

Meeting for Worship with Attention to Business
Asheville Friends Meeting
3rd Month 14, 2021

Present: Bob Lackey, Clerk; Beth Eddy, Recording Clerk

Present via Zoom: Morgan Murray, Mike Eddy, Margaret Normile, Patricia Johnson, Gita Larson, Patti Hughes, Pat Campbell, Margaret Farmer, James Barham, Rylin Hansen, Robin Wells, Barbara Esther, Jim Cavener, Kitti Reynolds, Ellie Cox, Patty Burgess, Barbara Burke, Satchel Loftis, Steve Livingston, Jim Barton, Adrienne Weir.

Meeting opened with Silent Worship

The Clerk shared a reading out of the silence.

Beyond Consensus - Salvaging Sense of the Meeting
by Barry Morley (Pendle Hill, 1993) ISBN 0-87574-30

"Consensus is achieved through a process of reasoning in which reasonable people search for a satisfactory decision. But in seeking the sense of the meeting we open ourselves to being guided to perfect resolution in Light, to a place where we sit in unity in the collective inward Presence. Through consensus we decide it; through sense of the meeting we turn it over, allowing it to be decided."

"Sense of the meeting works because we turn our decision making over to a higher power. Consensus is the product of an intellectual process. Sense of the meeting is a commitment to faith"

"Consensus is an outward process in which a vote is taken without saying either yea or nay. It involves listening to all concerns, and then, through a negotiation process, finding the best solution. Sense of the meeting hears all of the concerns, then moves beyond the verbal expressions to hear the spirit of the concern in order to discern what is 'right' for the group

Minute #1: Friends Approved 2nd month business meeting minutes as written.

Announcements:

Tuesday night book group. Steve Livingston

The group will meet another 3 times to discuss what can be done going forward based on the groups learning. The group found the discussion sessions enhanced a deeper sense of community during the months of regular meetings of sharing. He asked others to join in as we look at opportunities to share the leanings. Contact Morgan Murray to be put on the list for the zoom information.

There will be a Second Hour presentation after the Rise of Meeting on 3/21 on SAYMA.

Barbara Esther and Steve Livingston will be presenting first and than others who have attended or served will share. After all the presentations, it will be opened for questions about SAYMA.

Topics to be covered will include the questions: What has been the experience of AFM members / attendees who have attended Annual Meeting?

What has been the experience of AFM members / attendees who have served on SAYMA committees?

What is the connection between Meeting and SAYMA?

What do we contribute to SAYMA?

What does SAYMA contribute to our Meeting?

Please join us for this important and informative Second Hour topic on 3/21

Outdoor Meetings – Robin Wells

Since the weather is getting warmer, we could begin to meet for worship on the lawn connected with a zoom group. The hope is to be able to start soon. More plans will come as to start date as the weather warms up, hopefully in April.

Committee Reports:

Peace and Earth Committee: Pat Johnson

Pat Thanked all who donated to the UNCA 'Indigenous Peoples speaker' events. \$1290 was collected and was more than what was needed for this years speaker event. The excess dollars could be used for next years speakers, or to provide a gift to the speakers. Pat reminded us of the upcoming speakers and the need to register if planning on attending. (See attachment).

A friend asked if we could post the event on our FB (facebook) page, (stating it would be a chance to do so ahead of the guidelines availability). Another friend said they supported efforts to publicize as long as it goes through the meeting for approval. Another friend suggested distributing the flyer and information on the speakers to the other Quaker meetings in the area. Pat told us that UNCA has put the information up on their many FB pages.

Minute #2 Friends approved for this one time event, that P&E publicize (one month only) on the AFM FB page.

Pat also told us about an additional opportunity with Professor Adcock. He has talked about opening a center for Native health and wants to open conversations with our meeting on the issue. Pat asked us to let her know if and when we could be in conversation with the professor, and she will coordinate.

Nominating Committee: Kitti Reynolds

Nominating Committee enthusiastically presents the nomination of Ellen Carr for our next Treasurer. Ellen has been on the Finance Committee and is a Financial Professional.

Minute #3: The Meeting approved the nomination of Ellen Carr for treasurer. Ellen will start in her new position in April of 2021.

Finance:

Bob Lackey expressed the Meetings appreciation of Satchel Loftis' and his service to our meeting. He then informed us that Satchel was moving to Brazil. Satchel told us he retired and is looking to start on the next years of his life with his family in Brazil.

Minute #4: The meeting agreed on a formal minute of appreciation for Satchel's many years of service and keeping the meeting's finances in order.

Finance Committee: Pat Campbell, Satchel Loftis
(see attachment for the proposed 2021 AFM budget)

Referring to the attachment, Satchel gave a quick review of the proposed 2021 budget which used the 2020 actual budget (column 1 in attached spreadsheet) as a starting point. The main areas he discussed: income, expenses, transfers, meeting support, outreach and the net operating Surplus/(Deficit) of the proposed 2021 budget. The original proposal (third column version zero) showed a deficit of (\$6545) Satchel identified the fixed costs, noted income does not include rentals, the meeting had committed to the full SAYMA assessment based on our recent census. He and Pat, based on last months BM discussion to pro-rata the share of shortfall in the outreach areas. The last 2 columns reflect the even distribution of sharing the shortfall; the last column shows the funds from the library and P&E committees giving their monies to the child care activity so it too can be totally funded. There was much discussion around: SAYMA dues; giving a living wage to our employees; use of the restricted funds. A friend mentioned that SAYMA donates to a lot of the same groups that AFM does. Another Friend pointed out that in our homes we pay our bills first

and than contribute if any money is available. Someone else suggested fund raising activities for our outreach budget; Another friend noted that our members respond well to focused fundraisers. Someone suggested sending letters encouraging donations; another friend was concerned about being sensitive and well informed of individuals circumstances (which can change) when sending letters.

The meeting agreed:

To keep salary at a living wage (\$20/hour);

To pay SAYMA full assessment (as we had approved in the 2nd month BM).

To fully fund child care;

To not touch restricted funds.

Satchel created a draft where cleaning, maintenance, child care, and SAYMA assessment are considered fixed costs. The \$6545 deficit will be absorbed in the outreach budget. The emergency funds are reserved for the house when needed. He reported that doing so we have a \$2 excess. (see second financial spreadsheet attachment 2021 budget proposed).

Pat and Satchel noted that we normally do a revisit of the budget in October and November to see if we have additional funds available to be used in outreach.

Minute #4: Friends approved the 2021 Budget as amended by Satchel during this business meeting. (attachment of final 2021 AFM budget)

House and Grounds: Jim Barham

H&G would like to schedule a workday at the Meeting House for Saturday, April 10th. Bad weather date would be April 17th. Please bring your own gloves and tools (e.g. shovel, loppers, rake and trowel). We will start at 9 AM and should finish by noon.

Jim told us that this would be only outside work; They need to hear from RE for inside building work needs. Since we are still not going inside, the H&G efforts are focusing on the outside.

Ministry and Counsel: Bob Lackey
State of the Asheville Friends Meeting 2020, final draft (see attachment).

Minute #5: The State of the AFM 2020 meeting was approved with minimal punctuation errors to be corrected. Expressions of Thanks and appreciation to the writers for capturing the essence of a rough 2020 pandemic year.

SAYMA: Bob lackey

Bob reminded us that the deadline for proposals is coming up fast (April 2, 2021) and that all workshops will be virtual.

Call for SAYMA Virtual Annual Sessions Workshop Proposals: Do Justice, Love Compassion, Walk Humbly on the Earth

SAYMA in June 2021

SAYMA Friends will have virtual opportunities to gather this June as Yearly Meeting resumes annual sessions. The planning committee calls Friends to think about online workshops. Your offering is invited! The above Theme is offered as a guide. The deadline for receiving proposals is Friday, April 2, 2021.

A technical support group is being formed to support workshop presenters. **This support will include help for those new to virtual technology.** During each workshop presentation a tech support person will be available to support the presenter(s).

The meeting closed with silent worship until the way opens for our next business meeting in the 4th month of 2021.

ATTACHMENTS:

ONE:

UNCA Events Related to Indigenous Peoples

Two virtual events in March from UNCA are related to Indigenous Peoples

March 24, 5:30pm: Kirstin Squint, Native American Studies Scholar
To register in advance

<https://unca-edu.zoom.us/meeting/register/tJclcu-qrT8oG9EBrhfo-Ba3ExWiCzfmQz8B>

March 31, 5:30pm: Annette Saunooke Clapsaddle, author of Even As We Breathe

To register in advance

https://unca-edu.zoom.us/meeting/register/tJYof-6upzstGNCh1cQ4Es_k0CX-2rW6aN8F

Friends may contribute to the UNCA Indigenous Speaker Series by donating to the Meeting and specifying the series.

Two:

**State of the Meeting 2020
Asheville Friends Meeting**

DRAFT

The year 2020 was a year of unforeseen challenges that would test our meeting throughout the year. The pandemic, the endless misinformation, the

economic downturn, the killing of George Floyd, the endless election cycle, just to name a few. In our shock and grief we have struggled individually and as a Meeting to fashion an appropriate and Spirit-informed response to these stresses. Our Meeting members and attenders have supported one another and responded to these many challenges with appropriate seriousness and caution. As we look back on 2020, we are grateful for the efforts of so many Friends that have helped bring our Meeting and our community through this most difficult year.

Sensing the enormity of the toll that the approaching pandemic was going to take on the world, for many of us this became a more prayerful time. One of the first efforts we took was to encourage folks to join together at 7pm daily and hold healthcare and other essential workers in the Light for 10 minutes each day. Being cautious and in light of what we were learning about best practices toward the pandemic, we stopped meeting in person in March. Thanks to the dedication of the tech-savvy members of Meeting, we began holding weekly Meeting for Worship and monthly business meetings on Zoom. Our Ministry and Counsel Committee began the process of maintaining connection by using our directory to create email and phone lists. This gave us the tools we needed to keep in touch with folks regularly. By dividing the phone list up and finding volunteers to make calls regularly we strengthened our individual connections. Members sent cards and visited folks, masked and at safe distance, who were most isolated or having health concerns. On a handful of joyous occasions when the weather was nice, we met for socially-distanced and masked worship on the lawn.

Several in Meeting provided needed transportation for groceries and medical appointments. Boxes of food were delivered to several isolated individuals and families. Families sent cards and visited folks who were most isolated or having some health concerns. It was shared in the Digest for publication the name of a mourning group which was bringing people together to share their grief around losses due to COVID. Inspired by a desire of Asheville Friends to do something for the community, a fundraiser was planned and carried out with great success. The proceeds went to local organizations working with homelessness and food insecurity.

The COVID pandemic has caused some unanticipated consequences to the environment, some of them positive. The decrease in air travel has lowered carbon emissions. Once we realized that we could not meet at the meeting house, our House and Grounds committee did what they could to shut it down; setting the thermostat at 55 degrees and turning off the refrigerator. Several folks in Meeting made cloth masks to help with supply, but which also reduced our use of disposable masks. Individuals in Meeting concerned with the abundance of take-out containers being used, have approached local restaurants. They have been encouraging the use of compostable containers rather than plastic and styrofoam that cannot be recycled.

Inspired by the work of our Racial Justice Committee we are building on the work begun in the past with the book Becoming An Anti-Racist Church, by reading and discussing through the year Robin DiAngelo's White Fragility and Resmaa Menaken's My Grandmother's Hands, an amazing work on racialized trauma. These readings and discussions helped us to grow our understanding of systemic racism, the language of white supremacist culture and ways of mending within ourselves, our meeting and the community around us. Having a safe place to share deeply and emotionally, practice language and make mistakes has opened us up to a deeper level of connection. Participation in these discussions has increased through the year. Over time more and more individuals in our meeting are finding ways to work in the community at large toward a more racially equitable culture. While we were horrified by the very visible murder of George Floyd, we realized that this is one of so many unjust deaths in our society. We have chosen to prioritize contracting needed work with businesses owned by People of Color. We began talking about reparations and other actions that we can undertake by supporting on-going work in our Black and Brown communities.

We have learned more this year about the history of Quaker boarding schools and their cruel methods of making Native American children give up their culture and native language and learn English. We acknowledge the great harm that has been done to the Cherokee and other indigenous people. Unfortunately it continues today as we see the COVID incidence of indigenous peoples during the pandemic.

The quality of the virtual Meeting for Business has been maintained, allowing lengthy discussion which allowed all who wanted to share to give their opinion. Our attendance for business meetings has been almost as well attended as before quarantine. In some cases committees have met via conference call to accommodate individual needs. Committees have cooperated, allowing outreach to be maintained. Our one week fundraiser made it possible to contribute \$6600 to the homeless and food insecure. The weekly email digest has helped folks to be aware of business being conducted. We feel it is important to continue paying the workers in our Meeting, whether or not they are working during the pandemic. We have supported organizations that are helping the homeless and food insecure, many of them people of color, who are residing in our community. We also organized a food collection to go to MANNA food bank which is distributed to people with food insecurity.

We were grateful for the caution and leadership of many of our leaders, especially our governor. At the same time, the toll that the pandemic was taking on the emotional health of our children was on the minds of many in our meeting. Our Religious Education committee set up and hosted weekly First Day. All of the children were invited each week to a virtual check-in on First Days, allowing children to stay in touch with each other. Individual families did outside visits with each other. This became a real joy for many of us. They also

arranged a socially-distanced picnic at the meeting house on one of the first days that we met on the lawn for worship.

Maintaining traditions has proven to be important, perhaps especially for our youth. We were able to continue our annual Simple Christmas by making up and delivering kits to those wanting to participate and scheduling Zoom meeting time to work together on the projects. We were also able to have our Nativity Play on Zoom. We enjoyed singing together during this mostly with us all on mute. In this way we were able to continue providing the long-lasting connection between the adults and children in Meeting that has developed over the years. As the holidays approached the younger families put together stockings and packages for those in Meeting who would be alone at this special time. They were delivered with some carols while at a safe distance.

Our members have lost parents, other family members and friends due to COVID. We have been cautious. Our Meeting for Worship has been virtual since March but has about 20 attendees who meet weekly. Friendships have been maintained and the depth of our friendships has been revealed. With time on our hands relationships have been developed and maintained, but some opportunities have been missed. Some of us have felt overwhelmed to varying degrees. Through understanding, caring and kindness we have grown stronger. We have learned some ways to work through some of our differences and challenges. Our worship has grown deeper as we have come together to help each other through this very scary and trying time.

THREE: proposed AFM 2021 budget version 0

FOUR: final AFM 2021 budget version 1

Asheville Friends Meeting
2020 Operating Activity 2021 Budget (Proposed)

	2020 Actual	2020 Budget	2021 Budget (version zero)	Pro-Rata Change	Even Distr	Even Distr w/ Sharing
Operating Activity						
Income						
Contribution Income - Unrestricted	24,018.85	25,250.00	23,800		23,800	23,800
Rental Income	780.00	1,500.00	-		-	-
Interest Income - Unrestricted	136.69	310.00	135		135	135
Total Income before Transfers	24,935.54	27,060.00	23,935		23,935	23,935
Transfer FROM General Fund** (\$2,600)	2,600.00	2,600.00	-			
Total Income & Transfers from Other Funds	\$ 27,535.54	\$ 29,660.00	\$ 23,935	\$ 23,935	\$ 23,935	\$ 23,935
Expense						
Transfers TO Other Funds**						
Meetinghouse Improvement Transfer	2,600.00	2,600.00	2,600	(868.52)	1,731	1,731
College-Age Support Transfer**	-	17.00	17	-	17	17
M&C Needs Fund Transfer**	688.00	688.00	688	(229.82)	458	458
Scholarship Fund Transfer**	200.00	200.00	200	(66.81)	133	133
Total Transfers TO Other Funds**	3,488.00	3,505.00	\$ 3,505	(1,165.16)	\$ 2,340	\$ 2,340
	13%					
Meeting House						
House and Grounds						
Cleaning	900.00	1,200.00	1,200	(400.86)	799	799
Landscaping	1,350.00	-	-	-	-	-
Maintenance	238.00	2,100.00	2,100	(701.50)	1,398	1,398
Supplies	22.44	-	-	-	-	-
Total House and Grounds	2,510.44	3,300.00	3,300	(1,102.36)	2,198	2,198
Insurance	3,781.00	3,750.00	3,800	-	3,800	3,800
Total Utilities	1,655.65	1,850.00	1,800	-	1,800	1,800
Total Meeting House	7,947.09	8,900.00	\$ 8,900	(1,102.36)	\$ 7,798	\$ 7,798
	29%					

** These items are transfers to/from other funds, not cash out/in.

Asheville Friends Meeting
2020 Operating Activity 2021 Budget (Proposed)

	2020 Actual	2020 Budget	2021 Budget (version zero)	Pro-Rata Change	Even Distr	Even Distr w/ Sharing
Meeting Support						
Care and Nurture Committee	-	200.00	200	(66.81)	133	133
Communications Committee (website)	120.00	125.00	125	(41.76)	83	83
Total Finance Committee	441.12	505.00	375	(46.77)	322	322
Hospitality Committee	-	500.00	250	(83.51)	166	166
Library Committee	-	100.00	150	(50.11)	100	-
Ministry and Counsel Ctte	-	50.00	50	(16.70)	33	33
Peace and Earth Ctte	-	100.00	100	(30.06)	70	-
Total Racial Justice Committee	1,735.00	500.00	500	(167.02)	333	333
Religious Education Ctte						
Childcare	1,790.00	1,500.00	1,800	(601.29)	1,199	1,386
First Day School	-	500.00	400	(133.62)	266	266
Total Religious Education Ctte	1,790.00	2,500.00	2,200	(734.91)	1,465	1,652
Spiritual Enrichment Ctte	-	100.00	100	(33.40)	67	50
Total Meeting Support	4,086.12	4,680.00	\$ 4,050	(1,271.05)	\$ 2,773	\$ 2,773
	15%					
Outreach & SAYMA						
General Outreach	3,000.00	3,000.00	3,000	(1,002.14)	2,000	2,000
Racial Justice Outreach	2,439.33	3,000.00	3,000	(1,002.14)	2,000	2,000
Quaker Outreach	3,000.00	3,000.00	3,000	(1,002.14)	2,000	2,000
SAYMA Dues	3,575.00	3,575.00	5,025	-	5,025	5,025
Total Outreach	12,014.33	12,575.00	\$ 14,025	(3,006.43)	\$ 11,025	\$ 11,025
	44%					
Total Expenses & Transfers TO Other Funds	\$ 27,535.54	\$ 29,660.00	\$ 30,480	\$ (6,545.00)	\$ 23,935	\$ 23,935
Net Operating Surplus/(Deficit)	\$ -	\$ -	\$ (6,545)	N/A	\$ (0)	\$ (0)

** These items are transfers to/from other funds, not cash out/in.

Asheville Friends Meeting
2020 Operating Activity 2021 Budget (Proposed)

	2020 Actual	2020 Budget	2021 Budget (version zero)	Discretionary	Pro-Rata Change	Current Proposed
Operating Activity						
Income						
Contribution Income - Unrestricted	24,018.85	25,250.00	23,800			23,800
Rental Income	780.00	1,500.00	-			-
Interest Income - Unrestricted	136.69	310.00	135			135
Total Income before Transfers	24,935.54	27,060.00	23,935			23,935
Transfer FROM General Fund** (\$2,600)	2,600.00	2,600.00	-			
Total Income & Transfers from Other Funds	\$ 27,535.54	\$ 29,660.00	\$ 23,935	\$ 23,935	\$ 23,935	\$ 23,935
Expense						
Transfers TO Other Funds**						
Meetinghouse Improvement Transfer	2,600.00	2,600.00	2,600	2,600	(1,174.15)	1,426
College-Age Support Transfer**	-	17.00	17	-	-	17
M&C Needs Fund Transfer**	688.00	688.00	688	688	(310.70)	377
Scholarship Fund Transfer**	200.00	200.00	200	200	(90.32)	110
Total Transfers TO Other Funds**	3,488.00	3,505.00	\$ 3,505	3,488	(1,575.17)	\$ 1,930
	13%					
Meeting House						
House and Grounds						
Cleaning	900.00	1,200.00	1,200	-	-	1,200
Landscaping	1,350.00	-	-	-	-	-
Maintenance	238.00	2,100.00	2,100	-	-	2,100
Supplies	22.44	-	-	-	-	-
Total House and Grounds	2,510.44	3,300.00	3,300	-	-	3,300
Insurance	3,781.00	3,750.00	3,800	-	-	3,800
Total Utilities	1,655.65	1,850.00	1,800	-	-	1,800
Total Meeting House	7,947.09	8,900.00	\$ 8,900	-	-	\$ 8,900
	29%					

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Asheville Friends Meeting
2020 Operating Activity 2021 Budget (Proposed)

	2020 Actual	2020 Budget	2021 Budget (version zero)	Discretionary	Pro-Rata Change	Current Proposed
Meeting Support						
Care and Nurture Committee	-	200.00	200	200	(90.32)	110
Communications Committee (website)	120.00	125.00	125	125	(56.45)	69
Total Finance Committee	441.12	505.00	375	140	(63.22)	311
Hospitality Committee	-	500.00	250	250	(112.90)	137
Library Committee	-	100.00	150	150	(67.74)	82
Ministry and Counsel Ctte	-	50.00	50	50	(22.58)	27
Peace and Earth Ctte	-	100.00	100	90	(40.64)	59
Total Racial Justice Committee	1,735.00	500.00	500	500	(225.80)	274
Religious Education Ctte						
Childcare	1,790.00	1,500.00	1,800	-	-	1,800
First Day School	-	500.00	400	400	(180.64)	219
Total Religious Education Ctte	1,790.00	2,500.00	2,200	400	(180.64)	2,019
Spiritual Enrichment Ctte	-	100.00	100	100	(45.16)	55
Total Meeting Support	4,086.12	4,680.00	\$ 4,050	2,005	(905.45)	\$ 3,143
	15%					
Outreach & SAYMA						
General Outreach	3,000.00	3,000.00	3,000	3,000	(1,354.79)	1,645
Racial Justice Outreach	2,439.33	3,000.00	3,000	3,000	(1,354.79)	1,645
Quaker Outreach	3,000.00	3,000.00	3,000	3,000	(1,354.79)	1,645
SAYMA Dues	3,575.00	3,575.00	5,025	-	-	5,025
Total Outreach	12,014.33	12,575.00	\$ 14,025	9,000	(4,064.38)	\$ 9,960
	44%					
Total Expenses & Transfers TO Other Funds	\$ 27,535.54	\$ 29,660.00	\$ 30,480	14,493	\$ (6,545.00)	\$ 23,933
Net Operating Surplus/(Deficit)	\$ -	\$ -	\$ (6,545)	N/A	N/A	\$ 2

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Asheville Friends Meeting
2020 Operating Activity 2021 Budget (FINAL)

	2020 Actual	2020 Budget	Actual / Budget	Over/(Under) Budget	2021 Budget
Operating Activity					
Income					
Contribution Income - Unrestricted	24,018.85	25,250.00	95%	(1,231.15)	23,800
Rental Income	780.00	1,500.00	52%	(720.00)	-
Interest Income - Unrestricted	136.69	310.00	44%	(173.31)	133
Total Income before Transfers	24,935.54	27,060.00	92%	(2,124.46)	23,933
Transfer FROM General Fund** (\$2,600)	2,600.00	2,600.00	100%	-	
Total Income & Transfers from Other Funds	\$ 27,535.54	\$ 29,660.00	93%	\$ (2,124.46)	\$ 23,933
Expense					
Transfers TO Other Funds**					
Meetinghouse Improvement Transf	2,600.00	2,600.00	100%	-	1,426
College-Age Support Transfer**	-	17.00	0%	(17.00)	17
M&C Needs Fund Transfer**	688.00	688.00	100%	-	377
Scholarship Fund Transfer**	200.00	200.00	100%	-	110
Total Transfers TO Other Funds**	3,488.00	3,505.00	100%	(17.00)	\$ 1,930
Meeting House					
Total House and Grounds	2,510.44	3,300.00	76%	(789.56)	3,300
Insurance	3,781.00	3,750.00	101%	31.00	3,800
Total Utilities	1,655.65	1,850.00	89%	(194.35)	1,800
Total Meeting House	7,947.09	8,900.00	89%	(952.91)	\$ 8,900

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Asheville Friends Meeting
2020 Operating Activity 2021 Budget (FINAL)

	2020 Actual	2020 Budget	Actual / Budget	Over/(Under) Budget	2021 Budget
Meeting Support					
Care and Nuture Committee	-	200.00	0%	(200.00)	110
Communications Committee (websit	120.00	125.00	96%	(5.00)	69
Total Finance Committee	441.12	505.00	87%	(63.88)	311
Hospitality Committee	-	500.00	0%	(500.00)	137
Library Committee	-	100.00	0%	(100.00)	82
Ministry and Counsel Ctte	-	50.00	0%	(50.00)	27
Peace and Earth Ctte	-	100.00	0%	(100.00)	59
Total Racial Justice Committee	1,735.00	500.00	347%	1,235.00	274
Religious Education Ctte					
* Childcare	1,790.00	1,500.00	119%	290.00	1,800
First Day School	-	500.00	0%	(500.00)	219
Total Religious Education Ctte	1,790.00	2,500.00	72%	(710.00)	2,019
Spiritual Enrichment Ctte	-	100.00	0%	(100.00)	55
Total Meeting Support	4,086.12	4,680.00	87%	(593.88)	\$ 3,143
Outreach & SAYMA					
General Outreach	3,000.00	3,000.00	100%	-	1,645
Racial Justice Outreach	2,439.33	3,000.00	81%	(560.67)	1,645
Quaker Outreach	3,000.00	3,000.00	100%	-	1,645
SAYMA Assessment	3,575.00	3,575.00	100%	-	5,025
Total Outreach	12,014.33	12,575.00	96%	(560.67)	\$ 9,960
Total Expenses & Transfers TO Other Fu	\$ 27,535.54	\$ 29,660.00	93%	\$ (2,124.46)	\$ 23,933
Net Operating Surplus/(Deficit)	\$ -	\$ -		\$ -	\$ -

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