to organizations and local meetings to reach out to each other for the purpose of arranging in-person visits and other events related to the work of the affiliated organizations.
- Suggest to the Assistant Clerk of the Coordinating Committee that, when sending out the annual reports to local meetings, s/he add an invitation in a cover note: e.g., “if you’d like a representative to one of our affiliated organizations to visit with your meeting in person, please let me know—or contact the representatives directly.”

Annual Session

- Ask the Nominating Committee to re-emphasize to potential nominees that representing the organization each year at Annual Session is an essential part of the job.
- Continue the practice of having the Assistant Clerk of the Coordinating Committee convene a meeting of all the representatives to affiliated organizations at Annual Session for the purpose of mutual support and sharing of ideas and best practices.

Quaker Fair

- Assign responsibility to the Assistant Clerk of the Coordinating Committee to facilitate the organization of a Quaker Fair at Annual Session where both affiliated and non-affiliated Friends organizations may staff a table with information about their organization.
- Direct the organizational convener to coordinate (or delegate responsibility for coordinating) a display table for their organization at the Quaker Fair.

Interest Groups

- Direct the organizational convener to coordinate (or delegate responsibility for coordinating) an interest group related to the area of focus or activities of the organization at Annual Session each year.

Plenaries

- Direct the Presiding Clerk to make space in the business agenda at Annual Session each year for the representatives to two of the affiliated organizations (on a rotating basis) to facilitate an extended oral report or other program presentation from the organization.
- Direct the Presiding Clerk to offer the representatives to each of the “off-year” organizations the opportunity to make a brief (five minutes or less) pitch during a plenary at Annual Session on the activities of their organization.
Finding Reps

- Direct the organizational convener to work with Nominating Committee to identify potential candidates to serve as future representatives for their organization.

- Encourage Nominating Committee to post signup sheets at the various affiliated organization tables at Quaker Fair in order to give Friends an opportunity to express an interest in having Nominating Committee season their name as a possible representative.
Background

NPYM has been affiliated with three Quaker organizations—AFSC, FCNL, and FWCC—since early in its existence as an independent YM. It has also been one of three YMs which appoint the board for WF since it was incorporated as Friends Bulletin in 1994. More recently the decision was made to affiliate with FPT in 2002, and in 2011 Friends reached unity on affiliation with QEW.

*American Friends Service Committee*

AFSC sponsors service, development, and peace programs both nationally and internationally. Based on the size of NPYM’s membership, it may appoint up to five representatives to the AFSC Corporation, which is the legal governing entity; currently NPYM appoints four representatives. YM representatives are also asked to consider serving on the Board of Directors, and/or national or regional standing or program committees. At its annual meeting the first weekend of March in Philadelphia, the Corporation appoints the Board and helps to discern what AFSC is called to do and how that work should be done. Representatives also support two-way communication between AFSC and the YM throughout the year, and are asked to contribute financially to the organization. Although AFSC covers most expenses associated with attendance at the annual meeting, it welcomes contributions from individuals and YMs to cover all or part of the costs. About 47% of AFSC’s $28 million budget comes from donations; in 2010, 425 Friends meetings and churches contributed.

*Friends Committee on National Legislation*

FCNL is a lobby in the public interest located in Washington, DC. Each yearly meeting in the United States and other Quaker agencies are invited to name members to the General Committee, which is the governing body. Based on its membership, NPYM is asked to name six members. The General Committee meets annually for four days in November in Washington, DC. It is charged with approving the budget and appointing officers and committee members to act on its behalf during the year. The General Committee is also responsible for setting the legislative policies and priorities for FCNL. Its members are expected to bring concerns of the yearly meeting to the attention of FCNL and interpret FCNL policies and procedures to their yearly meeting. General Committee members may also be asked to serve on program or management committees. FCNL reports that 6% of its budget comes via contributions from YMs, MMs, and Friends churches.

*Friends World Committee for Consultation*

FWCC is a worldwide organization that encourages fellowship among all branches of the Religious Society of Friends. NPYM appoints four representatives to the FWCC Section of the Americas. This number represents the minimum from a Yearly Meeting. (In addition, five other NPYM members currently serve as officers and committee members of FWCC.) The location of the Annual Meeting varies, typically within North America. Representatives serve as a two-way channel between FWCC and Friends in NPYM by exchanging information, concerns and decisions. Over 15% of FWCC’s income comes from Yearly Meeting donations. (Note: This report does not address the funds that NPYM sets aside to underwrite the cost of Friends appointed to attend FWCC world gatherings.)
Western Friend

WF publishes a magazine eight issues/year and undertakes other activities to build community among the three western unprogrammed yearly meetings (NPYM, PYM, and IMYM). Each YM appoints three Directors to the board, which meets for a weekend three times a year—once in each region. Travel costs are reimbursed by the respective YMs; hospitality is provided by local Friends. Board members also serve on one or more committees, which meet as often as once a month by telephone conference call. WF has one 3/4ths-time Editor, currently Kathy Hyzy of Multnomah MM in Portland, OR. As a ministry of the YM, NPYM contributes a $7,000 annual subsidy to WF (PYM $11,000; IMYM $6,000). Given this special relationship between WF and NPYM, it is essential for the Editor and appointed Directors to have a visible presence at Annual Session. Directors are also expected to seek opportunities year-round throughout the YM to promote the magazine and other publications and programs; solicit subscriptions, articles, and financial contributions; and provide advice, counsel, and moral and spiritual support to the Editor.

Friends Peace Teams

FPT works around the world to develop long-term relationships with communities in conflict to create programs for peacebuilding, healing and reconciliation. Its programs build on Friends’ extensive experience in these fields, and combine practical and spiritual aspects of conflict resolution. Three initiatives are currently underway internationally to train local residents who then work to solve local disputes. FPT is governed by a Council composed of YM representatives and others. Each YM may appoint one or two representatives, whose duties also involve attending the annual meeting (typically within the US), participating in monthly conference calls, fundraising, and sharing information and literature within their YM. FPT’s administrative costs are primarily funded by Monthly and Yearly Meetings, while initiatives are funded by earmarked donations from individuals, Quaker meetings, and other sources.

Quaker Earthcare Witness

QEW is a North American network of Friends and other like-minded people acting to address the ecological and social crises of the world from a spiritual perspective, emphasizing Quaker process and testimonies. While QEW supports reforms in laws, technology, education, and institutions, its primary calling is to facilitate transformation of humans’ attitudes, values, identity, and worldview that underlie much of the environmental destruction going on in the world today. The QEW Steering Committee is the governing body and meets once in the spring and again in the fall for its annual meeting. Each affiliated YM appoints one representative and may also appoint an alternate. They are asked to attend all Steering Committee meetings, share information with their yearly and Monthly Meetings, and participate on one of the six standing committees. QEW’s budget is around $100,000 annually. Most of QEW’s income comes from the 155 affiliated Monthly Meetings and 17 YMs rather than from individual donors.

Note regarding organizations currently undergoing the affiliation process

Separate ad hoc committees have been appointed by NPYM to assist with seasoning issues related to affiliation with Friends General Conference (FGC) and Friends for Lesbian, Gay, Bisexual, Transgender and Queer Concerns (FLGBTQC). These committees are expected to
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report at Annual Session 2012, which could lead to unity to affiliate with both, one, or neither of these organizations. The ad hoc committee assumes that any structures approved for appointing and funding representatives to existing organizations would also apply to future affiliations. However, this proposal does not explicitly address the additional funding required by affiliation with FGC or FLGBTQC. Nevertheless, Friends may want to bear the potential additional costs in mind as they consider the implications of the various recommendations in this report.

Impact

On the affiliated organizations

The role of NPYM’s representatives, of course, varies to some degree based on the organization and individual representative. However, NPYM carries a lot of weight in many of these organizations and has provided major leadership at both committee and staff levels (presiding and standing committee clerks, executive directors, etc.). At a minimum, NPYM representatives serve as part of the governing bodies and bring a perspective from an unaffiliated YM, as well as from the west coast.

YM's are in the best position to nominate Friends who have an interest in the work of these organizations. YM's are likely to have more confidence in their own appointees’ ability to represent them, and such appointees are more likely to feel a responsibility back to their YM. Having YM-appointed representatives makes it easier for the larger organizations to recruit viable nominees for administrative and program committees. YM appointees play an essential role in informing the YM about the internal policies and external activities of the organizations. They serve as cheerleaders and fundraisers for the organizations within the YM. They magnify the influence of these organizations among Friends, especially when the organization has limited staff. Current and former board and committee members are typically the strongest and most active supporters of the organizations.

On the Yearly Meeting

It offers the YM a way to participate meaningfully in the activities and governance of the organizations. Interaction with Friends from other regions enriches the spiritual life of the individuals and the YM. Organizing ourselves to participate in the wider Quaker world is one of the primary purposes of the YM and one of the primary services that the YM offers to MMs. However, appointing energetic Friends as representatives and funding their activities does reduce energy and money available for other positions and activities of the YM.

On the individuals who serve

It is an honor to represent the YM, and well as an opportunity for personal service within the Religious Society of Friends. YM support makes it possible for individual Friends to pursue their calling of engagement with these organizations.
Findings

Number of Representatives

The number of representatives is based on criteria established by the affiliated organization. The current numbers appointed by NPYM to these organizations are:

- AFSC 4
- FCNL 6
- FWCC 4
- WF 3
- FPT 2
- QEW 1 full/1 alternate

Based on the responses to the ad hoc committee’s survey, there is no agreement within the YM regarding the number of representatives NPYM should appoint to the organizations with which we affiliate. A concern is that numbers of representatives need to reflect a sense of calling rather than a prescribed allotment.

One truth that seemed to emerge from the process is that full funding should be available for all of the appointed representatives to attend the annual governing meeting for the affiliated organization. However, there is not unity on cutting the number of representatives to fit the money available.

The areas of disagreement seem to center around the importance of sending the full number of representatives to the affiliated organizations so that NPYM can have a strong presence in the wider world of Friends versus cutting the number of representatives in order to make the current funding level sufficient. Another consideration is whether or not the number of NPYM appointed representatives should be the same for AFSC, FCNL, and FWCC.

Funding for Representatives

Currently, the NPYM FY2012 budget allocates the following amounts for representatives to travel to the meetings of their respective organizations:

- AFSC $2400 for one meeting/year in Philadelphia, PA
- FCNL $2400 for one meeting/year in Washington, DC
- FWCC $2400 for one meeting/year in the Americas
- WF $2400 for three meetings/year in western US
- FPT $900 for one meeting/year in US
- QEW $450 for two meetings/year in US
- TOTAL $11,850 (includes $900 for FLGBTQC)

The ad hoc committee found a range of expenses for annual attendance by one representative at all meetings:
<table>
<thead>
<tr>
<th>Organization</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>AFSC</td>
<td>$900 – $1200</td>
</tr>
<tr>
<td>FCNL</td>
<td>$900 – $1500</td>
</tr>
<tr>
<td>FWCC</td>
<td>$500 – $950</td>
</tr>
<tr>
<td>WF</td>
<td>$500 – $750</td>
</tr>
<tr>
<td>FPT</td>
<td>$550</td>
</tr>
<tr>
<td>QEW</td>
<td>$1000 – $1500  (estimated since no rep yet appointed)</td>
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</tbody>
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Current NPYM policy states, “Our intent is to fund the work of NPYM’s representatives to other organizations at a level which allows people we name to these positions to serve without regard to their ability to fund the sometimes expensive travel involved in this work.” In practice, the representatives to a given organization are expected by NPYM to decide as a group how to allocate the funds budgeted for the organization they represent. In order to receive reimbursement for expenses, representatives complete a reimbursement form (available online) and submit it to the NPYM Treasurer. This form includes the amount of in-kind contribution donated to NPYM, if any.

Friends appear to be in unity that service as a representative to an affiliated organization should not be limited by personal financial resources; rather the YM should seek to appoint people possessing a variety of economic means, and specifically young adults. Consequently, there appears to be agreement that NPYM should fully reimburse all reasonable costs for all the representatives that it appoints. There is widespread support for encouraging those representatives who are financially able to do so to cover a portion of their own costs, and to report those expenses as an in-kind contribution to the YM. It is assumed that all representatives will be thrifty in their arrangements, and limit reimbursement requests to essential expenses. In keeping with current practice, reimbursement will be available for attendance at the annual governance meeting(s) of an affiliated organization, and not for participation on a program or administrative committee, as it is assumed that the organization will assist with those extra costs.

Recognizing that the circumstances of each individual representative and the expectations of each affiliated organization vary widely, Friends support budgeting a pool of funds based on aggregate historical data and anticipated need, with overruns covered from reserves. Friends acknowledge that these changes may require increased assessments. Regardless, the anticipated budget is expected to be more than the current $11,850 but less than $20,000 based on the assumption that not all representatives will attend all meetings and that some representatives will cover some of their own costs.

**Amount of Monetary Gifts**

The FY2012 budget allots $150 in contributions to each of the affiliated organizations (AFSC, FCNL, FWCC, FPT and QEW); WF is budgeted to receive a $7,000 subsidy.

Most respondents to the ad hoc committee’s survey agree that the YM’s current practice of making a small direct contribution is appropriate, with amounts suggested ranging from $100 to $250 for each organization. There is also a sense that the current amount might be increased via an occasional one-time change or trended upward over time with inflation in an equitable manner. There is a general sense that the commitment represented by the contribution is what is most important. Even if this level of contribution is small, it models for Meetings and individual Friends the importance of offering their personal financial
support to these organizations. Friends noted that NPYM sometimes makes a special larger contribution (e.g., of a few thousand dollars) when there is a specific need, such as a building fund campaign.

Friends are in unity that Western Friend should be considered separately. Our relationship to Western Friend is very different from that to the other organizations, and therefore the amount of contribution and the reasoning for it is very different.

**Expectations of Representatives**

Job descriptions for each organizational representative have been prepared by NPYM in cooperation with the relevant organization. In addition to the duties and expectations requested by the affiliated organization, NPYM expects its representatives to report back to the Coordinating Committee on their experience with the work of the organization, and to attend NPYM Annual Session in order to brief interested Friends and to hear their concerns. The representatives work with their organization to bring a report or other program as part of a plenary at Annual Session once every few years on a rotating basis. Representatives may bring any business associated with their organization to the attention of the NPYM presiding clerk for consideration by the Yearly Meeting. Each year at Annual Session, the Associate Clerk of Coordinating Committee convenes a meeting of all NPYM’s representatives.

Almost all responders to the ad hoc committee’s survey said that a six-year rotation is too long to wait to hear longer reports from each organization. Many felt that we should have presentations from two organizations each year. Most felt that an additional five-minute report at a plenary by each organization that is not scheduled for a full presentation would be helpful. Several noted that it is important to have written reports that are available at annual session and distributed to each Monthly Meeting. Friends agree that holding a Quaker Fair at annual session—for both affiliated and non-affiliated Friends organizations—is an excellent idea that should be continued.

There was a positive response from those who expressed an opinion about designating a “convener” to coordinate responsibilities of representatives from each affiliated organization. The duties of this person might include mentoring new representatives, encouraging attendance at the annual meeting and Annual Session, preparing a written report for Annual Session, coordinating an interest group and Quaker Fair booth at Annual Session, helping representatives with reimbursement for expenses, and perhaps coordinating visits to Monthly Meetings and Worship Groups.

In addition to their visible presence at Annual Session, several meetings requested that representatives be more available to visit Quarterly Meetings, Monthly Meetings and Worship Groups. Friends acknowledge that this may depend on making funding available to cover the cost of travel. Two meetings stated that since very few of their membership attend annual session, they would appreciate personal visits. One noted that this would allow a representative to talk about their personal experience and not just about the organization’s activities.

Another suggestion is to put information and updates about the affiliated organizations directly on the NPYM web site, along with the annual reports from the associated representatives.