

Canadian Yearly Meeting of the Religious Society of Friends (Quakers)

2022 CYM Annual Reports — Part 1

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Canadian Yearly Meeting of the Religious Society of Friends (Quakers)

2022 Interim Minutes and Reports

Canadian Yearly Meeting was founded in 1955 by Friends in Canada from Canada Yearly

Meeting (Five Years Meeting)

Genesee Yearly Meeting (General Conference)

Canada Yearly Meeting (Conservative)

Since 1955 many new Meetings and individual members have joined Canadian Yearly Meeting. The designation above was approved in 1955 to be included in all published reports and minutes to indicate the pre-existing legal entities now incorporated in Canadian Yearly Meeting.

These documents are published online
and are available for download from our website: *quaker.ca*

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Report of Archives Committee to Canadian Yearly Meeting in Session 2022

April 1, 2021 through April 30, 2022

Elaine Bishop, Clerk AC

The Archives Committee (AC) exists to manage the Canadian Quaker Library and Archives (CQLA) officially owned on behalf of Canadian Yearly Meeting (CYM) by the Board of Trustees. The CQLA is a program that serves CYM and all its component parts, including Monthly Meetings. As the keeper of significant aspects of the history and heritage of Quakerism in Canada it provides safe care for historical documents and artifacts entrusted to it in the past in trust for the present and future.

The AC's work has been guided by three key documents:

- Sections 6.17, and 6.22 of *Organization and Procedure*, currently under review by Discipline Review Committee (DRC). AC has forwarded revisions to its draft to DRC.
- The five year vision from Archives Committee's Reporting and Clearness report approved by Canadian Yearly Meeting in February 2021 and,
- Since its completion in September 2021, *The Final Report to the Archives Committee of CYM ... following a site visit to the Canadian Quaker Archives...2021.07.22 to 2021.08.03* by James Turner (Turner Report).

AC has met twice monthly over the year, once for general management and the other to continue work to create a written AC Policy and Procedures Manual. Included in the policy development work have been the adoption of the international standard of dating documents (YYYY.MM.DD) and research on the most effective fonts for accessibility of people with ADHD and/or dyslexia. This report is written in Tahoma, one of two identified fonts. Verdana is the second.

Throughout the year the AC has been working towards re-opening the CQLA. The following activities have enabled the accomplishment of this objective on 2022.05.02, two days after the completion date of this report.

- Successfully concluded updating and revisions to the agreement with Pickering College including arrangements for CYM Archivist access during times of emergencies such as the pandemic. Special arrangements were made with Pickering College prior to employing the Archivist to enable James Turner to do the in-depth assessment of the state of the CQLA as committed to in our Reporting and Clearness plan. The report confirmed the good condition of the Library and archives despite the extended closure since October 2019. It also identified a range of short, medium and long term tasks needed for the effective operation of the CQLA.
- The employment of Michelle Tolley as the CYM Archivist effective in November, with a contract currently ending December 31, 2022. To enable this the AC worked with various parts of CYM including Finance Committee and Representative Meeting to

ensure the needed finances, Personnel Committee (PC) to confirm the job description and with the CYM Secretary and PC to implement the hiring process. AC appreciated the role of the CYM secretary in administering the hiring process! In December AC congratulated Michelle Tolley on her successful completion, with honours, of her Masters in Information Technology and Archiving!

- Successful re-establishment of the Archivist role including orientation, replacing out-of-date technology with a new laptop, and, using the Turner Report short term recommendations, undertaking the organizational tasks needed to re-open the CQLA. This included updating website information on the status of deposits of minutes from Monthly Meetings. In January 2022 the Committee of Clerks approved the name change as recommended in M06 of the Turner Report to the Canadian Quaker Library and Archives with this decision to be taken to Representative Meeting in May 2022 for confirmation.
- Selected and installed ArchivesSpace, new software that will enable more effective management and improved online access of the collections in the vault. Time will be needed to transition information on the collections to ArchivesSpace. Through this process useful relationships with other Quaker libraries and archives has been achieved. Improved online access is a particularly important service to all living at a distance from the CQLA.
- Initiated work on revising the content of the Canadian Quaker Library and Archives pages on the CYM website. Collaboration with Publications and Communications Committee has enabled including the CQLA with the other Sister Organizations on the opening page of the website.
- Initiated work on heightening the profile of the CQLA within Canadian Yearly Meeting. AC offered a special interest group at 2021 CYM-in-session introducing the CQLA and describing its services. Work with PubCom and the CYM editor has facilitated the establishment of the Archives Corner in the Canadian Friend. Prior to the re-opening of the CQLA correspondence was sent to all Monthly Meetings and Clerks of CYM Committees and bodies with the updated pamphlet on Deposit Guidelines.
- Increased access has enabled more effective responding to research requests to the CQLA from researchers, Monthly Meetings and CYM.

The major challenge faced by the AC is securing the funding to enable it to maintain the CQLA to the standards envisioned by Quaker testimonies and current archival standards. This work has included:

- Consultation with CAST, the Personnel Management Group and Clerks Committee when, in response to a request from Finance Committee, creating a multi-year budget (2023 – 2025) to effectively maintain the operations of the CQLA. The budget recognized the need to maintain the CYM Archivist as a full time position.

- The request for the CYM Archivist to become a permanent full-time CYM staff position
- Undertook brainstorming for alternative ways of supporting the ongoing work of the Canadian Quaker Library and Archives. Consulted with Clerks' Committee to articulate the extent and with what consultations and conditions AC may undertake alternative fund raising to support the CQLA.
- Report to the Board of Trustees the financial challenges facing the CQLA.

From the Archivist, Michelle Tolley

In the relatively short time I have been with the CQLA I am both encouraged and excited by the amount of progress both myself and the AC have made. As the Archives had been closed for a few years and maintained by volunteers before that, there was a lot of work to do in preparation for re-opening. Our virtual event at the beginning of May (two days after the report date) was incredibly fulfilling and allowed us not only to show off what we have already accomplished but what services we are now thrilled to offer to the Quaker community and beyond. The Archives are not simply a way to preserve documents; they are a treasure trove full of memories, achievements, histories, and people. The Quakers have a vast number of knowledgeable elders who have seen and experienced so much in their lifetimes. By preserving these experiences – either through oral histories or written documents – they will not be forgotten, and younger Quakers will have the great opportunity to learn from people who are no longer with us. In addition, many histories in archives all over the world are either written by or focused on oppressed or marginalized communities. These communities often do not have the opportunity to have their stories told. As many Quakers are dedicated to social justice issues, this is especially relevant for the CQLA and the information we preserve. Looking to the future, the AC has so many exciting plans and ideas for ways in which to serve the Quaker community. The CQLA is here for everyone, whether you are a Quaker, a Monthly Meeting, an academic researcher or interested in family history. We look forward to connecting with you soon. MT

Archives Committee expresses its deep appreciation of other bodies without whom this work could not be done:

- Pickering College in Newmarket, Ontario, which hosts the Canadian Quaker Library and Archives. It provides 904 sq ft of climate controlled space which accommodates the Arthur Garrett Dorland Library and vault in conditions that ensure the long-term conservation of the Quaker collection. It also has provided support and consultation for the CQLA, assisting in the research, purchase and set-up of the laptop, phone and internet access, and reception services during Pickering College open hours.
- Samuel Rogers Memorial Trust which has provided significant financial contribution towards the operation of the CQLA.

**Canadian Yearly Meeting of the Religious Society of Friends
Camp NeeKauNis Review of 2021
Report for CYM in session 2022**

2021 was our second season where Camp NeeKauNis' programs were significantly affected by the COVID-19 pandemic. Due to the uncertainty created by the pandemic the Steering Committee decided in February not to offer our regular programs in 2021. Instead we offered our community a season of "Respite and Care", where smaller, self-organizing groups made use of our Camp facilities, with the support of Interim Directors. The feedback we received made all the work to make this possible worthwhile as we heard from Camp F/friends that being able to spend time at NeeKauNis and in community again was both spiritually renewing and mentally, emotionally, and physically restorative.

Camp NeeKauNis' Physical Development subcommittee organized regular work weekends throughout 2021. Renovations continued on Haslam cottage, and dead and dangerous trees were identified and removed (we now have lots of firewood at Camp!). The major development in 2021 though was that many volunteer work crews restored the Camp House and our Camp Administrator was able to secure a snow removal contractor to clear the drive to enable its use over the winter. Feedback from this trial season was positive and will help us to develop and improve this offering for our community as we are excited to have the Camp House available year round.

Our 2021 insurance quote led to a review of our insurance coverage as premium costs have been steadily increasing and jumped significantly in 2021. Our insurance broker advised us that given the age and materials used for most of our buildings (wood frame), even in the event of a catastrophic event we would never recoup the full rebuilding costs. As such it was decided to remove our cabins from the list. Only Nelson Hall, the Wash House, the Camp House, and the Tool shed remain covered. This maintains coverage on Camp's water system, which is a most valuable asset. Camp is now self-insuring for the rest of our buildings and as such we need to develop a reserve fund to cover expenses that may arise. Our content insurance covers the kitchen equipment, appliances, and tools in both the workshop and tool shed. And third party liability coverage has been maintained as this is a legal requirement.

In March we hosted an online zoom social which had close to 50 participants from not only across the country but from overseas as well! People expressed great appreciation for this opportunity to connect and catch-up with F/friends in the Camp NeeKauNis community.

We were delighted when CYM gifted Camp NeeKauNis with the Food Coop supplies when the decision was made to lay it down. While it was a challenge arranging transport from Winnipeg to Camp the Food Coop supplies did make it safely to NeeKauNis and have increased our capacity for outdoor dining.

2021 was Camp NeeKauNis' 5 year Reporting & Clearness session for CYM, which we presented in November. Preparing the report gave us the chance to review and reflect on the past 5 years. In presenting it to CYM we learned that a large number of Friends do not know about NeeKauNis (half of the Friends in the session were familiar with Camp and half were not). As such, we identified that enhancing communication with CYM Friends about Camp is an area for improvement for the Committee. We also appreciated the opportunity to solicit feedback from Friends, though we noted that many of the suggestions received have been previously considered. Unfortunately the most pressing challenge we face as a Committee is a lack of capacity as there are wonderful ideas for Camp renewal that we simply don't have the ability to implement.

We continue to be immensely grateful for our Steering Committee members who shoulder an unsustainable workload due to the fact that the Committee is not fully populated. Camp NeeKauNis would not be able to operate without our dedicated core of volunteers. We were delighted to welcome several new members to the Steering Committee at the rise of CYM 2021, and thank those who stepped off the Steering Committee for their dedication to serving Camp. The one benefit of the pandemic has been that by holding our Steering Committee meetings online instead of in-person we have been able to include members from further afield and we hope that more Friends will join us in 2022.

Finally, while we were grateful to be able to have more of our community return to Camp during the 2021 season, our fee revenue was reduced by having limited numbers of campers on site. As such we appreciated the Samuel Rogers Memorial Trust's support of our "Respite and Care" season to make up for this loss in revenue. We were also grateful for the financial support of many individuals, as well as Kitchener Area MM, Hamilton MM, Coldstream MM, Young Street MM, Ottawa MM, and Thousand Islands MM in 2021.



Annual Accountability Report 2021

“As we let our barriers down or remove them, we move closer to the center of our being. When we tap into that central core, we experience a self-acceptance and a sense of peace that allows us to connect with others without fear or apprehension. It is this connection that transforms us and others.”—John Shuford

Transformational work

There are a great many charitable organizations out there. But how many of them make it to their 90th birthdays? 2021 marked the 90th anniversary of Canadian Friends Service Committee!

That’s 90 years of Quakers quietly working away behind the scenes to open space for dialogue among parties in conflicts, to build trust, and to help people find common ground.

It’s 90 years of advocating for justice and systemic changes, so that you and everyone else is free to reach their fullest potential.

It’s 90 years of simplicity and frugal spending where it’s needed most.

In this 90th year, our work continues to grow and change in many exciting ways despite the all too real challenges of a global pandemic. We’ve adjusted well to our physically distanced reality and maintained deep connections through online spaces.

We’ve held workshops and monthly events like our *Get to Know Thee, Friend* series, which celebrated our 90th anniversary by sharing stories from some of the amazing people who quietly make CFSC’s work so impactful. Holding events in this manner has helped us connect with a wider community of attendees from across Canada and beyond.

We have been so pleased to welcome two new staff members, Dalya Eidda and Priscila Recinos, to our small team during the pandemic. Once it is safe again to do so CFSC members look forward to meeting them face-to-face. Their having joined during the pandemic and working remotely makes their training and orientation a

greater challenge, but we're pleased at how much CFSC has been able to accomplish in spite of these difficulties.

Approximately half of our revenue continues to come from donations by individuals. A reserve fund in the form of investments and bequests contributes to the remainder of our budget. While our funding is sustainable for now, we cannot take future donations and bequests for granted and we continue to rely on a small number of individual donors. We now have a 10-year vision and budget and hope to expand both our program work and our fundraising in the coming year.

This report is a brief snapshot and only covers highlights. There are many channels to find out more about all that we do: QuakerService.ca; QuakerConcern.ca (also available in print—contact us to subscribe); our email newsletter; social media (@CFSCQuakers on Facebook, Twitter, and Instagram); and workshops and visits (whether virtual or, hopefully, soon again in-person) with CFSC staff and committee members.

To all of our supporters: you make this possible. This is your work. So thank you!
In Friendship,

In Friendship,
Lana, Robinson,
Clerk,
Canadian Friends Service Committee (Quakers)

Indigenous Peoples' Human Rights

The main goals of CFSC's Indigenous rights work are the implementation of the UN Declaration on the Rights of Indigenous Peoples and greater engagement by Canadians in the activities recommended in the report of the Truth and Reconciliation Commission of Canada (TRC).

For many years CFSC has called on Canada to fully implement the *UN Declaration*. We are absolutely thrilled that an important piece of legislation toward this end, *An Act to Implement the United Nation Declaration on the rights of Indigenous Peoples* (formerly C-15), received Royal Assent on June 21, 2021 –National Indigenous Peoples Day. This is such a tremendous victory!

Throughout the year we continued to work with many Indigenous, human rights, and faith partners to publish op-eds and open letters, host educational events, and hold private meetings with federal government representatives to advance this long awaited legislation.

After so much hard work by so many people, for the first time a clear and ongoing legal commitment has been set out for the federal government of Canada. It must now ensure that its laws, policies, and programs are consistent with the global

human rights standards affirmed by Indigenous peoples internationally and by the United Nations.

The implementation Act requires the federal government to “take all measures necessary” _to ensure that the laws of Canada are consistent with the provisions of the *UN Declaration*. The Act also requires that a *National Action Plan* to implement the *Declaration* through law, policy and programs be developed and adopted within two years.

This means that there is plenty more work ahead for us to support Indigenous partners in seeing that the *National Action Plan* does everything it has to.

We were pleased this year to receive major funding from the federal government to support work around sustainable development and the *UN Declaration*. We continued our support of grassroots Indigenous cultural projects through the Reconciliation Fund. We hosted a film screening of *Cottagers and Indians* with the film’s producer Drew Hayden Tayler. We delivered multiple workshops, presentations, and key notes.

Criminal Justice

The main goal of CFSC’s criminal justice work is to eliminate the punitive mindset that pervades society and justice systems by transforming harmful approaches to ones that are healing.

When parents come into contact with the criminal justice system the needs and rights of children are not adequately considered. This realization, established through a sample case law review that CFSC put out in 2018, continues to drive much of our criminal justice work.

This year we worked hard with partners to help launch the website and public-facing resources for the Canadian Coalition for Children with Incarcerated Parents. CFSC hosts the website and has been instrumental in helping to establish and expand the Coalition.

We engaged in many meetings and consultations and contributed to policy submissions together with partners on issues such as the use of solitary confinement. For Prisons’ Justice Day we put out a new infographic on why Canada needs to abolish prisons and invest in alternatives that will cost less and keep communities safer. All of this work was to advance our vision of a justice system that is healing rather than causing further harms.

We continued to share resources related to *The Only Way Forward* series begun last year. The series unpacked the effects of the current criminal justice system, its disproportionate impact on Indigenous people and people of colour, alternatives, and ways forward. We enjoyed the opportunity to present at Monthly Meetings and

engaged in rich conversations about the criminal justice system and ideas for positive change.

CFSC is grateful for the support and work of an advisory panel of external experts with lived experience in the criminal justice system. The panel included persons from diverse racialized backgrounds, and with professional expertise in working for effective alternatives to the current criminal justice system.

Peace

The main goal of CFSC's peace work is to contribute to creating a culture of peacebuilding in order to identify, engage constructively with, and transform conflict.

CFSC continues our longstanding support for grassroots peacebuilders. This work is based on our recognition that communities yearn for justice and peace and, with the right assistance, have important roles to play in sustainable peacebuilding.

The pandemic created many challenges for our partners and for our own peace education efforts in Canada, but we still achieved a great deal.

We helped provide free high quality services to refugees and other newcomers to Toronto. We supported grassroots community peacebuilders in DR Congo and Burundi. We helped young Israelis access information and support when they chose to refuse to serve in the military. And we acted as a voice for Friends nationally on peace issues like military carbon emissions, Canada's involvement in the arms trade, and plans to spend billions on new hardware such as fighter jets and drones.

Much of our energy went into giving radio interviews, presentations, and facilitating interactive workshops. Through these various forums we brought people together to discuss common challenges and build each other up.

We heard glowing reviews of our workshops via anonymous surveys. Participants greatly appreciated the opportunities to learn together and to connect. They also valued the carefully researched answers to pressing questions about how to address destructive conflicts and overcome hate, angry conspiracy theories, and false information.

Our ongoing blog for *Psychology Today* further helped evidence-based peace skills to spread to a wider audience. We received positive feedback and interest from as far away as China, and were contacted for help by various individuals and groups seeking support in addressing serious conflicts that they're in the midst of.

In Closing

Much of CFSC's work is not done in the public eye. It's not something we can readily convey in a few words or images. It involves cultivating relationships of trust and respect with different actors, and creating opportunities for dialogue among parties who may not talk to each other otherwise.

We hope this *Annual Accountability Report* has given you a taste of just a few of the many accomplishments that donors like you have realized in the past year.



Reporting and Clearness Report

Canadian Friends Service Committee

Canadian Friends Service Committee (CFSC) is the service arm of Quakers in Canada, and in this report, we will touch on the work of its three program committees and of the Committee as a whole. We will also share how we understand our challenges and we ask Canadian Friends to reflect on these and, where necessary, to bring us to new understandings of our way ahead.

Our work: Advancing peace, justice, and Indigenous rights

In 2021, the Quaker Indigenous Rights Committee (QIRC) succeeded in supporting many Indigenous partners in shepherding through parliament *An Act to Implement the UN Declaration on the Rights of Indigenous Peoples* (formally, bill C-15). This is a milestone on the road to Indigenous Human Rights and reconciliation in Canada! We in CFSC shared a sense of excitement that this long delayed piece of legislation has been approved in Parliament, and we know many Canadian Friends shared it too. However, in a sense, this is just the beginning, and a long road winds ahead (and we are following it).

QIRC recently co-hosted a symposium around the emerging body of work on Indigenous rights in the context of the 2030 Agenda for Sustainable Development and the global response to the climate crisis.

In 2021 we bid farewell to our former events coordinator Keira Mann, who decided to go back to school, and in March 2022 we welcomed Jeremy Vander Hoek to the staff as the new Events Coordinator/Indigenous Rights Assistant. Now that bill C-15 is law, we anticipate that the work will broaden and intensify as Canadians struggle to meet the new commitments toward reconciliation mandated by the new law.

The Quakers Fostering Justice Committee (QFJ) is integral to the National Youth Justice Network and the development of *The Guidelines for the Implementation of Mother-Child Units in Canadian Correctional Facilities*. The *Canadian Coalition for Children with Incarcerated Parents* launched a website this year that serves as its public presence and information resource. QFJ has been instrumental in helping establish and expand the coalition. QFJ also held a workshop series on the topic of Shifting Punitive Perspectives titled *The Only Way Forward*; the webinar series examined the impacts of the existing criminal justice system, possible alternatives, and next steps.

At the beginning of the reporting period, QFJ was staffed by Verena Tan, who eventually returned to her home. We welcomed Nancy Russell to the role in 2020.

The Quaker Peace Committee (QPC), published a book titled *Are We Done Fighting? Building Understanding in a World of Hate and Division*, written by CFSC's Matt Legge. The committee has hosted 15 interactive online workshops that involved a total of 240 participants building peace skills by employing activities from the book. QPC's ongoing blog with *Psychology Today*, also written by Matt, has helped further evidence-based peace skills to spread to a wider audience. Along with providing peace education, QPC continues to partner with and support international groups—Friends Women's Association, doing work to reduce gender-based violence in Burundi, Mesarvot, supporting young Israeli objectors to military conscription, and Kinshasa Quakers to support young women in setting up small businesses. QPC has also created the Israel/Palestine Working Group, a sub-committee of CFSC that works for a just peace in Israel/Palestine. Since our last report, QPC has laid down involvement in Project Muinda in Kinshasa, Democratic Republic of Congo, which after many years of support has matured and become self sustaining. Matt Legge stepped down from his role as QPC program coordinator in early 2022, and Kerry Grier now staffs the role.

Supporting Our Work: Staffing and Personnel Matters

By paying close attention to development of a strategic plan and following it up annually, CFSC has enhanced its ability to set clear goals for our work, and to monitor progress in meeting them. Matt Legge now takes a leading role in helping committees to develop plans and monitor progress.

Because of concern that salaries were falling behind what others in Canada receive for similar work, we researched and discussed at length our salary structure and job classifications. On the basis of that work, we are revising our salary structure, mainly upwards, to a more just level.

In 2020 we bid farewell to our former long-time CFSC administrator Tasmin Rajotte, and soon after welcomed Dalya Eidda into the role.

Finances

Peace building requires the faith and commitment of Friends, but also, it requires resources. Relative to the beginning of our reporting period, CFSC finds itself in a strong financial position. Our financial strength derives from both new funding for our work from large charitable foundations, and from the growth of our investments. Bequests to CFSC have risen as have donations from individual donors. We are humbled by and grateful for the support of Meetings and individual Friends. We tried something new in fundraising: we hired specialists to help us craft a direct mailing fundraising campaign. This netted 120 new donors for CFSC. We are blessed to have a significant donor base of individuals who are not Quakers; in fact, they outnumber the Friends who donate. Members of the Executive Committee are in the process of contacting donors by phone to thank them. In these calls we have heard from non-Quaker donors how much they appreciate “the Quaker approach”.

Of course, the purpose of our work is not to accumulate money, but rather, to build peace, foster justice, and stand up for Indigenous Rights. Therefore, Finance committee recommended in 2021 that we increase our operating budget and take on new work. We are in the early stages of a carefully discerned exploration of the possibility of adding a position in Ottawa that would help us to give added voice to Friends perspectives on Parliament Hill and in government, and also to add weight to our efforts at legislative and policy change. We welcome Friends prayers, support, suggestions and recommendations concerning how CFSC can best use its valuable resources to advance justice, peace, and Indigenous rights.

In 2021 we welcomed Priscila Recinos to the staff as our new Finance Assistant. She was hired after Megan Shaw left the role in 2019.

Engagement with CYM and other Canadian Meetings

Since 2013, when CFSC legally became a “corporate” entity separate from Canadian Yearly Meeting, we have continued to try and sustain close links with Monthly Meetings by engaging them in our work and helping them to advance their own grassroots projects as well. Each Monthly Meeting has a liaison person appointed to communicate CFSC news to their meeting. In 2020 we began a regular weekly Meeting for Worship on Wednesdays which has been faithfully attended by a weekly average of around 20 Friends. One highlight was Caroline Balderston Parry’s weekly updates on her healing journey from the time of her diagnosis with cancer until she died in January 2022. Ever a Quaker minister, Caroline modeled for us the faith, joy, and hopefulness we all aspire to as we approach the end of our lives. Our Meeting for Worship remains a steady connection with Friends at large in Canada and a tangible weekly sign of the support we feel from Canadian Friends. All are welcome to attend.

All CFSC communications are directed toward supporting and advancing the issues that the program committees work on separately and together with our partners. *Quaker Concern* is produced three times per year, via both print and a dedicated website. *E-News* is sent monthly, and additional information notes are sent periodically to Monthly Meeting/Worship Group Liaisons. The CFSC website is our largest online presence, and we also maintain a presence on several social media platforms. In 2021 we celebrated CFSC’s 90th anniversary with a monthly “Get to Know Thee Friend” Zoom presentation and created a website with stories and pictures. We produced a resource pamphlet jointly with Continuing Meeting of Ministry and Counsel on *Addressing Conflict amongst Friends*. We also developed new guidelines for *What Makes CFSC's Voice Different* and updated our guidelines on writing for *Quaker Concern*. Tasmin Rajotte and Matt Legge produced a pamphlet titled *Advice and Queries: Discerning Peace and Social Concerns* it explores what discernment is, what a leading is, and how to use Quaker decision-making processes to select what peace and justice work to take on. The pamphlet was recently published in *Canadian Quaker Learning Series* number 13. We are always looking for ways to nurture our relationship with CYM and Canadian Friends. In 2021, we met with CYM’s Change And Sustainable Transformation (CAST) Committee to discuss how CFSC might support CYM’s efforts with Canadian Friend’s via videoconference, and use discernment in

peace and social justice work. We constantly sought and evaluated new ways to engage with Canadian Friends.

We are constantly asking ourselves how do we bring the testimony of simplicity to life amid the daily striving of CFSC? How can we honour the peace testimony and not outrun our guide by over-working or expecting too much from our Friends? How can we be reminded to sustain our spirits, to worship, and to love on another, so that through our work *thy will be done, on earth as it is in heaven?*

What we ask from Friends

From Canadian Friends and our Monthly, Half-yearly, and Yearly meetings we ask to be kept informed about the statements they intend to make about our shared concerns, preferably before the statements are released, and also to tell the Service Committee about the projects they plan to pursue, preferably in the planning stages. The reason for this request is so that we can properly celebrate with Friends and Meetings their commitments to service, share their news with Friends more widely, offer suggestions and advice, if any, and prepare CFSC's project partners who work in the same spaces by sharing the news with them. In this way we will avoid misunderstandings with allies and partners and be sure that communication from Canadian Quakers to our allies and partners is as clear and consistent as possible.

Queries

How can the nurturing connections between CFSC and Monthly Meetings/Worship Groups be strengthened? Monthly, Regional, and Yearly Meetings that are the nurseries of the living traditions, practices, and testimonies of our faith, and, as such they are the spring, or source, from which “the Quaker Approach” flows. How can CFSC help to sustain these sources, so that they, in turn, will continue to sustain us?

How do Canadian Friends come to discern a leading to advance justice, peace, and Indigenous rights through CFSC? Recruiting Friends for program and administrative roles, and for clerking seems like a growing challenge. How do we prepare the ground in our meetings so that long-time Friends, as well as seekers in our meetings, consider taking on service and ministry among Friends and others?

Contributions Committee of Canadian Yearly Meeting

Annual Report for 2021

Contributions Committee met in February and April 2021. We review our mandate regularly: the minute approving our tasks focuses on *education* rather than active “fundraising”

A number of members committed to use their talents and experience to enable Contributions Committee to develop a strong presence. Unfortunately, several members had significant ongoing health problems, leading them to withdraw from our Committee.

We have established and maintained ongoing practices that should continue to inform Friends of the need to donate regularly to Canadian Yearly Meeting. These practices include advertisements and articles in *The Canadian Friend* and distribution of a 2019 pamphlet to Monthly Meetings and individual Friends. We have also submitted articles about different aspects of the work of CYM to the *CYM e-Newsletter* and *The Canadian Friend*. We used material developed to inform Friends about our work in a number of ways, including articles, advertising, and inserts.

We recognize the importance of analyzing methods of fundraising and actual results, and we are also interested in identifying the breakdown of donations coming from individuals and from monthly meetings. Martha McClure began developing processes that would enable our access to this important information. Sheila Havard attended a workshop presented by Friends General Conference on developing fundraising approaches. We look forward to collaboration with other CYM Committees and CYM staff to develop this analysis.

We appreciate the collaborative approach of the Editor of quaker.ca and the Clerk of Publications and Communications Committee. We have always met “virtually” – initially via telephone links, but lately through Zoom.

Changes to some long-standing practices are under consideration, given the importance of fiscal and ecological responsibility. As a result we did proceed with the May–June “mailout” that we had distributed in 2020 and 2021.

We examined the various publications distributed on behalf of Canadian Yearly Meeting and suggested ways in which we might highlight the connection between the Yearly Meeting and publications such as *The Canadian Friend*, and also the importance of donations to CYM.

As noted in many communications to Canadian Friends, CYM has undergone a significant transformation and will continue to change over the foreseeable future. The role of Contributions Committee should be re-evaluated as these changes occur. For example, the mandate to educate Friends about the work of CYM will likely be handled by the new staff position of Communications Coordinator.

Penni Burrell, the Clerk of Contributions Committee, has completed seven years of a six-year mandate. Current Committee membership includes Martha McClure (by virtue of her role as a member of CYM Trustees). The CYM Nominations Committee is aware of our need for new members. We thank John Dixon, Sheila Havard, Svetlana MacDonald, and Gini Smith, for their service, and we extend special thanks to Penni Burrell for her dedicated service as Clerk.

Finance Committee Annual Report April 2021 – April 2022

Finance Committee continued to operate under Covid-19 protocols, meeting only by Zoom.

The professional audit of the CYM 2021 Financial Statements turned up no irregularities. CYM's investments did extremely well and the Yearly Meeting ended the year of 2021 with an increase in total worth of \$196,000. This increase is mostly in unrealized gains in the investments held in the stock market and is not available for expenditure. Some expenditures were less than normal for a second year in a row, due to no committee travel and no in-person CYM-in-Session. However, there were major transition expenses due to staff turnover and the need to hire extra contract staff.

During the spring of 2021 Finance Committee worked with Personnel Committee and the Archives Committee Clerk to determine how to finance a one-year hire of an archivist so that the Quaker Archives at Pickering College could be reopened. With the approval of Representative Meeting in May 2021, CYM guaranteed the balance of the expense for an archivist hired to work from November 2021 through to December 2022 if sufficient funds were not awarded by the Samuel Rogers Memorial Trust (SMRT) in the fall of 2021. This limited commitment allowed the Archives to reopen while CYM discerned how to move forward with the Archives. SRMT did award the requested funds in November 2021 so CYM did not need to contribute additional funds toward the archivist hiring for the initial year.

A major focus this year has been the amalgamation of most of CYM's unrestricted funds under the umbrella of the General Fund. This amalgamation allows for a simpler Financial Statement that we hope will be easier for Friends to understand. The amalgamation also simplifies the Audit and thus reduces the cost. CYM Accountant Lorraine Burke, worked with the Trustee Treasurer, Anne Marie Zilliacus, on this process. We thank them for all the extra work.

The fund amalgamation also makes the annual budget planning done by CYM committees much more important, since most committees no longer have separate funds that carry over from one year to the next. We asked committees to present their draft 2022 budgets to Finance Committee by mid-September 2021 to allow time for more consultation around the budget process. The former CYM Secretary had started this process, but with his unexpected resignation more of the work fell to Finance Committee members.

The 2022 budget was prepared using the amalgamated model. The funds now are the General Fund, Camp NeeKauNis fund, Archives Trust fund, the Cemeteries fund, the Canadian Friends Foreign Missionary Board fund, and the J.P. Rogers fund. Only the J.P. Rogers fund is externally restricted.

Finance Committee approved hiring of part-time accounting help for the CYM Accountant starting in the summer of 2021. This extra work was due to an unusually high volume of investment transactions by our investment funds manager. With the laying down of the Office Administrator position in the fall of 2021, we increased the amount of contracted out work.

In April 2022 the CYM Accountant gave notice of her resignation, effective June 15. Finance Committee is most appreciative of all the work Lorraine Burke has done over the last five years in keeping our financial records in order and assisting with the transition to a simpler fund structure. A subcommittee of Finance Committee worked out an arrangement with Business Sherpa Group of Ottawa (who had already been doing contract accounting for CYM), to take over all the day-to-day accounting work and bill paying for CYM as an interim measure. Part of this transition is to digitize the majority of CYM's financial activities. We will evaluate this new arrangement in the fall.

Fran McQuail, Clerk of Finance Committee

**Personnel Committee and Personnel Management Group
Report to Canadian Yearly Meeting, 1 April 2021 to 30 April 2022**

On 26 May 2021, the CYM Trustees and the Clerks' Committee approved a recommendation from Personnel Committee and Personnel Management Group (PMG) to move toward a new staffing structure for Canadian Yearly Meeting. This approval came after extensive research by Personnel Committee and the PMG into the most appropriate and financially feasible distribution of roles and responsibilities for the administration of the Yearly Meeting. CYM Trustees and Clerks' Committee approved the recommendation that CYM hire a General Secretary-Treasurer who would supervise the work of two new part-time support positions: an Office Coordinator and a Communications Coordinator. The General Secretary-Treasurer would, in turn, report to the Clerk of CYM. This proposal was accompanied by research into appropriate remuneration for such positions with a thorough investigation into salaries paid for similar positions across the non-profit sector. It was determined that over the long term this structure would provide savings to Canadian Yearly Meeting, relieve the burden on volunteers, reduce the risk created by inexperienced supervision of personnel and finances, and better serve the Yearly Meeting community.

It was determined that the job of Office Administrator could not be accommodated in duties and salary by any of the positions of the new structure and therefore, with regret, it was necessary to eliminate that position. Personnel Committee and the PMG took legal advice in order to make sure that this change was properly handled and that we complied with the requirements of the Employment Standards Act and the common law (which takes into account an employee's length of service).

In November 2021, once the Office Administrator was given notice, hiring for the position of General Secretary-Treasurer began. Many applications were received, several individuals were interviewed, and happily we were able to offer the position to Tasmin Rajotte, whose experience and qualifications are outstanding.

Tasmin began work with Canadian Yearly Meeting on 23 February 2022 and has taken up her responsibilities with enthusiasm. Moreover, even in this relatively short time, we have seen wisdom and experience in her advice to Personnel Committee and her work with others in the CYM community.

While the discernment referenced above was taking place, the work of CYM continued apace requiring considerable support from Personnel Committee and the PMG. We were ably assisted in this work by Cameron Fraser, who served as CYM Secretary until his resignation in September 2021. For his final six months prior to his departure, Cameron had been invaluable in supporting committees with their contracting arrangements and facilitating Personnel Committee's consultations with other working groups in CYM. Together we developed templates for use with contracts across Canada (including Quebec) which were useful in managing contracting arrangements with the Web and *Canadian Friend* Editor, the Sunderland P. Gardner and Quaker Studies lecturers, the instructors for Education and Outreach courses and the Camp NeeKauNis Administrator.

Another major achievement in 2021 was staffing for the position of Archivist. Working closely with Archives Committee, we finalized the job description, posted the position, screened and interviewed applicants, and were delighted to offer the position to Michelle Tolley, who was at the time in the final stage of completing her Masters Degree in Library and Information Science. In this process we received significant assistance from Archives Committee Clerk, Elaine Bishop, and Archives Committee member James Turner. Elaine with Barbara Horvath, Clerk of CYM Trustees, facilitated the necessary arrangements with Pickering College. Mary Brodhead, a new member of Personnel Committee, whose nomination was approved by Representative Meeting on 2 October 2021, jumped right in and we were the beneficiaries of her extensive experience in human resources.

In the background, as time permitted, we continued to review the CYM Personnel Policy. This work involved discussions with Canadian Friends Service Committee regarding a benefits package, and with the Finance Systems Working Group regarding employee expenses. We are also working to update the Personnel Policy to reflect changes in practice and to ensure that it complies with relevant legislation. This has been a time-consuming exercise, but we hope to present a final version to the CYM Trustees in the near future.

We cannot conclude without acknowledging the contribution of Jocelyne Tranquilla, who stepped up to serve as Interim Secretary after Cameron left. We also acknowledge with gratitude the work of Judith Brown, who donated many hours to analysing CYM's outdated and wobbly data system and now is assisting in the selection of suitable software for future use.

Report of 2021 work of Publications and Communications Committee Prepared for submission to CYM 2022

Committee Work for 2021 included:

- Publishing the enewsletter monthly and working to grow its readership (currently at over 500 subscribers)
- Participating in the large number of additional online meetings (Representative Meetings, Meeting for Worship for Business sessions, etc)
- Continued response and results of our Reporting & Clearness in June 2021
- Meeting every 4-8 weeks (and sometimes more often!) via videocall (Google Hangouts/Meet) to hold and continue our work together
- Supporting the Canadian Friend Editor and managing the website and editor contracts which are responsible for both the key national communication tools for Canadian Friends (*The Canadian Friend*) and Quaker.ca website

Challenges in 2021

- Meeting the publishing expectation of three Canadian Friend issues per year- which was not achieved in 2021-22
- Managing expectations for our committee to take on a request for a new CYM logo
- Significant and still evolving changes in the CYM office staffing and anticipating changes to staff roles and their responsibilities around communication.
- Supporting Canadian Quaker Learning Series (under the care of Winnipeg Monthly Meeting) to work on the production of two pamphlets
- The continued experience of Covid 19 has greatly impacted our work including the individual health of some of our committee as well as limiting some of our ability to gel as a committee as we continue to meet solely by virtual means.

During 2021 we continued to use our report for Reporting and Clearness presented in June 2021 as an online CYM session, as our guide : <https://quaker.ca/business/cym-minutes/>. We both manage the work that MUST happen including contract oversight while being very aware that there remain significant gaps in our ability to take on all the items that Friends have expressed as their communication wishlist. We continue to hold a heavy concern for meeting Friends where they are in terms of communications media – recognizing both that the shift to more electronic communications risks leaving some Friends out of the loop, and that CYM continues to allocate limited resources to communications media. We hold considerable hope in the potential that the creation of a dedicated communication coordinator staff position may bring to this crucial challenge.

We continue to discern as a committee the best ways forward. We are a small committee with limited resources, but also take joy in the work and in our time with each other.

We thank all the CYM clerks, staff, contractors, committees, and other volunteers who have graciously supported our work through a very busy couple of years.

How you can help PubCom:

As an Individual

- Submit news, events, etc to newsletter@quaker.ca by the 15th of each month.
- **Subscribe** (<https://quaker.ca/news-events/newsletter/>) to the electronic newsletter and invite others in your local Meeting to do so as well.
- **Sign up to receive** *The Canadian Friend* and **submit** articles, reflections, art, and photos for upcoming issues. Please note there is an option to receive it electronically which is most cost effective.
- Be an ambassador for the Canadian Friend and ensure that new participants in your meeting are aware of how to subscribe.
- Explore the depth of information and resources available on Quaker.ca. These include:
 - Faith & Practice: <https://quaker.ca/cympublications/faith-and-practice/>
 - Organization & Procedure: <https://quaker.ca/cympublications/organization-and-procedure/>
 - Digital versions of *The Canadian Friend*: <https://quaker.ca/cympublications/tcf/> as well as the monthly e-newsletter.
 - Numerous CYM lectures and talks: <https://quaker.ca/resources/audio-and-video/> (click on the “+” symbols to expand the audio and video offerings)
 - Other educational resources: <https://quaker.ca/resources/education/>
- Consider covering the cost of a subscription to help us recoup the cost.
- Make sure your mailing address is up to date with the Yearly Meeting Office (cym-office@quaker.ca)

As a Monthly Meeting or Yearly Meeting Committee

- Monthly Meetings and Worship Groups are reminded to send any updates to their Meeting times and locations to editor@quaker.ca so that Quaker.ca listings (<https://quaker.ca/contact/find-a-meeting/>) can successfully help Seekers and Friends new to your area find you
- CYM Committees are reminded that they are responsible for requesting updates to Quaker.ca content that is relevant to their work (Quaker.ca is large and PubCom cannot stay on top of all the changes across CYM which should be reflected on the website, although we do our best!)

Key Contact People

- editor@quaker.ca (currently Tim Kitz) - website changes and *The Canadian Friend* articles
- pubcom-clerk@quaker.ca (currently Maggie Knight) - contact re: committee business
- Join us! We need new committee members! Inquiries about the work of the committee are welcome to pubcom-clerk@quaker.ca

In Friendship,

Maggie Knight (Vancouver Island MM), Clerk, on behalf of the Committee:

Robert Kirchner (Edmonton MM), Rachel Urban Shipley (Ottawa MM), Ro Fife (Cowichan Valley MM), John Samson Fellows (CQLS Clerk, Winnipeg MM) Ex Oficio Tim Kitz, Canadian Friend Editor.

**Table 1: Summary of Current Work, Opportunities, & Gaps
(from Publications & Communication Committee’s June 2021 Reporting & Cleanness Report)**

Work that currently relies on paid services (requires financial resources to be maintained)	Work that currently relies primarily on volunteer labour (requires skilled volunteers with the desire to continue this service)
<ul style="list-style-type: none"> ● Website editing (posting + updating content, basic structure changes) ● <i>The Canadian Friend</i> coordination, editing, design, printing, and distribution ● Website hosting, security and design updates, backups and recovery ● Google for Nonprofits hosting, administration, and technological support (@quaker.ca emails and Google Drive/Docs/Sheets/videocall etc) ● Accounting, personnel, and TCF mailing list management ● Layout of CQLS pamphlets 	<ul style="list-style-type: none"> ● Editorial decisions and policy ● Program and oversight for 3 contractors ● Reporting and collaboration with other parts of CYM ● Budgeting and financial decision-making (within budget approved by Representative Meeting) ● Monthly electronic newsletter ● Considering and evaluating what communications technologies CYM should use or avoid using, keeping in mind privacy and security, accessibility/ease of use for our demographics, and corporate ethics ● Through Canadian Quaker Learning Series, editing and oversight of production of CQLS pamphlets
Work we could take on if we had more resources	Work we could support if we had more resources + more effective collaboration with other CYM committees (would need discernment with relevant committees)
<ul style="list-style-type: none"> ● CYM Communications Plan ● Proactive schedule for updating and streamlining website content ● Strategic communications calendar bringing together news and opportunities from across the Yearly Meeting (coordinating between committees, etc) ● Better integration of content across media (e.g. featuring <i>TCF</i> articles on the website, instead of only PDFs of full 	<ul style="list-style-type: none"> ● Materials (print + digital) for seekers and newcomers which could be used by Monthly Meetings ● Livestreaming CYM events, such as Yearly Meeting, so that Friends can participate without having to travel ● Hybrid in-person and virtual event design (with Program Committee and Educations & Outreach Committee) ● Intentional online distribution of

<p>issues)</p> <ul style="list-style-type: none"> ● Improve digital availability and distribution of CQLS pamphlets ● FriendsIntentional organizational use of social media (current CYM Facebook presence is ad hoc; CYM is not currently using any other social media, e.g. Twitter, Instagram, TikTok) ● Proactive management and distribution of our existing video content (YouTube, Vimeo accounts) ● Creation of more short video content (previously requested by Contributions Committee, in keeping with current digital outreach + fundraising best practices) ● More support for and collaboration with CYFYM / Young (Adult) ● Convening Friends responsible for communications at the Monthly Meeting level to share advice and lessons learned ● ...no doubt many other ideas! A shortage of ideas is never our challenge! 	<p>educational resources (e.g. for First Day programming, local M&Cs, etc) (with Education & Outreach and other committees)</p> <ul style="list-style-type: none"> ● Deeper coordinated engagement in events such as World Quaker Day (opportunity for many Meetings to undertake or participate in programming with some CYM coordination and/or support) ● Support for the Archives Committee in considering how to hold digital records (e.g. retaining metadata from digital-only files) and provide appropriate digital access ● More training for Friends on how to use CYM technological resources (e.g. Business section of Quaker.ca, Google Drive/Docs/Sheets, etc) - particularly in service of Friends serving CYM and working with each other virtually ● Adoption of best practices in fundraising communications (with Contributions Committee)
<p>Communications work/infrastructure that is outside our responsibility (as we understand it)</p>	<p>Gaps: to our understanding, nobody holding responsibility / CYM has currently allocated insufficient resources</p>
<ul style="list-style-type: none"> ● Modernized CYM contact database to streamline the administration of donations, TCF mailings, and electronic dissemination of information ● Up to date and effective CYM Directory that upholds privacy needs while enabling community building and service ● Distribution of CYM's Faith & Practice ● Distribution of excess copies of CQLS pamphlets ● Coordinating remote participation in CYM Business sessions (scheduling, documents in advance, Zoom info, etc) ● Tech and communications coordination across committees (calendar, video call bookings, reliable system, distribution of information) ● Camp NeeKauNis runs their own website 	<ul style="list-style-type: none"> ● Developing and maintaining CYM-wide communications systems ● Training and onboarding Friends serving CYM re: communications and technology ● Training and onboarding CYM staff re: communications and technology ● Coordinated approach to internal communications (e.g. holistic look at what information needs to reach who in the Yearly Meeting, streamlining what is circulated to MMs by the CYM Office, etc) ● Coordinated approach to communications between Quaker bodies within CYM (MMs, WGs, HYM, NeeKauNis, CFSC, etc) ● Coordinated approach to communications with bodies external to

<p>and communications</p> <ul style="list-style-type: none"> • CFSC runs their own website and communications • Tech support for Monthly Meetings and Half-Yearly Meetings (although we have certainly shared advice as we able) 	<p>CYM (FGC, FWCC, CCC, Kairos, etc)</p> <ul style="list-style-type: none"> • Stewardship of the overall “face of CYM” to the outside world (including seekers and newcomers) • Widespread support for Friends adjusting to and learning new technologies • Widespread and coordinated support for communications at Monthly Meeting and Half-Yearly Meeting levels • Discernment regarding communications and/or resources in languages other than English
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Canadian Yearly Meeting Statistical Secretary Report
for the calendar year 2021

2021 continued to be an unusual year for those Friends tasked with collecting the statistics for their Monthly Meeting and Worship Groups. Many meetings continued to use Zoom to meet virtually and when the weather improved in the summer, they found ways to gather in person.

At the end of 2021, the total membership of CYM was **968**, down by 4 from 2020, with **604** of those being designated as involved, which is **62%**. There are also **69** Friends who worship with a different meeting from where their membership is held. (Some of those meetings are not necessarily in Canada).

4 new Members were born and **8** adult Friends were welcomed into membership by request. **3** Friends transferred their membership to the meeting where they now worship. The losses included **9** deaths, **4** by resignation and **3** were removed by the meeting. The number of regular or active Attenders for 2021 is **531**, very similar to last year.

There was one marriage this year, celebrated in Kitchener Area Monthly meeting.

If we combine the number of Attenders, **531**, with the involved Members number of **604**, and then add in **69** Friends whose membership is in a different monthly meeting from where they regularly worship, we get the figure of **1204**, down by 45 from 2020. This gives us a snapshot of the potential of Friends participating in CYM as a faith community across the country .

In terms of demographics in CYM, we can look at the age profiles, which are approximate estimates and include some unease at using age groupings.

When we look at the numbers for **Members**, we can see most, **570**, are in the 60+ range, more than the other 3 ranges combined. We have not counted separately how many of these Friends are no longer involved, but that could be possible in a future report.

If we combine the number of **Attenders**, in the two ranges 19-35 and 36-59, **283**, this is **53%** of the Attenders total.

Is there potential in this grouping of Young Adult and Adult Friends, with whom we should be encouraging an exploration of membership for the future health of the Society?

The report also includes a table to show the average attendance at Meetings and Worship Groups. As happened in 2020, Monthly Meetings and Worship Groups were unable to gather regularly in person, depending on the local health regulations. Most meetings used the Zoom platform and in one situation, one meeting joined another meeting's Zoom meeting to worship.

When regulations eased, some met outside, others met masked in their regular meeting place. Several meetings found that Zoom encouraged the attendance of those Friends, who had been prevented from travelling to Meeting and the average attendance increased. Another meeting expressed the joy of have new and active Attenders joining by Zoom. Many meetings began to explore blended or hybrid meetings, which functioned until the weather and the virus variant changed.

All business meetings were held on Zoom and well attended. Several meetings had study and discussion groups, or in one case a time for extended visiting after mid-week worship. Other meetings had online retreats and one had a parent support group online. One Worship Group had walking worship.

It would seem Friends found different ways to be together, worship, connect and learn. Attendance did not suffer; in some cases it increased!

Virginia Dawson
Statistical Secretary
May 22, 2022

CYM STATISTICAL REPORT: CALENDAR YEAR 2021 ATTENDANCE BY GROUP

Monthly Meeting	Name	Type of Group	Avg. attendance M for W FDS	Frequency of meetings
Arg <i>Argenta</i>	Argenta	Main Body	5	weekly
	Nelson	Worship Group		
AV <i>Annapolis Valley</i>	Annapolis Valley	Main Body	7	weekly
Cal <i>Calgary</i>	Calgary	Main Body	13	weekly
	Calgary	Wednesday grp	4	weekly
	Lethbridge	Worship Group		monthly
Col <i>Coldstream</i>	Coldstream	Main Body	15	weekly
Cow <i>Cowichan Valley</i>	Cowichan Valley	Main Body	14	weekly
	Salt Spring Island	Worship Group	6	weekly
Edm <i>Edmonton</i>	Edmonton	Main Body	10	weekly
Hal <i>Halifax</i>	Halifax	Main Body	8	weekly
	Antigonish	Worship Group	4	weekly
	South Shore	Worship Group		twice a month
	Truro	Worship Group	4	weekly
Ham <i>Hamilton</i>	Hamilton	Main Body	18	5 weekly
	Cambridge	Worship Group	5	monthly
IBC <i>Interior British Columbia</i>	Interior BC	Main Body	13	weekly
	Lillooet	Worship Group	2	weekly
	Kamloops	Worship Group	3	weekly
KA <i>Kitchener Area</i>	Kitchener Area	Main Body	14	weekly
	Guelph	Worship Group		inactive
	Lucknow	Worship Group	10	twice a month
Mon <i>Montreal</i>	Montreal	Main Body	17	1 weekly
	Quebec City	Worship Group	4	monthly
	Mid-week	Main Body	3	weekly
NB <i>New Brunswick</i>		Main Body	12	monthly
	Eastern Shore	Allowed Meeting	1	monthly
	Fredericton	Worship Group	6	twice a month
	Fundy Friends	Worship Group	6	weekly
	Prince Edward Island	Allowed Meeting	5	weekly
	Sackville	Worship Group	6	weekly
	Saint John	Worship Group	7	weekly
	Woodstock-Houlton	Worship Group	5	varied
Ott <i>Ottawa</i>	Ottawa	Main Body	30	weekly
	St. Lawrence Valley	Allowed Meeting	8	weekly
Pel <i>Pelham (Niagara Quakers)</i>	Pelham	Main Body	13	bi-weekly
Pet <i>Peterborough</i>	Peterborough	Main Body	13	weekly
Pra <i>Prairie</i>	Regina	Main Body	0	in abeyance
Sas <i>Saskatoon</i>	Saskatoon	Main Body	10	bi-weekly
SJ <i>St. John's WG</i>	St. John's	Worship Group	5	bi-weekly
SP <i>Saanich Peninsula</i>	Saanich Peninsula	Main Body	9	weekly
TI <i>Thousand Islands</i>	Thousand Islands	Main Body	12	weekly
Tor <i>Toronto</i>	Toronto	Main Body	40	2 weekly
	Mid week	Main Body	10	weekly
	West End	Worship Group	8	monthly
Van <i>Vancouver</i>	Vancouver	Main Body	15	twice weekly
	Coquitlam	Worship Group		laid down
	North Burnaby	Worship Group	12	2 monthly
	Fraser Valley	Worship Group		laid down
VI <i>Vancouver Island</i>	Victoria Friends	Main Body	25	weekly
	Victoria (Wednesday)	Worship Group	7	weekly
	Mid-Island	Allowed Meeting		
Win <i>Winnipeg</i>	Winnipeg	Main Body	21	3 weekly
Woo <i>Wooler</i>	Wooler	Main Body	3	twice a month
	Prince Edward Count	Worship Group	4	twice a month
Yar <i>Yarmouth</i>	Yarmouth	Main Body	4	2 weekly
	Manitoulin Island	Worship Group		in abeyance
	Otterville	Worship Group		monthly
YS <i>Yonge Street</i>	Yonge Street	Main Body	22	weekly
	Little Britain	Worship Group		in abeyance

CYM STATISTICAL REPORT CALENDAR YEAR : 2021

Full names of meetings are given in Attendance by Group Report

	Arg	AV	Cal	Col	Cow	Edm	Hal	Ham	KA**	IBC	Mon	NB	Ott	Pel
Membership Summary														
Total December 31,2020	30	15	33	30	17	16	49	43	42	25	23	33	136	9
Corrections (2020 report)												2	-1	
Additions:														
Birth/adoption			2										1	
Request				1	1				1		1	1		1
Transfer in													1	
Losses:														
Death			1				1	2	1				1	
Resignation							2							
Removal													3	
Transfer out														
TOTAL MEMBERS 2021	30	15	34	31	18	16	46	41	42	25	24	36	133	10
Membership Profile														
Birth to 18 (Young Friends)					2			1	2	4		0	3	
19-35 (Young Adult Friends)	6		3	1	2		1	4		2		3	16	
36-59 (Adult Friends)	3	7	11		12	6	17	12	20	4	6	8	32	3
60 and over (Senior Friends)	21	8	19	30	18	10	28	24	20	15	17	25	82	6
Uninvolved (of above)	19	8	18	10	19	0	18	18	9	5	8	14	63	2
Members from other MMs	0	1	2	0	3	2	3	10	5	1	4	5	0	1
Attendees Profile														
Birth to 18			2				4	7	4	2	3	3	3	2
19-35		3	4							2	13	9	1	
36-59		1	8		2	1	5	10	29	7	6	9	18	7
60 and over	7	2	3	6	10	2	4	5		6	9	23	9	8
TOTAL ATTENDERS 2021	7	6	17	6	12	3	13	22	33	17	31	44	31	17
Total Involved in MMs	18	14	35	27	14	21	44	55	71	38	51	71	101	26
Marriages	0	0	0	0	0	0	0	0	1	0	0	0	0	0

** Estimated age profiles *2019 numbers

MAIN SUMMARY

Columns include main body of meeting and groups under its care

	Pet	Pra*	Sas	SJ	SP	TI	Tor	Van	VI	Win	Woo	Yar**	YS	TOTAL
Membership Summary														
Total December 31,2020	10	2	12	0	17	24	110	72	81	17	7	79	40	972
Corrections (2020 report)					-1						-2			-2
Additions:														
Birth/adoption										1				4
Request						1		1						8
Transfer in			1					1						3
Losses:														
Death									2			1		9
Resignation									1				1	4
Removal														3
Transfer out								1						1
TOTAL MEMBERS 2021	10	2	13	0	16	25	110	73	78	18	5	78	39	968
Membership Profile														
Birth to 18 (Young Friends)						1	6		6			3	4	32
19-35 (Young Adult Friends)	1		3		1	8	17	4	15	2		19	3	111
36-59 (Adult Friends)		1	4		4	5	28	26	23	7	1	21	5	266
60 and over (Senior Friends)	9	1	6		11	11	59	43	34	7	4	35	27	570
Uninvolved (of above)	1	0	2	0	3	13	33	36	2	2	1	47	13	364
Members from other MMs	3	1	3	3	1	5	8	0	2	1	3	0	2	69
Attendees Profile														
Birth to 18							1		5	6			4	46
19-35	2		4	1			22	3	10	12		1	6	93
36-59	1		1	4		5	35	3	18	13	2	2	3	190
60 and over	10		1	3	1	5	44	5	16	9		4	10	202
TOTAL ATTENDERS 2021	13	0	6	8	1	10	102	11	49	40	2	7	23	531
Total Involved in MMs	25	3	20	11	15	27	187	48	127	57	9	38	51	1204
Marriages	0	0	0	0	0	0	0	0	0	0	0	0	0	1

Report of the Trustees of Canadian Yearly Meeting 1 April 2021 to 30 April [7 May] 2022

Since our last report to Yearly Meeting CYM Trustees had several specially called meetings, plus our regular annual meeting on 7 May 2022, all conducted on Zoom. We are very pleased to welcome Tasmin Rajotte, CYM General Secretary-Treasurer, who will be a helpful partner for the CYM Trustees.

Canadian Yearly Meeting is in the midst of major change, particularly in the areas of finance and personnel management. A significant number of Friends have worked on conceptualizing, presenting to CYM for approval, and preparing to implement these changes. While the processes have taken more time than originally envisioned, we see the efforts of these Friends coming to fruition in 2022. As this report illustrates, CYM Trustees depend on the detailed and demanding work done by many Friends to guide the Yearly Meeting to a more sustainable future.

Trustees continue to appreciate the reports from our representatives and designates to Committee of Clerks, Personnel Management Group, Finance Committee, Contributions Committee, and updates from CAST.

2021 Audited Financial Statements

A year ago, CYM approved the consolidation of most of the committees' individual funds. The new format of the 2021 Financial Statements reflects this consolidation. The result is not only a clearer representation of all of the assets of the Yearly Meeting, and it also implies revised procedures for the drafting and approval of committee budgets. Finance Committee continues to work with CYM Standing committees on these new budgeting requirements.

The Trustees reviewed the draft audit and approved it. We also re-appointed the auditing firm, Ouseley Hanvey Clipsham Deep, to conduct the audit of 2022 financial statements.

The Personnel System

The CYM General Secretary-Treasurer has now assumed the administration of CYM's personnel system. As the agent of the Trustees, she is responsible for signing employment agreements and contracts. Any new staffing and contracting positions have to be approved by Trustees, in conjunction with the General Secretary-Treasurer who will consult with Finance, Personnel and Clerks Committees, as required.

Personnel Committee has almost finished the revision of the existing Personnel Policy. This policy helps CYM to be a responsible Quaker employer with practices that are in compliance with employment law. The revised policy will be brought to Trustees for approval; the approved policy will be received by Representative Meeting subsequently.

Risk Assessment Reports

The Risk Management process provides Trustees with current information about operations throughout CYM, but in no way represents an approval process for committee plans and activities. We received and reviewed reports from almost all CYM committees. As a whole, in our review of the reports received, we found committees to be managing potential risks thoughtfully and responsibly. When we have any recommendations to mitigate risk, these are communicated directly to the committee. We remind committee clerks of the expectation that reports be filed in a timely manner.

Physical properties owned by Canadian Yearly Meeting

CYM Trustees have fiduciary responsibility for Camp NeeKauNis, the Canadian Quaker Library and Archives, and three cemeteries in Ontario. Trustees have been in regular communication with the respective committees managing the operations of these properties. Planning for their financial needs is one aspect of the consolidation of funds that will require attention in the coming year.

Organization and Procedure

Discipline Review Committee worked with Trustees on the revision of Section 6.6 of *Canadian Yearly Meeting Organization and Procedure*, which describes the operations and responsibilities of CYM Trustees. We expect that Discipline Review Committee will bring this section to CYM for second reading later this year.

CYM Trustees

The current members of CYM Trustees are Kwame Barko, Peter Cross, Barbara Horvath (Clerk), Martha McClure, Rick Rolston, Anne-Marie Zilliacus (Treasurer).

Report prepared by Barbara Horvath, Clerk

The following reports are appended:

- A list of investments
- Report on the Yonge Street Friends Burial Ground,
- Report on the Pickering Friends Cemetery

Canadian Yearly Meeting Investments
at December 31, 2020

		Adjusted Book Value	Market Value
Cash			36,540
Fixed Income			
Bell Canada		10,010	9,875
Ishares Core Cdn Corporate bond index etf		56,319	58,021
Accrued Interest			168
Total Fixed Income			68,064
Preferreds	Rate		
Algonquin PWR&Utilities	5.000%	17,289	23,661
Bank of Nova Scotia	4.850%	37,883	37,500
Bank of Nova Scotia	4.850%	37,484	38,475
Brookfield Asset MGMT Inc	5.061%	12,345	12,360
Brookfield Renewable Partners	5.000%	49,442	51,240
Cdn Imperial Bk of Commerce	5.200%	59,400	63,888
CIBC	5.150%	24,794	26,750
Cdn Western Bank	6.000%	31,756	33,118
Fairfax Financial HLDGS Ltd	4.671%	3,550	4,736
Fairfax Financial Holdings	4.709%	53,878	58,250
Fairfax FINL HLDGS Ltd	4.709%	2,182	2,674
Industrial Allnce ins & Fin SVC	3.770%	19,691	25,050
Industrial Allnce ins & Fin SVC	4.800%	24,975	25,730
Northland Power Inc Cumulative FLTG Rate		49,262	46,425
Premium Income Corp		67,942	72,628
Royal Bank of Canada	4.800%	37,086	38,400
Toronto Dominion Bank	4.500%	75,496	77,070
Toronto Dominion Bank	5.200%	6,000	6,413
Total Preferreds			644,368
Pending Dividends			
Bank of Nova Scotia	4.850%		455
Bank of Nova Scotia	4.850%		455
CIBC	5.200%		780
CIBC	5.150%		322
Total Preferreds			646,380
Equity			
AECON Group Inc		41,105	42,875
Algonquin Power & Utilities Corp		31,219	52,983
Allied Properties Real Estate Investment Trust Units		14,880	15,383
Bank of Montreal		12,551	23,833
Bank of Nova Scotia		19,159	29,552
BCE Inc		73,737	88,844
Boralex Inc CL A NEW		18,673	15,606
Brookfield Asset Management Inc Class A		24,918	45,834

Brookfield Infrastructure	23,795	33,337
Brookfield Renewable Partners	5,419	26,778
Cdn Apartment PPTYS Real Estate INVT Trust UTS	24,540	35,976
Cdn Western Bank	22,349	27,225
Fortis Inc	18,540	27,464
GFL Environmental Inc	17,943	37,547
Intertape Polymer Group Inc	8,924	9,870
Manulife Financial Corp	30,549	44,845
Power Corp of Canada	21,344	20,900
Royal Bank of Canada	110,544	222,184
Shopify Inc	23,527	24,384
Telus Corop	32,747	37,238
Toronto Dominion Bank	105,780	226,933
Total Equity		<u>1,089,591</u>

Pending Dividends

AECON Group Inc		445
Algonquin Power & Utilities		635
Allied Properties Real Estate Investment Trust Units		50
Bank of Nova Scotia		330
BCE Inc		1,181
Cdn Apartment PPTYS Real Estate INVT TRUST UTS		72
Cdn Western Bank		225
Power Corop of Canada		248
Telus Corp		409
Total Equity		<u>1,093,186</u>

Total Canadian Account Holdings **1,844,170**

US Account

Cash		650
Equity		
Alphabet Inc Class A Common Stock	27,518	86,911
Apple Inc	10,203	24,860
Canadian Solar Inc	6,492	5,476
Microsoft Corp	35,243	60,538
Twitter Inc	7,193	4,754
Visa Inc Class A Common Stock	10,703	13,003
Total US Account Holdings		<u>196,192</u>
Exchange		52,447

Total Portfolio less cash **2,056,269**

Yonge Street Friends Burial Ground (YSFBG) Committee 2021 Report to Canadian Yearly Meeting Trustees

2021 has been a quiet year with little activity in the burial ground. We are still under Covid19 pandemic restrictions. Visitors to the inviting green space however have not been infrequent. Richard Kamus, our grounds keeper has encountered them and engaged in conversation. This is tremendous outreach.

The Yonge Street Friends Burial Ground (YSFBG) Committee consists of five members. Evelyn Schmitz-Hertzberg (Clerk and Administrator), Ruth Pincoe, Richard Kamus, Ruth Jeffery-MacLean, and Julie Nierenberg. We have met three times virtually on Zoom. The committee looks after the financial, practical, and regulatory matters of the Burial Ground. The purchase of lots and scattering rights can be a sensitive matter. The witnessing of activity in the burial ground is an important part of what we do. <https://quaker.ca/who-we-are/structure/ysfbg/>

In May 2021 the YSFBG Committee submitted a list of questions for clarification to CYM trustees. CYM trustees are holders of the legal title of the YSFBG for Canadian Yearly Meeting and are responsible for its financial needs. Trustees must be cognisant of their responsibilities to the three cemeteries that CYM owns. (*Organization and Procedure* Trustees) Canadian Yearly Meeting and the CYM Trustees are undergoing a restructuring process especially with regards to finances. YSFBG wished to clarify its position in these changes.

Out of this restructuring the YSFBG Committee submitted a budget for 2022 to CYM Finance Committee as well as the CYM Trustees. The RBC account that YSFBG has had for several years in Newmarket was closed November 2021. In 2021 \$7,341.92 cash was transferred to CYM. Once expenses are submitted to the Trustee Treasurer and approved, all financial transactions are now through the CYM accountant in Ottawa. YSFBG is to receive a year-end statement and quarterly statements of the CYM YSFBG account. YSFBG is one of the three cemeteries that CYM holds title to. Each cemetery has a CYM fund which is mainly from bequests for the care and maintenance of the specific cemetery. These funds earn interest and this interest is part of the income for the cemetery.

The Bereavement Authority of Ontario (BAO) is now online only and reporting is online. The reports to the Public Guardian and Trustee Ontario (OPG), who hold \$12,104.15 in trust for YSFBG care and maintenance, is also now online. Interest is deposited by e-deposit. When a lot or scattering rights are sold or when a grave marker is installed, a portion of the payment is sent to OPG for investment. The interest earned from the OPG trust fund – minus a rather large deduction for administration is sent to YSFBG. In 2021 this we received \$134.22. In 2021 there was one purchase of one scattering rights. The price was \$200, of which \$30 went to the Public Guardian and Trustee Ontario

The YSFBG Committee is excited to be continuing the restoration of the older stones. In 2021 we spent \$7,500 (plus \$975 HST). We have been working with Tom Klaasen of Memorial Restorations Ltd. In the fall of 2022 he will return for three days at the Burial Groun. We received \$1,500 from Canadian Friends Historical Association Founders Fund toward this work. We also received a grant of \$5,000 from the Samuel Rogers Memorial Trust toward this restoration work.

Toronto Monthly Meeting has agreed to donate \$500 annually toward YSFBG maintenance. Many members of Toronto Meeting have purchased of lots and scattering rights. Individual donations of \$1,150 were received in 2021. A large dead ash tree on Burial Ground property next to the hydro lines on Yonge Street had to be removed. This was an unexpected expense of \$3,150 plus HST.

Our grounds keeper, Richard Kamus volunteers his services. This is an in-kind expense of \$3,000. We are very grateful for his generous and loving care of the property. He is also a member of the committee.

Evelyn Schmitz-Hertzberg
Administrator YSFBG and YSFBG Committee Clerk

[Note from the CYM Clerks: a photograph of some of the historic stones in the Burial Ground was included in this report. The photo was removed from the Interim CYM Reports to limit the file size, but will be restored when the complete CYM Reports for 2020 are compiled in January 2023.]

***The Bereavement Authority of Ontario (BAO)** is a government delegated authority administering provisions of the Funeral, Burial and Cremation Services Act, 2002, on behalf of the Ministry of Government and Consumer Services. Responsible for protection of the public interest, the BAO regulates and supports licensed: funeral establishment operators, directors and preplanners; cemetery, crematorium and alternative disposition operators; transfer service operators; and bereavement sector sales representatives across Ontario.”*

Pickering Friends Cemetery Report for 2021

Greetings! I hope you are staying safe and enjoying springtime. We are continuing to look after Pickering Friends Cemetery. There are some broken or toppled stones as well as some stones that need to be straightened. We will look into having this work done.

The grass was cut, and the cemetery was maintained in 2021. The cost of grass cutting in 2021 was \$1650, like costs in the past. Kevin will continue to maintain the cemetery in 2022, as he has already been paid for this work.

Ebby Madera, Co-convenor

CYM Presiding Clerk's Report to Canadian Yearly Meeting for the CYM 2022 Reports 2022

To Friends in Canadian Yearly Meeting:

I am nearing the end of my term as CYM Presiding Clerk. Ruth Pincoe joined the Clerks' team as Incoming Clerk in August 2021. In August 2022 Ruth will take over as Presiding Clerk and I will serve as Mentoring Clerk for a year. I have enjoyed working with Ruth. She is good at staying on top of everything, she makes us laugh, and she turns agendas, minutes, and reports into works of art!

I thought I was busy in my first two years as a CYM Clerk, but this third year has been exceedingly challenging and time-consuming, AND I've enjoyed almost every minute! Staff restructuring – our major activity -- was shared with a team of wonderful Friends. My computer has had a huge workout – thanks to the Covid pandemic, we've had no in-person meetings.

In late May 2021 the CYM Trustees and Clerks' Committee approved a new staffing structure and we have been working to implement it amid both roadblocks and great gifts. We had hoped that Cameron Fraser would take the General Secretary-Treasurer position, but in September he decided to leave CYM employment. Our search for an Interim Secretary was unexpectedly fruitful. As we were searching and consulting with Friends, Judith Brown (of Ottawa Monthly Meeting) volunteered her expertise to analyze our database and recommend solutions. In this 8 month process she has been updating our data and she helped produce our year-end donation receipts. Mary Brodhead (Ottawa Monthly Meeting) volunteered her extensive human resources skills to serve on Personnel Committee and made great improvements to our hiring processes. Jocelyne Tranquilla (Halifax Monthly Meeting) served very capably in the Interim Secretary position for six months.

In late February 2022 we filled the new position of General Secretary-Treasurer. Tasmin Rajotte, a member of Ottawa Monthly Meeting and former staff person for Canadian Friends Service Committee, fills all the requirements for this position. She understands "right order" and she is making every effort to keep us in it. It has been wonderful to work with her and she has eased the work load for CYM Clerks and the key administrative committees. Jocelyne overlapped with Tasmin for several weeks to assist the transition.

Moving forward, we are ready to hire an Office Coordinator based in Ottawa, but the CYM Accountant, Lorraine Burke, has given notice of her retirement in the late spring. Although we had planned to keep the accountant position, the Finance Systems Working Group, together with the Accountant, has been working to streamline business activities to an online accounting system with day-to-day work contracted out.

One painful aspect of the CYM staff restructuring was the need to retire our long-serving Office Administrator, Kerry MacAdam, who is much loved by many Friends in Yearly Meeting. It became clear only after a long process of discernment that we could not continue the position of Office Administrator and serve the current needs of the Yearly Meeting.

The Change and Sustainable Transformation (CAST) Working Group has had major input in the CYM staff restructuring. CAST has been examining a range of possibilities for Yearly Meeting-in-Session and has met with an number of CYM Standing Committee to get input and exchange ideas. CAST is also continuing its work on priorities and structure for our Yearly Meeting and exploring new ideas emerging through this work. I continue to serve on this working group.

Since the retirement of the Office Administrator at the end of November 2021 I have been monitoring, forwarding, and responding to the CYM office email and collecting the various reports to CYM. I hope to be relieved of these chores by mid-June when the part-time Office Coordinator position is filled.

Requesting, receiving, and compiling responses to the draft CYM Land Acknowledgement has been time-consuming. Ruth and I have prepared a new revision, based on responses from Monthly Meetings and individual Friends. Consideration of this document will be on the agenda for the upcoming CYM Meeting for Worship for Business, scheduled for Saturday 11 June 2022.

In addition to all the above, I have been organizing a range of routine meetings including CYM business sessions, Representative Meetings, Clerks' Committee meetings, and Meeting of All CYM Clerks (MAC) meetings. I have also been answering correspondence, responding to requests, and troubleshooting problems (including a failed backup system for the CYM computer during the year-end finance work!) Ruth and I enjoyed attending an online retreat for church leaders held over three days in early January, organized by the Canadian Council of Churches.

I thank you for this opportunity to serve as Clerk of Canadian Yearly Meeting.

With much love to my CYM Friends,
Marilyn Manzer, 30 April 2022

Change and Sustainable Transformation (CAST) Working Group 2022 Report to Canadian Yearly Meeting

The Change and Sustainable Transformation (CAST) Working Group has continued to meet online monthly over the past year. We have at times had subgroups meet to carry forward specific matters between our meetings.

Our activities over this year we have included the following topics.

Exploring Ideas for Changes to CYM-in-Session

We met with members of Program Committee and past committee clerks to discuss ideas for the next in-person gathering. We met with the Clerks and the Resident Friend of Toronto Monthly Meeting and members of Camp NeeKauNis Committee to consider their locations as possible sites for CYM. In January 2022 we held a “Friendly Exploration” online with Friends from across Canada. From these discussions we have a recommendation for CYM 2023, 2024, and 2025 to bring to a CYM Meeting for Worship for Business.

Envisioning a Simpler Organization.

CAST held a session on this topic during the 2021 online CYM session. We continue to look at CYM committees and practices.

Considering the Administration of CYM.

We shared the new administrative structure with Friends in an online session held in February 2022.

Reflecting on CYM Meeting for Worship for Business

CAST met with Discipline Review Committee to consider how they present changes to *Organization and Procedure* to Meetings for Worship for Business for approval. Continuing Meeting of Ministry and Counsel met with CAST to share thoughts on how the Yearly Meeting could deepen conducting our business.

Connecting with members of Canadian Young Friends Yearly Meeting

We used the CYFYM 2019 Report to CYM as a starting point for our discussion.

CAST has determined that our role has changed the initial mandate set out in at Representative Meeting in February 2020 [*see RM Minute 2020.2.20*]. In August 2021 [*see CYM Minute 2021.8.17*] we were given approval to continue working as follows:

- Meeting in small circles with Friends in areas of their expertise.
- Working with CYM Committees to make changes within their scope and bring changes not within their scope to a CYM Meeting for Worship for Business.
- Listening carefully to suggestions.
- Keeping folks within CYM informed of our work.

We were sorry to lose Wesley Weima from the group in November 2021, and thank him for his service. Ruth Pincoe joined us in February 2022. The other members of CAST are Virginia Dawson, Pete Cross, Zaley Warkentin, Marilyn Manzer, and Celia Cheatley.

We feel CAST can still play a useful role in CYM and are willing to carry on this work.

Celia Cheatley, Clerk CAST, May 2022

Continuing Meeting of Ministry and Counsel Annual Report to Canadian Yearly Meeting, May 2022

The responsibilities of Continuing Meeting of Ministry and Counsel (CMM&C) at Canadian Yearly Meeting in 2022 will include the usual activities: that is,
the pre-CYM retreat,
the Memorial Meeting,
the Experience of the Spirit in our Lives session,
the meeting of Canadian Yearly Meeting of Ministry and Counsel, and
the preparation of the Yearly Meeting State of Society Report.

At the time of writing, these events are all scheduled to take place on Zoom.

The pre-CYM retreat, entitled “Supporting One Another in Faithfulness,” will be facilitated by Marcelle Martin. Marcelle served for years as a Quaker studies teacher and spiritual nurturer at Pendle Hill and has traveled widely to lead workshops and retreats. Friends will also learn how to start Faithfulness Groups in their own meetings.

The theme for the “Evening with CMM&C” will be Eldership and Spiritual Accompaniment, facilitated by Lu Harper and Anne Pomeroy of New York Yearly Meeting. Friends at our 2021 Yearly Meeting gathering expressed a growing interest in exploring the term *elder* and the practice of *eldering* as “gentle mentoring and support.”

Our hope is that the retreat and the Evening with Continuing Meeting of Ministry and Counsel will be helpful to Friends and to us on CMM&C as we carry out our work.

On a related theme, Jeff Dudiak, a member of CMM&C, will lead a session requested by the Change and Sustainable Transformation (CAST) Working Wroup entitled “Understanding Meeting for Worship for Business: Who speaks, and who listens?” During this session Friends will be invited to reflect on two queries:

- What is happening in Meeting for Worship for Business? Are we seeking consensus? Discerning the will of God? Or something else?
- Do (and how do) the background assumptions we bring to Meeting for Worship for Business affect both the manner of our participation in it, and the decisions at which we arrive?

In response to feedback from Meetings of Ministry and Counsel of Monthly Meetings who found this year’s deadline for State of Society Reports (end of March) challenging, we plan to send out the queries one month earlier: in December 2022 rather than January 2023. Other plans for the upcoming year are still in progress.

At the risk of sounding like the proverbial broken record, we plead with Friends (once again) to bring forward names of new members for Continuing Meeting of Ministry and Counsel. A name from Western Canada and a name from the Atlantic region would be particularly appropriate.

**CYM Representative to the Canadian Council of Churches
Christian Interfaith Reference Group (CIRG)**

This is my second report on the work of the Christian Interfaith Reference Group (CIRG) on which I represent Canadian Yearly Meeting. Our priorities for 2021–2024 are:

- Indigenous spiritualities in Canada as a contribution to reconciliation
- Racism;
- Articulating and showcasing interfaith or religious responses to the contemporary challenge of racism
- Continuing work from the last triennium (2018-2020) on Christian relationships with Muslim and Jewish communities

Much of our recent attention has been on the first item – Indigenous Spiritualities. We had an excellent session presented by Rev. Dr Margaret Mullen (Prince of Hope Presbyterian Church of Winnipeg) and Rev. Dr Ray Aldred (Director of Indigenous Studies at the Vancouver School of Theology). They spoke about listening listen to understand and the need to deepen personal relationship and partnerships with Aboriginal communities with the goal of moving from aspiration to action.

I have agreed in principle to serve as co-chair of the Christian Interfaith Reference Group with Roshni Jayawardena of the Anglican Church of Canada for the remaining two years of the triennium., after which I will appreciate coaching a successor.

Paul Dekar
Hamilton Monthly Meeting

Canadian Yearly Meeting Representative to Friends World Committee for Consultation – Section of the Americas

While I am named as representative from CYM to Friends World Committee for Consultation (FWCC) I feel that I also serve as a representative from FWCC to CYM. I have become heavily involved “it the kitchen” (as someone said) as Assistant Treasurer, a member of their Finance Committee and I am also Clerk of the Development Working Group. I expect to continue with some related roles after my term as CYM representative ends in 2025.

While my role includes being a conduit of information, a better image is perhaps a cheerleader. I am excited about the work of FWCC, and have found it is easy to draw people to attend and participate in FWCC. The vision and mission is broad and attractive enough that many are engaged with the vision and mission without making an explicit connection.

We envision a thriving and integrated network of Friends woven together in transformative faith, learning to love, listen, and witness.

In the Americas, the Quaker community extends from the Arctic to the Andes, spanning a rich diversity of regional cultures, beliefs and styles of worship.

Answering God's call to universal love, Friends World Committee for Consultation brings Friends of varying traditions and cultural experiences together in worship, communications and consultation, to express our common heritage and our Quaker message to the world.

I was pleased to hear that the CYM Education and Outreach Committee was active in promoting World Quaker Day this past year.

Due to the success of 2021 weeklong virtual meeting, we held a one-day virtual meeting on Saturday 12 March 2022 (a year when normally there would be no meeting). There were more than 200 in attendance including six Friends from Canada. The event lasted ten hours and was comprised of worship, study, conversation, and a two-hour business meeting. [Tim Gee](#), the new Executive Secretary of the world body spoke to us; he is a cool guy. Check him out. His resume includes more writing and activism than an administration.

The highlight of the day for me was an extended sermon/teaching by [Mike Huber](#) who invited us to think more deeply about religious structures and how they can both serve and impede. Costs and expenses were down from previous years due to COVID. The reports were clear and helpful in understanding what is concerning and what is completely understandable in the circumstances. As Assistant Treasurer, I can say that the Treasurer did a great job!

I love participating in bilingual meetings that have consecutive rather simultaneous translation. (I have some training in Spanish, so I am not jarred by hearing it, but mostly I focus on the emotion and then the content.) Consecutive translation leads us to a patient place of listening. In my experience discernment does not take longer because people have more time to consider whether their voice would be a true contribution. I adore the simplicity and the energy. Such meetings are also a great place to develop the skill of *[listening in tongues](#)*.

Next year's meeting, scheduled for 23–26 March 2023 will be just outside Greensboro, North Carolina, in [Haw River State Park](#). We will have both in-person and online attendees, and the meeting is open to interested Friends as well as representatives. FWCC is also planning for the 2024 [World Plenary](#) in Durban, South Africa, which will be a hybrid of virtual and site-specific events.

Several regional groups host events and lead other initiatives through the year. One was a bilingual bible study originating in Boston. Such opportunities are posted on the [FWCC website](#) and included in their [newsletter](#). Because I live in Winnipeg, I connect to the Great Plains Region but if CYM had more several representatives we could better connect with Friends on the east and west coasts as well.

Some areas of FWCC work, such as the travelling ministry program, were all but impossible to continue due to the COVID pandemic. This work includes a visit to encourage meetings in El Salvador and Bolivia; developing resources to help meetings to create oral histories; promoting disaster relief after the hurricanes in Honduras, Guatemala, and Nicaragua; collecting and sharing resources for worship and care in the constrained pandemic times; ongoing support and promotion for the Quaker United Nations Office (QUNO); and many meetings and consultations looking to the future and raising funds for new and innovative programming that will help Friends to “Become the Quakers the World Needs.”

I end with a note of regret. We have had more Canadians at the FWCC gatherings in the two COVID years because they were accessible via Zoom, but many more opportunities have not been seized. For instance, if you have continued with Religious Education programming, the world is your oyster when it comes to finding facilitators. We don't need to rely on those who can make their own way to a gathering, and there are ways to meet together without the high costs of travel around the world. We can go to a computer for bible study with people in Bolivia at very little cost. My hope is that this can be a re-set for us all. My hope is that CYM Friends can see that connecting with the diversity of Friends in the Americas as an easy, accessible and joyful experience, rather than expensive, odd, and unrealistic. I continue to look forward to reaching out to meetings to hear how they have managed to “listen in tongues” and “become the Quakers that the world needs” and to promote opportunities to do the same.

Glenn Morison
CYM Representative to FWCC

CYM Representative to the World Council of Churches Report for 2021–2022

As the new CYM representative to the World Council of Churches (WCC), I am still very much learning my way around this vast and complex organization. The General Assembly of the WCC is generally held every eight years. In preparation for the 11th General Assembly which meets in September 2022 in Karlsruhe, Germany, I have been meeting regularly with members of the Canadian Council of Churches who will be attending the Assembly, and with Quakers from around the world who will also attend (facilitated by the Friends World Committee for Consultation). I will also be part of an upcoming consultation with representatives from the traditional peace churches: the Church of the Brethren, the Mennonites, and the Religious Society of Friends.

This orientation and guidance will, I trust, continue to be helpful, and will give me communities with whom to work at the Assembly and beyond. The Assembly theme, “God of life, lead us to justice and peace,” is both an aspiration and a challenge for this broad, ecumenical community that attempts to work across highly diverse denominational, international, and cultural lines.

I should note that the WCC has been generous with financial help allowing me, as CYM Representative, to attend the Assembly and the upcoming meeting of the WCC Central Committee in June 2022. A portion of the costs, however, continue to fall to Canadian Yearly Meeting.

Of special note among the various initiatives of the World Council of Churches, are the “Pilgrimages of Justice and Peace.” Over the past two or three years they have sent WCC delegates from and to each region of the world to listen to the voices of oppressed groups, and to work with them toward redemptive solutions. Each pilgrimage follows a three-fold pattern — *visiting wounds, celebrating gifts, and transforming injustice* — gathered around four intersecting themes — *truth and trauma, land and displacement, gender justice, racial justice*.

In 2021 six pilgrimages were conducted in the region of North America:

- 1 Standing Rock, focussing on the Dakota people, particularly around issues of land and water justice, and racism
- 2 The Arctic, focussing on the impact of colonization, climate change, and indigenous rights
- 3 Winnipeg, Manitoba, with attention to racism, colonialism, poverty and genocide, and homelessness
- 4 Minnesota, with a focus on native and African American communities around issues of displacement, oppression, and assimilation policies
- 5 Toronto, Ontario, and Six Nations, calling attention to residential schools, anti-black racism, police violence, and incarceration
- 6 A women’s pilgrim team visit that spanned the United States, Canada, and Mexico, focussing especially on the challenges of women of colour.

These listening tours – based on a theology of the interconnection of all of creation – attempted to allow marginalized people to be seen and heard through listeners by the global church.

In all of this, the World Council of Churches is seeking a transformative role for the church — *calling the church to account for its participation in these intersecting systems of oppression and asking what church should be doing to dismantle them* — through truth-telling and a commitment to hear and address the ongoing effects of historical injustices.

Jeffrey Dudiak, April 2022