

January 28, 2014

Business Meeting Minutes Christmas 2014

Clerk Emi began with going over the basics of Business Meeting for the newer friends in our community.

Emi introduced today's Agenda. Friends approved this agenda.

Minute 1: Evan, one of the PYM Liaisons went to Interim Meeting. Evan reported that adults at Interim Meeting are still in the process of learning how they can support our needs as Young Friends.

Minute 2: Emi reread the minutes about the Bow-chica-wow-wow Guideline from Onas this past summer. Emi told us how the "ouch" and "oops" was used earlier this morning and if that would be something we wanted to continue with. One friend said they thought we should have that phrase and something else because the "ouch" and "oops" refers to a more general situation rather than a sexual situation. Friends agree that we will be renaming "bow-Chica..." and keeping "ouch" and "oops". One friend brought up that we should use a more natural or easier word/phrase to say during a time when needed. "umm..." suggestion. "it's getting hot in here" suggestion, with some significant support. "hot potato" suggestion. Friends agreed that we will come back to this agenda item at the end of Business Meeting. We are looking for a phrase not just for sexual behavior, but couple-y behavior in general.

Minute 3: Discernment Committee asked the people holding roles that are up for Discernment right now to talk about the positions. Liaisons (Evan S. and Tenaja H.) told us that Liaisons go to Interim Meeting and are welcome to comment on topics brought up keeping in mind you're an ambassador for Young Friends. You can't be shy. PermaNurts (Ali and Dana spoke on behalf) explained how PermaNurts are people who have been discerned to be on this committee as nurturing people who can help the community as a whole. Qualities needed to be a PermaNurt are being a good listener and making sure the needs of the community and the individuals are met. Clerks (Emi and Hannah) explained that they do a lot of behind the scenes stuff (examples conference calls) other than just being present to clerk Business Meeting. As a clerk you need to know how to get stuff done in a timely manner and coordinate. Have to be able to find what the sense of the meeting is. Patience is key. Clerking skills develop over time. Be comfortable talking in front of people. Most difficult part is putting your own opinions aside. It can be nerve-wracking at first but you have support (Robert and co clerk). You listen more to what everyone else has to say, and then you can bring it to Hannah Mayer to make gatherings better. Emi explains how you have to take a step back from the community and see things from the outside more than you would otherwise. Bob/Melissa from Discernment committee explained the process for Discernment of Liaisons, Clerks and PermaNurts. People can put nominations in the Discernment box and Discernment will happen throughout the year, starting this gathering and will continue into the near future. No exact timeline has been established as of yet.

Minute 3: Ali for YFAYM explains how this committee has been meeting with fellow committee member Peter Lane from Education Standing Committee. Peter did a presentation during Interim meeting on behalf of the committee. The group is working on how Young Friends' voices can be heard more. The proposal that YFAYM is working on involves having Young Friends representation on the new Quaker Life Council. Currently, the group is specifically talking about what "no's" to various aspects of our

proposal the Young Friends community can accept. This is a short-term committee who would welcome enthusiastic and committed new members.

Minute 4: Hannah M. (Coordinator) explained how she has had to be a little confidential about her work with Young Friends recently, but this gathering she would like to share about all the aspects of her work that she can talk about, including getting feedback on her goals/ work. Hannah explains that on the day to day basis she examines and imagines each gathering, which includes finding workshop leaders and FAPs. In between gatherings Hannah has a lot of communication between lots of people. Overall, Hannah does a lot of work to make YF gatherings happen including follow ups. Lots of the YF people are volunteers. Outside of gathering follow up and prep Hannah talks about general issues and feelings towards the YF program and how to help it along. Hannah writes articles and updates. Hannah explained that her review this year was positive overall - she is awesome and is doing a lot of hard work with young friends. Hannah shared that some constructive feedback was that she has often let the needs of parents slip to the lowest priority. Hannah reviewed her goals from last year of wanting the YF to be the ones to invite people into our community, to help the YF to create the space they are in and reinforce the YF structure. New goals for this year include parent outreach, clarifying the mission and goals of young friends, supporting the FAPs of color, focus on training engagement with PermaNurts, and learning to delegate some of the work that she has been doing for the YF.

Hannah left the room and Emi opened the floor for feedback: How we can make her job easier?
Reactions?

One friend brought up how Hannah said part of her job was outreach and that we now have an outreach committee in hopes that they may relieve some of the work load eventually on her by having outreach doing some of the tasks that Hannah was previously doing. Friends were generally excited about taking more of the responsibility in knowing what is going on in the community and being a bigger participant in helping plan gatherings. YF thinks that Hannah is awesome. One friend brought up some constructive criticism that there is a lot of information that Hannah has not been sharing on how YF works and the structure of it. Hannah may be able to share more info over time on how committees work or the roles of adults in the community.

Minute 5: Zachary Dutton, the Associate Secretary for Program and Religious Life at PYM offered two proposals to Young Friends. Zachary explains that in his position he has noticed that the YF program has existed in the same way in the past 30 years. Zachary explained his proposal that we re-evaluate the way the program works. Zachary proposes that we come up with a statement or mission for YF. This discernment could happen among Young Friends with Hannah M and him being part of it, hopefully. Zachary has concerns that Hannah M's position is too big - she has too much on her plate. The Yearly Meeting doesn't have enough money to pay Hannah M to do her whole job, and has been hiring Hannah M as an independent contractor for Onas gatherings. However, this does not meet PYM's needs for integrity towards Hannah. The second proposal is that we skip the spring gathering for this year. Skipping this gathering would allow Hannah M to have more time to do the program re-evaluation and fulfill her other responsibilities as the Coordinator for YF. Friends proceeded with questions for Zachary. One friend asked the reasoning of why we hire Hannah M as an independent contractor for just the Onas gathering. Zachary explains how we have already cut some of the programs like peace fair because we cannot fulfill our budget. Other proposals are to make the spring gathering all about this discernment process or shortening other gatherings. One friend suggested to alternate gatherings based

on year. A friend brought the idea about self-organized gatherings not under PYM. Another friend brought up how we could have someone else (like a quarter) run some of the gatherings instead of PYM (this could happen at Swatara gathering, for instance). Another friend brought up maybe some people pay more to come to the gatherings and the ones in need of financial aid can still receive it. Zachary explained how the program fee is designed to make the program pay for itself, not staff, and the idea of integrating the fee to pay staff would increase the participation fee quite a lot. Zachary clarifies that there is not enough money to pay Hannah M for all the gatherings that are in place right now, but there is also not enough time in Hannah's current position to fulfill all the needs for the gatherings. Zach had an idea that a group of YF people would work with Hannah more outside of gatherings. The idea of YF having a bake sale was mentioned by a friend. If we were to take out gatherings we would want to prioritize. One friend brought up the point that at this moment we are just trying to find temporary time to help Hannah M with her position as coordinator. Another friend brought up YF possibly doing a fundraiser at a gathering. This issue is arising now because the coordinating position is no longer a full time one.

What do friends think? Skipping Feb vs. March gathering. Spring was selected because it was one of the smallest attended gatherings. One friend showed support for the proposal to have a community lead gathering. Another friend showed support for skipping the spring gathering, as in the long run it will benefit YF. A fare number of friends have an objection to skipping the spring gathering. Lots of the seniors were concerned that it is their last year and want to be able to have their fill of YF till the very end. The idea of having someone other than Hannah run the spring gathering was raised. Does Zachary think he could find someone to be an independent contractor for the spring gathering? Zachary explains how Hannah M still needs to be heavily involved in the gathering even though she would not be physically at the gathering, therefore the time freed up would be less. Zachary said we could find an independent contractor, but we would have to pay them less which does not fulfill PYM's need for integrity. One friend brought up if there was anyone in YF who would be willing to help coordinate more talk outside of the gathering. YF planning spring gathering? Is there a difference between YF planning and getting a private contractor? Hannah M is not sure that YF planning spring gathering is the solution to this problem right now, but is excited for YF to be more involved with this kind of work eventually when they can receive more support from Hannah M first. Clerk proposes that we should skip one of the gatherings and that Feb would be the one (a few consensus hands went up). Friends agreed that the way to go is to skip the Feb gathering.

Minute 6: Robert Rosenthal, Adult Clerk for YF, reported on his goals to model an inclusive and transparent model of leadership. His goals are as follows:

1. Supporting business practice within the Young Friends community, by participating in business planning meetings and assisting in clerking training;
2. Generally supporting the gatherings, by serving as a FAP and occasionally helping with program;
3. Representing/advocating for Young Friends more broadly among the Friends community and PYM structure;
4. Supporting Liaisons, by connecting them to other Quaker structures;
5. Promoting the Young Friends program among families/meetings within the Yearly Meeting, with a particular interest in establishing contacts at monthly meetings who can connect families, and encouraging a culture of trying the program once for each teen;

6. General support for the program via encouraging ties among Quaker youth program workers and volunteers at other organizations to share best practices

Minute 7: coming back to Minute 2 about "Bow-Chica-wow-wow". "Tricycle" suggestion. "The walrus sings at midnight" suggestion. Alice in Wonderland reference. "hot diggidy dog" suggestion. The 4 biggest suggestions were "its getting hot in here", "Tricycle", "hot potato", "hot diggidy dog". A poll was taken to see where YFs stand. There was significant support for "Tricycle" and "it's getting hot in here". Emi asks if there is any strong concerns with using "Tricycle," which had received more enthusiastic support. The use of "Tricycle" to replace "Bow-Chica-wow-wow" was approved.

Friends approved all these minutes. Friends ended with a moment of silence.