BACKGROUND
The Ad Hoc Committee to Evaluate the NPYM Structure approved in 2008, has worked this past year to carry out its mandated charge. The evaluation process was intended to answer the question: Is the NPYM structure fulfilling the goals of the Vision?

NORTH PACIFIC YEARLY MEETING MISSION AND VISION: The purpose of North Pacific Yearly Meeting of the Religious Society of Friends is to provide a means for Friends to strengthen and support one another in a common search for divine Truth and Light. North Pacific Yearly Meeting, both as an organization and as an annual session, supports and encourages Friends, as individuals, monthly meetings and worship groups, deepening their spiritual center and moving into Spirit-led action. (July 1994)

North Pacific Yearly Meeting will:
- **Hold an Annual Session** to bring Friends together to worship, attend to business, and build community for all ages.
- **Serve as an ongoing resource** to its Meetings, Worship Groups and Isolated Friends by:
  - fostering leadership;
  - facilitating communication about and among Friends within NPYM;
  - providing opportunities for education, service, and spiritual enrichment;
  - encouraging visitation among Friends;
  - publishing Faith and Practice and other resources;
  - supporting Meetings and Worship Groups to make Quakers a more visible presence.
- **Nurture spiritual development** and a sense of community for our children and young people, and support their transition to adult participation in the life of Friends.
- **Support discernment and implementation** of traditional and emerging concerns arising from Friends’ Testimonies.
- **Foster relationships** with the wider world of Friends. (October 2006)

The three major changes in the new structure were:
1. Do most NPYM business at Annual Session.
2. Create three new Standing Committees: Ministry & Oversight (expanded charge and to operate all year), Peace and Social Concerns, and Youth.
3. Replace Steering Committee by a Coordinating Committee, intended to facilitate networking among Meetings, standing committees, and individuals.
PROCESS: The Ad Hoc committee gathered statistical information and surveyed Meetings and Worship Groups (Mtgs/WGs) and Standing Committee Clerks. There was a very high rate of return of the surveys. The Ad Hoc committee consulted with Intermountain and Pacific Yearly Meetings (our “sister” unprogrammed Yearly Meetings in the West) about their structures. Intermountain is just starting a change in structure. Their new Representative Committee will be the place where new ideas and issues for their Annual Session (AS) can start to be seasoned. It will meet once outside of Annual Session (AS). Pacific has a Representative Committee of about 50 people that meets once a year. That committee oversees their annual session and makes other decisions. They have no Executive Committee. Both YM's have other standing committees. The NPYM Ad Hoc Committee has not yet fully considered these responses, but did not see any ideas to recommend at this time.

FINDINGS: Yearly Meeting expenses under the new structure decreased. Finance and Legal Committee provided a comparison expenses for the last three years of the old structure and first three of the new. Expenses were just over $2,000 less for Coordinating travel and operations, just under $3,000 less for the Secretary’s wages and expenses and essentially the same for the Standing Committees. The clerk of Finance & Legal committee wrote that “it does not look as if the financial impacts should be a major factor in evaluating the new structure”.

There is definitely a need for a small Executive Committee to make administrative decisions.

Ad Hoc Committees have worked well.

Doing most business at Annual Session: There were wide differences among Friends about doing more business at Annual Session. For some it is a primarily the yearly opportunity for fellowship and renewal. For others it is the place to conduct meaningful business and for Friends to labor together under the guidance of the Spirit. Some Meetings felt overburdened by requests for feedback, especially close to Annual Session. The Ad Hoc Committee was not led to suggest changes.

Standing Committees: Most Mtgs/WGs were aware of many of the YM Standing Committees, especially the new ones. However, few initiated contact with committees to request information or support. A number of Meetings suggested that there should be a staff person for the NPYM Youth programs. The standing committees that felt related to Mtgs/WGs made their own connections directly, rather than through Coordinating Committee (CC). The Ad Hoc committee received a number of suggestions for improvement and new ideas for committees. These were shared directly with the relevant committees, many of which responded with appreciation. Ideas received included greater use
of teleconferencing, encouragement of greater visitation among Meetings, themed gatherings outside of Annual Session to bring together people from different MM/WGs; identification and support for struggling Meetings/WGs; ways to increase involvement of Jr. Friends, suggested by them.

**Coordinating Committee:** There was widespread lack of understanding about the role and purposes of Coordinating Committee. Attendance at committee meetings varied. Many CC members were unclear about their role. Neither Mtgs/WGs nor Standing Committee clerks experienced Coordinating Committee as a resource or a place to network, although it was clear that informal networking took place at those meetings. Some Standing Committees have used CC for seasoning purposes. CC was the place where NPYM could identify committees that were struggling. Emerging common concerns were not identified in CC. Some CC members question the purpose of the committee, wondering if networking justifies its existence. Some Meetings found CC irrelevant.

**Need for effective communications vehicles.** The Ad Hoc Committee found a need for greater communications across the Yearly Meeting. We heard suggestions for some kind of communication (generally a variety of electronic ones) that would share information about what is happening throughout the YM, in committees, Mtgs/WGs and from our reps to Quaker organizations. Many expressed the need for a current NPYM Directory. The Information Technology Committee felt this was a bigger job than it could oversee, but suggested a member of their committee might be involved in any effort to address this issue.

Based on what it heard, the Ad Hoc Committee presents the following recommendations.

1. NPYM approve the proposal from the Ad Hoc Committee on Children’s Program Staff.

2. NPYM form an Ad Hoc Committee to explore better ways of communicating within the YM. Suggested questions for consideration:
   - What communications we do want/need, among whom, for what purpose(s)?
   - In what forms would communications take place?
   - Who would oversee this?
   - What would this cost and how would it be funded?

3. The Ad Hoc Committee recommends that it continue for another year to develop recommendations for improvements in structure, role, and composition of Coordinating Committee. After appropriate seasoning with Meetings through the year, recommendations would come to 2014 Annual Session.
**Actions requested at this Annual Session**

1. Limited sharing of ideas about the above questions in recommendation #2 above and approval of proposal for an Ad Hoc Committee to explore communications needs and solutions.

2. Approval for the Ad Hoc NPYM Structure Evaluation Committee to continue for another year to develop recommendations for improvements to Coordinating Committee. See above recommendation #3.

Greater detail and more information are in the full report available on the NPYM website.

Ad Hoc NPYM Structure Evaluation Committee: Co-clerks: Chris Cradler and Ann Stever. Margaret Coahran, Ted Etter, ELee Hadley, Lucretia Humphrey and Kate Jaramillo.