

Canadian Yearly Meeting

Representative Meeting

24 – 25 November 2018 held at Vancouver Island Monthly Meeting, Victoria BC

Beverly Shepard, Presiding Clerk

Judith Brown and Eric Kristensen, Recording Clerks

Present at these meetings:

Monthly Meeting Representatives

Annapolis Valley: Marilyn Manzer

Argenta: Seán Hennessey

Calgary: Heidi Dick

Coldstream: Sheila Havard

Cowichan Valley: Donna Sassaman, Linda Scheiber (Alternate)

Edmonton: Wesley Glebe, Alternate [Katharine Carmichael – regrets]

Halifax: --

Hamilton: Katherine Smith

Interior BC: Sheila Hobbs, Alternate [Susan Tucker – regrets]

Kitchener Area: --

Montréal: David Summerhays

New Brunswick: John Calder

Ottawa: Anne-Marie Ziliacus

Pelham Executive: --

Peterborough: Ruth Hillman, Alternate [Ruth Kuchinad – regrets]

Prairie: --

Saanich Peninsula: Ro Fife

Saskatoon: Laurel Beyer

Thousand Islands: [Dale Andrews – regrets]

Toronto: Ruth Pincoe

Vancouver: Maxine Kaufman-Lacusta

Vancouver Island: Elizabeth Azmier Stewart, Daniel von Schulmann

Winnipeg: Charlotte Burch

Wooler: --

Yarmouth: --

Yonge Street: Norm Smith

Quarterly and Half Yearly Meeting Representatives

Atlantic Half-Yearly: John Calder

West Lake Quarterly: --

Pelham Half-Yearly: Sheila Havard

Western Half-Yearly: Celia Cheatley

Yonge Street Half-Yearly: Norm Smith, Alternate [Gini Smith – regrets]

Representative Meeting Clerks

Presiding Clerk: Beverly Shepard

Representative Meeting Recording Clerks: Judith Brown and Eric Kristensen

Yearly Meeting Standing Committee Clerks (or Representatives)

Archives: Joyce Holwerda

Camp NeeKauNis: Kris Wilson-Yang

Canadian Friends Foreign Mission Board: [George Webb – Regrets]

Canadian Friends Service Committee: Stephen Bishop, Tasmin Rajotte

Contributions: Penni Burrell
Discipline Review Committee: Ruth Pincoe
Education and Outreach: Wesley Glebe
Finance Committee: Ro Fife
Nominating Committee: Heidi Dick
Personnel Policy Committee: Monica Walters-Field (by teleconference)
Program Committee: David Cheatley
Publications and Communications: Maggie Knight

Clerks of Other Bodies (or Representatives)

Board of Trustees: Barbara Horvath
Canadian Young Friends Yearly Meeting: Wesley Weima, Zaley Warkentin (observer)
Continuing Meeting of Ministry and Counsel: Jeffrey Dudiak

Representative of an ad hoc Committee

Ad hoc Committee for Liaison with Evangelical Francophone Friends (ADCLEFF): Judith Brown

Treasurer: Anne-Marie Zilliacus
CYM Secretary: Cameron Fraser
CYM Office Administrator: Kerry MacAdam

Friday, 24 November 2018

RM 2018-01: Opening Worship

The Clerk read section 3.8 from *Canadian Yearly Meeting Faith and Practice*:

How does a Quaker Meeting work? Its foundation is the conviction that God is not a distant remote being but a living presence to be discovered in the deep centre of every human being... The Quaker experience is that, in the silence, as we are open to one another in love, we help each other by sharing our strengths and weaknesses. The Quaker conviction is that as we go deeper into ourselves we shall eventually reach a still, quiet centre. At this point two things happen simultaneously. Each of us is aware of our unique value as an individual human being, and each of us is aware of our utter interdependence on one another. (George Gorman, 1982)

RM 2018-02: Acknowledgement of Traditional Lands

We are deeply grateful to the Lkwungen-speaking people, on whose traditional territory we are gathered, for their stewardship of the land over many generations. We are inspired by the indigenous peoples' respect for the land, and we wish to honour them by working to protect our common environment. We hope we may live together in peace.

RM 2018-03: Welcome and Introductions

- a. Regrets: Dale Andrews [Thousand Islands], Katherine Carmichael [Edmonton], Gini Smith [Yonge Street Half-Yearly], Ruth Kuchinad [Peterborough] (replaced by Ruth Hillman), Susan Tucker [Interior BC] (replaced by Sheila Hobbs).
- b. Housekeeping: covering cost of meals – Vancouver Island Meeting requests \$25 per person. Friends are asked to make cheques out to Religious Society of Friends.

RM 2018-04: Agenda Review

The Clerk asked Friends to consider if it might be better to have our Representative Meeting closer to the midpoint between CYM Sessions. We will revisit this question at the end of these meetings.

RM 2018-05: Receiving Reports and Consent Agenda

Friends approved receiving reports from Trustees (Report 2), Peterborough Monthly Meeting (Report 6), Canadian Friends Foreign Mission Board (Report 9), Publications and Communications Committee (Report 16), Office Management Committee (Report 17), and Contributions Committee (Report 20) as the consent agenda.

The Clerk proposed moving the Finance and Treasurer's reports earlier in the agenda. Friends approved.

RM 2018-06: Appointing a Reporter for *The Canadian Friend* and *quaker.ca* Website

David Summerhays (Montreal Monthly Meeting) agreed to serve in this capacity.

RM 2018-07: Clerk's Report (Report 11)

- a. In addition to the items mentioned in her submitted report, the Clerk reported that she also endorsed and signed a letter from the Canadian Council of Churches to ask the Government of Canada to actively pursue a nuclear disarmament treaty.
- b. The Clerks' Committee recommends that the five names that were held over from Yearly Meeting to serve on the Camp NeeKauNis Committee be approved. Friends agreed to name Becca Ivanoff, Lisa Stetler, Wendee Wood, Rachel McQuail and Kris Wilson-Yang to this committee.
- c. In her written report, the Clerk requested some reflection on the issues of privacy and confidentiality as individuals rotate out and into positions in the Yearly Meeting. Friends noted that the authority to open confidential files pertains to the officer's position, as long as the matter is current. Friends expressed discomfort pursuing these questions further in this large body and feel these questions should be discerned further in a smaller body with Friends familiar with privacy and confidentiality issues.

RM 2018-08: News from Meetings, Committees and Young Friends/Young Adult Friends

Friends reported news, joys and concerns from Meetings, committees, Young Friends / Young Adult Friends Yearly Meetings and Half-Yearly Meetings.

RM 2018-09: Closing Worship

Friends gathered in grateful worship before retiring for the night, purposing to meet at the Fern Street Meetinghouse at 9 AM.

Saturday, 25 November 2018**RM 2018-10: Opening Worship.**

The Clerk read section 3.50 from *Canadian Yearly Meeting Faith and Practice*.

Quaker process is putting into practice our faith in the direct guidance of God in our lives. It is an essential and integral part of our faith. In its corporate form it is uniquely Quaker, common to all branches of Quakerism, and the one thing which sets us apart from other faith communities. The practice of sitting together in worship to discern what it is that God wants us to do, individually and collectively, marked the very beginning of the Religious Society of Friends as an identifiable faith community. Some have attributed the survival of Quakerism to the nature of our corporate practices. Others see it as the only way in which we will continue to revitalize ourselves ... Quaker business meetings are a vehicle for Divine Guidance and unity is the outcome if we listen and are faithful to our Guide. Unity is that sense that we are gathered in the Spirit and that the way of Truth has become clear. As individuals we may not agree at all with the decision that is given us, but we know that it is right and that we must follow. (Gale Wills, 1998)

RM 2018-11: Responses to the CYM Secretary Report (Report 14)

Canadian Young Friends Yearly Meeting (CYFYM) expressed their appreciation for having the CYM Secretary as a single and reliable point of contact. We are grateful for the transformation that Cam has enabled, and also aware of our growing reliance on our CYM Secretary. We are glad of the good connections that Cam is making within CYM and the energy he continues to bring to this role. We especially value his contributions to structural changes, personnel policies and care for personnel, which are essential services we feel we should not lose, as these allow us to fill other roles more easily. We thank Cameron for clarifying his views about a 4th year of employment (see 2018.08.48). We discussed the future of the CYM Secretary position understanding that our finances may not allow us to continue with the position after 2020.

Business Arising from CYM in Session

RM 2018-12: Location of 2021 CYM in Session (Minute 2018.08.25)

Friends discussed the benefits and drawbacks of holding CYM at Canadian Mennonite University in Winnipeg from 2019 to 2021 inclusive. Tenting, Food Coop, familiarity with a site (especially for Young Friends), manageable fees and our good relationships with Mennonites are attractive features. We are mindful of issues related to travel and hope we can bear this in mind moving forward. We are in agreement to hold CYM in Session at Canadian Mennonite University for three years running.

RM 2018-13: Canadian Young Friends Yearly Meeting (Minute 2018.08.41)

Young Adult Friends / Young Friends (YAF/YF) had no questions or requests at this time but appreciate being in dialogue with CYM. Their thoughts are on the future of CYM and its accessibility to Young Friends. In future we will regularly make space for YF/YAF on the agenda.

RM 2018-14: Report from Special Interest Group on the No Way to Treat a Child Campaign (Minute 2018.08.55 and Appendix 5)

Maxine Kaufman-Lacusta reminded us of the No Way to Treat a Child (NWTTAC) campaign endorsed by Canadian Friends Service Committee and American Friends Service Committee (Minute 2018.08.55 and Appendix 5). We are concerned about Canadian exchanges with Israel of training and techniques of civilian population control. We encourage Friends to consider reaching out to their federal MPs on this matter to ensure Canadians are not complicit in the abuse of children. We ask individuals and Meetings to discern and respond as they are led, whilst bearing in mind past discernments.

For past discernment by Canadian Friends see 1) the Representative Meeting 2016.11.16 minute, 2) the detailed SIG Report on Israel/Palestine "security" cooperation, and 3) the CYM clerk's letter sent to the Government of Canada objecting to the Canada-Israel Strategic Partnership which mandates ongoing military and defense cooperation and joint training. The latter two references are found with the 2016 minute.

The NWTTAC video "Detaining Dreams" documents interviews with 4 Palestinian children who were arrested and detained and is a useful resource for Meetings (https://www.nwttac.canada.dci-palestine.org/video_detaining_dreams).

Reports

RM 2018-15: CFSC – Relationship to KAIROS and Project Ploughshares (Report 5)

Tasmin Rajotte reported. We approve Yearly Meeting moving all responsibility for Ploughshares from CYM to Canadian Friends Service Committee (CFSC).

Currently, CYM, as a church body, has membership in KAIROS, but CFSC pays the contribution. CYM agrees to take over financial contributions in a phased manner as suggested by CFSC. The contribution is currently \$5,700/year. Over the course of three years, CYM will incrementally take on the full contribution, and will concurrently explore reducing that contribution. We ask our Clerk to consult with our KAIROS steering committee member on the matter of the reduction.

Friends expressed a desire to reconsider our relationship to KAIROS. Friend Anne Mitchell of Toronto Monthly Meeting currently serves on the KAIROS steering committee; she and KAIROS program circles representatives need to be involved in these considerations. Program circle reps are: Robert Miller (Winnipeg Monthly Meeting) on Indigenous Rights; Ruth Walmsley (Vancouver Monthly Meeting) on Ecological Justice; David Millar (Montreal Monthly Meeting) on Partnership and Rights. We note that in addition to these ties, many Monthly Meetings or individual Friends have relationships with local KAIROS branches. Aspects to consider include the alignment between the activities of CFSC and KAIROS, CFSC's expertise in this area and its responsibilities to KAIROS, legal matters such as the agency agreement, financial contributions, and workload issues for CYM staff. We refer this matter to a working group to be formed after our Finance Committee and Treasurer's report. This working group will consider memberships in external bodies and financial matters more broadly. Their consideration will have implications for our relationships with outside bodies, such as KAIROS.

CFSC reminds Friends to contribute to CFSC as well as CYM. Another way to support CFSC is to buy items they have for sale.

RM 2018-16: Camp NeeKauNis Committee (Report 7)

Kris Wilson-Yang, co-clerk, spoke for the Camp NeeKauNis committee. The committee submitted a revised mandate to Discipline Review Committee which was read at CYM 2018. Those who have feedback are asked to contact Ruth Pincoe (clerk of Discipline Review Committee) and the Camp NeeKauNis clerks.

The Committee reported on a restructuring exercise that has created a steering committee and sub-committees and more focused roles for committee members, which has implications for Nominating Committee and Monthly Meetings as they consider names to put forward for Camp NeeKauNis Committee.

RM 2018-17: Finance Committee (Report 18) and Treasurer (Report 15)

Ro Fife spoke to the Finance Committee's report. The committee consists of six members as well as several ex-officio members. There is currently at least one opening; the committee is appealing for Monthly Meetings to nominate Friends. The committee is working to improve their presence on the CYM website to make relevant information available to Canadian Friends and potential donors.

Growing pressures on CYM expenses, due to the depletion of one-time funds such as renewal funds, are building. Reserves are currently sufficient, but they are not being replaced. The current donor base is actually contracting.

The Treasurer noted that in 2017 we received a \$250,000 donation and decided to use part of these funds to hire a Yearly Meeting Secretary. There have been planned deficits to use these funds. Our treasurer pointed out that the Yearly Meeting has about 500 active members. Meetings donate about \$130,000; other donations are budgeted at \$72,000. Last year only 185 individuals donated to Yearly Meeting. The Samuel Rogers Memorial Trust also contributes funds. The annual gathering is the largest expense of the year; it usually costs the General Fund about \$45,000 in net expenses. Education & Outreach Committee spends another \$15,000 to \$20,000 to help Friends attend CYM in Session.

For 2019, Finance Committee budgeted an income of \$285,000. Expenses are budgeted at \$424,400. The shortfall is \$139,000. This will leave \$482,600 in the General Fund for fiscal year 2020. The Treasurer continued to describe the budgets of various committees and concluded that at the current rate of expenditures, CYM will run out of funds in 2022. It is imperative that CYM cut expenses and increase revenues in order to survive. She suggested that a knowledgeable small group of people will be needed to help CYM to discern a way forward. The Treasurer recommended that Representative Meeting approve the 2019 budget as submitted by Finance Committee.

Friends raised questions about monitoring committee expenses; the CYM accountant does keep track of individual budgets; some committees with complicated budgets like Publications and Communications have their own budget officer.

Friends have been adapting to changing social and financial conditions for centuries. We need to look to our younger members to help us envision a way forward. Energy, resources and volunteerism from traditional sources have diminished and we question how they can be encouraged in today's context. Developing a clear vision will assist the Contributions Committee in their work.

Friends approved the 2019 budget as proposed by Finance Committee. Further discernment will be needed to help CYM find a way forward to rationalize our structures and priorities. Several Friends volunteered to sit on a working group for this purpose. Friends referred the naming of a working group to the Clerks' Committee.

Friends wish to acknowledge the long and faithful work that Anne-Marie Zilliacus has performed as Yearly Meeting Treasurer. We have not been able to replace her as Treasurer and thus we are embarking on a new path. In part, increased hours for the Yearly Meeting Accountant has made this new path possible.

YAF/YF contributed the following ministry, "Behold, I am doing a new thing; now it springs forth, do you not perceive it?" -- Isaiah 43:19

Announcements and Lunch

RM 2018-18: The afternoon opened with a period of worship. The Clerk read section 3.45 from *Canadian Yearly Meeting Faith and Practice*:

The purpose of our Meetings for Worship for Business is precisely this: we meet not to make decisions, but to build a community of witness – what have we found corporately? The sense of the meeting is not unanimity. I have had the experience of concurring in a sense of the meeting with which I disagreed, knowing it was the sense of the meeting. I have wept, wishing the meeting could go further than it clearly was ready to go, but it clearly was not. But my concurring with the sense of the meeting meant that I accepted my faith community where it was, for it is only in affirming clearly where we are that we can add more on.

(Jan Hoffman, 1988).

Reports continued

RM 2018-19: Personnel Committee (Report 12)

Monica Walters-Field, Personnel Committee clerk, joined the meeting by conference call. The Yearly Meeting Secretary gave a colourful report from the Personnel Committee regarding the proposed CYM Employment and Contracting Structure included in the report. This progress report is designed to inform Representative Meeting of the issues faced by Personnel Committee and CYM's employees. Trustees, in their fiduciary and organizational responsibilities, are now also responsible for the oversight of employment and contracting as they are concerned with Employment Standards Acts compliance for each province.

The current model makes individual committees responsible for employment and contracting and for adherence to various employment standards as applicable in the various provinces. Many of them feel ill-prepared to meet these requirements. The new model asks the Personnel Committee to be responsible for updating policy and directing personnel matters. Oversight of personnel policy is now the clear responsibility of Trustees.

The active members of the working group are Cameron Fraser as CYM's employee and Monica Walters-Field as clerk of Personnel.

Friends expressed appreciation for the work of this committee and are mindful that staff members and the employing and contracting committees have been consulted in helping to formulate these recommendations. The group is contracting with a human resource consultant to make sure CYM is aligning its practices with professional human resource practice and law. Trustees are grateful for the evolution of our personnel practices and policies and our due diligence has and will improve further as this process continues.

RM 2018-20: Discipline Review Committee (Report 8)

The clerk, Ruth Pincoe, presented this report which contains changes to Organization and Procedure (O&P) relating to Naming Committee (6.20) and Program Committee (6.21). To set the context for the committee's work in progress, the report contains an overview of all the items in the pipeline for the committee's work.

Friends approved Second Readings of sections 6.20 (Naming Committee) and 6.21 (Program Committee).

The committee addressed the question of a re-print of Organization & Procedures. It was felt that the entire publication is due for a re-write and could be completed much more expeditiously than has been acknowledged previously. In the meantime, a current and up-to-date version of O&P is always available on the CYM website. They suggest that an interim re-print of O&P be abandoned as Friends can access it online. The re-write can begin quickly as soon as the committee is appointed.

Friends approved this course of action.

RM 2018-21: Education and Outreach (Report 13)

The Clerk, Wesley Glebe, outlined a plan to re-organize the committee by creating smaller groups to focus on various aspects of the committee's work. One of these would be an administrative core and others will focus on various aspects of the committee's program work. The committee is still considering how to discern the various categories of work that will align with the interests of committee members.

Friends receive this report with gratitude and endorse the directions suggested in it. Friends also encourage consultation with Nominating Committee for further discernment and Friends are enjoined to make known to their meetings the need for members on this committee.

RM 2018-22: Nominating Committee (Report 21)

The Clerk presented the committee's report. It proposes naming an ad hoc Carbon Auditor Team until 2021 consisting of Nathaniel Knight (Vancouver Island), Adrian Dolling (Vancouver Island), David Shipley (Ottawa) subject to consent, and Maggie Knight (Vancouver Island), with support from Mark Burch (Winnipeg).

Friends approved.

Previously approved for Camp NeeKauNis Committee to 2021

Kris Wilson-Yang (Ottawa)
Wendee Wood (Toronto)
Rachel McQuail (Kitchener Area)
Lisa Stetler (Yonge Street)
Rebecca Ivanoff (Yonge Street)

RM 2018-23: ADCLEFF–Ad hoc Committee for Liaison with Evangelical African Friends (Report 10)

Judith Brown presented the report of this committee, which responded to a call for outreach from African Evangelical Friends who have settled mostly in Quebec. They have begun to set up a larger grouping called United Friends Churches (UFC) / Églises Unis des Amis. David Millar (Montreal MM) has been involved in responding to these requests from the beginning and has built good relations with the various churches and pastors.

The committee did a lot of work this year and traveled to a number of gatherings to bring CYM and UFC Friends together. A Healing and Rebuilding Our Communities (HROC) workshop, facilitated by Étienne Paul Mungombe (Montreal Friends Church) and Joseph Anali Kapita (Montreal Friends Church), was shared at St. Lawrence Regional Gathering. Many African immigrants, including African Friends in Quebec, have experienced terrible trauma and are often surviving as the poorest of Canadians in our society.

The committee suggests laying down the ACLEFF while encouraging Friends to continue the work. Ongoing ways to connect might include: offering ongoing translation services, Quaker materials in French, offering HROC workshops in Ontario and Quebec (a currently approved CYM project), and other projects as they arise. The funds that Representative Meeting allocated to support the HROC workshops will be directed through Montreal Monthly Meeting.

Friends noted that Program Committee has discerned that our next Sunderland P Gardner lecture will be given by an African Friends church pastor, Étienne Paul Mungombe (Montreal Friends Church).

Friends agreed to the laying down of this ad hoc committee and hope that our outreach and connections with these Friends will continue and flourish. We encourage interested Friends to take up these opportunities as led with Education and Outreach.

RM 2018-24: Friends General Conference (FGC) Representative (Report 1)

We thank Anne-Marie Zilliacus for her report. We refer the consideration of our membership in FGC to the ad hoc working group referred to in the Finance Committee minute above.

RM 2018-25: Vancouver Monthly Meeting (Report 4)

Eric Kristensen read the letter to Canadian Friends from Vancouver Monthly Meeting articulating their protest of the Trans Mountain Pipeline and the Burnaby Mountain Trans Mountain Tank Farm expansion from an Indigenous rights, ecological and safety perspective. We received this letter, acknowledging that all people share a common ground in that we all need safety and a dependable livelihood. We invite each Meeting to move forward with care and compassion as they feel led.

RM 2018-26: Program Committee (Report 3)

David Cheatley reported and commented on Business Meeting process at CYM. As Friends we agree that we need to work on our discernment process so that we feel we are receiving ministry throughout our Business Meetings. We realize we need frequent reminders and teachings and look again to Education and Outreach and Ministry and Counsel for leadership.

RM 2018-27: Other Business

Friends expressed our deep gratitude to Vancouver Island Monthly Meeting for their wonderful hospitality.

RM 2018-28: Announcements

Publications and Communications Committee would like to make quaker.ca email accounts permanent accounts, rather than merely serve as a forwarding address. There are

approximately 125 quaker.ca email accounts, which are running on Gmail's platform. Changing forwarding addresses and managing password changes have become a burden for the web minders. The committee is encouraging all quaker.ca account holders to migrate to the appropriate web-based Gmail account for their role as soon as they are comfortable. This will allow successors in the role to access all the messages accumulated in the account over time. Please contact pubcomcommittee@quaker.ca for more information.

RM 2018-29: Date and Place of Next Representative Meeting

We propose to host an audio or video conferencing meeting for the purpose of approving the 2020 budget at 11 am (Pacific Time) on November 30, 2019. Committee reports that impact the budget will be due two weeks in advance on Nov 16, and we advise committees to plan their meetings accordingly. We propose a face-to-face Meeting on February 21-22, 2020 in Toronto (pending availability) and otherwise in Ottawa. We ask our CYM secretary to make the arrangements for the electronic meeting.

RM 2018-30: Closing

We closed with silent worship at 6:30 pm.

Representative Meeting November 2018: Report 1

FRIENDS GENERAL CONFERENCE

Report on CYM's participation in the governance of Friends General Conference

Friends General Conference (FGC), according to their website, provides services and resources for individual Friends, meetings and people interested in the Quaker Way. It is an association of regional Quaker communities in the U.S. and Canada. The program most familiar to Friends is the FGC annual Gathering, held at different sites in the U.S. each year. There was a Gathering in Hamilton, at Trent University, some years ago but having the Gathering in Canada has proved too complicated for that to be repeated and the closest FGC has been able to come to a Canadian site was last year in Niagara, on the U.S. side.

Anyone can go to the Gathering and anyone can take advantage of the services that FGC offers for a fee, such as Spiritual Deepening eRetreats, the Bookstore, and resources for First Day Schools (curriculums, reading lists, games). FGC can also ask Friends individually to serve on its committees without going through the individual Yearly Meeting nominations processes. At present Katrina McQuail is on their Executive Committee and Anti-Racism Committee and Ben Bootsma from Toronto Meeting is on their Naming Committee. Neither of these Friends was named by Canadian Yearly Meeting to FGC.

As a representative to FGC on behalf of CYM, I attend their Central Committee. This is rather like our own Yearly Meeting in some ways. It is attended by up to 160 Friends and is the main governance body of FGC. It is held in a retreat centre in Baltimore and consists of three solid days of business meetings with committee meetings on the side. Everyone on Central Committee is also assigned to a committee and I am on the Publications and Distribution Committee, which is responsible for the Book Store and the Publishing House of FGC. That committee meets by conference call almost monthly, especially in the run-up to the Gathering.

One representative from each Yearly Meeting within FGC is automatically on their Executive Committee and as I am the only representative from CYM, that is me. Executive Committee meets three times a year. It is more important for CYM to have a representative on Executive Committee than it is for the other U.S. based Yearly Meetings because we are obliged by the Canada Revenue Agency to have control over the money that we send out of Canada and the way for us to do this is to be on the Executive Committee.

I worry about the amount of time, energy and money that FGC takes from CYM and wonder what we get in return. Canadian Friends can have access to all of their services, participate in their governance (if invited by FGC itself) and we can go to the Gathering without CYM being part of the coalition. The cost for a representative to attend all of the meetings is close to \$3,000 a year and CYM also contributes \$2,000 a year to the FGC General Fund. I question whether this is a wise use of CYM's scarce resources when we need all our resources to build up CYM itself. When we have trouble finding people willing to serve on CYM committees or as clerks of committees or as Yearly Meeting Clerk or as Treasurer, is it a wise use of resources to ask someone to serve FGC at the level needed? We are the only non U.S. yearly meeting in FGC and as such many of our concerns do not align with theirs. For example, the Institutional Assessment that FGC has undertaken is an examination of racism in the Society of Friends. This is important work. However, Canada does not have the same history of slavery that has informed this work in the U.S. Our concerns are more towards the racism against our First Nations. The FGC Institutional Assessment does not touch on Indigenous issues. There was a survey sent to members of FGC this summer to examine racism among Friends. I filled it out but found that when it came to naming our Yearly Meeting, FGC had forgotten to include CYM and I had to tick the box, "Other" and fill in CYM. FGC forgets that we are in a different country with different issues, although they are trying to overcome that.

We are trying to build our own staff capacity in CYM. Is it wise to use our scarce resources to fund another organization? CYM has had a CYM Secretary for the last year and with the difficulties we have in nominating Friends to various positions, we become more and more dependent on having the continuity that staff provide. In the last year the CYM office staff have coalesced into a strong team consisting of

Lorraine Burke, the staff accountant, Cameron Fraser as CYM Secretary and of course Kerry MacAdam as Office Administrator. As CYM finds it more and more difficult to fill positions such as yearly meeting clerk, clerk of finance committee, and to deal with personnel issues; it is vital that we have the resources to support this staff.

This is why I am asking Canadian Yearly Meeting to discern whether it should withdraw from FGC's governing body and cease contributions to FGC. Doing this would not prevent Canadian Friends from attending the Gathering or using the services that FGC offers. It would mean that rather than asking a Canadian Friend to participate in four business meetings a year for FGC, and travelling to many parts of the U.S. to do so, that same Friend would be available to participate in CYM business through participation in CYM committees and business.

Anne-Marie Zilliacus, CYM Rep to FGC

Representative Meeting November 2018: Reprt 2

TRUSTEES OF CANADIAN YEARLY MEETING

REPORT TO CYM Representative Meeting, November 2018

The Trustees' annual meeting is held in the spring. Since CYM in Session, CYM Trustees have had one teleconference.

Personnel Policy: we met with the Clerk of Personnel Committee and the CYM Secretary to review the proposed changes to CYM's Personnel Policy and its impact on CYM Trustees. We approved the following minute, which recognizes the Trustees' fiduciary responsibility for CYM's personnel practices:

We support Personnel Committee's revision of the Personnel Policy and the participation of CYM Trustees in the proposed personnel structure.

Insurance Coverage: Trustees are in the process for applying for Abuse Coverage, to add to the existing policies for Directors and Officers Liability and the Commercial General Liability Policy, which applies mostly to Camp NeeKauNis.

In discussion with our broker it was made very clear that CYM's liability extends only to direct activities of CYM and its committees. The activities of half yearly meetings, regional gatherings and monthly meetings are not covered.

CYM Committees:

Updated Risk Assessment reports for 2018 will be requested from all committees early in the new year.

We remind Friends that questions related to the Privacy Policy should be referred to CYM's Privacy Officer, John Dixon. For questions that have legal implications, please contact CYM's Legal Coordinator, Rick Rolston.

Change of Treasurer of CYM Trustees

Effective January 1, 2019, John Dixon will be released from his service as a Trustee and as our Treasurer, and Anne-Marie Zilliacus will join the Trustees and become the Treasurer. We have deeply appreciated the work of John Dixon.

CYM Trustees: Kwame Barko, Pete Cross, John Dixon (Treasurer), Barbara Horvath (Clerk), Martha McClure, Rick Rolston.

Report prepared by Barbara Horvath, Clerk

Representative Meeting November 2018: Report 3

PROGRAM COMMITTEE

Program Committee report for Representative Meeting on CYM 2018 in Barrie ON.

It was another challenging year for Program Committee. The Barrie campus of Georgian college was very spread out, making the walk from the residences to the meeting rooms something people thought about BEFORE setting out. Not being able to arrange seating in circles in many of the rooms was a problem for some people.

Arthur Larrabee of Central Philadelphia Monthly Meeting presented a Sunderland P. Gardiner lecture called "Making Room for Spirit.". The talk explored spiritual practices which we can use to make room for Spirit in our lives. It was well received, as were his SIG's during the week. An audio recording is available [here](#).

Jennifer Preston and her guest speakers including her father Dick Preston and Manuela Popovici on Faith & Reconciliation focused on the intersection of the themes of reconciliation, faith, and relationships with Indigenous Peoples. At CYM in 2015 and 2016, CYM minuted strong support for Canada's Truth and Reconciliation Commission and the resulting 94 Calls to Action. We committed to engage with this work in an ongoing manner and many Meetings and Friends individually are doing so. Some audio recordings were made but I am not aware of them being available on Quaker.ca.

Attendance and Finances

YM Session 2018

Georgian College, Barrie, Ontario

Number of Registrants: 174

Adults: 151

Youth under 17: 23

	INCOME	EXPENSE	DIFFERENCE
Meals/Lodging/Facility	\$107,523.5		
Rental	0	\$98,800.23	\$8,723.27
Donations	\$2,681.00		
Retreat Fees	\$1,000.00		
Required Services Positions		\$15,845.00	
Quaker Study Leaders		\$1,080.00	
Youth Program Coord/Leaders		\$2,975.00	
SPG Lecturer		\$1,485.00	
Retreat Leader		\$270.00	
TOTAL	\$111,204.50	\$120,455.23	(\$9,250.73)

Yearly Meeting Session 2018 Jan 1 - Oct 15, 2018

Travel Expenses

Fund	Acct #	Acct Name	Amount Spent
			\$
CYM General	51-050	Participant Grants	4,495
CYM General	51-070	Program Cttee Travel	252

CYM General	51-075	Req'd Positions Travel	6,980	
E&O General	71-015	E&O - Travel to Quaker Events	14,630	
E&O Quaker Renewal	55-630	Youth Program - Office Expenses	4,678	
E&O Quaker Renewal	71-015	E&O - Travel to Quaker Events	3,591	
		includes \$1,469 Reg fees at \$		
Total travel costs		Camp Neekaunis	34,626	(\$43,877.11)

As the new clerk of CYM Program Committee I am not prepared to comment on the accuracy of these numbers or their implications at this time.

Attendance & Survey Results

There were 151 Adults registered.
 Of 31 people completing the on-line survey:
 66% of attendees were Adults
 30% of attendees were YAF's
 4% of attendees were YF's

Given the small number of respondents and the fact that no one can find the surveys completed on paper the results below should not be taken as definitive. Complete survey results are available [here](#).

Worship – most people felt that most Worship events were valuable. There was some unhappiness with the Worship Sharing groups.

Community – People felt less positive about the community events with the following exceptions: The trip to Camp NeeKauNis got 100% approval for its community building. 76% felt the SIG's & SAG's contributed to community building.

Business – 68% of respondents felt *Meeting for Worship with attention to Business* advanced the work of the Society. Some people found MFWFB difficult.

CYM 2019

Will be held Aug. 3rd to 10th at Canadian Mennonite University, in Winnipeg MN.

This campus allows us the full range of meal and accommodation options, so we can have camping and Food Coop.

Program Committee is pleased to welcome Alice Preston and Jackie Bonner to our number. Alice will be the co-ordinator for the Children's Program. Jackie will be taking over David's duties doing Technical and Audio-Visual work.

SPG and Study leaders

For 2019 the SPG speaker will be Etienne Paul Mungombe.
 Bible Study - Steve Heinrichs a CMU Faculty member

Returning to this location after 5 years, 6 of the 8 committee members traveled to Winnipeg on the weekend of Oct. 26-28, 2018 for a site visit. Many things are unchanged, but there are some improvements to the campus. In particular, there is now a pedestrian bridge over Grant Ave. that leads to the new library, bookstore and café.

There is also new and consistent A/V equipment in every room.

Young and Young Adult Friends are planning to meet on this site before CYM, starting Aug. 1. Their registration and accommodation will be folded into the CYM registration form. Working with YAF's, Program Committee hopes to attract more young and young adult Friends to CYM. We will be using Social Media on a

regular basis to be more visible to YF's & YAF's focussing on the beneficial emotions that arise among gatherings of Friends.

CYM Schedule

Program Committee has not planned any changes to the schedule at this time but is open to suggestions.

Food Coop

We discussed requirements for Food Coop. People are needed for several jobs in order that Food Coop can go ahead:

- a grocery shopper
- a kitchen setter-upper
- an organizer of shelter and fridge rental for the site – this is a large tent.
- Food Coop also needs to hire a Coordinator. This position will pay \$800 –\$1000 for the week for someone living in Winnipeg and room & board plus \$500-600 for someone staying on campus. Food Coop can provide food for 70-75 people.

The latter hiring can wait until later in the winter, but people to fill in the other three roles need to be found before Dec 31 before the Food Coop can be offered as an option in the CYM insert in the Canadian Friend.

David Stevenson (Nelson WG) has the Food Coop equipment and will bring it to CYM. Because we are to be in Winnipeg for at least 2 years we have found a local place to store it. Currently it is in 2 large plywood boxes that fit on or in a small trailer.

Saturday Evening Welcome

Some Friends expressed dissatisfaction with this event. Jackie Bonner and YF's will work with Program Committee to come up with a new format.

Children & Youth Programs

The Youth Program Co-ordinator Alice Preston needs to fill 3 Required Positions to work with the 3 age groups of young people. These positions include room and board but are not paid.

Meeting for Worship for Business

A number of survey respondents and Program Committee members felt Friends are not discerning enough in Business meetings between their emotional reactions to agenda items presented, and ministry that might arise from silence. Program Committee feels a brief discussion on discernment should be in the Documents in Advance and presented at the beginning of the first Meeting for Worship for Business. Naturally someone needs to take this on, but it seems outside the responsibilities of Program Committee.

David Cheatley, Clerk
CYM Program Committee

Representative Meeting November 2018: Report 4

VANCOUVER MONTHLY MEETING LETTER TO CANADIAN FRIENDS AND MINUTE OF RESPONSE TO 2018 CYM SPECIAL INTEREST GROUP

Response to the Report of the 2018 CYM Special Interest Group on Friends' Participation in and Solidarity with Indigenous-led Protection of the Environment from the Trans Mountain Pipeline and Tank Farm Expansion and

Background

Friends have repeatedly called for a strong response to the ongoing ecological crisis. The Friends World Committee for Consultation meeting in Pisac, Peru in 2016,¹ after noting FWCC's earlier actions (the Kabarak Call for Peace and Ecojustice in April 2012, the FWCC World Office signing the Quaker statement on climate change in 2014 and the FWCC divestment from fossil fuels in June 2015) issued a minute calling for

- Individual Quakers to “Be politically active in promoting sustainability concerns.”
- Monthly Meetings to “Build alliances, seek visibility, approach legislators,” and
- Yearly Meetings to “Support individuals and groups in their meetings who feel called to take action on sustainability” and “support Quakers in politics and international work.”

A major fossil fuel project deeply concerns many Canadian Quakers— the Trans Mountain Expansion project. It proposes a seven-fold increase in the capacity of the Trans Mountain Pipeline, which runs from Edmonton to Burnaby. Bitumen, the petroleum product to be shipped is a semi-solid substance that requires the addition of highly toxic organic dilution solvents to flow through pipelines, hence the name—dilbit.

Several factors underlie the strong Quaker response to pipeline expansion:

- 1) the negative global and regional ecological impacts of more fossil fuels;
- 2) Canada's violation of the UN Declaration on the Rights of Indigenous Peoples regarding its requirement for free, prior and informed consent;
- 3) this project's implicit negation of Canada's commitment to the United Nations Paris agreement to reduce carbon dioxide pollution; and
- 4) the urgent relevance of basic Quaker values.

¹ <http://fwcc.world/fwcc-news/living-sustainably-and-sustaining-life-on-earth-the-minute-from-the-plenary>

Ecological impacts.—Never before in the history of the earth have humans been faced with:

- a) rapidly-rising production of atmospheric carbon dioxide (from 270 parts per million to 410 ppm in 300 years);
- b) mass extinction of species (the last such extinction was 375,000,000 years ago);
- c) 7.4 billion people with growing deprivation of the basic necessities of life; and
- d) other severe ecological impacts, like ocean acidification, loss of topsoil, loss of fresh water and loss of forests.

Regional ecological impacts of the pipeline expansion range from potential damage to many inland watersheds, fresh water resources and salmon spawning habitats and damaging marine impacts (from tidal zones of the Tsleil-Waututh nation and the cities of Burnaby and Vancouver) to broad impacts across the Salish Sea (the network of coastal waterways in BC).

Indigenous Rights.—Canadian Quakers, through CFSC, have long championed indigenous rights and played an active role in development of the UN Declaration on the Rights of Indigenous Peoples.^{2, 3} Article 32 of this Declaration states

2. States shall consult and cooperate in good faith with the indigenous peoples concerned through their own representative institutions in order to obtain their free and informed consent prior to the approval of any project affecting their lands or territories and other resources, particularly in connection with the development, utilization or exploitation of mineral, water or other resources.

In response to an appeal by the Tsleil-Waututh Nation and other parties, the Canadian Federal Court of Appeal recently struck down the Government of Canada's order in council to implement the Trans Mountain pipeline expansion project, dismissing the National Energy Board's report⁴ and citing the Governments' failure to consult

the Order in Council is legally the only decision under review. Its validity is challenged on two principal grounds: first, the Board's process and findings were so flawed that the Governor in Council could not reasonably rely on the Board's report; second, Canada failed

² <https://quakerservice.ca/wp-content/uploads/2015/05/UN-Declaration-on-the-Rights-of-Indigenous-Peoples.pdf>

³ <https://quakerservice.ca/our-work/indigenous-peoples-rights/un-declaration/>

⁴ [2018 Federal Court Appeal, Citation 153, pg 7, Summary of Conclusions \(Aug. 30, 2018\)](#)

to fulfil the duty to consult owed to Indigenous peoples.

UN Paris Agreement on carbon emissions.—The long term commitment to fossil fuels required by the Trans Mountain project voids Canada’s commitment. The Paris Agreement confirms in Article 4.1 that there must be a “balance between anthropogenic emissions by sources and removals by sinks of greenhouse gases in the second half of this century.” This has widely been interpreted to mean the end of fossil fuels.⁵ Expanding pipelines to pump oil for many decades hence is therefore fundamentally inconsistent with that goal.⁶

Quaker values— The social and policy implications of the pipeline expansion project run counter to Quakers’ long-held testimonies of simplicity, peace, integrity, community, equality and stewardship. Many Quakers have been led to take nonviolent direct action as a witness to their opposition to the project’s negative impacts.

CONCLUSION: Given that the Government of Canada has purchased the Trans Mountain pipeline and has expressed strong commitment to expansion of the pipeline, Vancouver Monthly Meeting endorses transmitting the following statement to Representative Meeting:

Letter to Canadian Friends from Vancouver Monthly Meeting

Vancouver Monthly Meeting tenderly encourages Ottawa Friends to proceed as they are led to meet with the Minister of the Environment and Climate Change to express their concerns regarding the expansion of the Trans Mountain pipeline. We are closely affected by this project and our long-standing Quaker concerns for the stewardship of the environment and just relationships with indigenous Canadians are sorely tested. The threats to creation caused by climate change are deeply disturbing and we are in unity with Friends from the Ottawa, Prairie, Vancouver and Vancouver Island Monthly Meetings who proposed this action at a Special Interest Group on Friends’ Participation in and Solidarity with Indigenous-led Protection of the Environment from the Trans Mountain Pipeline and Tank Farm Expansion at the 2018 Canadian Yearly Meeting.

⁵ <http://www4.unfccc.int/submissions/INDC/Published Documents/Canada/1/INDC - Canada - English.pdf>

⁶ <http://www.cepi-cips.ca/2018/10/03/trans-mountain-clarifies-canadas-climate-energy-choices/> by Prof. Mathew Paterson, School Internatl. Studies, U. of Ottawa

Further, we encourage all Canadian meetings to consider meeting directly with their MPs to express their concerns as Quakers regarding the expansion of the Trans Mountain pipeline and Tank Farm (Burnaby Storage Facility).

Monthly Meetings situated in the ridings of MPs who are members of Cabinet have a special opportunity to speak on this matter, notably the ministers of Environment and Climate Change, Fisheries and Oceans, Indigenous and Northern Affairs, Crown-Indigenous Relations, Justice, and Finance.

Signed on behalf of and by direction of Vancouver Monthly Meeting of Friends



Eric Kristensen, Clerk

Additional background information can be found at <https://350Vancouver.org/kmtankfarm/> inter alia.

Key points for MPs, especially for cabinet ministers:

- 1) Canada has a duty to indigenous people to obtain their free, prior, and informed consent regarding use of their lands before proceeding with such projects (UN Declaration on Rights of Indigenous Peoples);
- 2) Canada has a duty to immediately stop all expansion of fossil fuel production (Paris Accord, see reference 5); and
- 3) The August 30, 2018 decision of the Federal Court of Appeal called the attention of the Canadian government to the increased fire, explosion, and ecological risks⁷ to coastal BC posed by the Trans Mountain Pipeline Expansion project, which had been largely ignored by the NEB, etc..

⁷ <https://350Vancouver.org/kmtankfarm/>

Representative Meeting November 2018: Report 5

CANADIAN FRIENDS SERVICE COMMITTEE REPORT TO REPRESENTATIVE MEETING

The report on the work and achievements of the Canadian Friends Service Committee (CFSC) over the past year is in our Annual Accountability Report at <https://report.quakerservice.ca>. In addition to this, we are bringing the following requests to CYM's Representative Meeting:

1. CFSC asks CYM to consider moving all the responsibilities of the membership for Project Ploughshares from CYM to CFSC (see attachment 1).
2. CFSC asks CYM to consider four recommendations related to the CYM membership with KAIROS, including how the church contribution is made for due diligence reasons (see attachment 2).
3. As we are going into the fundraising season, we would ask representatives to remind their Monthly Meetings to support CFSC. CYM does not fund the work of CFSC except for some of the travel costs to meetings. Monthly Meetings and individual Friends need to be reminded that CYM and CFSC are separate organizations and CFSC needs to be supported separately and in addition to CYM.

Representative Meeting November 2018: Report 5

Attachment 1

July 31, 2018

Dear Friends,

Canadian Yearly Meeting (CYM) is a member of the Project Ploughshares. Project Ploughshares is an operating division of The Canadian Council of Churches that works with churches, governments and civil society, in Canada and abroad, to advance policies and actions to prevent war and armed violence and build peace. Both church bodies and church service agencies (the Mennonite Central Committee and Development and Peace) sit on the Governing Committee for Project Ploughshares. CYM nominates a representative to sit on the Governing Committee of Project Ploughshares. The current CYM representative is Bob Clark whose terms ends in 2019. The Canadian Friends Service Committee (CFSC) pays the annual membership fee of \$1,500.

As part of its strategic planning CFSC has engaged in worshipful discussion and discernment about its focus within the vast work that is peacebuilding. It has set itself this goal: "Contribute to creating a culture of peacebuilding to identify, engage constructively with, and transform conflict." Project Ploughshares is an important voice of research and advocacy on peace issues at international forums and with the Canadian government. Project Ploughshares holds knowledge and expertise that is of great important and closely related to CFSC's peacebuilding goal. CFSC would like to strengthen this relationship so that its work and Ploughshares' work are more closely connected and informed by each other. To that end, CFSC asks CYM to consider moving all the responsibilities of the membership to CFSC. It would greatly simplify financial and nomination matters for the membership to be housed with CFSC. We hope that shifting this responsibility to CFSC will help increase the connection between CFSC and Ploughshares to the benefit of both of these organizations. As Church Service Agencies are allowed to be members, this is a role CFSC could take on.

CFSC is appreciative and grateful for the support CYM has given to this membership.

In Friendship,

Derek Nice
Clerk, CFSC

Representative Meeting November 2018: Report 5

Attachment 2

Recommendation on KAIROS to CYM

Background

Before KAIROS came into existence in 2001, there were a number of interchurch coalitions. Quakers and CFSC were founders of many of the coalitions and at every table. The coalitions were organized into one body (KAIROS), because having so many separate ones was messy (CYM 2002 Reports) and the churches funding the work felt there was a lack of accountability and possibly because some churches wanted to cut back on their contributions. In 2001, Friends decided to be part of newly formed KAIROS (CYM minute 2001-22). Membership in KAIROS was set up for the national church bodies and is housed with CYM as the national “church” body of Friends. Given the new organization was still under development, CYM also recommended a review of the membership. The evaluation, led Friends to approve retaining membership in KAIROS (CYM minute 2004-37).

The requirements of full KAIROS membership are: steering committee representation; representatives on as many program committees as possible; financial contribution; and shared liability (CYM 2004 Reports). CYM nominates representatives for the board and different KAIROS program committees and CFSC pays the membership contribution. Historically, CFSC paid for the church contribution because of the long history of CFSC’s involvement in the interchurch coalitions and CFSC’s early work in the development of the new organization. The work of KAIROS is no longer a direct fit with CFSC’s strategic plan. However, CFSC is aware that many Friends support the work of KAIROS and are active in local KAIROS groups. CFSC is appreciative of these connections and recognize the value that Friends bring to the work and also the benefit Friends receive from these connections.

Church Contribution Issue

Work with a lawyer informed CFSC that it needed to be able to prove how all its various partnerships assist CFSC in delivering the work mandated in its charitable purpose. Both CFSC and CYM are registered charities. All charities must show to the Canada Revenue Agency that they have direction and control of any funds given to other organizations to carry out work on their behalf. CFSC can no longer prove direction and control of funds for the partnership with KAIROS as the work of KAIROS is not as deeply connected with the work of CFSC. In addition to this, as the KAIROS membership is housed with CYM, CYM is better placed to show direction and control of funds. Given that the KAIROS membership is with CYM, how the church contribution gets paid needs to be revisited for due diligence reasons.

This issue was brought to the Clerks of CYM at the CYM 2018 Gathering, Friends tasked CFSC and the KAIROS Steering Committee Representative, Anne Mitchell, to discuss this and bring a recommendation to the Representative Meeting in November.

Way Forward

Given CYM's financial restrictions at the moment, it is not realistic for CYM to pay the full amount. CFSC could transfer the full amount initially and CYM phase in some kind of cost sharing, over several years, with CFSC until CYM can take it over completely. From a legal perspective, it makes better sense for CFSC to support the work financially through CYM, than paying the church contribution directly as is currently done. As CYM has the memorandum of understanding with KAIROS (under the United Church of Canada) and appoints representatives to KAIROS, it is also better placed to provide direction and control of the funds. A transfer of funds would fulfill CFSC's mandate of expanding Friends' concerns, in that it would support work that CFSC does not do.

All CFSC would require are annual KAIROS reports from CYM. As there are a number of KAIROS representatives, CYM's General Secretary might be in the best position to assist the KAIROS Steering Committee representative in maintaining links with the various KAIROS program committees and in coordinating reports. It would also be useful for Friends to evaluate the relationship and support of KAIROS and how well it is serving them every once in a while.

The church contribution is currently \$5,700/year. The amount has not changed in many years and was determined in 2001 by basing it on what CFSC paid for all the work in the different coalitions before they amalgamated into KAIROS. If felt led, CYM could approach KAIROS about paying less than \$5,700, as the Quaker base is significantly less than other participating church bodies. In the current Memorandum of Understanding between CYM and KAIROS (section 5.02 on funding commitments and payments), it states all that is needed is six months' advance written notice for any reduction in funding contributions. KAIROS is currently well financed and a recommendation to pay less for the church contribution would most likely not impact the organization.

Recommendations

1. CFSC transfer the full amount for the church contribution to CYM this year. CYM phase in some kind of cost sharing with CFSC for the following three years, after which CYM take over the full cost of the KAIROS membership.
2. CYM explore a reduction in the church contribution to KAIROS in a manner that doesn't harm the relationship with KAIROS.
3. CYM's General Secretary assist the KAIROS Steering Committee representative in maintaining links with the various KAIROS program committees and in coordinating reports.
4. CYM ensure that an evaluation of its relationship and support of KAIROS is included in the Reporting and Clearness rotation and reviewed every three years.

Representative Meeting Nov 2018: Report 6

REPORT FROM PETERBOROUGH MONTHLY MEETING

Peterborough Monthly Meeting continues to be healthy as a Meeting and actively engaged in local and national interests.

The number of children involved in our Children's Programme continues to grow; the main focus will continue to be the popular Earth Care Programme.

The Peterborough Peace Council begun by our Meeting some years ago continues to be very active and has been taken up by a number of local community groups. Among other activities, a monthly vigil is held at which a minimum of four of our members will be found as well as various members of the community. After the shooting at the synagogue in Pittsburgh, the numbers at the vigil grew to more than 50!

Various members are connected to indigenous reconciliation through the Sacred Water Circle and local PowWows, and some attended the recent Gathering of the Elders.

We have begun and continue to follow the process of developing a Friends' query regarding relations with indigenous peoples.

We continue to follow our previously submitted query regarding conflict resolution.

Five of our members took part in C.O.D. camp at Camp NeekauNis this September

We are developing a protocol for a Peterborough Monthly Meeting Facebook page.

Representative Meeting November 2018: Report 7

REPORT FROM CAMP NEEKAUNIS COMMITTEE TO THE REPRESENTATIVE MEETING OF CANADIAN YEARLY MEETING OF THE SOCIETY OF FRIENDS (QUAKERS)

We would like to express our great joy at welcoming Friends from across Canada to Camp NeeKauNis during Yearly Meeting in Session in August. Over 100 Friends attended and 50% of those had never been to Camp before.

Camp NeeKauNis Committee met at Camp NeeKauNis in Waubaushene, October 19-20, 2018, and will meet again February 2, 2019 at Friends House in Toronto. The current thirteen Canadian Yearly Meeting nominated members of Camp NeeKauNis Committee, along with our Treasurer and part-time Camp Administrator, are happy to do the work which we are appointed to do. It is rewarding service. We welcome our newly nominated members and say thank you to a few of our members who need to step down from their roles on Camp NeeKauNis Committee (see appended list). Camp NeeKauNis Committee has reaffirmed our Clerks to be Diana Stephens and Kris Wilson-Yang and the minute is appended.

Our Spring and Fall Committee Meetings are held on site and include Camp closing and opening routines. We can report that the state of the property is satisfyingly good and we can see more clearly where we can advance and improve in a manner that will enhance our usage. We are grateful for the help of many Friends who are very valuable associate members who help do the vast work of running and maintaining Camp NeeKauNis. We have had a number of Camp Associates in the past who advise or work under the direction of the Camp NeeKauNis Committee and we hope to increasing their number and building a pool of other willing workers. We are actively looking for more Canadian Friends to support the work in this way, whether that is by doing such things as directing a Camp Session, writing newsletters, or putting new roofs on our cabins! (See below for more information). We are looking for those who are skilled in areas of recruitment, financial planning, publicity, graphic design, volunteer management, and project management. We are find that Friends are more easily engaged in completing set tasks with clear time frames, and hope to be finding ways to engage Friends in this way.

We have one request for information and one item of Business that that we would like to have on Representative Meeting’s agenda:

- We would like some clarity on the status of the Camp NeeKauNis Committee mandate. We hope that it can move forward so that we are able to include its content on the website and in our own guidance.
- Our entry in the Canadian Yearly Meeting Nominating Committee Package needs some updating. We would like the following to be our new descriptive entry for guidance of the Monthly Meetings in recruiting new Camp NeeKauNis Committee members as it better reflects our new committee structure (approved in minutes 2018.10.06; to be reported 2018.10.10, attached). We have appended the current entry in the Canadian Yearly Meeting Nominating Package for comparison.

We would like the Camp NeeKauNis Committee entry to read:

Camp NeeKauNis Committee.....

October and May Meetings at Camp NeeKauNis and February Meeting in Toronto. Committee work is ongoing and includes work at Camp as well as planning tasks throughout the year. There are many opportunities for Quaker service at Camp that do not entail Camp Committee membership. Travel is self-funded.

In advance of nomination, Meetings are encouraged to have potential nominees contact the Camp NeeKauNis Clerks (neekaunis-clerk@quaker.ca) who will forward queries to the Camp NeeKauNis Recruitment and Management Committee for a conversation about how their gifts might be of service to Camp. Also please visit www.neekaunis.org for information about the work of Camp.

This is comparable with the entry for CFSC.

We are happy with the current number of committee member slots, fifteen, and may ask for this to be formalized once we test out the new committee structure. At the time of writing, we know of two Friends who have asked to step down from the Camp Committee and will communicate this to Canadian Yearly Meeting Nominations Committee with supporting messages.

We remind Friends that Camp's finances are administered separately from Yearly Meeting finances, though we share, as a standing committee of Yearly Meeting, the charitable number for receipting purposes and the Camp books are audited with other records of Yearly Meeting. Camp does not request travel support for any Committee work. We are happy with this arrangement.

In fulfilling our Mission to to build intentional community and nurture the spiritual lives of participants through programs that reflect our Quaker Testimonies, we hope to focus our energy on our excellent six core program sessions. These include Family Camp, Community Camp, Junior Camp, Intermediate Camp, Teen Camp, and Carry-on-Discovering Camp. We have found it hard to recruit volunteer Camp Session Directors over the last few years and are working hard to find ways for Camp Committee to support those that volunteer their time. We also find that we have room in our child and youth camps for more participants. We ask Friends to help spread the word about Camp to their Monthly Meeting communities.

Appendix:

1. **Camp NeeKauNis Committee Minute 2018.10.01.** We on the Committee reaffirm Kris Wilson-Yang as co-clerk with Diana, with immense gratitude for the work she does.

2. **Current Entry for Camp NeeKauNis Committee in Canadian Yearly Meeting Nominations Package:**

Camp NeeKauNis Committee.....1 for 1 year, 1 for 2 years,
7 for 3 years

(Fall, winter and spring meetings, including camp work if possible. Members drawn from Central Canada.)

3. **2018. 10.06. Re: 2018.05.04. Strategic Plan.** After review and discussion of the proposed new Camp NeeKauNis Committee structure from the Ad Hoc Strategic Planning Committee, we approve the reorganization of subcommittees and roles. We now embark upon a transition period in which Camp NeeKauNis Committee members will choose a focused direction/subcommittee role to which they feel led, and experienced members will facilitate transfer of knowledge to new people. We ask our current members to discern and submit to *Rebecca and Ben, by January*, their preferences of the subcommittees on which they are led to serve, noting that the eventual goal is for each member to have ONE primary area of responsibility. We also ask members to recruit any willing workers to support the work of Camp. We sincerely thank the Ad Hoc Subcommittee for this enriching and visionary work, completed so thoroughly.

4. **2018.10.10. Co-Clerks Report.** Kris and Diana will prepare a report to Rep Meeting in Victoria and Kris will travel to BC to present it. The report will include an action item for Canadian Yearly Meeting Nominating Committee re Camp NeeKauNis Committee's new structure.

5. **Nominated Members:** (year membership on Committee ends is in brackets)

1. Lisa Stetler (2021)
2. Rachel McQuail (2021)
3. Rebecca Ivanoff (2021)
4. Kris Wilson-Yang (2021)
5. Wendee Wood (2021)
6. Ben Bootsma (2020)
7. Veronica Sanchez (2020)
8. Diana Stephens (2020)
9. George Ivanoff (2020)
10. Laird Nelson (2019)
11. Linda Thomson (2019)
12. Mark Abbott (2019)
13. Sylvie Ruland (2019)

Stepping down from Committee:

1. Eusebio Garcia (2020)
2. Doug Martin (2019)

Representative Meeting November 2018: Report 8

DISCIPLINE REVIEW COMMITTEE REPORT TO REPRESENTATIVE MEETING

Discipline Review Committee met for the first time with its present configuration of members in Toronto on 26–27 September 2018. The longest-term committee member has, in three years, never met with the same configuration of committee members. This situation accounts, in large part, for our slow progress.

A significant portion of our time during our September meeting was spent in reviewing the status of the sections of *Organization and Procedure* that are currently under revision and establishing a modus operandi for our work together. But progress has indeed been made. We are moving forward on the four sections that were brought forward at CYM 2018. We also have plans in place and work in progress for our new tasks. We plan to meet in late February 2019 to carry on with this work.

Corporate Memory of CYM: We have sent a letter to all Standing Committees and other CYM bodies regarding the need to maintain updated Procedures Manuals. We will send this reminder each year following CYM Gatherings. (We will also update our own manual!)

Section 6.10 Camp NeeKauNis Committee: We are gathering and clarifying information for the revision of the brief history of Camp NeeKauNis but are not yet ready to bring forward a revised First Reading of Section 6.10. We hope to bring it to CYM 2019.

Section 6.13 Contributions Committee: The text for Section 6.13 was approved for First Reading at Representative Meeting in June 2017 (minute 2017.6.16). When the text was considered for Second Reading at CYM 2018 (minute 2018.08.31.2), minor revisions were requested. The revised text will be brought to CYM 2019 for Second Reading. Meanwhile, the text has been sent to Contributions Committee, Finance Committee, and the CYM Trustees for comment.

Section 6.20 Naming Committee: The text for Section 6.20 was approved for First Reading at CYM 2018 (2018.08.31.12). We now bring it forward to Representative Meeting for Second Reading.

Section 6.21 Program Committee: In 2016 Discipline Review Committee was asked to work with Program Committee to revise the description of their work and to move the description from the list of Sessional Committees to the list of CYM Standing Committees. A revised description brought to the June 2017 Representative Meeting for First Reading was approved (minute 2017.06.16). When the text was brought to CYM 2018 for Second Reading, suggestions regarding clarification were made from the floor. We were directed to bring a revised text to the November 2018 Representative Meeting for Second Reading (minute 2018.08.31.2). Meanwhile, Friends were asked to provide suggested changes to Discipline Review Committee in writing. We have not received any written suggestions. We have re-examined this text, made several revisions, and now bring it forward for another Second Reading.

Section 5.3 Formation and Laying Down of Half-Yearly Meetings: At CYM 2018 we were instructed to revise *Organization and Procedure* to reflect the process developed in forming Atlantic Half-Yearly Meeting (minutes 2018.08.14, 2018.08.15, 2018.08.16). We will soon have access to this documentation and we hope to have the new text ready for First Reading at CYM in August 2019. We note that we have not yet been directed to address the dissolution of a half-yearly meeting.

[New Section] Conflict Resolution: Work on this new section continues. We are reviewing approaches used in other yearly meetings and considering suggestions and input from a number of individual Friends. We suggest that the title might be changed to “Conflict in

Meetings” to better reflect the reality that while not all conflict can be resolved, it can be addressed and possibly transformed.

[New Section] Fulfilling Roles or Responsibilities: At the June 2017 Representative Meeting (minute 17-06-27) Discipline Review Committee was asked “to draft a section in our *Discipline* addressing ways to respond when a named person or committee is unable to fulfill the role that we have asked them to do.” We have noted this new task and had a brief consultation. When CYM identifies a needed addition to *Organization and Procedure*, we are charged with drafting the change. In this case, however, we feel that have not been given sufficient guidance regarding the “ways to respond.” We will lay this task aside until there is more clarity about the focus of this new section.

Minute of Record (term): We are still tracking down a definition or clarification of this term in Quaker usage.

Canadian Advices and Queries: We note the proposal approved at CYM 2018: “that new *Advices and Queries* be under the care of Discipline Review Committee and published in *Organization and Procedure* as an appendix following the current *Advices and Queries*.” We note also that the Indigenous Peoples’ Human Rights Program of CFSC has offered to season wording for a potential advice or query on our relationship with indigenous peoples. We await this text.

Updates to O&P and the DRC pages on quaker.ca: We know that approved changes to *Organization and Procedure* on quaker.ca have been delayed and that portions of the DRC pages are out of date. These revisions will soon appear online.

Organization and Procedure: Interim Reprint and Full Rewrite: The original purpose for the proposed interim reprint of *Organization and Procedure* was to provide a bound print version that could be used while the full rewrite of this text was in preparation, a process that was expected to take close to ten years. At our September 2018 meeting, we reconsidered the wisdom of preparing an interim reprint. In our discussion we considered the following points.

- We believe that while the rewrite is certainly a major task, it could be completed in a shorter time.
- We note that a completely up-to-date version of *Organization and Procedure* should be always available on quaker.ca.
- Instead of an interim reprint, we suggest a return to a loose-leaf format so that monthly meetings, CYM committees, and individual Friends will be able to download individual pages as they are revised and maintain a print version that can easily be kept up to date. This proposal is consistent with CYM’s concern to reduce the use and proliferation of printed copies.
- The index for *Organization and Procedure* – which uses section numbers as locators, can be kept current as revisions and new sections are added.
- Discipline Review Committee will not lose time dealing with what might turn out to be a costly printing and distribution process that would have to be repeated when the rewrite is complete. As is evident from the preceding sections of this report, the Committee has a considerable backlog of work to get on with.

We therefore suggest: (a) that the interim reprint should be abandoned; and (b) that user-friendly access to *O&P* on quaker.ca enable Friends to easily find, consult, and download single sections or the complete text as needed. Meanwhile the committee appointed to undertake the rewrite can begin work as soon as their nominations are approved. We have identified one member of DRC to serve as the DRC representative

on the rewrite committee.

Respectfully submitted by the Discipline Review Committee:
Ruth Pincoe (clerk), Dawne Smith, and Carol Leigh Wehking

**Discipline Review Committee
Changes to Organization and Procedure
Brought Forward to Representative Meeting November 2018**

The following table summarizes the changes contained in this report:

Relevant CYM Minutes	Organization & Procedure Section and Title	Readings
<ul style="list-style-type: none"> – CYM 2016-08-27 – CYM 2018.08.31.2 – <i>RM 2018.11 ____</i> 	6.20 – Naming Committee	<ul style="list-style-type: none"> – First Reading: CYM 2018 – <i>Second Reading: RM Nov 2018</i>
<ul style="list-style-type: none"> – CYM 2016-08-27 – RM 2017.06.45 – CYM 2018.08.31.2 – <i>RM 2018.11 ____</i> 	6.21 – Program Committee	<ul style="list-style-type: none"> – First Reading: RM June 2017 – Second Reading (a): CYM 2018 – <i>Second Reading: (b) RM Nov 2018</i>

- Minutes are identified by a meeting abbreviation (CYM-in-Session or Representative Meeting) plus a number indicating the *year, month*, and minute number (for example, CYM 2016-08-27 or RM 2016-11-27)
- Sections brought for *First Reading* are presented in two formats: one format showing mark-up (~~strikethrough~~ indicating text removed and underline indicating text added) and one showing the proposed revision as it will read.
- Sections brought for *Second Reading* are usually presented in only one format: the proposed revision as it will read.
- A markup format for *Second Reading* will be included only if further substantial changes have been made.

6.20 Naming Committee

SOURCE: CYM, minute 2016-08-27 – DRC asked to identify tasks for Naming Committee.

FIRST READING: CYM, minute 2018.08.31.2 – Revised text (including change regarding committee appointment, minute 2018.08.17) approved

6.20 Naming Committee: Second Reading

Many Friends contribute to the richness and orderly procedure of Yearly Meeting in session by performing a wide variety of necessary tasks. Appointing individuals responsible for most of these tasks is done in advance by Program Committee or by other designated groups. A Naming Committee brings forward names for certain appointments to be made from among those present at Yearly Meeting. Such appointments include an individual to serve on Agenda Committee, one or more Reading Clerks, an Epistle Committee, a Minute Review Committee, and a Gleanings Committee; several Friends are also appointed to prepare greetings to be sent to absent Friends and to prepare reports to Quaker periodicals. Descriptions of the work of these committees are kept up to date by the Yearly Meeting office.

Information from both the CYM office and Program Committee is needed in order to propose suitable appointments for the tasks that need to be done. Naming Committee is appointed by Nominating Committee at its spring meeting, and will contact the Yearly Meeting office regarding the job descriptions for these positions and the numbers of Friends needed. The office will provide a list of Friends registered for Yearly Meeting. Naming Committee will also contact Program Committee to make sure that there is no duplication of efforts and there are no gaps in planning. In seeking individuals prepared to serve, the Committee strives to include Young Friends and first time attenders.

Naming Committee presents its report during the first session of Yearly Meeting; Friends may add other names to the list, and approval is given for all Friends asked to serve. Naming Committee will provide the first-named in each committee with the relevant job description. These Friends will arrange a meeting with their newly formed committees as soon as possible so that they can become familiar with the task at hand, and develop a plan of action. Frequently the first item on the Committees' agenda will be to choose a task coordinator.

6.21 Program Committee

SOURCE: CYM, minute 2016-08-27 – DRC asked to revise committee description and move it to CYM Standing Committees.

FIRST READING: RM, minute 2017.06-45: Approved; further suggestions to be sent to DRC

SECOND READING (a): CYM minute 2018.08.31.2 sent back for revision, changes to be sent to DRC (none received)

6.21 Program Committee: Second Reading (b) – markup format

Program Committee has two major functions: to serve as a planning and oversight committee for the annual sessions of Canadian Yearly Meeting, and to act as a coordinating body for the different groups who have responsibility for the various aspects of the Yearly Meeting sessions. The committee responds to direction from Canadian Yearly Meeting and Representative Meeting.

Program Committee planning and oversight responsibilities include site selection and liaison with the site administrators, local arrangements, publicity, scheduling of daily events, and financial oversight in collaboration with the Office Administrator. Planning as far ~~much~~ as three years in advance is required for ~~tasks such as~~ selection of ~~and~~ arrangements for the site (with consideration of the needs of campers and the food co-op), the Children and Youth Program, ~~and arrangements for~~ the Sunderland P. Gardner lecture, and the Bible/Quaker Studies. All these tasks will take ~~be approached while taking~~ into account the evaluations of previous Yearly Meeting programs.

Program Committee collaborates with Continuing Meeting of Ministry and Counsel (responsible for worship and the spiritual nurture of the Yearly Meeting), Agenda Committee (responsible for planning business sessions), and the Yearly Meeting office. Program Committee also works with Publications and Communications Committee to facilitate communications with Friends before and during Yearly Meeting, and the publication of the Sunderland P. Gardner lecture and Bible/Quaker studies through electronic and print media.

The seven nominated members of Program Committee are appointed with regard for appropriate geographical representation in order to facilitate liaison with the local arrangements committees close to the sites chosen for the Yearly Meeting gatherings. CYM Nominations Committee should ensure that one ~~One~~ of the seven positions on Program Committee is filled ~~by allocated to~~ a Friend responsible for coordinating the Children and Youth Program. The Clerk(s) of Yearly Meeting and the Office Administrator sit on the Program Committee ex officio, in addition to the nominated committee members. Continuing Meeting of Ministry and Counsel and Canadian Young Friends Yearly Meeting each appoint a representative to ensure effective collaboration.

6.21 Program Committee: Second Reading (b) – proposed revision

Program Committee has two major functions: to serve as a planning and oversight committee for the annual sessions of Canadian Yearly Meeting, and to act as a coordinating body for the different groups who have responsibility for the various aspects of the Yearly Meeting sessions. The committee responds to direction from Canadian Yearly Meeting and Representative Meeting.

Program Committee planning and oversight responsibilities include site selection and liaison with the site administrators, local arrangements, publicity, scheduling of daily events, and financial oversight in collaboration with the Office Administrator. Planning as far as three years in advance is required for selection and arrangements for the site (with consideration of the needs of campers and the food co-op), the Children and Youth Program, the Sunderland P. Gardner lecture, and the Bible/Quaker Studies. All these tasks will take into account the evaluations of previous Yearly Meeting programs.

Program Committee collaborates with Continuing Meeting of Ministry and Counsel (responsible for worship and the spiritual nurture of the Yearly Meeting), Agenda Committee (responsible for planning business sessions), and the Yearly Meeting office. Program Committee also works with Publications and Communications Committee to facilitate communications with Friends before and during Yearly Meeting, and the publication of the Sunderland P. Gardner lecture and Bible/Quaker studies through electronic and print media.

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CANADIAN FRIENDS FOREIGN MISSION BOARD REPORT TO REPRESENTATIVE MEETING OF CANADIAN YEARLY MEETING

The foreign Mission Board has not had a lot of applications but we have just approved one this fall.

The project is Belize Friends/Community Safety Forum vs. Human Trafficking in Belize. The goal of the projects is to help young people recognized the risks posed by human traffickers and gang member and to give them resources to avoid dangerous situations

It is a Project of FUM carried out through the Belize City Friends Centre.

The project will run from March 2019 to December 2020.

We are currently working our wording for the Agency agreement with Lorraine Burke the CYM Accountant.

George Webb

For Canadian Friends Foreign Mission Board

Representative Meeting November 2018: Report 10

Final ADCLEFF Report

Final report of the Ad Hoc Committee for Liaison with Evangelical Francophone Friends (ADCLEFF), Fall Representative Meeting, Nov 2018

Committee members active in the past year: Nathalie Brunet (acting clerk), David Millar, and Judith Brown (recording clerk).

We held three phone meetings in the past year: Jan, August and October, and worked intermittently through email at other times. We encountered each other face-to-face at three Friends gatherings where liberal Friends and African Friends met in fellowship.

To prepare this report we held phone meetings with Lorraine and Anne-Marie Zilliacus (financial issues), Wesley Glebe (E&O Clerk), Cameron Fraser (CYM secretary) and exchanged emails with Matte Legge.

Executive Summary

We would like to lay down ADCLEFF.

Between CYM and FCU we foresee the following future activities:

- Visitations
- Requests for translation services (primarily for fund-raising purposes)
- Oversight of the HROC project
- Responding to requests for Quaker materials in French

We are hopeful for a possible structure within E&O that would carry forward the work.

E&O is currently considering being responsible for a sub-committee of three individuals who would do the liaison work with African Friends. Nathalie Brunet has volunteered to be one of those people and is willing to serve until the Healing and Reconciliation in our Communities (HROC) project which was initiated in 2017 is completed.

Friends Churches and Friends Churches United

African Friends in Quebec who are immigrants to this country, and who typically arrive as refugees frequently find themselves settling in Quebec, since many of them speak French as their 2nd or 3rd language. Most of them come from the Great Lake Regions in Africa, and many of these from the Democratic Republic of the Congo. Many of them arrive with a traumatic history, and a strong Quaker faith. They want to find their place in Quebec society. Spiritually they want to be in communion with God, and to be a part of a community of worshipers; some are active in supporting Friends back in Africa. Over the past decades, Montreal and Ottawa Friends, both of whom live in bilingual cities, have welcomed a number of these refugee families and helped them to settle.

African Friends in Quebec, as one might imagine after a little bit of thought, are diverse.

They come from different African countries, speak different dialects, belong to different African Yearly Meetings, and have experienced different sides of national conflicts. These Friends live busy and complex lives.

While some of these Friends have attended our silent Meetings for Worship, none have stayed. Some have found a new spiritual home in Evangelical Churches, but others (roughly 250) are forming Quaker Churches in Quebec, which are typically led by pastors who have been recognized by Quaker Yearly Meetings in Africa. For these Friends, being a Quaker means something to them, and this has to do with their experiences as a Quaker in community with other Quakers, which in turn is linked to Quaker values and Quaker processes that are like our own.

These Friends Churches are in the process of becoming established and can and do change at times.

Three of the largest churches have formed around well-established African Friends communities in Montreal, Quebec City and Trois-Rivieres. There are also smaller groups. They are at various stages of formation and flux. Visitors to these churches have all been warmly welcomed and all are moved by the spirit and vitality they encounter at church services.

The churches are by-and-large still struggling to find good permanent places to worship. There are emerging leaders and sometimes shifting leadership. Financial matters and personal crises within the community present challenges to establishing churches more rapidly, but the momentum in this direction is steady.

Some of the pastors of these churches are even forming a larger organization called Friends Churches United (FCU) which is attempting to bring worshippers from Quaker Churches together on an annual basis. Their first annual gathering was held this year in August in Quebec City. The task of bringing together such a diverse community under

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one organization is a complex and challenging one. Pastors Etienne Paul Mungombe of Montreal, Jonathan Esongo of Ottawa, Misae Esuu of Trois Rivières, and others helped organize the first gathering.

Ottawa Friends have assisted a small number of African Quaker refugee families and welcomed African Quakers to worship in their manner in our Meeting House about five years ago. However, this fledging church never became established, one reason being that it lacked a pastor. The Friends who attended are now active in various Evangelical Churches though they remain in touch with one another.

Montreal Friends have been interacting with African Friends who are refugees for many years now. Along with helping refugee families to settle, they have also observed and celebrated the creation of a Friends Church in Montreal. This has occurred in large part through the work of David Millar, a member of Montreal Friends, though others have been actively involved.

David has also become involved with other African Friends in the province of Quebec. He has created [a list of Friends Churches in the province of Quebec](#), to capture what we know and who we have had contact with (For access to this list, email David Millar.

Also, please note that we know some pastors' names are missing and that this list is incomplete). The list David created also includes links to wider Quaker bodies (and contact names and details), lists of Religious Education resources, and links to other resources such as community resources for refugees. He made this list of resources available to African Friends to use as they saw fit, but we suspect it hasn't been very useful. However, for CYM it is a great resource for liaising with African Friends.

The gathering of many Quebec Friends around their shared Quaker Faith is impressive. Something precious and worth celebrating is emerging. For example, on Oct 27 and 28, Jonathan Esongo, with 5 other preachers, including 1 from Gabon and 1 from Tanzania, held a very impressive "[Conference de feu](#)" which included choirs from 3 cities (David Millar attended). There are already plans to repeat this event very soon. In addition, Mireille Esongo, president of the Congolese women's association, has signalled she wants to organize women across several cities in Quebec. Among African Friends there is energy and hope and great visions for the future of Friends Churches in Quebec. [This recent video](#) of a Friends Church service in Quebec City shows the wonderful spirit of African Friends.

A little over a year ago, alerted to all this growth, CYM formed an ad hoc committee (ADCLEFF) to help to define and explore how we can be in relationship with Friends who are forming Quaker Churches in Quebec. The desire to be in relationship, despite our significant differences and the anxieties that sometimes arises from those, is a force that is acting on both sides.

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ADCLEFF members are mostly acquainted with the following pastors: Etienne Paul Mungombe (Montreal) and Jonathan Esongo (Quebec City). David Millar has ties with Misae Esuu (Trois Riviere) and Musato Lubungula Dems (Quebec City). We are aware there are other pastors and that we have a good, but incomplete, grasp of this entire movement and its dynamics.

Below, the left hand photo shows Pastor Mungombe (in white shirt, centre) with his congregation at Kakuma refugee camp in Kenya 2014; the right hand photo shows the new Friends Church he helped found in Montreal 2016. We have also created [a small collection of photos and vidoes of other UFC congregations](#).



Activities since last Representative Meeting

A major activity of ADCLEFF has been enabling visits. This provides an opportunity for liberal Friends and African Friends to get to know one another. The following visits occurred in the last year:

- January 26-28, Ottawa, Ottawa Winter Retreat: Etienne, Jonathan, Mireille, Joseph, Judith Brown and David Millar participated in Ottawa Monthly Meeting's annual retreat.
- June 15-17, Mountain Grove, ON, St. Lawrence Regional Gathering including Ottawa, Thousand Island, Montreal, Peterborough, Wooler and their worship groups: Etienne and Joseph led a mini-HROC workshop for about 35 people including Etienne's family. The exercises built on trust and enabled sharing. David and Judith participated. Etienne and Binwa's kids joined a lively children's programme.
- Aug 3-5, Barrie, CYM: Etienne and Binwa participated in the pre-meeting retreat, and other CYM activities. Their children participated in the children's program. The family spent about 3 days at CYM. Nathalie, David and Judith supported the family on site, including providing translation services.

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Other Quaker bodies are also visiting African Friends in Quebec:

Aug 18-19, Quebec City and Three Rivers: visit to several Friends Churches by Marian Baker of New England Yearly Meeting of Friends and Judith M'maiti of United Society of Friends Women in Kenya

- Aug 25-26, Quebec City, First Annual gathering of Friends Churches United: No ADCLEFF members could attend, but it was attended by two representatives from FWCC.

Support for Networking

- ADCLEFF has produced [an extensive list of contacts and resources](#). Names and email addresses and phone numbers are now in one handy place. There are many social agencies listed here, as well as church contacts and individual contacts for many agencies. However, we suspect that has not been a useful resource for African Friends.

Networking supports

- Connections have been tentatively established between African Friends in Quebec and FWCC (Gloria Thompson and Benigno Sanchez-Eppler)
- Colin Saxton of FUM, and Evangelical Friends International connected with African Friends thanks to Elaine Bishop (former mentoring clerk of CYM) and ADCLEFF.
- Etienne and Jonathan and Joseph and Mireille visited with Come Nteturuye and Imelde Niyibizi in Ottawa in January of 2018. Judith and David found a location where they could meet and organized billeting and transportation.

Translation supports

- African Friends frequently need documentation in English. There are multiple reasons for this, but the most important is to apply for funding. We've provided translation services and identified other Friends who are willing to translate.

HROC Project Update

At Representative Meeting in 2017, monies for the Healing and Reconciliation in Our Communities (HROC) project was approved. (Brief descriptions of this peace-building method which developed out of the Alternatives to Violence method in the African Great Lakes Region in 1975 by Quakers and others can be found in our Appendices) Monies dedicated to this project amounted to \$8200 including \$6200 from CYM monies and \$2000 from the Samuel Rogers Trust Fund which is to be spent in Ontario.

Following this, African Friends (led by Etienne Paul Mungombe) produced a draft budget for roughly \$8,000 and a rough project plan. The actual mechanism for transferring money and accountability has been clarified by Nathalie, Lorraine and Anne-Marie who have developed a sensible process whereby monies are transferred prior to a workshop and then the African Friends report back on workshop outcomes.

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Decisions made are detailed in an Appendix. Monies will be transferred to Montreal Monthly Meeting then disbursed.

Essentially, the project is ready to be launched. There has already been some preliminary work on the HROC project. From January to July Etienne and Jonathan ran a series of 7 meetings to introduce the idea of the HROC workshops across Friends Churches in Quebec and in Ottawa. Also, African Friends ran a mini HROC workshop at St. Lawrence Regional Gathering for Ottawa, Peterborough, Thousand Islands and Montreal Friends which was well appreciated. (See Appendix or October issue of The Canadian Friend). Although it was anticipated this would be a project for 2018, there has been less progress than anticipated largely because of a significant health issue that arose in the Mungombe family. However, Cameron Fraser and Anne-Marie Zilliacus have confirmed that the allocated monies can be held over into 2019.

What CYM can offer African Friends

African Friends are currently by-and-large comprised of recently immigrated first-generation refugees families and experience the challenges of overcoming past traumas, settling into a new country and making a life for themselves. This will change in future generations, but at this point we are in a position of privilege and can offer assistance from one religious community to another.

Beyond the individual needs of families, the pastors we know are frequently bringing projects forward and asking for help (David Millar keeps a project list). Example of projects include a request for help with translation of documents, a request for financial resources to establish a physical church, or a request for help with Friends in the Democratic Republic of the Congo (DRC) and Malawi.

Current CYM commitments:

- CYM has generously committed to supporting the HROC workshops which will help to heal members of the church communities who have suffered greatly as refugees and who continue to experience discrimination in Canada. (See HROC description in Appendices).
- CYM programming committee has invited pastor Etienne Paul Mungombe to be the Sunderland P. Gardner lecturer in 2019. Elaine Bishop has offered to provide support to Etienne. Some money has been committed for English lessons to help pastor Etienne strengthen his language skills.

We think CYM's scope for providing help to African Friends in Canada is modest:

- We are able to be friends.

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- We can encourage mutual visitations at retreats, regional gatherings or CYM, though realistically, at this point in time, we would need to offer financial assistance along with an invitation.
- We could offer to translate when requested.
- We can be in respectful partnership and fellowship with African Friends. To this end, we offer the following principle: We need to respect the autonomy of Friends Churches United. We can offer advice when asked and it is their choice to follow our advice or not. We cannot direct.

We recognize we are limited in the financial support we can provide. It is our experience that the financial needs of African Friends are great, and they are always hopeful that there will be financial help. Our limited ability to help financially is not unlike FWCC, who recently visited FCU, and clearly stated in a meeting at the first annual FCU gathering, that they would not be able to offer financial help, though they did offer advice on how African Friends could raise funds and how they might strategize with respect to building churches.

Finally we have to address 'the elephant in the room'. Underpinning of this potential for support lies a language issue. Most of the (very roughly) 250 African Friends speak French, and many of them also speak some English. Everyone who served on the ADCLEFF committee was bilingual, but we had varying degrees of fluency. Fortunately, in both directions, there was plenty of goodwill when communicating. That said, we have found that communication in the absence of bilingualism is possible with willing translators, but imperfect and slow, and efforts to increase bilingualism on either side, would help with communication. Any person liaising directly with African Friends would have to be bilingual at this time.

Maintaining CYM connection with FCU

We would like to lay down ADCLEFF. Between CYM and FCU we foresee the following future activities:

- Visitations
- Requests for translation services, primarily for fund-raising purposes
- Oversight of the HROC project
- Responding to requests for Quaker materials in french

The amount of commitment is essentially determined by the engagement of the liaison committee members. Within ADCLEFF the commitment has ranged from roughly 3 to 15 hours per week. The commitment increases around events such as a regional gathering, and wanes at other times.

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We explored two possibilities for mechanisms for maintaining contact with Friends Church United.

One was to locate a liaison role within CFSC, but we learned from Matt Legge that this was clearly not something that CFSC could take on and they did not see it as a part of their mandate. There are also problems with this suggestion. Locating a liaison role within CFSC does not maintain a relationship between CYM and FCU. It also places FCU in the position of being a type of project for CFSC and that is not the type of relationship we hope to establish.

Our second suggestion was that the liaison role fall under the care of Education & Outreach within CYM. E&O could supply support for visitations as they have funds, and they could help with translations and the creation of bilingual materials as they are used to working with media. We considered whether an individual on E&O could serve as a liaison person or whether a sub-committee could be formed (any Friend could serve on this committee). In either case, lists of Friends willing to offer help for certain tasks (e.g. translations) could be maintained. One possibility we also imagined was the creation of a discernment circle with Friends from CFSC providing occasional guidance to the E&O sub-committee.

Wesley Glebe, clerk of E&O, took the issue to E&O's November meeting. In his report back to us he indicated that E&O was restructuring and that if say three people were willing to form a sub-committee to liaise with African Friends, E&O would be willing to consider the possibility of this committee being a part of their new structure. They were clear that no one on their committee had the time, energy or bilingualism necessary for this work. This is obviously not the complete and definitive answer to the establishment of a permanent CYM liaison role we wished to provide, but we are hopeful that further clarification from E&O will be forthcoming. We also recognize there is an issue with who would serve on this sub-committee. This too is unresolved, however Nathalie Brunet is willing to serve on this sub-committee for the duration of the HROC project.

Thinking about the relationship between CYM and African Friends Churches was our first priority, but we also realized there were other relationships to be established at other levels of Canadian Yearly Meeting.

We think that it important that St. Lawrence Regional Gathering extend a hand of friendship to African Friends when Gatherings have been planned. We recommend a liaison position be created at this level to ensure the task is not forgotten.

We are definitely concerned about the work that falls to Montreal Friends Meeting, the only Quaker Meeting in Quebec. We feel that David Millar has served very well for a long time and may need to step back a bit for his own well-being. We are very

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concerned that the responsibility of liaising with African Friends will fall back to Montreal Friends Meeting by default.

With regards to providing financial supports, we explored the possibility of setting up a fund within CYM, but learned that this would only be possible if there was a clear line of oversight for the fund, which of course does not yet exist. Montreal Monthly Meeting has been using their refugee fund as a repository for donations to African Friends in Quebec, though the practices around the use of this money for African Friends are not well-defined.

However, If Montreal Monthly Meeting was willing, in the short term, we'd like to encourage individual CYM Friends to donate to the Montreal Monthly Meeting Refugee Fund. Meetings might consider putting a basket out to collect funds once a month.

Either of these actions would provide needed financial help to African Friends and we feel certain we can trust the Montreal Refugee Committee to use the money wisely for African Friends across Quebec. By Representative Meeting we will be clearer on the willingness of the Montreal Friends Treasurer who is Claire Adamson, to do this work.

Final Words

ADCLEFF has begun the process of building a relationship with African Friends in Quebec at the level of Yearly Meeting. This is new and challenging work and one that requires an openness to the spirit and the ability to speak French and English. This report has not provided a complete or perfect solution for moving forward, but has captured our movement as a Yearly Meeting within the last year. We hope that way will open, and that Canadian Yearly Meeting will find a way to maintain contact with African Friends Churches moving forward.

Appendix 1: Church Descriptions

FRIENDS CHURCH IN MONTREAL Oct 9,

2018.

Author: Pastor (Etienne) Paul Mungombe

Email: fcc@gmail.com

Cell: 514-512-9482 (Paul Mungombe)

Friend's Church United: Friends' Church United (FCU) is a collection of Friends Churches in Quebec. Pastor Paul Mungombe provides leadership here. Friends' Church in Montreal is one of these Churches.

Friend's Church in Montreal: Friends' Church in Montreal is a church that preaches the word of God and respects other religious beliefs, the freedom to believe, and the principle of equality that is a consequence of seeing every human as a work of God. The pastor is (Etienne) Paul Mungombe, also sometimes referred to as pastor Etienne.

Our mission is to earn and prepare the souls for our Lord and Savior Jesus Christ in our families, in our provinces, and in the world so that they may be saved and live under the glory of God.

Our aim is to put ourselves at the feet of the Savior Jesus Christ and to learn from him, to praise and worship him as God, to support one another as we learn to be more committed followers of Jesus, and to express the good news of Jesus Christ in each of our communities and in the rest of the world, so that others may be saved.

Our history: In 2016 pastor Paul Mungombe, who was then a refugee in Kakuma Refugee Camp, got an UNHCR refugee resettlement offer to move to Canada with his family. When he arrived in July 2016 he started a prayer group in the house of Asende Primont Mutambala. Other people also joined this prayer group.

On August 19, 2016 pastor Paul Mungombe, the Primont family and Joseph Anali Kapita agreed on the importance of having a church in Montreal. We decided to meet at Pastor Etienne's house every Sunday. From December 18, 2016, we began to call ourselves a church. In August of 2017, we received two visitors: CYM clerk Elaine Bishop and Friends United Meeting clerk Colin Saxton, and we worshiped together at pastor Etienne's house.

After one year of worshipping in the house of (Etienne) Paul Mungombe, church members decided to move to another place. We moved to a basement of Paroisse Saint-Nazaire on

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111 Bélanger Street. We moved because the number of new arrivals to our church increased and because of the poor condition of pastor Etienne's house.

Today, we continue to worship at the same location and we are currently about 51 believers.

Pentecostal Church of the Friends of Jesus Christ (EPAC) in Trois-Riviere History and

projects (greatly abridged)

To God the Father and our Lord Jesus Christ we give all honor and glory for the opening, achievements and projects of the Church described in this document.

Background

Meeting at 1-3250 rue Louis -Pasteur on February 23, 2017, members of the Intercessors Ministry of Canada in Trois-Rivières, including:

1. MISAE-ESUU 2. KABUNGA-BAMUTUDU 3. KATUT-NAWEJ 4. MADUWA-KAMBI 5. KILOZO-JEROME 6. SWEDI-JEAN IBONGA 7. MAHARIFA-MUTUDU 8. JOHN-N'GENDO OBO'O.
to discuss the possibility of the opening of the Church.

On the agenda: the choice of moderator and the subject to be treated: setting up a church in Trois-Rivières.

1. The choice of moderator: The unanimous choice for moderator fell on the person of the servant MISAE-ESUU assisted by MADUWA-KAMBI as secretary.

2. Setting up the church the subject: adopted unanimously.

ADMINISTRATIVE ORGANIZATION OF THE CHURCH.

The assembly decided on the servant MISAE-ESUU to be the head of the Church, assisted by pastors KABUNGA-BAMUTUDU and KATUT-NAWEJ, supported by MADUWA-KAMBI as secretary. The overall administration is entrusted to the following persons:

- Finances - Mr. KILOZO - JEROME.
- Evangelization - MAHARIFA-MUTUDU and SWEDI -JEAN IBONGA.
- Christian Education, Pastor KATUT-NAWEJ.
- Youth, John - N'GENDO OBO'O.
- Greetings and visitation - KILOZO-Jérôme.
- Development - Maduwa KAMBI.
- Prayer & Healing - Pastor MISAE-ESUU and Kilozo-Jerome.
- Choirs --Maharifa-Mutudu, Swedi-ibonga.
- Women - Mrs. MARIE-MWANDO, Mrs. Zalia Mado Treasurer, Mrs. Nabintu secretary, Mrs. Dina Tiba, 1st councillor, Mrs. SIPORA FAIBE, 2nd councillor, Mrs. Jeanne Vumilia - 3rd councillor, Mrs. BULOZE 4th councillor.

Ecumenical Worship

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On March 12, 2017, the Pentecostal Church of Friends of JESUS-CHRIST held its first worship. On this memorable day, 49 congregant were presents. The numbers regularly worshipping have steadily risen to 60 but this time including adults and children.

Fundraising to obtain permanent premises is in progress. The Projects

of the Church

Founded in Trois-Rivières March 2017, lack of premises means we are not able to celebrate and organize our activities in the best conditions; we are forced to share worship time with other groups and organizations hosted in the same place. Challenges

The lack of affordable permanent premises is the first challenge.

After having encountered many difficulties to find a permanent place for our activities, it is by the grace of the Lord that we have found a temporary place (at a community center called ALEXANDRE SOUCY DANS) which allows us to exercise some activities in spite of the difficult conditions.

- Short-term Challenges: The Church needs a permanent location that will be able to accommodate our daily activities without any problem and that will also allow us to keep Church property safe. All the activities of the Church -- choir rehearsals, prayer meetings, Bible lessons -- must be carried on in the Pastor's basement, which puts his family in trouble with the neighbors. Bus for transport.
- Medium term Challenges: Search for land to build a church on in future. Fund-raising to meet our needs. Help our pastors to support their families.
- Long-term Challenges: Construction of a church capable of containing a large number of members with a minimum of offices and meeting rooms as well as youth and daycare rooms.



Women's choir: from left: Kubenga Riziki, Dina Tiba (wife of the pastor), Sipora, Jasmine, Misembo, Mlasi, Vumiliya, Mwando.

Appendix 2: United Friends Churches (UFC)

Minutes Minutes (abridged) from 1st gathering of UFCs on 25-26/8/2018

The group of UFC is the huge group that is formed by Quaker churches from different places such as Quebec, Montreal, Trois Riviere, Sherbrooke, Drummondville ,Ottawa and other new Friends who accept to believe in our Quakerism.

The first meeting started Saturday 25-August-2018 at 10:30 am. The mass was led by Quaker pastor Mr. Misae Rene. At the end of the day we had a pizza supper together. The theme of our gathering was predication 2 Kings, Jeremiah:17:9. Our preacher was pastor Masangya Wasangya from Friends Church in Rimouski.

Members of the church from Trois Riviere met with Gloria Thompson and Benigno Sanchez-Eppler (Meeting details below).

We met again on the next day, Sunday. The choir sang warm up songs praising and worshiping God for his amazing deeds and what he has done for us. The preacher was Madam Christinne from Montreal. She preached that God has a plan for you. She read in the book of Jeremiah 21:1-5. The church service ended late in the afternoon.

At 4:00 pm we held a closing ceremony which was the last activity with the entire gathering. Our visitors from FUM, Montreal Friends, Quebec Friends and all the pastors went to Serge Onge's home where we had our last meal.

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Meeting with UFC and FWCC

Quebec attendees: 1 Esongo Jonathan, 2 Kabila Joel. 3 Masangya Wa sangya, 4 Mireille and another person. 6 Sege Onge.

Montreal attendees: 7.Etienne Paul Mungombe, 8.Joseph Anali Kapita. FWCC

attendees: 9.Gloria Thomson, 10 Benigno sanchez-Eppler

Trois Riviere attendees: Pastor RENE MISAE and other friends

The meeting was lead by pastor Etienne Paul Mungombe who gave Jonathan Esongo the authority to introduce his church and conduct administrative duties.

Jonathan introduced himself as a pastor of Friends church in Quebec, Serge Onge as its programing officer, Mireille as the mother's representatives, Masangya Wa sangya as the counselor and Kabila Joel as the co-founder of Quebec city church.

Pastor Etienne Paul Mungombe introduced himself as the pastor of Montreal Friends Church. Joseph Anali Kapita as secretary (recording clerk) and also youth leader, Asande Primot as Presiding Clerk, and Tosha Mukambilwa as treasurer.

Pastor Etienne introduced United Friends Churches. He also reported on the FUM support for the HROC project. Pastor Jonathan reported on all the challenges which all three churches are facing, noting that the problems of all churches are similar. The major challenge all churches face is renting a hall for our church gatherings. This is true in Montreal where they are seeking a larger church. Quebec has the problem of a small gathering place and paying the rent.

Transportation is also an issue for church attendees. Some Christians are missing mass because there is no car to pick them up.

Gloria said it was possible to address some of these challenges as she has seen similar challenges in New York city and Buffalo. These people were gathering every day. Some solutions were mentioned.

They also mentioned about a gathering which will take place in the USA, and that those gathering would love to see what UFC are doing and they would like UFC to share their knowledge. Pastor Etienne presented the leaders of United Friends Churches. They are 1 Etienne Paul Mungombe as a coordinator, 2.Jonathan Esongo as a vice-coordinator,3.Joseph Anali Kapita as secretary, 4.Rene Misae as treasurer, 5.Joel Kabila as Advisor,6.Mireille Esongo as leader of the women's department.

Mereille reported she is requesting a conference of women in Quebec. Merreille asked Gloria about a mothers' gatherings. Gloria highlighted that all Quaker women are now showcasing their talent and skills and organizing at their respective places. She advised it would be better for Montreal Quaker mothers to organize a meeting and call up one of the mother representatives, before the gathering that will be in Kenya in 2010.

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She also advised that to accomplish their plans, being creative may lead UFC to success.

After that our friend Benigno decided to take a photo with Joseph Aanali kapita, Etienne Paul Mungombe and Jonathan Esongo who translated during the conference.

The meeting was closed by pastor Masangya wa sangya.

Appendix 3: Bios of Pastors

Biography of Pastor Esuu René

1228 Place Atchez-Pitt, Trois Rivières QC G8Y2N1 Pentecostal Church
of Friends of Jesus Christ, Trois Rivieres

Born 09 Oct, 1972 IN a Christian family in the Democratic Republic of the Congo in the town of Baraka, province of South Kivu. Married to Mrs Dina Tiba. They have six children.

In 1996 during the war in DRC Congo, Misae led to Tanzania where he lived for seven years in a UNHCR refugee camp, like many others fleeing the troubles of his country, Misae received the grace of God to become his child, accepting CHRIST as his Lord and Savior and Lord at his baptism on March 16, 1998.

In 2003 through UNHCR, his family were accepted for resettlement in Canada. He and family started a new life, continuing to serve God.

In his thirst to serve the Lord, pastor Misae was called to gather other children of God in intercession with the purpose of strengthening them in the Word and teaching them to prayer and work for one another.

By the year 2012, through God's will, pastor Misae created a ministry for prayer, evangelization and teaching among African newcomers called "THE EVANGELICAL MINISTRY OF INTERCESSORS OF CANADA" (MINISTERE EVANGELIQUE DES INTERCESSEURS DU CANADA – MEIC) of which he is the coordinator.

Existing since January 2012, this ministry has many participants in daily activities and has become an important source of unification, of men and women alike, in their search for God.

Through this ministry that he succeeded in founding the Pentecostal Church of the Friends of Jesus Christ of Trois-Rivières, his hometown. He has been pastor since June 06, 2017. Worship was initially held every three months, but is now weekly, drawing over 60 participants from as far away as 100 miles.



Pastor Misae Essuu and his church

Biography of Musato Lubungula Dems



- 1972 born at Mukwezi, Democratic Republic of Congo.
- 1984 primary school certificate, Ngovi.
- 1993: State diploma option Math physics, Uvira
- 2004: Bachelor's degree in Health Sciences at Ngozi University in Burundi / Equivalen to Quebec baccalaureat.
- Dec 12, 2013 arrival in Canada, domiciled in Quebec City.]
- Married to Emedi Mwaliasha and Father of 6 Children.

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- 2013-17 among the founders of the Friends Church in Quebec City, and Coordinator of the Mission of the Friends of Christ (MAC) located in Quebec City.
- 2017: Certificate of MAC project launch
- Delegate of Friends Church in Congo based in Quebec City and Member of Canadian Yearly Meeting (CYM).
- No date: Peace Movement with QPN: Member of Quaker Peace Network (QPN) and President* of the Friends Church-sponsored [Initiatives pour la Réconciliation Communautaire \(INIREC\)](#) [in English, Initiatives for Community Reconciliation <http://inirec.org/>, see its projects listed in <https://www.peaceinsight.org/conflicts/dr-congo/peacebuilding-organisations/inirec/>] based in Uvira and Bujumburu.

Biography of Étienne Paul Mungombe

I was born in 1977 in the city of Uvira[1], South-Kivu province, Democratic Republic of Congo; a birthright Quaker, to parents of the Kusu people who were members of Friends Church, planted in South-Kivu by EFI missionaries in the 1950s.



Fishing at Uvira on Lake Tanganyika; has collapsed due to loss of equipment during the war. Uvira is a multilingual city at about 400,000 population, on the DRC-Burundi border. Its main industries were cross-border trade and fishing, which created strong inter-ethnic ties. Its closest neighbour is Bujumbura, the capital of Burundi, 25 km away. My grandfather worked there. Like him I speak many languages: Kusu, Kibembe, Burundian, French, English, and Swahili - the lingua franca of East Africa. Friends Church worship is conducted in all these languages.

[1] See: <https://en.wikipedia.org/wiki/Uvira>

[2] See: <https://africa.uima.uiowa.edu/peoples/show/Kusu>

Appendix 4: St. Lawrence Regional Gathering

by David Millar

St. Lawrence Regional Gathering (RG) took place the weekend of June 15-17, 2018 in the Land O' Lakes Worship Group region of eastern Ontario. We particularly thank Sylvia Powers for hosting all 36 Friends – a new peak attendance – on her farmland and in her home. She and Claire Adamson deserve particular credit for arranging transport, bedrooms and tenting (complete with compost toilet!), and providing child play spaces.

For those under 15, the trampoline was one of the weekend's great successes.



Some of the adults and Children attending RG. Front row: Joseph Anali Kapita, David Summerhays; 2nd Row (Children's row): Landen Smart, Ziya Alkaly, Etienne's kids LaVie Mmasa, Safi behind him, Hellen on R, adults Daniel Hickie, Judith Brown; 3rd row: Holly Nazar, Brooke Nancekivell, Alison Chacon Vega & Nayla Alkaly, _____ and Kaleem Alkaly, Binwa Binnety. Standing: Margaret Slavin, Heather Wheat, _____, David Millar, Carol Pepper, Kate Mackrell, Ken Hone, Dale Andrews, Sylvia Powers Sybil Grace, Etienne Paul Mungombe. Missing from picture: Ken Home, Irene Watt.

HROC (Healing and Rebuilding Our Communities) detraumatization workshops, led by Etienne Paul Mungombe, were the main feature on the adult program. HROC is an African adaptation of AVP (Alternatives to Violence, <https://avpusa.org/> a set of non-violent trainings developed by Quakers) which was created in the last decade by AGLI-Friends Peace Teams to help survivors of the genocides in Rwanda, Burundi, Congo and Kenya.

For further details see the Quaker books by David Zarembka, Judy Lumb and others;

<http://davidzarembka.com> and <https://agli.friendspeaceteams.org/>. Trauma is not necessarily caused by physical violence; it can also be experienced in everyday life, as a result of deep grief, family crisis or discrimination. We experienced how it can be dealt with by exercises based on Quaker leadings and process.

On Friday we were invited to share whatever we wished about trauma in our personal lives – voluntarily and in confidentiality, so I cannot give specifics. The stories ranged widely over wartime memories, childhood disappointments, death of a dear one. On Saturday, pastor Mungombe told some of his personal history of growing up as a birthright Quaker in Friends Church in Ruvira, eastern Congo; his hopes to become a teacher, and meeting his future wife Binwa Binnety; hopes shattered by invasion, genocides and a decade-long guerrilla war with an estimated 30 million dead; their exodus to Kenya, where he became a Quaker pastor in Kakuma refugee camp, studied at FUM* Friends Theological College in Kisumu, and became a HROC facilitator in AGLI-FPT. (*note: CYM has dual affiliation with FUM and FGC: like Canadian Friends, those from FC in Africa may best be viewed as our co-affiliated partners). When his family were accepted for resettlement in Canada in 2016, he had to leave his FTC studies uncompleted, and is now searching for recognition of this work from a Montreal university so he can finish his degree. He is still involved in sending clothing, and aiding disabled refugees back in Kakuma, who suffer from extreme discrimination as “not fully human”.

Etienne and his brother-in-law Joseph Anali Kapita then presented a PowerPoint, on basic principles of AVP and HROC, followed by one of its key exercises (there are at least 50 more, varying from one-on-one to cooperative games for children and adults, and lasting from 10 minutes to several hours): a “Trust Walk” where each Friend was blindfolded and led through a complicated space; then the roles were reversed. In the afternoon we reconvened and divided into three worship-sharing groups: our topics were “what is your personal experience of physical or emotional pain” and “how do leadings, and exercises such as AVP-HROC help”? In the manner of Friends, we heard whatever testimony each one offered, without comment or discussion. It was an extremely moving experience.

Etienne and Joseph also led us in a Congolese hymn-sing, and a call-and-response – “Are you a Quaker?” and our reply, “Aye”. We recommend the HROC workshop for future programs at CYM.

We also held a meeting for worship for business. Our agenda included the example of Rosemary and Bill McMechan's donating to Friends in Uganda; appointment of coordinators for the 2019 RG in Ottawa (Judith Brown, Margaret Slavin, David Summerhays), and Etienne's invitation to attend the August 2018 founding conference in Quebec City of

UFC: United Friends Churches in Canada to bring a number of African refugee congregations under the Quaker banner.

APPENDIX 5: HROC Information

HROC (Healing and Rebuilding Our Communities) is a method developed by Christian Peace Teams in Africa after genocides in several countries, an extension of the long-standing program Alternatives to Violence which uses peacebuilding, conflict resolution, trust-building, restorative justice and community reconciliation.

For a history of AVP see:

https://en.wikipedia.org/wiki/Alternatives_to_Violence_Project

For brief introductions to HROC see:

- <https://friendspeaceteams.org/hroc/>
- <http://mecteam.blogspot.ca/2009/01/there-is-nothing-i-can-do-but-search.html> and https://www.youtube.com/watch?v=UAN_-Ylpjuw&feature=player_embedded
- <http://mecteam.blogspot.ca/search/label/HROC>

Book-length accounts include David Zarembka, *A Peace of Africa* (2011), Judy Lumb et al, *Ending Cycles of Violence II: Kenyan Quaker Peacemaking Response to 2007 and 2013 Elections* (2013).

Scholarly research on AVP methods and results is cited at <http://avp.international/literature/>

APPENDIX 6: Management of HROC Monies

Timeline

Currently in the CYM internal accounting, the \$8,200 has been approved already and sits in a designated "ADCLEFF" account where it will be available until we are able to release it - so we don't have to meet any particular deadline.

Banking Requirements

We are confused about why the request was made to go through the Montreal MM bank account. From CYM's perspective, the requirement for a bank account to which the money would be deposited is simply that it should be one to which FCU has access and can withdraw money from, and that it should be separate from their personal finances. A "small business" FCU account would be adequate, does not need to be a registered non-profit or charitable status.

However, Montreal Monthly Meeting is willing to receive this money and produced the following minute:

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- Claire as bank signer for HROC workshops
 - CYM has given money for Congolese refugees to do HROC workshops
 - The Congolese refugees need a bank account to receive this money, so the request is to use our bank account to receive the funds from CYM and for us to issue four cheques for them as the workshops are held
 - The Congolese group will report on the spending, receipts, to CYM
 - We don't issue cheques until we are signalled to do so by CYM
 - Question about why the funds are coming from CYM and not MMM
 - The meeting approves of us taking on this role for the Congolese group and CYM

Request Process

We can consider our conversations with FCU Friends and the budget submitted by Etienne in July 2018 as adequate evidence of the purpose for which the money is intended, and we can release money on this basis.

Accountability

After consultations and reflection with Lorraine, Anne-Marie, Cameron Fraser and active ADCLEFF members, we suggest the following way for documenting that the funds are being used in the manner intended:

Give money as a grant in installments, asking for progress reports along the way before the next installment is released, and then a final report. This documentation would be sufficient for us to show CYM auditors and if need be the CRA that we have done due diligence to ensure funds were used appropriately, and we would not need to be concerned with collecting receipts. It would be up to us to decide what is needed in the reports. We would want to keep it simple (for both our sake and FCU's). Obvious points could be:

- a) Dates of workshops held, and location
- b) Facilitators
- c) Topic
- d) List of attendees
- e) Brief evaluation - could be participant evaluation and/or reflection report of facilitators

The proposed project consists of four workshops though there may only be three, and we suggest providing money for the workshop prior to the workshop happening. This would mean 3 or 4 installments. Special consideration will be given to use of the Samuel Rogers Trust money to be used in Ontario.

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ADCLEFF will clarify the banking requirement with Etienne, and ask for a formal response that they agree with this process. With this done, the money for the first workshop can be released.

Further Oversight

CYM will need to identify a body to continue oversight of this project, receive reports, and approve release of further installments.

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CANADIAN YEARLY MEETING CLERK'S REPORT TO REPRESENTATIVE MEETING

It has been a busy three months since the end of Yearly Meeting 2018. As the sole CYM clerk I've done a number of things which I shall present here in point form. Any one of the items could be expanded considerably, but as this promises to be a very full Representative Meeting I am trying to keep this report lean.

- * I wrote a formal letter of apology regarding CYM's failure to have wide participation in a survey on institutionalized racism conducted by Friends General Conference, addressed to the clerks of the FGC Institutional Assessment Task Force and copied to the FGC General Secretary and to Katrina McQuail, who was the person who sent the request for participation to the CYM office (unfortunately, during a time of great upheaval as the office was renovated, the computer replaced, and the server changed).
- * I endorsed the Canadian Conference of Catholic Bishops interfaith statement regarding the deplorable situation in Myanmar, to be distributed to faith groups and, it is hoped, the people of Myanmar.
- * I participated in an FGC-sponsored conference call for Clerks of the constituent Yearly Meetings.
- * I wrote a letter to the Canadian Council of Churches asking them (as has been done before) to reconsider their model for funding by the member churches, which we believe is not equitable for a faith body as small as ours.
- * I participated by Zoom technology in Finance Committee's meeting of 10 November.
- * I sent notes of condolence on behalf of CYM to Winnipeg Monthly Meeting and Victoria MM regarding the deaths of Tom Findlay and Arnold Ranneris, respectively.

The Committee of Clerks, or Clerks Committee, has for some time consisted of the Clerks of CYM, the Clerk of Trustees, and the Treasurer. As our Treasurer has been phasing out her role in anticipation of an end to the office of YM Treasurer, she has ceased being part of the Clerks Committee. Also, since CYM in session this year we have had only one CYM Clerk. The Clerk of Trustees, Barbara Horvath, and I agreed that the two of us were not a sufficient body to make the decisions that come to Clerks Committee, so we decided to request the participation of another sort of YM clerk, namely one of the recording clerks. Accordingly, we invited John Samson Fellows, the recording clerk for 2018 sessions who is continuing through the 2019 sessions, to join the C.C., and he agreed to do so. Since his hiring as Secretary, Cam Fraser has also participated in the monthly meetings of Clerks Committee. This has proven to be an effective group.

The Clerks Committee has met three times since Yearly Meeting. We have discussed and furthered matters such as

- * obtaining abuse insurance for CYM
- * attendance of staff members at Representative Meeting and expenses involved
- * staff hours, overtime, vacation time
- * the evolving Personnel Policy and structure
- * restructuring of Education and Outreach Committee
- * financing of CYM Archive

- * as employing committee for the CYM Secretary, receipt and discussion of his reports and oversight of this position
- * membership dues for Canadian Council of Churches
- * ADCLEFF
- * approval, pending final confirmation by this body (Representative Meeting), of the nominations for Camp NeeKauNis Committee (held over from Yearly Meeting in August).

These nominations are:

Becca Ivanoff
Lisa Stelter
Wendee Wood
Rachel McQuail
Kris Wilson-Yang

I have two matters to bring forward personally, that is, they are regarding the position of CYM Clerk but do not result from or give rise to any specific CYM business. The first, with which other members of the Clerks Committee agree, is that we miss a complete printed CYM directory, with not only the names of individuals but the lists of Monthly Meetings (with their contacts) and of Friends serving CYM. I know that there were problems in getting included in the present print directory the names of everyone who consented to have her/his contact information published, because I filled out the permission form, received confirmation of its receipt, and am not included in the directory. I suspect that, despite the best efforts of the office administrator, there are Friends who would like to be in the directory but did not fill out and submit the permission form. I'm not sure what to do about this, but certainly a lack of contact information for many of those associated with and/or serving CYM makes a Clerk's work much more difficult. I hope that we can improve this situation. I also miss print copies of Documents in Advance, and Minutes and Late Reports. I am aware of the costs surrounding these publications. If a readily-downloadable and printable version could be placed on the website, so that Friends who need hard copies can easily make their own, this might prove to be the needed balance between financial and communication needs.

The other is my belief that matters which have been conducted subject to privacy and confidentiality regulations need to be considered as pertaining to the office of the Clerk, not to the individual holding that office. I have had several matters arise repeatedly for me that are considered confidential, and I cannot comment or act in any way when I know nothing of the details or possibly even the existence of the matter, because they stem from a time when someone else was Clerk. It's difficult to know how to make this situation more workable, as the people involved in such matters leave their offices, others assume them, and as a result there is no one in a position of "authority" to change the present practice. The wisdom of this body would be appreciated.

Beverly Shepard
Presiding Clerk

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PERSONNEL COMMITTEE REPORT

Personnel Committee and the CYM Secretary have been collaborating in the review of CYM Personnel Policy implementation, and the development of an alternative structure and practices to establish effective and sustainable personnel practices. The review began in response to concerns about CYM employment and contracting practices, and observations regarding irregularities in CYM Personnel Policy implementation and varying levels of adherence to the Employment Standards Acts (in relation to each CYM personnel’s province of residence). Figure 1 represents the current CYM Personnel structure and responsibilities, and shows how policy implementation practices are dependent upon each individual employing committee, which can naturally result in a lack of unified, consistent implementation.

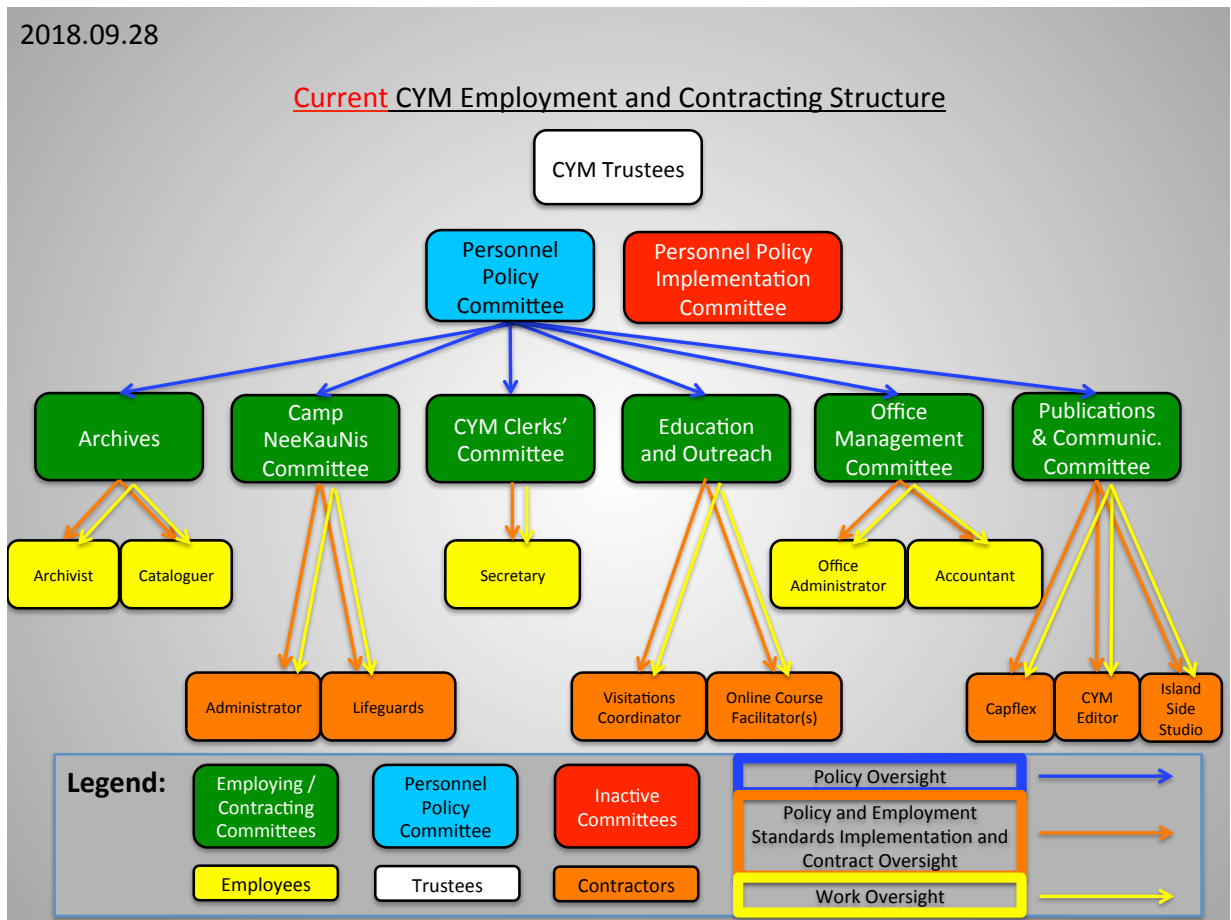


Figure 1. - Current CYM Personnel Policy and Implementation Structure

The Secretary began working with Personnel Committee representatives last November. Due to personal developments and the nature of the work, it was decided that Monica Walters-Field, as Personnel Committee Clerk, and Cameron Fraser, as CYM Secretary, would continue to work closely together, as well as regularly consulting and collaborating with Clerks’ Committee. It was agreed to by CYM Trustees and in consultation with Clerks’ Committee that until further notice, CYM personnel matters will be managed through the Personnel Committee Clerk and the CYM Secretary, in consultation with Clerks and Trustees. These changes of responsibilities and focus relate to the implication of some of CYM’s practices being misaligned with employment law, as outlined in provincial Employment Standards Acts, and CYM policy.

In addition to meetings with Clerks, Trustees and Personnel Committee representatives, there were also meetings for consultation and collaboration with CYM Employing and Contracting Committee, both in June 2018 and at Yearly Meeting in Session in August 2018. Personnel Committee then met with CYM Trustees in September 2018 to establish the necessity of Trustees performing an oversight role as the identified body for fiduciary responsibility for personnel matters. These collaborative efforts have resulted in many reiterations of a proposed new structure for CYM personnel practices. At this time, all of the above mentioned are in agreement that CYM Personnel Policy and Implementation requires the concerted effort of the organization to bring policy and practices in alignment with the requirements and expectation of employment standards and law. These processes have resulted in the current diagram of the CYM personnel structure shown in Figure 2, which is a reflection of the current context, needs and intentions of CYM.

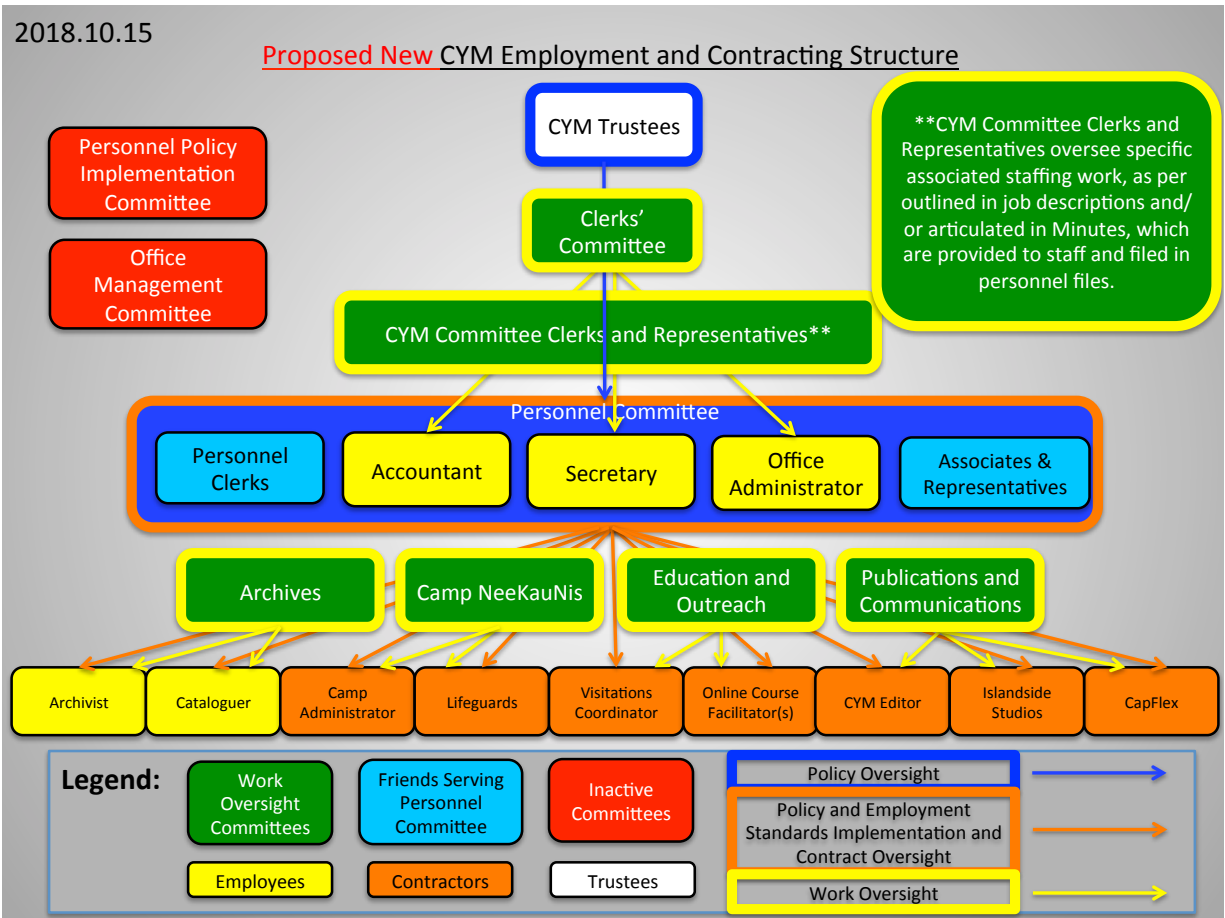


Figure 2. Proposed New CYM Personnel Policy and Implementation Structure

This diagram continues to be revised as feedback is received from Friends, Trustees and committees, and through Personnel Committee’s continued work to define the related roles, responsibilities and practices. This structure should be considered a road map, and not an end point, as it has to be flexible enough to change with the changing context. It is desirable to have a structure and practices that ensure consistency and alignment with employment standards, and equally important, improves the experience of those employed and contracted by CYM. We are confident that this new structure will alleviate the workload demands, and stress levels of current employing and contracting committees, and other relevant committees.

We present this report to Representative Meeting 2018 to allow for further consultation, as well as field questions and receive feedback. Personnel Committee has engaged in substantial work to reach this point, and anticipates an even busier year in 2019. Personnel Committee has identified the need for continued CYM Staff support, both during the transition toward a more effective

personnel structure, and in the future to maintain effective policy implementation practices. Currently, the CYM Secretary has been identified as the CYM staff person to continue the vast majority of Personnel Committee-related staff-assigned work in 2019. In addition, Personnel Committee identifies the need for the organization to continue having a delegated staff person to maintain effective personnel practices, respond to personnel matters in a timely manner, and support the expedient updating of CYM Personnel Policies. It is Personnel Committee's recommendation that this work be assigned to the Secretary role, and the Secretary's job description change accordingly. We recommend that this action and associated implications be reviewed at each subsequent Representative Meeting, and in light of the Secretary position slated to end at Yearly Meeting in August 2020.

The exploration of CYM's current personnel structure has resulted in significant clarity regarding our employment and contracting practices, as well as ongoing revelations about our current context and past practice. We have observed that our organization has struggled with being an employer, and believe that our work brings CYM closer to being in alignment with our Testimonies, particularly that of integrity. Our organization prides itself on our social justices work and our personnel support the impact we have on society. It is right order to ensure that our internal practices support this important work and that they are articulated to ensure the rights of our personnel and the responsibilities of Quakers.

It is our assertion that this structure accounts for right roles and responsibilities within CYM, including the fiduciary responsibility of Trustees to ensure adherence to policy. The new structure also clearly identifies sustainable and appropriate responsibilities for people serving on employing and contracting committees, and ensures Personnel Policies and Employment Standards are enacted and maintained. Thank you for your service to Canadian Yearly Meeting. Thank you for receiving this report and taking time to consider the implications and prepare your heart and mind to provide feedback for moving this important work forward.

With gratitude,

Monica Walters-Field, Personnel Committee Clerk, and
Cameron Fraser, CYM Secretary

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EDUCATION AND OUTREACH COMMITTEE REPORT TO REPRESENTATIVE MEETING

Greeting Friends,

Since CYM in August, the Education and Outreach Committee has strived to continue growing and strengthening our national community. This undertaking however, has not been without struggle.

Like many CYM committees we struggle with having a small number of Friends and an endless number of tasks in front of us. However, this has become even more acute over the last few years. Since the end of the term of our long time clerk in 2017, three committee members have left the committee and we have not been able to find any new members to replace them. Two additional members' terms end this summer, which could potentially leave us with just three members. This lack of capacity has severely limited what we have been able to do.

Another dark cloud on the horizon is the Quaker renewal fund, which has served Canadian Friends well for several years, but will most likely be used up by the end of 2019. This leaves our committee with the challenge of either having to raise more money or cut back on the services and grants we currently offer.

However, every crisis contains an opportunity. In October Cameron Fraser (CYM Secretary) and I got together in Victoria to work through the budget and discuss how we could better organize E and O work. One moment in our discussion was particularly illuminating; we made a list of all the work that E and O does, all the work E and O has been asked to do, and all the work we believe E and O should be doing. It was immediately obvious that even if all the committee positions were filled by eager, capable individuals with lots of time on their hands, it would be impossible to do all of the work in front of us.

In this moment of clarity, we started to create a new model for the future, which has since been endorsed by rest of the committee. We are happy to share this model with Friends, as we believe it could allow us to better serve the community, and make membership on the committee more spiritually enriching.

Issues and limitation of the existing structure

Some of the issues we are having with the existing committee structure include:

- Committee members spend a significant amount of time on administration tasks to keep the committee going (e.g., attending meetings, planning meetings, preparing budgets, writing reports, correcting minutes, etc.), leaving limited time for the actual Education and Outreach initiatives.
- People begin serving on the committee without a defined role. Friends are often on the committee for a year or more before they figure out how to make a meaningful contribution.
- People joining the committee are not able to follow their passions.
- There is a lack of boundaries for people serving on the committee. As a result, some Friends take on too much and become overwhelmed while others take on very little for fear that it could snowball into more than they can handle.
- It is not clear what the committee should take on and what opportunities the committee should say no to. As a result, E and O bears the weight of many expectations it cannot meet.

A New Vision

E and O sees a future with a central committee consisting of very few people (i.e. a clerk, a recording

clerk, a financial officer and a CYM staff person). The role of the central committee would be exclusively administration and discernment. This group would plan meetings, administer contracts, write reports, write grant applications, update manuals, prepare minutes, and collaboratively establish the budget. This would free other Friends serving the committee from these administrative responsibilities, enabling them to be led by their passions for education and outreach.

Committee members not on the central committee would join sub-committees. Each sub-committee would consist of no fewer than three people. People in the sub-committees would be tasked with only one area of responsibility.

A grants and loans sub-committee and an outreach sub-committee will always be needed. In addition, we need to establish committees for online courses and visitation in order to continue that work.

Although we do not see Canadian Young Friends as a sub-committee, we do envision working closely with their representatives, particularly in relation to the budgeting and funding of initiatives and being a connection point between Young Friends and the larger community.

We received notice from ADCLEFF (the Ad Hoc Committee for Liaison with Evangelical Francophone Friends), they would like E and O to assume responsibility for some of their work so that the ad-hoc committee can be laid down. It is somewhat unclear whether this work falls within E and O's mandate. However, if three friends are willing to serve as a sub-committee of E and O with a concern for Evangelical Francophone Friends, we would be willing to explore possibilities with them for engaging in this work under E and O.

We also envision sub-committees with the following concerns:

- Resources for children and families;
- Educational materials;
- Communications liaison working between Publications and Communications and E and O;
- Resources for isolated friends; and
- Religious education.

We foresee sub-committees evolving and changing as the needs of our community and the capacity of friends to serve also changes. One outcome we hope to achieve with this model is clarity regarding what E and O has the capacity to do and what it doesn't. If three Friends are committed enough to join a sub-committee then the work can move forward. If not, then the work may need to be laid down.

We also hope that by providing clear boundaries, Friends will find it easier to agree to serve on E and O and that E and O service will be more in line with each friend's passions and leadings. We strongly encourage Friends across Canada to consider service with E and O and to talk with us about what gifts they can offer.

There are many things that are still unclear as we begin to transition toward a new model. How will communication flow between the central committee and the sub commitments? Who will actually attend the meetings of E and O? Our organizational model is not a finished product and will likely never be, as it should provide the space to change and develop with our community and context. We hope Friends will faithfully support us as we continue to walk down this path.

On the path to change

We acknowledge that CFSC went down a similar path several years ago. We see many similarities between our two organizations but also many distinct differences. We welcome input from those Friends that supported CFSC during their transition and hope that we can benefit from what they learned.

We also acknowledge that transitions take time. We anticipate many discussions with Nominating Committee and Friends at large, as we figure out how to move forward.

In the interim, existing E and O committee members will clarify their roles and will start to align their work and practices the new model. For now, most of us will continue to function both in central administrative roles and in program support roles.

We have already formed a Grants and Loans sub-committee in April 2018, which has improved our discernment and responsiveness to grant applications. At our last meeting we established a sub-committee to oversee visitation and online courses; we would like to separate these into two different committees as Friends are found to serve.

We are still missing an outreach sub-committee, which is desperately needed for the future of CYM.

Online Courses

There are currently three terms of online courses running each year. We have been able to offer both the Faith and Practice course and Introduction to Quakers and Friends' Ways course at least twice a year.

Course administration continues to be very time consuming. It involves:

- Managing and administering contracts;
- Coordinating with the course facilitators;
- Promoting the courses;
- Communicating with E and O committee members;
- Answering enquiries:
- Managing registrations and contacting the registrants;
- Maintaining a database of past participants and those who express interest in courses;
- Updating and sending the evaluations; and
- Compiling evaluations and reporting to E and O committee.

The CYM Secretary has been the primary organizer of the E and O online courses for the last year, and he has indicated that he is unable to continue this work.

We have applied to the Samuel Rogers Memorial Trust to explore engaging personnel to perform the role of online course administer. In addition, we are considering simplifying the administration in the future by offering sessions at set days and times rather than trying to accommodate Friends' availability. We are also exploring the idea of a small online course registration fee to help offset the costs of online courses and perhaps lower the dropout rate.

We have also discussed the use of internet-conferencing to support other models of learning, such as discussion groups or book clubs.

Visitation

We remain led to find ways to support travel in the ministry through the visitation program, but we have little to report. We have budgeted money to assist monthly meetings with some the costs of hosting a visitor. We encourage Friends to work with the Visitations Coordinator to explore opportunities for hosting visiting Friends.

Grants and Loans

RM Nov. 2018

We continue to receive applications for grants and have been able to approve almost all applications. We are aware that this practice might be based on a time of abundance, and that E and O might be unable to grant some requests in the future, as we anticipate running out of funds within the Quaker Renewal Fund in 2019.

We are happy that so many friends took advantage of the funds made available for young Friends and families with children to attend CYM in 2018. We hope to offer financial support again in 2019, although perhaps not as much as last year to support family attendance at CYM.

A more detailed report on Grants and Loans will be submitted in the report to CYM in August 2019.

Gratitude

I need to note that our committee has relied heavily on the CYM Secretary over the past year. Without his support it would have been difficult, and perhaps impossible, to run the online courses. He also helped significantly with enabling us to understand our budget and has supported me tremendously as clerk, both during our meeting in Victoria, and through numerous hours of mentoring over the phone.

I would like to extend gratitude to my fellow Education and Outreach Committee members: Leigh Turina, Brent Bower, Zaley Warkentin, Deborah Wilkins and Rachel Urban Shipley. I also want to thank our visitation coordinator Stephanie Deakin and our online course facilitators David Summerhays and Arwen Brenneman. Thank you all for hanging in there and for your commitment to our community!

Submitted in Friendship,

Wesley Glebe
Clerk of Education and Outreach

Appendix

Legend:

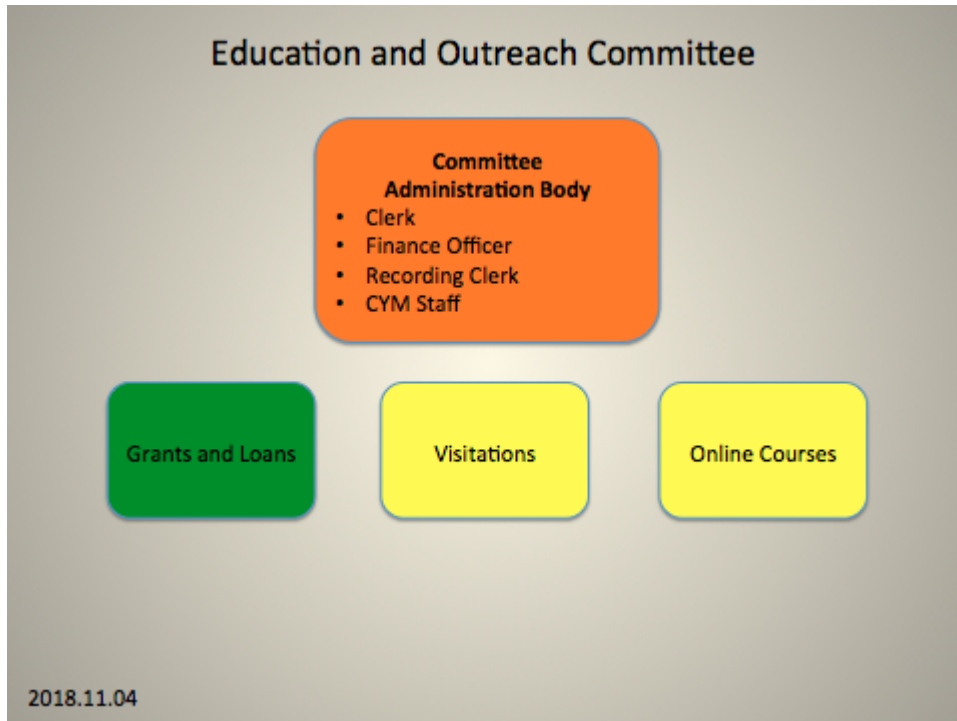
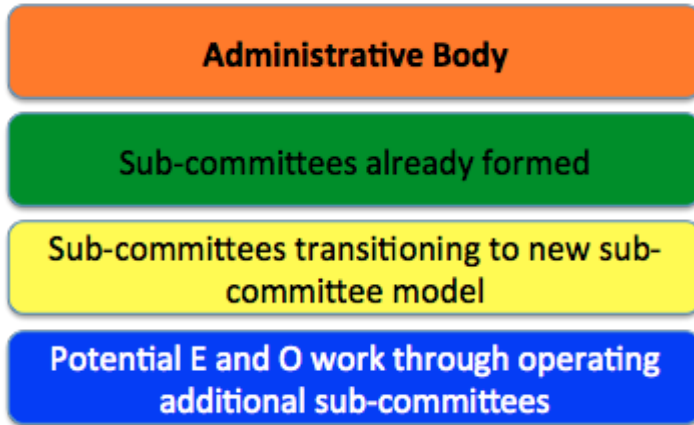


Figure 1. Current E&O Organizational Model without Sub-Committees

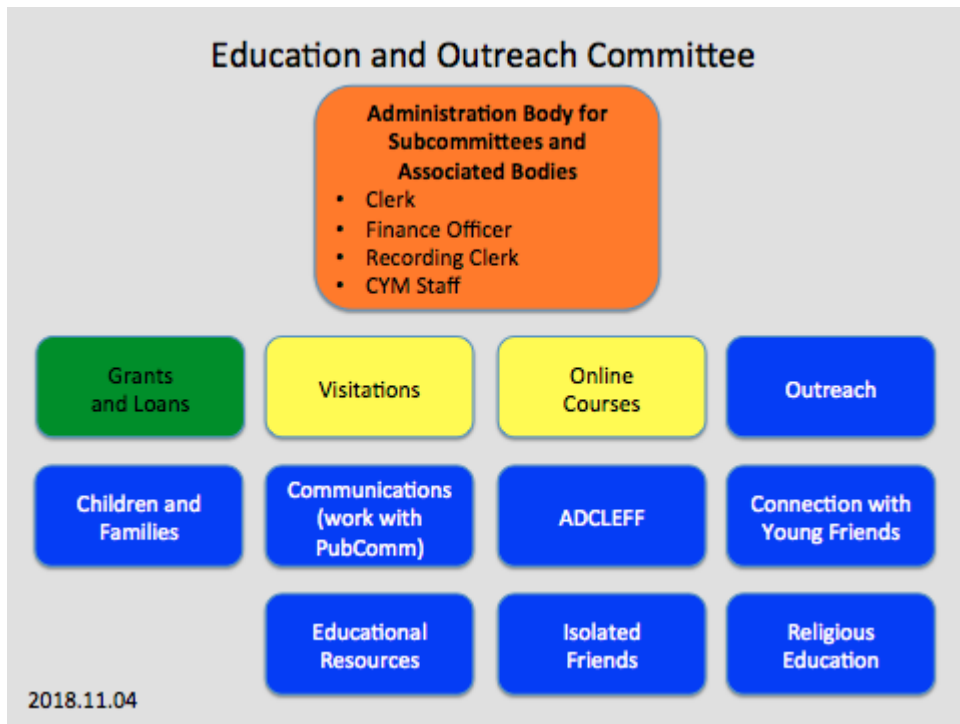


Figure 2. Proposed New E&O Organizational Model with Sub-Committees

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SECRETARY'S REPORT TO REPRESENTATIVE MEETING

Introduction

Canadian Yearly Meeting has accomplished a significant amount of work over the last two and a half months, despite the relatively short period of 'calendar time' since Yearly Meeting in Session this August 2018. I am aware of substantial growth across CYM and its committees, but am limiting my report to Yearly Meeting work that I have been directly involved in. I will also speak to what I aspire to support in 2019 and will share some of the areas for growth within Canadian Yearly Meeting (as I perceive them).

I have been fortunate to work with a wide-range of inspired and passionate Friends over the last year and a half. The last three months has been a time of realizing potentials, of clarity, and of new commitments and initiatives. Over the last three months as CYM Secretary, I have supported:

- CYM Clerks' Committee with business that arises between Yearly Meeting in Session and Representative Meeting;
- The CYM Office staff team's continued development;
- Personnel committee's work toward restructuring the CYM personnel model and articulating the changes in roles, responsibilities, and practices;
- Education and Outreach Committee's reorganizing, the administration of online courses, and the clerking of the committee, including co-creating their budget and the Samuel Rogers Memorial Trust grant application;
- The CYM Office Finance team with finalizing the CYM Budget 2019 and continue to vision a way forward for the CYM finance structure;
- Finance Committee in their articulation of the role of the committee, reflections on finance-related considerations for CYM, and collective planning for the significant act of laying down of the Treasurer role;
- Canadian Young Friends Yearly Meeting (CYFYM) representatives in the articulation of CYFYM-related budgetary needs for 2019;
- The Samuel Rogers Memorial Trust application on behalf of Education and Outreach Committee and Publications and Communications Committee, the former Home Missions and Advancement Committee;
- Archives Committee's gathering of stakeholders in support of a short-term solution to the retiring of Jane Zavitz-Bonds, and a commitment amongst 'stakeholders' to begin a process to explore and identify a long-term vision for CYM Archives;
- Organizing community initiatives related to Representative Meeting;
- Relationship development and networking with American Yearly Meeting Superintendents and Secretaries and their respective associations;
- Collaboration and consultation amongst and across CYM committees and CYM representative groups; and
- The celebration and sharing of the great work being done by CYM Committees and CYM personnel while on my travels and attending Meetings for Worship and visiting with Friends.

My workload is very much an experience of ebbs and flows. I accrue significant overtime during busy periods, then take time off in-lieu, utilizing it to enjoy and enrich my personal, family and local community life.

The remainder of this document provides more detail concerning the aforementioned work, as well presents modifications to my mandate and potential upcoming initiatives in the year ahead.

Clerks Committee

I continue to work with Clerks' Committee by meeting on a monthly basis to review current considerations related to any business arising between Yearly Meeting in Session and Rep Meeting (and then between Rep Meeting and CYM in Session). I believe the role of Secretary has resulted in Clerks' Committee having a greater awareness of successes, needs, and concerns across Canadian Yearly Meeting, much of which is brought to Clerks' Committee through my monthly Secretary's Report. Discussion related to my reports and related inquiry questions utilize the majority of the Clerks' Committee meeting time, which consistently run for a minimum of two hours a month. One of my original mandates was to lighten the load on Clerks' Committee, but as one can imagine, the oversight of the Secretary and related work tasks has actually manifested in a regular significant work task for CYM Clerks' Committee. I am grateful to the members of Clerks' Committee for providing a sounding board and space for Quaker discernment, which I believe is essential in guiding the work of someone in the position of Secretary. The service of those serving on Clerks' Committee and the related emotional, physical, and spiritual load cannot be over-stated; we should all be grateful to those currently serving: Beverly Shepard (CYM Clerk), Barbara Horvath (Clerk of Trustees) and John Sampson-Fellows (YM Recording Clerk).

CYM Office Team

It has been a pleasure to witness the continued development of the CYM Office Team, which consists of Kerry MacAdam (CYM Office Administrator), Lorraine Burke (CYM Accountant), and myself. We meet monthly as an Office Staff team to share information, review workloads, make plans and communicate to Clerks' Committee. I met face-to-face with CYM staff in September during my travels out east to attend the Superintendents and Secretaries Gathering and meet with the Personnel Committee Clerk. The CYM Office staff team meeting was particularly focused on reviewing the role of CYM staff in the Yearly Meeting in Session operations. We reflected on organizational considerations of YM operations, as well as our team's collaboration and information sharing practices. Our October meeting was largely focused on sharing our current committee-staffing work and other work tasks, as well as planning for our Fall collaboration sessions.

Lorraine Burke and I met for a collaboration session and parallel work at the Ottawa CYM Office in the first week of November. We also met with and as part of the CYM Finance Team, and CYM Finance Committee. Kerry MacAdam and I will meet in Victoria to collaborate during the first two weekdays following Representative Meeting, Lorraine will also join via Zoom (an online communication platform) for one or more sessions during Kerry's and my Victoria work sessions. Our team will continue to meet monthly to communicate with Clerks' Committee to assist them in supporting CYM, CYM Committees, and CYM Office staff, including guiding CYM Office staff work. I am committed to meeting face-to-face with the Ottawa CYM Office staff as much as possible, including attempting to travel to Ottawa every time I am in Ontario. It is my belief as a Friend that Canadian Quakers should consider ourselves lucky to have such capable, committed, and conscientious staff!

Personnel Committee

Monica Walters-Fields and I continue to meet almost weekly to support the reorganization of the CYM Personnel Structure and associated practices. We met with CYM Trustees in October, and obtained their support and approval of the restructuring process and their role within the reorganized model. I performed a thorough review of CYM Personnel files while in Ottawa this November, and have observed a significant lack in Employment Standard Act -mandated documentation within the files. Part of my work with Personnel Committee is making a plan for file maintenance, assigning roles, collecting documentation, and maintaining documentation and filing systems. Personnel Committee engaged in extensive work in 2018, and will continue the substantial work in 2019. I will therefore apply a great proportion of my time as CYM Secretary to the reorganizing of the CYM personnel structure, articulation and enactment of practices, direct support of personnel and matters that arise, and the parallel process of revising the CYM Personnel Policy and Operational Manuals. This important and extensive work is likely to run beyond the 2019 calendar year, and the new personnel model will continue to rely on staff to support right and effective personnel practices.

It is probably evident to those reading that CYM personnel practices require significant staff support in order to effectively and fully align with provincial Employment Standards Acts, to have consistent and equitable practices, and to support CYM with being responsible employers. **I want to clearly note that many people share my perspective: that it is essential to have CYM Office Personnel continue to play a role in CYM personnel operations, even if the Secretary position is laid down again at the end of the current term.** Effective and fair employment and contracting requires at least one paid person who can respond to personnel matters in a timely fashion and consistently and professionally maintain personnel practices.

We cannot over-value the contributions of Friends who served on Personnel Committee in 2018. Our organization owes a great deal of thanks to Margaret Sanders and Jim Chapryk for their largely unobserved work, and an especially significant debt of gratitude to the Clerk, Monica Walters-Fields, who continues to carry forward this weighty work.

Education and Outreach Committee

One of the most inspiring aspects of my job has been working with Education and Outreach Committee (E&O). The end of Marilyn Manzer's service to CYM as E&O committee clerk resulted in a significant loss for the committee. The committee has engaged in substantial internal work while attempting to maintain their commitment to supporting the continued building of the Canadian Quaker community through online learning, visitations, and educational and travel grants. E&O experienced a substantial success in financially supporting Young Friends with their pre-CYM Gathering, and children and their families with attending Yearly Meeting 2018. The committee is fortunate to have an incredible roster of Friends who professionally support the Visitations Program and online courses; Stephanie Deacon, David Summerhays, and Arwen Brenneman serve E&O and CYM (thank you for your excellent work!).

Wesley Glebe stepped up to the daunting task of filling the clerking shoes of Marilyn Manzer, and has done so with a great level of commitment and self-awareness. Leigh Turina also stepped up to take on a significant portion of the load Marilyn was carrying, as has quietly managed grants and loans, visitations, and the role of Recording Clerk. The other committee members, currently consisting of Zaley Warkentin, Brent Bowyer, Rachel Urban Shipley and Deborah Wilkins, have committed their time and energy to the

challenging task of re-visioning the work and organization of this committee, supporting sub-committees, playing individual administrative roles, and supporting discernment processes.

The committee recently came to understand that it carries a weighty responsibility for the future of Canadian Quakers, and is responsible for ten different mandates, either overtly stated or implied (i.e., grants and loans, visitations, outreach, religious education, initiatives to support isolated Friends, educational resources, connecting and supporting Young Friends, supporting children and their families, and effective communication related to their initiatives). E&O Committee has been working to reorganize themselves, and we are witnessing the fruit of their labour. The committee has identified a model for effectively and sustainably operating as a committee and responding to such a wide-range and long list of mandates.

I am committed to continuing to support E&O along the journey toward establishing this new model, as well with the associated administrative roles and practices. I have communicated that I am no longer able to perform the administrative responsibilities associated with online courses, both due to other CYM priorities and the stress related to not being able to perform the administrative duties to the level I would like to (I cannot apply the time). I have worked with E&O and its contractors to create the infrastructure to maintain the online courses, and will support the transfer of this work to those performing this administrative work in 2019.

CYM Office Finance team

One of the initial mandates related to the hiring of the CYM Secretary was the adoption of many of the roles and responsibilities of the CYM Treasurer. The CYM Accountant role was created to take on many of the other roles and responsibilities of the Treasurer. CYM is fortunate to have such a capable CYM Accountant in Lorraine Burke, and she has willingly and skillfully stepped into the role of Accountant. Lorraine's work hours are budgeted to return to the number of hours allocated to the previous CYM Bookkeeper, Elaine Edwards, providing her with the space and time to operate and guide CYM finances. Anne-Marie has supported the knowledge transfer related to CYM finances, through training and support of Lorraine and myself.

Lorraine, Anne-Marie and I met in September to plan for the budget process, vision a way forward for the CYM Finance structure and address related nuts-and-bolts questions and considerations. Lorraine and Anne-Marie worked together to build the CYM Budget 2019, before meeting with me during the first week of November to complete the process and ready for the Finance Committee meeting at the end of the same week. We also worked to brainstorm and vision a way forward for the CYM finance structure. I cannot communicate how valuable and important of a role Anne-Marie has and continues to play for CYM. She is currently supporting the financial oversight and practices of our national body, and is supporting the transition toward a more sustainable, professional and committee-based approach to financial management. Lorraine has been a special gift to CYM, bringing significant skill and understanding of not-for-profit finances, as well as a deep self-awareness in her approach to interactions with staff and Friends.

Finance Committee

Lucie Lemieux and Ro Fife shared the responsibility of planning for and clerking the November 9 & 10 Finance Committee Meeting. I met and collaborated with each of them

individually to envision a way forward for the CYM Finance structure, as well co-create processes for supporting the committee's planning and support of the transition associated with the laying down of the role of CYM Treasurer. Ro and I co-facilitated a visioning exercise on the night of Friday November 9, which supported member of the committee in identifying the finance-related needs of CYM and the potential roles and responsibilities of Finance Committee. The committee met again on Saturday November 10 to work through other agenda items before returning to work on the articulation of a plan for the 'Treasurer transition'. Maggie Knight (Publications and Communications Committee Clerk), Wesley Glebe (E&O Committee Clerk) and Beverly Shepard (CYM Clerk) joined Finance Committee for the budget-related portion of the meeting, in which the collective group worked together to approve the CYM Budget 2019, as well as identify the financial realities facing CYM.

The Finance Committee meeting ended with an acknowledgement of the need to meet as a committee online in December to complete our business, including a plan for the 'Treasurer transition'. CYM owes another debt of gratitude to those who attended all or part of the weekend meeting and to participate in this relatively invisible, but highly important work. In addition to the members of the CYM Office Finance team and ex-officio members listed above, the unsung heroes of CYM Finance Committee include: Lucie Lemieux, Ro Fife, Jane MacKay Wright, Fran McQuail and Pete Cross. I want to communicate deep, heartfelt gratitude to each of these Friends for their important work on behalf of all Canadian Quakers.

Canadian Young Friends Yearly Meeting

The 2018 pre-CYM Retreat and YM in Session were well attended by enthusiastic and spiritually grounded Young Friends. The associated community building and Meeting for Worship resulted in a reinvigorated commitment to Canadian Young Friends Yearly Meeting (CYFYM), especially related to the role of CYFYM in the nurturing of the Young Friends spiritual community. This could not have been accomplished without the hard work and commitment of last year's Young Friends Regional Contacts: Wesley Weima, Zaley Warkentin, Daniel von Schulman, and David Summerhays. The pre-CYM Gathering would not have come together or been successful without the commitment of these Friends as well as Rebecca Ivanoff and Angelica Dixon.

During Yearly Meeting in Session 2018, Zaley Warkentin, Wesley Weima, and Alex Wickenheiser were identified as CYFYM Representatives for the period between the 2018 and 2019 Yearly Meetings. Zaley Warkentin and Jackie Bonner connected with Program Committee in October and the two groups have been working together to organize the pre-CYM gathering in alignment with the Yearly Meeting in Session arrangements. This is a really hopeful initiative, as it reduces the workload on Young Friends, and supports more effective organizational arrangements. The pre-CYM Gathering organizing committee and CYFYM Representatives worked diligently to create a budget for the event, which informed the CYFYM budget for 2019.

I met with the CYFYM representatives to finalize their CYFYM budgetary needs, and then utilized this for completing the E&O Budget 2019 and the E&O Samuel Rogers Memorial Grant 2019 application. I continued to communicate with the representatives regarding adjustments to the E&O Budget and SRMT Grant and have identified ways E&O and CYM can support CYFYM in the coming year. I look forward to supporting the organizing committee of the pre-CYM Retreat: Jackie Bonner, Zaley Warkentin, Evelyne Russell, Harmony Morris. Thank you to all Young Friends and Young Adult Friends for

their commitment to each other, to Canadian Quakers, and to building community. We are grateful for the work each of you, and the aforementioned representatives and organizing committee members are doing for the benefit of all.

Samuel Rogers Memorial Trust Application

Publications and Communications Committee (PubComm) completed their portion of the Samuel Rogers Memorial Trust (SRMT) application associated with what was originally called named Home Missions and Advancement Committee (HMAC). Education and Outreach Committee met in October to begin identifying potential initiatives they could potentially seek funding for. E&O met again in November to work through their 2019 budget and to finalize decisions related to the SRMT application. I worked with Wesley Glebe, E&O Clerk, to write the SRMT application, before combining it with the PubComm application to submit it as a joint application, in alignment with the HMAC requirement. CYM is grateful to the Rogers family and the Samuel Rogers Memorial Trust for their support of CYM. We especially thank those Friends serving as SRMT Trustees!

Archives Committee

Members of Clerks' Committee have been working with Archives Committee over the last year in relation to the retirement of long time volunteer Archivist and librarian, Jane Zavitz-Bonds. Archives Committee members have been attempting to resolve the issue, and recognized the need for additional finances to pay for an increase in paid Archivist time. I supported the calling of a meeting among Quaker organizations who might be considered 'Archives stakeholders', which included representatives from CYM Clerks' Committee (Beverly Shepard), CYM Trustees (Barbara Horvath), Personnel Committee (Monica Walters-Field) and Canadian Friends Service Committee (Jennifer Preston). Lorraine Burke attended parts of the meeting as a CYM Office Finances representative, and I attended the meeting as well.

The collective of Friends identified the need to apply for the Samuel Rogers Memorial Trust for supporting Archives operations over the next two years. The group also committed to meeting in February 2019 to begin exploring the long-term solution and vision for our valuable CYM Archives. Thank you to Archives Committee members, Jane Zavitz-Bonds, Joyce Holwerda, Bev Jackson, Norm Smith and Sylvia Powers, for their continued commitment to another relatively invisible and sometimes undervalued part of our CYM infrastructure. I look forward to meeting with all of these representative to support our extremely valuable practice of maintaining organizational history through our Minutes and organizational documents.

Representative Meeting

It was decided at the November 2017 Representative Meeting that this year's Representative Meeting would be held in Victoria. We have been working with Victoria Friends Meeting House and Vancouver Island Monthly Meeting to organize the event. I have also been encouraging the local community to attend both the Friday night supper and first evening of business (a cross-country check-in), as well as the Saturday evening potluck. A number of Representative Meeting representatives and Friends are also planning on attending Saanich Peninsula Monthly Meeting's Meeting for Worship, while others will return to Victoria Friends Meeting House to attend Meeting for Worship on the Sunday. Thank you to Victoria Friends Meeting House for hosting this event and to Vancouver Island Friends for coming out and supporting our continued growth as a national community!

Relationship development, collaboration, and networking

I cannot imagine being able to perform this role and live in Victoria without the use of online communication tools. The use of online communication platforms, like Zoom, transform at-distance collaboration, as teams can share information and create and work on documents in real time. Yet face-to-face relationship development cannot be substituted, it leads to more effective at-distance work, and is in some cases essential for establishing connections and identifying reasons and ways to work together.

I have developed a routine and practice of travel out east for face-to-face collaboration with Friends. I am typically on the road for eleven days, usually beginning travels on a Thursday to engage in meetings and work on the Friday and Saturday before attending Meeting for Worship with local meetings. I then participate in and support a variety of collaborative initiatives before travelling to another location to meet with other Friends and personnel. I then attend Meeting for Worship and travel home on the Sunday night or Monday after a whirlwind experience. I have found these trips to be highly fruitful for moving work forward and networking. I am constantly on the lookout for interesting initiatives and Friends with gifts, and have been doing my best to connect people with similar interests and initiatives.

I also had the opportunity to attend the Superintendents and Secretaries Gathering in Chatham New York this September. Twelve Yearly Meeting Secretaries and Superintendents from across North America attended this event. There was space for rest and relaxation between lunch and dinner, as well as important worship sharing between breakfast and lunch and dinner and bedtime. It became clear to me that this event provided an opportunity for representatives to share ideas and learn from each other's successes and mistakes. I found this meeting especially valuable for developing relationships with other Secretaries that I can call on for ideas and resources.

Possibly more important, CYM and the CYM Office do not have to see themselves as operating in isolation, we should not have to 'recreate the wheel'; much has been tried and much has been learned, and we can access this learning. It is my intention to attend another Superintendents and Secretaries Gathering next year to continue to develop relationships with other Yearly Meetings.

Visioning the Way Forward

I feel a great calling to support our organization to work more closely together, as collectives. From my perspective it is clear that Canadian Quakers need to work together as a collective to determine how to be a sustainable and effective organization focused on ongoing development of Quakerism in Canada, and to support social justice initiatives in a world with desperate needs. I don't believe there is a more profound and impactful initiative, during this time of great strife and division, than striving for effective inter-relations and aiming to operate as a whole and as parts of the whole. People have heard it before from me, but I feel we need to be continuously reminded, that our school and organizational experiences have led to isolationist-type behaviour. We have been trained how to work alone, and we default to working in silos. I believe such actions feed into divisive behaviour and a lack of consideration about the whole to which we belong. In addition, working in isolation tends to lead us to operate in a bubble and not share resources, nor our learning experiences.

I have observed many people engaging in initiatives without first asking what others are doing or what has been done or tried in the past. We then try to recreate the wheel, and

can possibly waste time, energy, and resources. I believe we need to commit to looking through a numerous lenses when approaching a concern or initiative. Some questions we can ask ourselves to avoid silo-esque behaviour include:

- Who might have knowledge, skills or experience regarding this work/initiative?
 - An example answer is our Publications and Communications Committee – they have expertise and knowledge and are tasked with supporting CYM communication. Yet we tend not to work with them when engaging in communications (I include myself in this ‘we’)!
- Am I acting in isolation? Could other people be at the table?
- Who does this initiative relate to, who has a stake in this, and who should be at the table?
- Am I approaching this task/problem/initiative in a collaborative manner?
- Who could I invite to the table to enrich this conversation?

I been creating a model to show the interconnection amongst Canadian Friends, and argue that we have one of the most naturally fractal-like human organization models. I have also made a presentation to various Friends groups and hear a resounding “Yes!” in response to this model and message of the need focus on working as functioning wholes. Many Organization Design and Development gurus identify the need to assist organizations and those serving them with seeing how the part and the whole relate and how each individual is part of a greater, interconnected whole. I have been working on communicating this and look forward to sharing it with more Friends. I am available to share it and then support an exploration of what this can mean for our organization. I welcome invitations to bring this forward, I do this in alignment with what I believe to be the playing out of my life calling and ministry.

Organizational Design and Development experts also identify the importance of a clear vision for clarity of purpose and action. I have witnessed the value of visioning within E&O Committee, Finance Committee and Personnel Committee, as well as many human organizations outside of Quakers. I have also heard from Publications and Communications Committee members and CYM staff regarding the energy and excitement coming out of their last face-to-face meeting this October, especially because of their visioning work. A clear vision grounds a group into their purpose and provides a lens for making decision and directing initiatives and energy. This also supports clear roles and responsibilities, which volunteer workforce research identifies as a key to effective use and empowerment of volunteers.

I am curious as to whether we as an organization should be doing visioning as a collective, and during Yearly Meeting in Session. I wonder if more Friends would participate in Yearly Meeting in Session and CYM in general if they were able to participate in visioning processes to guide the organization, and were clear on our national organization’s vision for our current and future work together, as well as the necessary roles and responsibilities to make this a reality. What if each Yearly Meeting in Session included a process to review and modify a longer-term vision, and then set the vision for the year ahead? Would people be clear on what they were trying to accomplish as a collective and in their committee work? Would people be more motivated to serve CYM and provide financial donations to CYM? Would people be able to identify who needs to work together and for what purpose? Would we reach a point where our work is directed toward creative, inspired initiatives, and only expending a small amount of time and energy responding to issues and concerns?

As I enter into 2019, I am faced with the need to complete my Masters degree. I have been studying facilitative leadership and Organizational Design and Development, and only have my research project and thesis to complete. I put this work on hold during my first year and a half as Secretary, but now feel I am ready to move forward with a research project related to my work as Secretary. I am feeling led, and am about to begin articulating a proposal to Friends. As with the rest of my work, it will begin at the Clerks' Committee level, but will spread out to others. Is CYM an appropriate venue for my research project? Will Friends be receptive to participating in my research project? Will it be a whole group or small group initiative? Will it take place at Yearly Meeting, or at another time? Whom will it include? I am excited to see how this unfolds, and know that spirit will continue to guide this if I remain open and allow God to work through me. I look forward to seeing how this process unfolds, as how it aligns with my life journey. I look forward to seeing where we, as a human organization, at the end of CYM 2020, at the end of my originally identified term as Secretary.

Which brings me to the one point of business that I bring to Representative Meeting 2018 as CYM Secretary. During for Meeting for Worship for Business at the August 2018 Yearly Meeting in Session, it was agreed that my term as CYM Secretary be extended to 2021. I assert that Yearly Meeting should only make such a decision if the organization clearly has the financial means to take this action. Based on my work with the CYM Office Finance team and Finance Committee, it is clear that CYM has financial concerns as of the year 2020. CYM does not have the current financial means to support the continuation of the role of Secretary past CYM in Session 2020. **I bring forward a recommendation to Representative Meeting to discern whether the decision made at the 2018 Yearly Meeting in Session should be retracted. It is my recommendation that Representative Meeting should reverse this decision, and that until financial means are identified, that the term of the CYM Secretary should end at on August 1, 2020, at the end of the three-year term that was originally committed to.**

All of this said, after almost a year and a half in this position, it is clear to me that this organization has to engage in significant work to organize and manage the financial and personnel sides of Yearly Meeting operations and to facilitate the growth in the Yearly Meeting organization, as well as foster connections across Canada and amongst Canadian Friends. The Yearly Meeting Office positions are essential to the effective and efficient running of this organization. I believe twenty years without a Secretary position has resulted in a lack of unified approach and a plan for operations, and in turn has led to a significant current workload for someone in the Secretary position, which is really being charged with rebuilding and then consistently maintain the operational practices of Yearly Meeting.

I offer these reflections with little attachment to the outcome, other than my deep hope for Canadian Quakers to realize their potential as an interconnected, fractal organization and leader in social justice. I can continue to support this future work in service as a Friend, although to an obviously much smaller degree. I am totally fine with ending my term as Secretary in August 2020, and am grateful for the opportunities this experience has provided. I am also open to dialogue about continuing my role as CYM Secretary, but allow this to unfold as it should, without attachment to the outcome.

In service and as part of the greater whole,

Cameron Fraser
Canadian Yearly Meeting Secretary

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TREASURER'S REPORT TO CYM REPRESENTATIVE MEETING

Finance Committee has done a detailed examination of the projected actual results of our budget 2018 and the draft budget for 2019. I am not going to go into detail with you here but I will highlight the main points of our meeting.

Comparison of 2017 audited results to 2018

- 2017 had no yearly meeting session, which meant that the final results for the year were low compared to other years
- We budgeted for bequests in 2017 for the first time and received none that year. Budgeting for bequests is not in line with conservative budgeting for exactly that reason. We did not budget for bequests in 2018 and will not in 2019
- We had a change of staff accountant in 2017. Our previous bookkeeper resigned in January and we were without one for three months, which brought our salaries expenditures down.
- We employed the CYM Secretary in 2017 and he began work halfway through the year. In 2018 and 2019 we will pay two full years of salary.
- Our CYM General Fund increased to \$711,697 in 2017, more than we had expected, due to lower costs.

Projected Actuals for 2018

- We did receive a bequest in 2018, which allowed me to increase the expected donation total by \$6,000.
- Yearly Meeting in session came in at a lower revenue and expense than budget and the net cost was \$46,319, lower than we had budgeted (\$52,741).
- We expect interest to be lower than budget
- Some Monthly Meetings had already given their contributions to Yearly Meeting by the time I looked at projections, and some of them were higher than budget, which allowed me to increase MM contributions from \$130,920 to \$132,970
- The projected deficit is \$90,519 for 2018, lower than budget by \$13,884

Budget 2019

In the Finance Committee we look at the budgets for the CYM General Fund, Education & Outreach, Publications & Communications and the Archives. In previous years each of these budgets has had a fund that has accumulated over years but in 2017 these funds began to be used up.

- The Archives has used up the fund from which it drew for its regular expenses. There is still an Archives fund for capital expenses (such as shelving, or air-conditioning).
- Archives depleted their regular fund at the end of 2017 and in fact needed to draw on money from the CYM General Fund in 2017. Their budget has been growing. For many years we relied on the generosity of Jane Zavitz Bond, who worked for the Archives as a volunteer. When she retired we had to begin paying someone to do the work she had done for decades. In 2017 Archives spent less than \$8,000 and it was mostly covered by their fund. In 2018 they budgeted \$11,270 to come out of the CYM General Fund. In

2019 their first draft budget was for \$35,000 but they reduced it to just over \$24,000 and they have asked Samuel Rogers Memorial Trust to contribute. SRMT will probably give them a grant of \$13,000 with CYM General Fund supplying the balance.

- Since the Archives Fund has been depleted we are now tracking their income and expenses in the CYM General Fund. I have put in the budget only the amount that CYM will cover and when SRMT has officially announced the grant for 2019, I will increase the revenue and expense for the Archives by \$13,000. It will not change the bottom line in the CYM General Fund.
- E&O has several funds. They have a general fund, the Quaker Renewal Fund (that was set up in order to fund specific projects that are overseen by E&O), the Dorothy Muma Fund (which is funded by grants from the Samuel Rogers Memorial Trust), the Pendle Hill Fund (which funds one Friend a year to sojourn at Pendle Hill) and the Quaker Studies Fund (for grants related to Quaker studies). The E&O General Fund and the Quaker Renewal Fund will both be almost depleted at the end of 2019 at which time all their activities will have to be funded by the CYM General Fund.
- P&C will still have almost enough money to fund itself in 2020, provided SRMT is still willing to fund half of their activities.

Outlook for the future

When we did the budget for 2018 we expected to end 2018 with a fund of \$521,441. We actually ended 2017 with \$711,697. That was very good news. Our projected actuals for 2018 show that we expect to end 2018 with \$621,178 in the CYM General Fund. This looks like good news too, until we consider the increases we can expect if we continue to program at the same level without an increase in revenue

- E&O has been supporting families to come to yearly meeting in session and for youth gatherings and programs. Their budget has been \$15,000 to \$20,000 for support for families and \$24,500 for support for youth gatherings. They have been able to ask for support from the SRMT but that covers only half of those amounts because SRMT supports only programs for Ontarians. The CYM General Fund has to support the other half and it currently cannot manage to do so.
- P&C publishes *The Canadian Friend* and funds the content and operations of the CYM website as well as the Canadian Pamphlet. Their budget in 2019 is \$62,263. Once again, SRMT usually grants half of that money but the balance in 2020 will have to come from the CYM General Fund, and again it currently cannot sustain this.
- Archives has a budget of \$25,000. If they receive \$13,000 from SRMT, the CYM General Grant has to fund the other \$12,000, which is not financially sustainable.

If I project all these expenses into the future, keeping all other expenses at the same level, the CYM General Fund will run out of money by the end of 2021. This is an impossible situation. Finance Committee will be asking Monthly Meetings to increase their contributions by 10%. This would give us an increase in revenue of about \$13,000 if all meetings did so. But this is not enough. We also need to increase donations from individual Friends. But, we are actually shrinking in numbers of donors. A few years ago we had 234 Friends who donate directly to Yearly Meeting. In 2017 we had 185. We need to grow the number of donors not shrink them. A few years ago we also considered changing the format of Yearly Meeting to make it shorter and to hold it at the same time as committee meetings in order to cut expenses and make it more attractive for more people to come to Yearly Meeting sessions. We need to accept that

we have to change our practices. We cannot go on funding everything that we wish to fund at a time when we have less incoming financial support; the number of people who can step up to leadership positions in our society seems to be shrinking. We have a CYM Secretary in position now but have only agreed to fund the position for three-to-four years. We are already seeing the benefits of this position in the way it allows for a vision of Yearly Meeting to emerge and in the way it takes the load off Friends in leadership positions like the Clerks of Yearly Meeting, of Personnel, of E&O. We need that focus on the big picture. It could help us to restructure ourselves and even to increase our fundraising and population.

We are at a choice point in our organization. We are experiencing success with supporting our community's children, Young Friends and Young Adult Friends. We have committed and talented CYM Office Staff and new faces stepping into CYM Committees and Clerking roles. We cannot sustain our current programs and initiatives without an increase in funds. We must either determine where to cut costs or significantly increase our incoming funds – a focus on both of these is the most fiscally responsible action. Something has to be done Friends or we are looking at a very dire future.

Anne-Marie Zilliacus, Treasurer

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REPORT FROM PUBLICATIONS AND COMMUNICATIONS COMMITTEE OF CANADIAN YEARLY MEETING TO FALL REPRESENTATIVE MEETING

Publications and Communications Committee is working well together as we endeavour to uphold all areas of our responsibility. As outlined in *Organization and Procedure*:

“6.18 Publications and Communications Committee

Publications and Communications Committee has responsibility for publications (such as The Canadian Friend and the Canadian Quaker Learning Series) and the maintenance and development of the Canadian Yearly Meeting on-line presence (such as the quaker.ca website). This committee also works to aid our understanding and use of emerging technologies as they may meet Friends' needs for communication and Quaker education. *These responsibilities were formerly under the care of the Home Mission and Advancement Committee.*”

Publications and Communications Committee meets in full every two months by Google Hangout videoconference and once per year in person (most recently at Friends House, Toronto, on October 12-13, 2018; we thank Toronto Monthly Meeting for welcoming our committee to participate in their community night potluck). Our three subcommittees (Editorial, Policy & Procedures, and Communication Re-evaluation) meet as needed, approximately once per 4-6 weeks. We use GoogleDrive for storage of shared committee documents and post our minutes to our committee's section of Quaker.ca. We have recently started using project management platform Asana for keeping track of various action items.

2018 has been a year of transitions for PubCom. Firstly, in the Spring we embarked on a transition of @quaker.ca emails from being hosted on Capflex (Bruce Dienes' company) servers to Google for NonProfits (see more information below). Secondly, after many years of service, former Clerk Chris Hitchcock has rotated off the committee; we thank her for her service and were happy she was able to join us for dinner during our recent meetings in Toronto. Maggie Knight has taken up the role of Clerk, while Mylène DiPenta continues as Recording Clerk.

You can contact the committee by emailing pubcom-committee@quaker.ca or contact Clerk Maggie Knight at pubcom-clerk@quaker.ca. We are currently one member short and would be happy to connect with Friends who may feel a leading to serve.

Five-Year Visioning

During our recent in-person meeting, we took some time to envision where we would like the work of the committee to be five years from now. Themes which emerged included:

- A desire to discern greater clarity in how CYM balances openness to newcomers with a desire to protect privacy (for example, discernment re who gets a password to the Business section of Quaker.ca or who gets added to the Canadian Quakers Facebook group).
- A desire to strengthen our practices and infrastructure to make CYM / Quakers in Canada more accessible to seekers and new attenders. This has significant implications for the website, for example.

- Strengthening the resilience of our various technologies and systems, particularly with a view to decreasing reliance on any one Friend. To this end we hope to engage Friends who are technologically skilled in a role similar to that of associates of Canadian Friends Service Committee - to provide specific expertise or advice, but not to need to participate in all the ongoing work of the committee. We would particularly welcome hearing from Friends who have skills to offer in website design and management; web hosting, Wordpress plugin updates, and digital security; and Google for NonProfits administration / backend management.
- A commitment to continuing to seek out non-proprietary, distributed systems that protect us from big data for use whenever not outweighed by accessibility concerns.
- A desire to discern how Friends' technological support needs can be supported effectively while not overburdening our Committee, which sometimes becomes de facto "IT support" for Friends. This is relevant both at the individual Friend level and at the Monthly Meeting level. While PubCom cannot take responsibility for Monthly Meetings' websites and other communications, there may be a useful role we can play in providing information and connecting Friends holding communications responsibilities in different Monthly Meetings to share ideas and lessons learned.
- A desire to collaborate more closely with other committees who engage in communication with Friends and seekers (including Education & Outreach and Contributions).
- The intention to continue to produce *The Canadian Friend* in print while strengthening the design and implementation of Quaker.ca and other digital communications.
- A commitment to continuing to have an intergenerational committee.

We expect to continue to bring aspects of this visioning to CYM's attention over the months and years ahead as our discernment evolves.

The Canadian Friend

The production of *The Canadian Friend* continues with the leadership of Editor Timothy Kitz, an Ottawa Friend (who contracts with CYM through his company Refreshing Words). There will be three issues in each of 2018 and 2019. We have received positive feedback on the current design and recent themes.

The dates of 2019 issues are currently being co-ordinated with the CYM office and Program Committee, and will be chosen to meet the organizational needs of CYM to distribute information about CYM-in-Session and circulate printed copies of the Sunderland P Gardner lecture. We expect the rough publication schedule for 2019 to be available by early December.

Email transition

After several years of email difficulties, this Spring we worked with Capflex (Bruce Dienes) to transition @quaker.ca emails to a different server system (Google for Non-Profits). We are hopeful that this has significantly addressed deliverability problems. However, there is still work to be done to help various committees with configuring email addresses that meet their needs. For example, PubCom now uses the following email addresses:

- pubcom-committee@quaker.ca (a shared inbox used to receive requests from other committees, invoices from contractors, etc; sometimes copied on other emails between committee members to help maintain a record of the work in a centralized location)

- pubcom-clerk@quaker.ca (goes to the Clerk directly; provides a more confidential communication route to PubCom when needed)
- pubcom-internal@quaker.ca (email list which goes to all PubCom members, for use by PubCom members with each other)

PubCom is happy to work with other CYM committees to support setting up similar email structures which may support better organization and succession planning. We may also be able to provide some guidance to committees who also wish to use GoogleDrive, GoogleDocs, and Google Hangouts (videoconferencing). As the comfort level of GoogleSuite technology varies between committees and between individual Friends who serve at different times, we are considering ways we can help ensure that there is enough support available to all Friends engaged in this work. It will make it significantly easier to support Friends if they use the @quaker.ca Gmail account directly, instead of forwarding it to a personal email account (since those personal accounts vary significantly in terms of their set-up and configuration); this also improves the retention of records (if an @quaker.ca address is used only to forward to a personal address, then only incoming messages are retained). However, we recognize that this may not be feasible for all Friends serving in CYM roles.

While the Committee ultimately discerned that we should move forward with this transition to Google for NonProfits - being mindful both that many @quaker.ca emails were already forwarding to Gmail addresses and that a solution to email delivery challenges was long overdue - we also carry concern for digital privacy. In August 2017, PubComm minuted the following:

“P&C requests that the Policy Review Subcommittee take up the issue of assessing the level of privacy required and make recommendation concerning practices which balance the need for communication with the need to protect privacy and protect against surveillance.”

This work is ongoing.

Quaker.ca

The demand for web editor time continues to increase as Friends get used to using the website more for business, gathering information, and more general Quaker news. This year some sections of text, including Finance Committee's, have been revamped. PubCom reminds all other CYM committees to periodically update the text which related to them or their activities. This can be accomplished by sending instructions to editor@quaker.ca (requests will be prioritized in terms of urgency by the Editor and Editorial Subcommittee as needed); text showing “tracked changes” can be an efficient way of transmitting this information if only a few changes are needed, while the whole updated text can be more helpful in the case of substantial revisions.

In 2018 we completed the transition from http to https (the current standard for security). In 2019, we hope to proceed with a Wordpress theme update and other changes aimed at improving the accessibility of the site.

Social Media

Friends may be aware that there are currently a few informally managed Facebook groups related to Quakers in Canada. These include:

- [Canadian Quakers \(CYM\)](#)
- [Quaker Western Half-Yearly Meeting](#)
- [Canadian Young Friends Yearly Meeting](#)

These are not formally under the care of Publications & Communication Committee and have evolved organically. From time to time questions have arisen regarding whether PubCom should more formally take responsibility for moderating or animating the Canadian Quakers (CYM) group.

[Camp NeeKauNis](#) and Canadian Friends Service Committee ([Facebook](#) | [Twitter](#)) have their own social media channels. The FGC project [QuakerSpeak](#) continues to release videos which Friends may wish to view and share.

While we have not prioritized the Committee's limited capacity to developing a CYM social media presence, our recent visioning work identified a number of questions which relate in part to social media use. We expect to discern further on this topic in 2019.

Canadian Quaker Learning Series (CQLS)

CQLS is now under the care of Winnipeg Monthly Meeting. Steve Fick's Sunderland P Gardner pamphlet was completed and mailed out and Arthur Larabee's SPG lecture is due to be mailed shortly. CQLS expects to produce two pamphlets in 2019. Friends are always welcome to suggest potential pamphlet topics.

CYM's Visual Identity

While our committee shares many Quakers aversion to the word "branding", we are aware that currently CYM materials do not have a cohesive visual identity. For example, CYM Office letterhead, [Quaker.ca](#), *The Canadian Friend*, and a pamphlet produced by Archives Committee all look completely different; to an outsider (or indeed to many Canadian Friends), it would not be obvious that these are all CYM-initiated channels of communication. There has, however, been some move to a more consistent "look"; for example, the recent Contributions Committee brochure used the same colour palette and a similar "Q" to [Quaker.ca](#).

PubCom has no desire to try to become a bottleneck or to hold approval authority over all CYM communications. However, if other committees are willing, PubCom is willing to undertake the development of some core visual identity information and images that could make other committees' efforts more efficient. (For example, having a set of colours and fonts that we use across CYM could make graphic design endeavours by all committees more consistent and more efficient to produce as compared to starting from scratch.) This could include providing templates for CYM letterhead, a "wordmark" (name of the organization in a particular font / etc, similar to a logo), and possibly a stylized "Q" or similar to act as a kind of logo design element (Friends may be familiar with the clarity of Britain Yearly Meeting's Q logo).

CYM-in-Session

It was extremely helpful to have the Editor in attendance at CYM-In-Session this year, particularly to assist Friends with password issues to enable them to access the Business portion of the site and to liaise with the Clerks, Program Committee, and Daily Quacker team to get relevant information posted in a timely fashion. We have asked Program Committee to include two new volunteer roles as part of CYM registration next year: blog coordinator (to coordinate blogs about the week which can then be published by the Editor) and tech support (to assist Friends when their devices are uncooperative or with general IT troubleshooting).

We were also happy to collaborate with Education & Outreach on a Special Interest Group at CYM 2018, on the topic of outreach (digital and otherwise). The handout we provided is included below.

In Friendship,

Maggie Knight,

Clerk, Publications and Communications Committee

(Other committee members: Mylène DiPenta (Annapolis Valley MM), Robert Kirchner (Edmonton MM), Catherine Novak (Vancouver Island MM), and Anne Trudell (Peterborough), with ex officio participation from CQLS Clerk John Samson Fellows (Winnipeg MM) and CYM Office Administrator Kerry MacAdam)

CYM 2018 Special Interest Group

Friendly Outreach: Reaching Out to Seekers and Building a Welcoming Community

Hosted by Publications & Communications Committee and Education & Outreach Committee

Do you want our community to grow and blossom? This SIG invites all those interested in inviting and welcoming newcomers to share ideas and celebrate what's working for different Monthly Meetings and gatherings. Whether it is updating your website, circulating printed materials, or hosting a community event, Friends are encouraged to come with their stories and, if possible, bring examples of outreach materials from their Meetings. Friends whose Meetings aren't actively engaged in outreach at this time are invited to come to share and explore ideas. Representatives from the Publications and Communications Committee and the Education and Outreach committee will be present to hear your perspective, and will provide a list of ideas that some Meetings may find helpful.

Queries:

- Does our Meeting feel led to focus energies on outreach? Who are we trying to reach? How will we know if what we're doing works for the people we're trying to welcome?
- What joy does or could outreach bring to our Meeting?
- What fears or challenges may stand in our way of welcoming new seekers, attenders, and members?
- Is our Meeting open to being changed by new Friends who gather in worship and community with us?

Checklist - Meetings and Worship Groups undertake a variety of outreach and welcoming activities. The list below is not meant to suggest that any Meeting would or should undertake *all* of these activities, but rather to help Friends explore a variety of ideas. Indeed, it is likely that different Meetings have different outreach avenues that may work well for them - even just one or two things working well can make a big difference!

Which of these outreach activities does your Meeting or Worship Group find fruitful? Which seem interesting but challenging to attempt?

Visible to Community: letting Seekers know we're here

Communications resources and infrastructure:

- Outreach brochure
- Website that clearly indicates when you meet and how to find you
- Website that shares more about your Meeting and indicates that new attenders are welcome
- Active, well-curated social media presence (Facebook, Twitter, Instagram, etc)
- Google ads (charities can get free ad allotments; e.g. for searches like "Quaker + [name of your community]" or "faith + peace" etc)
- Posters communicating about Meeting for Worship and/or events
- Advertisements placed in local publications (online or paper circulation)

Showing up where others are:

- Attending ecumenical and multifaith events
- Tabling at community events
- Tabling at local school, college, or university events
- Participating in marches or parades with a visible Quaker banner or other materials
- Letters to the Editor on behalf of Friends

Inviting the community in:

- Outreach/information flyers distributed to neighbourhood near place where Worship is hosted
- Annual outreach event where Friends are encouraged to bring a “small-f” friend
- Family-focused programs open to the wider community
- Hosting well-publicized public events
- Partnering with secular community organizations to host events
- Inviting non-Quaker neighbours of your Meeting House or other gathering place to join you for special events
- Social events hosted by the Meeting that are open to non-Quakers
- Renting out Meeting House space, particularly to groups with shared values and interests

Intentional conversations and actions:

- Sharing our faith throughout our lives: M&C (or other body) foster conversations and activities that support members and attenders feeling comfortable telling personal friends, family, work colleagues, etc that they are Quaker
- Members and attenders are actively encouraged to invite interested folks to attend Meeting for Worship and Meeting events

Welcoming folks when they first show up

Communications resources and infrastructure:

- Available print materials for Seekers are available to any first-time attenders
- Available print materials about First Day School activities and welcoming families
- Email listserv and/or newsletter
- Paper newsletter or other publication
- Meeting/Worship Group copy of CYM, CFSC, and other Quaker publications

Intentional conversations and actions:

- Seekers and first-time attenders are personally welcomed (M&C or other body is intentional about fostering these welcomes, not just relying on the general friendliness of the Meeting); long-standing members of your Meeting or Worship Group actively seek to build relationships with new attenders
- New attenders are actively and specifically invited to sign up for email lists (or other means of communication used in your Meeting or Worship Group) and are looped in to Quaker communications in a timely fashion

Deepening relationships with new folks

Communications resources and infrastructure:

- Email listserv and/or newsletter
- Paper newsletter or other publication
- Enquirer's kit for Friends considering membership
- Podcast

Intentional conversations and actions:

- New attenders are actively and specifically invited to sign up for email lists (or other means of communication used in your Meeting or Worship Group)
- New attenders are actively and specifically invited to Meeting/Worship Group events, social gatherings, and Meeting for Worship with an Attention to Business
- New attenders are actively and specifically invited to hear members and long-standing attenders share about their own spiritual journeys and how they came to be Quakers
- New attenders are actively and specifically encouraged to attend local, regional and national gatherings; information about how to seek financial assistance, childcare availability, etc is shared in a useful and timely way
- M&C (or other group) fosters a buddy system for new attenders

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OFFICE MANAGEMENT COMMITTEE (OMC) REPORT TO REPRESENTATIVE MEETING, NOVEMBER 2018

The Office Management Committee is the employing committee for the Office Administrator and the Accountant and consists of the Yearly Meeting Clerk(s) and the local contact person appointed by Ottawa Monthly Meeting. We meet by telephone conference call, usually every 2 to 3 months. The Secretary participates in the first part of the call for reporting and consultation.

Since Yearly Meeting the OMC has met twice and has a third meeting planned at a shorter-than-usual interval, a week after Representative Meeting. Because of the ongoing work by Personnel Committee to restructure our staffing arrangement, procedures, and policies, OMC has been occupied both with the immediate oversight of the Ottawa office staff and with these changes. We see that we are making progress with these revisions of Personnel Policy, and that OMC, Personnel Committee, and the Committee of Clerks have more work to do. Once the new structure and policy have been completed and approved, it is likely that the OMC will be laid down.

Submitted by Beverly Shepard
on behalf of Office Management Committee:
CYM Clerk Beverly Shepard
Local contact person Caroline Balderston Parry
with
Cameron Fraser, CYM secretary

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FINANCE COMMITTEE REPORT TO REPRESENTATIVE MEETING

CYM Finance Committee met in Ottawa November 9th and 10th.

Our primary task for our annual fall meeting is the review and recommendation of the draft operational budget in preparation for its presentation to representative meeting in late November. This year we took significant committee meeting time to identify the change to roles, responsibilities and workloads that are anticipated with the discontinuation of the CYM treasurer position in January 2019 (less than two months away!).

We made good progress with this work to ensure best financial practices are continued while ensuring support for CYM staff. We also identified the need to enhance the communication between various CYM committee and the valuable role finance committee has to expand knowledge of our overall financial expectations, limitations and health when considering future CYM work.

Items Finance Committee wishes to draw to the attention of representative meeting:

1. The Need for Additional Finance Committee Support

Currently our committee is not at a full compliment.

Without the treasurer position, we have identified additional oversight and financial review tasks that should fall to the finance committee members. We ask all monthly meetings to consider names to bring forward from their meeting who have interest, aptitude and some skills in financial matters.

2. Growing Demands on the CYM General Fund

With the 2019 budget we note that the Quaker Renewal Fund, Publication and Communication General Fund and the Quaker General Fund will be mostly exhausted. This will put 2020 expenses to be drawn from the general fund.

These extra financial demands will be in addition to our current decision to run a deficit and spend down our reserve to commit to the secretary staffing role. Additionally, we face received significant increases in archive committee costs as that committee adjusts to the change in their staffing needs.

The five year forecast of these increased expenditures without any significant increased revenue will rapidly exhaust our current revenue.

3. Finance Committee Request Monthly Meetings

We will directly write to Monthly Meetings to request they consider increasing to their annual donation to CYM.

The historical budgeted contributions as listed in our annual budget have been static and we want to encourage adjusting these values to cost of living or greater to keep up with ever increasing expense lines. As the

RM Nov. 2018

mandate for Contributions Committee refers to individual donors, Finance will take on this communication to Monthly Meetings in an ongoing manner.

4. Improving Access to Donation Details and Committee Information

We have made improvement of the finance section of the Quaker.ca website. We recognize the particular need to also ensure that key information is made readily available to donors including executors and non Quaker family members. Our charitable information and audited statements will be made available on the public side of our site, not limited to the business section.

In Friendship

Ro Fife
on behalf of Finance Committee
14 November 2018

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ARCHIVES REPORT TO REPRESENTATIVE MEETING 2018

The Archives Committee continues to operate the Archives and Library on behalf of Canadian Yearly Meeting (CYM). One of our employees has been on leave since February; however, we were very fortunate to employ someone part-time through the summer to catch up on some of the work and with the help of a Samuel Rogers Trust Fund grant, to undertake additional projects. Her presence also made it possible to have researchers spend time at the Archives while researching Grindstone Island. We also continued to receive deposits during the year that had to be catalogued and safely stored. We also continue to receive research inquiries which Committee members try to suitably answer.

This year's achievements include:

- By taking inventory of our library, we identified duplicate books and materials that don't fit our mandate and were able to share those books and other duplicate donations with other Quakers in Canada by making them available at CYM.
- Author, Heather Kirk (*Seeking Peace: The Quakers*, researched at the Archives) attended CYM to sign her books and meet Friends. She generously donated the proceeds (\$385) from the sale of her books.
- Friends at CYM also donated books they had written— Gail Harwood (*Matty's Dread*), Paul Dekar (*Dangerous People*) and Carolyn Balderston-Parry (*Eleanora's Diary: 1835*).

We continue to share with the Canadian Friends Historical Association (CFHA) and appreciate the role it plays in researching Quaker history and making it public. CFHA offers scholarships to students who write papers on Quaker history!

The transcription project, now under the joint care of the Archives and CFHA has continued to add transcriptions of our historic minute books to the CFHA website (cfha.info). There are now over 100 transcriptions online. A link has been made between the CYM Archives website and CFHA for easy access. Our employee spent time this summer ensuring that the work on both websites jived – time consuming but very important.

The latest event which we have been asked to contribute historical material to is the restoration of an original Meetinghouse in Ajax, formerly the Town of Pickering, that was the site of Canada's first Yearly Meeting.

The Archives Committee needs to provide more hours to our archivist to support Quakers in saving our history and making it accessible. We just received confirmation of a grant provided by the Samuel Rogers Memorial Trust to assist in this while we search for a long term solution.

RM Nov 2018

Submitted by Joyce Holwerda, Out-going Clerk joyceholwerda@hotmail.com

Committee: Jane Zavitz-Bond, Bev Jackson, Sylvia Powers, Norman Smith and Katherine Smith

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CONTRIBUTIONS COMMITTEE

We are delighted to have the opportunity to meet with members in the west, in, or closer to their home Meeting.

Our Bequests brochure is available online, and I will have copies to distribute to members at Representative Meeting in November. Many thanks to non-Committee members who contributed to its creation, in particular Beverly Shepard and Monica Walters Field. We are working to improve our website's attractiveness, and increase use of it for consultation by members.

As Clerk, my vision is to develop a collaborative framework, to best enable work with committees, regional groups and others who best can develop coordination in our organization. I participated in Publications and Communications meeting through phone link, through invitation from the Clerk. We discussed ways that publications could indicate the importance of CYM when publishing our work, and how to coordinate the committee works effectively.

We have a vision that we have discussed with various members of creating a regional structure for sharing information about the importance of members considering Contributions options. The direct method is certainly known to be the most effective.

Our report is late in part as we were hoping that we could include the result of Fran McQuail's bringing forth common topics of interest with Finance Committee in mid-November. Unfortunately, the agenda was too full to include discernment on this. We look forward to working with Finance Committee.

Sharing stories of why CYM is important to members is a major way we look to communicating about why members should contribute. I look forward to continuing to collect such stories and share them as we have been online and through articles in *The Canadian Friend*.

Please feel free to approach me if you or someone you know has a story about the importance of CYM that you'd like to share.

We have a number of regular and generous donors in the greater Vancouver and Island area Meetings. I would like to take the opportunity to thank you directly when visiting. Please let me know if you would like to have a conversation. I'll do my best to make myself available.

In friendship

Contributions Committee: Penni Burrell Clerk, George Webb, Fran McQuail (Finance Committee), Kerry MacAdam (staff)

RM Nov 2018

Representative Meeting November 2018: Report 21

REPORT FOR REPRESENTATIVE MEETING NOVEMBER 2018

Nominating Committee has a few names to bring forward for approval by Representative Meeting.

For Camp NeeKauNis with terms to 2021

Chris Wilson Yang (Ott)*

Wendee Wood (Tor)

Rachel McQuail (KA)

Lisa Stettler (YS)

Rebecca Ivanoff (YS)*

We also have one resignation from a committee

For Finance Commttee

Lucie Lemieux (Ott)

We are still looking for people to serve on several committees as well as Clerk of CYM. Please let members of nominating committee know if you or a member of your meeting is interested in serving on any CYM committees.

Heidi Dick

Budget 2019 Draft 1	CYM General Fund	E&O General Fund	Quaker Renewal Fund	Dorothy Muma Fund	Pendle Hill Unrestricted Fund	Quaker Studies Unrestricted Fund	P&C General Fund and Canadian Friend	Trustees	Camp NeeKauNis	Total CYM
Revenue										
Revenue										
Monthly Meeting contributions	130,920									
Donations	72,000		-							
Annual gathering	68,270									
Interest and other	3,283				300	-				
Interest on Travel Capital Fund	10,307									
Donations to other Quaker bodies	-									
Sale of Faith & Practice Books	-									
Samuel Rogers Memoria Trust										
Canadian Friend Advertising							300			
Canadian Friend Subscriptions							2,000			
Grants from outside CYM (SMRT)		10,700	15,050	500			31,132			
Total Revenue	284,780	10,700	15,050	500	300	-	33,432	-	-	-
Expenses CYM General Fund										
Yearly Meeting committees (non archives)	7,000									
Annual gathering	113,749									
Representative Meeting	7,000									
Yearly meeting office	247,217									
Travel and lodging-committees	24,350									
Travel and lodging-other bodies	8,750									
Donations to other bodies	6,125									
Designated donations to other Q Orgs	-									
Cost of Sales - Books	1,000									
Expenses E&O										
E&O General Fund Expenses		20,600								
Quaker Renewal Fund			39,400							
Dorothy Muma Scholarship				500						
Pendle Hill Scholarship					772					
Quaker Studies Scholarship						-				
Expenses P&C										
Canadian Friend							19,399			
Website							35,125			
Learning Series and QUIP							4,750			
Other (QUIP, HST)							2,989			
Archives Committee Expenses										
Annual expenses	12,735									
Total Expenses	427,926	20,600	39,400	500	772	-	62,263	-	-	-
Opening Balance of the fund	622,177	7,696	34,235	1,000	1,179	4,212	30,634			
Less Net Expenses for the year	(143,145)	(9,900)	(24,350)	-	(472)	-	(28,832)			
Plus transfers from CYM General Fund										
Closing Balance of the fund	479,032	(2,204)	9,885	1,000	707	4,212	1,802			