

Meeting for Worship with Attention to Business
Asheville Friends Meeting
Twelfth Month 10, 2023

Present in the Meetinghouse: Pat Johnson, Clerk, Barbara Burke, recording clerk, Jim Cavener, Steve Livingston, Rusty Maynard, Rylin Hansen, Sandra Parker, Anina Rusila, Ellie Cox, Margaret Normile, Barbara Esther, Robin Wells, Suzanne Junkin Friedrichs, Adrienne Weir.

Present via Zoom: Beth Eddy, Mike Eddy, Gita Larson, Kitti Reynolds, Joel O'Brien, Satchel Loftis, Edie Patrick

The Meeting opened with Silent Worship.

The Clerk shared a reading out of the silence.

Friends Journal

Friends Publishing Corporation, Philadelphia, PA, October 2023, p. 5

The great challenges facing our world today seem utterly intractable. Faith-based work may open up hearts where intellectual and political efforts fail.

Approve Agenda

Minute #1: Friends accepted the agenda.

Approve Eleventh Month Business Meeting minutes.

Minute #2: The Meeting approved the Eleventh Month Business Meeting Minutes.

Announcements: Pat Johnson

➤ **Mountain Express response:**

Dear Patricia Johnson:

Thank you for your email. Since Mountain Xpress focuses on Asheville and WNC, I'm having a hard time seeing how your message would work as a letter to the editor in Xpress. So, as it stands, unfortunately, this letter would be low on our priority list for publication.

Please do keep us in mind, though, for future letters about our local area.

Thanks again.

Best regards,

Tracy Rose, Opinion Editor | [Mountain Xpress](#)

I will send a letter to *Citizen's Times*.

➤ **Thank You from Right Sharing of World Resources**

Thank you, Friends of Asheville Meeting!

We enjoyed our recent visit to Asheville Friends and learning about your beautiful community. Thank you for sharing your Meeting with us, and for generating enthusiasm and awareness for right relationship and right sharing. You are loving change agents in the world we share.

Our shared work to build equity, live into our shared values, and support women in Kenya, India, Guatemala, and Sierra Leone is only possible with partners like you.

In gratitude,

Mariane Beane

Sarah Northrop

Samson Gimongo

It was asked that anyone using the Meetinghouse be sure to lock the door when leaving. It was unlocked when the first person arrived this morning for Worship.

Committees:

Ministry & Counsel: Robin Wells

Proposal on Playground/Meeting Grounds Liability–

Last month, Ministry & Counsel reported on the letter we received from Anna Stearns, the attorney we hired to address the concern a Meeting member had about the liability of a playground on Meeting property. The attorney advised that if the playground was installed properly and kept in good repair, it would not require a fence around it. She did advise us to put up a sign, which is also what our insurance company recommended. The suggested wording would read:

- Playground open sunrise to sunset only
- Use playground at your own risk
- Adult supervision required
- No rough play allowed

M&C would like to recommend that we move forward with the installation of a sign with this wording on it (with the addition of Asheville Friends Meeting at the top of the sign). We have learned of a sign maker in Black Mountain who has made many signs in the area. We would like to get a quote from her to paint this sign on wood. It would then be set in concrete for durability. If anyone knows of another sign maker that works with wood, we could get a second quote.

A Member would like to see the word “Welcome” added to the sign. Another Friend suggested adding contact information. There was discussion as to the two proposals, and it was mentioned that the contact information can change periodically, therefore it may be better not to add it. Instead, contact information will be placed on the entrance door to the Meetinghouse. A Member had suggested another woodworker to be contacted for a quote.

Minute #3: The Meeting approved the construction of a sign with the suggested wording and the word “Welcome” added to the top of the sign, and the obtaining of bids for the sign.

M&C would also like to propose that we move ahead with planning a playground without a fence around it, following the attorney’s recommendation. We will resurrect the playground committee and make it an ad hoc committee reporting to the business meeting, so all plans can be approved by the Meeting as a whole.

In addition to the above, the attorney recommended a liability waiver for families in the Meeting. Ministry & Counsel would like to hold off on this recommendation. We will plan some meetings with parents in Meeting to talk about the recommended waiver.

A concerned friend sent an email to the clerk voicing concerns.

Even if the playground disclaimer had legal validity, it's hard to see how it could be administered to non-members such as guests attending meetings, weddings, memorial services, renters, SAYF, etc.

A fence would accomplish at least the following:

1. It would signal to one and all that something potentially dangerous lay on the other side.
2. It would bar entrance to the least athletic (hence most vulnerable) children
3. It would represent that we have taken the required due diligence to protect trespassers

A typical toy box might contain:

A collection of soft balls of assorted sizes

6 small, orange traffic cones

4 to 6 jump ropes

A colored queen-size top sheet

A number 10 tin can

A box of soft chalk

A box of surveyor's tape

The same Friend sent this second email:

I believe it is completely irresponsible for AFM to install an attractive nuisance such as the proposed playground without protective fencing. Since for health reasons I am unable to attend the Meeting for Business, if the proposal is accepted I ask that I be released from membership.

The Meeting settled into silence to reflect on this email.

A Member spoke to his feelings about this letter. He feels that concern about liability and insurance is not the thing driving this Member's opposition but rather the emphasis by the letter writer is on simplicity. The Member who spoke agrees and feels there is a lot of emphasis on kinetic type of activities in our society that may not be needed in our playground equipment. He said that as a youth among Quakers, sports were not emphasized. The Quaker Meeting he attended as a youth did not have a gymnasium or possibly even a basketball hoop, and that the Meeting's

emphasis was on activities that the youth might not encounter outside of Meeting. This member also asked if our children and youth are covered by our insurance if they partake in Meeting activities off-campus. Robin said that the playground issue concerns children, up through Middle School.

Another Member asked that we remember that this is Meeting for Worship with Attention to Business, and asked that we be led by our connection to the Divine. His initial concern was that if a fence was erected, it would be exclusionary, and he was not comfortable with being a Member of a Meeting that would do this. Upon reconsideration, he came to the conclusion that to leave a Meeting over an issue of a fence would be a type of emotional blackmail. He would feel more comfortable if he knew this person and could speak with him in person if the letter writer was able to attend Meeting, and he wondered if someone could reach out to this person.

Another Member felt that when a Committee makes a recommendation or report in MFB, we should respect the work and suggestions the Committee has made, though all Members have input, especially the children, in this case. She also suggested that we listen to the children and youth about their thoughts on the people who work with them.

The Meeting felt that the letter writer's issue is not about the fence, but about an underlying issue that goes deeper, and it has a concern for him. M&C is moved to respond to the letter written and to work with him. A Member spoke to feeling that we as a Meeting may be moving in a direction that may not be the same journey that the person who has a concern is on.

Minute #4: The Meeting approved following the attorney's recommendation and to not erect a fence around the playground.

Minute #5: The Meeting approved the re-establishment of an ad hoc Playground committee with children and adults on it, which would report to the Business Meeting.

A Member suggested the following criteria for the playground:

- A playground that is safe,
- Encourages cooperation,
- Is welcoming to all who come,
- Promotes active and safe play,
- And encourages and fosters the growth of F/friendship.

The Meeting was in agreement with the suggestions.

Robin said the children do not have an extensive wish list for the playground, and some parents have mentioned that this discussion has been going on for years. Also someone from House and Grounds should be on the ad hoc committee and possibly someone from Finance.

Rental Coordinator: Zoe Wallace

Rental Fees. Zoe is not here to make her report.

Finance: Satchel Loftis

Operating Activity report shown in an attachment at the end of Minutes. Satchel has divided the report into 2 sections:

- 1) Income
- 2) Expenses:
 - a. Meetinghouse
 - b. Meeting Support
 - c. Outreach

The report shows the Meeting is \$10,000 under our budgeted amount, but does not include December amounts. Satchel reminded us that this is the time for end of year donations, so

that we can address the deficit, and make plans for the 2024 budget. The meeting has a guideline not to budget a new year's income for an amount greater than the previous year's income.

A Religious Education Member reported that they are over budget this year by about 10%. Policy has traditionally been that a Committee can go over-budget by 10% before needing to come to MFB to ask for additional funds.

Satchel expects the budget for 2024 to be similar to the current budget, with the possible exception of increasing pay for employees, or adding a coordinator. Satchel wants to wait a month before proposing a 2024 budget to see what comes in at the end of December to assess the current deficit and see if we have the funds to erase it . The 2024 budget will be presented in January, considered and approved in February.

A Member asked that if we base our budget for 2024 on what was used in 2023, and we now have a proposal to purchase playground equipment, where would that money come from. The playground is not a typical operating expense and therefore not budgeted for but would be considered a project expense and saved funds would be used, in addition to funds the Junior Business Meeting has raised. A Member asked about funds for future retreats. This too is not usually a regular budget item, and encouraged Committees to think about these things when submitting budget requests.

A friend of Christopher Foreman sent a monetary gift in memory of Christopher and asked that the Meeting inform Christopher's partner Becky of this. The Clerk asked Becky how she felt this gift should be used and her response is below.

Response from Backy Ledbetter:

Happy Thanksgiving to you All,



This is a photo of the Mission Mountains in western Montana. I just returned from visiting my brother and family out there.

First, allow me to once again express my gratitude for you and for helping to carry Christopher and I as he transitioned into the Great Mystery.

I'm glad to know the memorial donation was received from Gail. She and I had been in communication about it. I have another check to send as well and will get that to you sometime next week. There were many Social Justice issues that Christopher was concerned about. I feel he would want me to ask where the funds are most needed.....to support operating costs or to place in reserve for special interests? I'm sure he would want the funds used to help someone else...be it a scholarship for a workshop or to support an event. I'm not sure how helpful this is. Maybe a conversation would be helpful. I will think on it.

In the light of love,
~Becky

The Clerk asked if the Meeting would want the received money to be placed in a reserve fund until it is determined how it would best be spent, or consider it a contribution.

Several Members felt a reserve fund would allow us time to decide how to spend the money.

Minute #6: The Meeting approved putting the money in a reserve fund.

The Finance Committee had a recent meeting and decided to have the Meeting's ad in the Martin Luther King, Jr Prayer Breakfast program in color this year. The Clerk asked if the Meeting wanted to reserve a table for the MLK Prayer Breakfast. The date for the event is Saturday, January 13, 2024, and the speaker will be James E Ferguson II. Several people indicated their interest in purchasing a table that seats 10, and attending.

Minute #7: Meeting approved purchasing a table at the MLK breakfast.

Peace and Earth: Steve Livingston

Proposal to consider during our 2024 Budget discernment

We have come to understand that when we purchased the title to the tract of land that the Meetinghouse sits on, we were receiving stolen property. We acknowledge that it is stolen land every Sunday at Rise of Meeting for Worship, as we have done for several years now.

Our testimony of integrity would naturally lead us to return this property to its rightful owners. What efforts have we made, or can we make, to do so? What steps have we taken, or can we take, to compensate the rightful owners for our continued occupation of their land?

Suggestion: We currently collect a fee from other entities for use of the Meetinghouse that sits on this stolen land without giving any consideration to compensating its rightful owners. According to the Buncombe County Registrar of Deeds, the stolen land comprises 20 percent of the total value of the property to which we hold title. Therefore 20 percent of the money we receive in usage fees from other entities should be set aside in a fund to compensate the rightful owners of the land once the proper means of compensation is discerned. For example, in 2022 we collected \$1431.75 in usage fees from outside entities. 20 percent of this amount would be \$286.35.

Similarly, we should set aside money to compensate the rightful owners for our own use of their land. This amount should be 20 percent of the hourly rate we customarily charge to other entities for use of the space, multiplied by the number of hours we occupy the space. At a minimum this would amount to 20 percent of \$15 per hour times 4 hours per week: \$12 per week or \$624 per year.

The above are suggestions from P&E on how we can move beyond Land Acknowledgement, and the Committee asks for further suggestions from the Meeting. A member said that, to him, to arrive at justice (not charity) AFM should return the land to the Cherokee, and if they choose to rent it back to us they can or we can move elsewhere. Another Member thanked the committee for bringing this to us, and she is not sure what she thinks yet. Also, what Cherokee organization would any money go to? Steve will report how money in the reparations fund will be dispersed, and the same would have to report. But first we need to approve a fund for this. A Member knows someone who might be consulted about where to use the funds, and reminded us we need to be cognizant of the ramifications of this. He said we need to process this and examine how far we are able and willing to do this, and he endorses the proposal. There will be a period of discernment as to how to use this fund, if approved, and Cherokee leaders will be consulted as to how they want to use the funds. Another member said it is important to remember that international law surpasses federal law and treaties are part of international law and we have illegally seized this land.

Peace and Earth: Mike Eddy

UN Retirement Letter from Craig Mokhiber

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Volker Turk, High Commissioner for Human Rights
Palais Wilson, Geneva

28 October 2023

Dear High Commissioner, This will be my last official communication to you as Director of the New York Office of the High Commissioner for Human Rights. I write at a moment of great anguish for the world, including for many of our colleagues. Once again, we are seeing a genocide unfolding before our eyes, and the Organization that we serve appears powerless to stop it. As someone who has investigated human rights in Palestine since the 1980s, lived in Gaza as a UN human rights advisor in the 1990s, and carried out several human rights missions to the country before and since, this is deeply personal to me.

I also worked in these halls through the genocides against the Tutsis, Bosnian Muslims, the Yazidi, and the Rohingya. In each case, when the dust settled on the horrors that had been perpetrated against defenseless civilian populations, it became painfully clear that we had failed in our duty to meet the imperatives of prevention of mass atrocities, of protection of the vulnerable, and of accountability for perpetrators. And so it has been with successive waves of murder and persecution against the Palestinians throughout the entire life of the UN.

High Commissioner, we are failing again.

As a human rights lawyer with more than three decades of experience in the field, I know well that the concept of genocide has often been subject to political abuse. But the current wholesale slaughter of the Palestinian people, rooted in an ethno-nationalist settler colonial ideology, in continuation of decades of their systematic persecution and purging, based entirely upon their status as Arabs, and coupled with explicit statements of intent by leaders in the Israeli government and military, leaves no room for doubt or debate. In Gaza, civilian homes, schools, churches, mosques, and medical institutions are wantonly attacked as thousands of civilians are massacred. In the West Bank, including occupied Jerusalem, homes are seized and reassigned based entirely on race, and violent settler pogroms are accompanied by Israeli military units. Across the land, Apartheid rules.

This is a text-book case of genocide. The European, ethno-nationalist, settler colonial project in Palestine has entered its final phase, toward the expedited destruction of the last remnants of indigenous Palestinian life in Palestine. What's more, the governments of the United States, the United Kingdom, and much of Europe, are wholly complicit in the horrific assault. Not only are these governments refusing to meet their treaty obligations "to ensure respect" for the Geneva Conventions, but they are in fact actively arming the assault, providing economic and intelligence support, and giving political and diplomatic cover for Israel's atrocities.

In concert with this, western corporate media, increasingly captured and state-adjacent, are in open breach of Article 20 of the ICCPR, continuously dehumanizing Palestinians to facilitate the genocide, and broadcasting propaganda for war and advocacy of national, racial, or religious hatred that constitutes incitement to discrimination, hostility, and violence. US-based social media companies are suppressing the voices of human rights defenders while amplifying pro-Israel propaganda. Israel lobby online-trolls and GONGOS are harassing and smearing human rights defenders, and western universities and employers are collaborating with them to punish those who dare to speak out against the atrocities. In the wake of this genocide, there must be an accounting for these actors as well, just as there was for radio Milles Collines in Rwanda.

In such circumstances, the demands on our organization for principled and effective action are greater than ever. But we have not met the challenge. The protective enforcement power Security Council has again been blocked by US intransigence, the SG is under assault for the mildest of protestations, and our human rights mechanisms are under sustained slanderous attack by an organized, online impunity network.

Decades of distraction by the illusory and largely disingenuous promises of Oslo have diverted the Organization from its core duty to defend international law, international human rights, and the Charter itself. The mantra of the “two-state solution” has become an open joke in the corridors of the UN, both for its utter impossibility in fact, and for its total failure to account for the inalienable human rights of the Palestinian people. The so-called “Quartet” has become nothing more than a fig leaf for inaction and for subservience to a brutal status quo. The (US-scripted) deference to “agreements between the parties themselves” (in place of international law) was always a transparent slight-of-hand, designed to reinforce the power of Israel over the rights of the occupied and dispossessed Palestinians.

High Commissioner, I came to this Organization first in the 1980s, because I found in it a principled, normbased institution that was squarely on the side of human rights, including in cases where the powerful US, UK, and Europe were not on our side. While my own government, its subsidiary institutions, and much of the US media were still supporting or justifying South African apartheid, Israeli oppression, and Central American death squads, the UN was standing up for the oppressed peoples of those lands. We had international law on our side. We had human rights on our side. We had principle on our side. Our authority was rooted in our integrity. But no more.

In recent decades, key parts of the UN have surrendered to the power of the US, and to fear of the Israel Lobby, to abandon these principles, and to retreat from international law itself. We

have lost a lot in this abandonment, not least our own global credibility. But the Palestinian people have sustained the biggest losses as a result of our failures. It is a stunning historic irony that the Universal Declaration of Human Rights was adopted in the same year that the Nakba was perpetrated against the Palestinian people. As we commemorate the 75th Anniversary of the UDHR, we would do well to abandon the old cliché that the UDHR was born out of the atrocities that preceded it, and to admit that it was born alongside one of the most atrocious genocides of the 20th Century, that of the destruction of Palestine. In some sense, the framers were promising human rights to everyone, except the Palestinian people. And let us remember as well, that the UN itself carries the original sin of helping to facilitate the dispossession of the Palestinian people by ratifying the European settler colonial project that seized Palestinian land and turned it over to the colonists. We have much for which to atone.

But the path to atonement is clear. We have much to learn from the principled stance taken in cities around the world in recent days, as masses of people stand up against the genocide, even at risk of beatings and arrest. Palestinians and their allies, human rights defenders of every stripe, Christian and Muslim organizations, and progressive Jewish voices saying “not in our name”, are all leading the way. All we have to do is to follow them.

Yesterday, just a few blocks from here, New York’s Grand Central Station was completely taken over by thousands of Jewish human rights defenders standing in solidarity with the Palestinian people and demanding an end to Israeli tyranny (many risking arrest, in the process). In doing so, they stripped away in an instant the Israeli hasbara propaganda point (an old antisemitic trope) that Israel somehow represents the Jewish people. It does not. And, as such, Israel is solely responsible for its crimes. On this point, it bears repeating, in spite of Israel lobby smears to the contrary, that criticism of Israel’s human rights violations is not antisemitic, any more than criticism of Saudi violations is Islamophobic, criticism of Myanmar violations is anti-Buddhist, or criticism of Indian violations is anti-Hindu. When they seek to silence us with smears, we must raise our voice, not lower it. I trust you will agree, High Commissioner, that this is what speaking truth to power is all about.

But I also find hope in those parts of the UN that have refused to compromise the Organization’s human rights principles in spite of enormous pressures to do so. Our independent special rapporteurs, commissions of enquiry, and treaty body experts, alongside most of our staff, have continued to stand up for the human rights of the Palestinian people, even as other parts of the UN (even at the highest levels) have shamefully bowed their heads to power. As the custodians of the human rights norms and standards, OHCHR has a particular duty to defend those standards. Our job, I believe, is to make our voice heard, from the SecretaryGeneral to the newest UN recruit, and horizontally across the wider UN system,

insisting that the human rights of the Palestinian people are not up for debate, negotiation, or compromise anywhere under the blue flag.

What, then, would a UN-norm-based position look like? For what would we work if we were true to our rhetorical admonitions about human rights and equality for all, accountability for perpetrators, redress for victims, protection of the vulnerable, and empowerment for rights-holders, all under the rule of law? The answer, I believe, is simple—if we have the clarity to see beyond the propagandistic smokescreens that distort the vision of justice to which we are sworn, the courage to abandon fear and deference to powerful states, and the will to truly take up the banner of human rights and peace. To be sure, this is a long-term project and a steep climb. But we must begin now or surrender to unspeakable horror. I see ten essential points:

1. Legitimate action: First, we in the UN must abandon the failed (and largely disingenuous) Oslo paradigm, its illusory two-state solution, its impotent and complicit Quartet, and its subjugation of international law to the dictates of presumed political expediency. Our positions must be unapologetically based on international human rights and international law.

2. Clarity of Vision: We must stop the pretense that this is simply a conflict over land or religion between two warring parties and admit the reality of the situation in which a disproportionately powerful state is colonizing, persecuting, and dispossessing an indigenous population on the basis of their ethnicity.

3. One State based on human rights: We must support the establishment of a single, democratic, secular state in all of historic Palestine, with equal rights for Christians, Muslims, and Jews, and, therefore, the dismantling of the deeply racist, settler-colonial project and an end to apartheid across the land.

4. Fighting Apartheid: We must redirect all UN efforts and resources to the struggle against apartheid, just as we did for South Africa in the 1970s, 80s, and early 90s.

5. Return and Compensation: We must reaffirm and insist on the right to return and full compensation for all Palestinians and their families currently living in the occupied territories, in Lebanon, Jordan, Syria, and in the diaspora across the globe.

6. Truth and Justice: We must call for a transitional justice process, making full use of decades of accumulated UN investigations, enquiries, and reports, to document the truth, and to ensure accountability for all perpetrators, redress for all victims, and remedies for documented injustices.

7. Protection: We must press for the deployment of a well-resourced and strongly mandated UN protection force with a sustained mandate to protect civilians from the river to the sea.

8. Disarmament: We must advocate for the removal and destruction of Israel's massive stockpiles of nuclear, chemical, and biological weapons, lest the conflict lead to the total destruction of the region and, possibly, beyond.

9. Mediation: We must recognize that the US and other western powers are in fact not credible mediators, but rather actual parties to the conflict who are complicit with Israel in the violation of Palestinian rights, and we must engage them as such.

10. Solidarity: We must open our doors (and the doors of the SG) wide to the legions of Palestinian, Israeli, Jewish, Muslim, and Christian human rights defenders who are standing in solidarity with the people of Palestine and their human rights and stop the unconstrained flow of Israel lobbyists to the offices of UN leaders, where they advocate for continued war, persecution, apartheid, and impunity, and smear our human rights defenders for their principled defense of Palestinian rights.

This will take years to achieve, and western powers will fight us every step of the way, so we must be steadfast. In the immediate term, we must work for an immediate ceasefire and an end to the longstanding siege on Gaza, stand up against the ethnic cleansing of Gaza, Jerusalem, and the West Bank (and elsewhere), document the genocidal assault in Gaza, help to bring massive humanitarian aid and reconstruction to the Palestinians, take care of our traumatized colleagues and their families, and fight like hell for a principled approach in the UN's political offices.

The UN's failure in Palestine thus far is not a reason for us to withdraw. Rather it should give us the courage to abandon the failed paradigm of the past, and fully embrace a more principled course. Let us, as OHCHR, boldly and proudly join the anti-apartheid movement that is growing all around the world, adding our logo to the banner of equality and human rights for the Palestinian people. The world is watching. We will all be accountable for where we stood at this crucial moment in history. Let us stand on the side of justice.

I thank you, High Commissioner, Volker, for hearing this final appeal from my desk. I will leave the Office in a few days for the last time, after more than three decades of service. But please do not hesitate to reach out if I can be of assistance in the future.

Sincerely,

Craig Mokhiber

There was a discussion of the letter that highlighted that the two state solution is not desired by either side involved. A Member said that we opposed weapons of mass destruction when we thought Iraq possessed them but not when Israel had and has them. Another Member commented on the amount of money given to Israel on a daily basis. Another Member spoke about receiving requests for money from political organizations and this is an opportunity for us to speak out about our beliefs. A Member said this reminds her of Eisenhower's letter when he left office about the military-industrial complex, and another spoke of her concern of further war erupting in the surrounding countries, and how there is so much about this that we don't know. Others wonder if the support of Israel is because we believe it improves our access to oil. A few mentioned how the conflict came to be, after World War I, through apartheid and colonialism. A one-state solution is more holistic than a two state solution. The Meeting thanked Steve and P&E for bringing this forth for discussion, and we were reminded to speak up for justice.

Nominating: Kitti Reynolds.

Vinnie Grossi has been put forward as a member of the Spiritual Enrichment Committee. Kitti also said that other Members are welcome to join the Committee. A Member who thought she was on the Spiritual Enrichment Committee said she has not received any notifications of recent meetings. Mike Eddy, our website manager, encouraged everyone to check the committees listed on the website under the "committee membership" tab and make sure the information there is correct, including email addresses.

Minute #8: The Meeting approved Vinnie Grossi becoming a member of the Spiritual Enrichment Committee.

Minute #9: Gratitude and appreciation to Barbara Burke who served as Recording Clerk for two years.

The Meeting closed with silent worship until the way opens for our Meeting for Worship with Attention to Business on the Fourteenth Day, First Month, 2024.

Attachments

[AFM - Operating Activity FY2023 - 2023-11-30.pdf](#)