

Meeting for Worship with Attention to Business
Asheville Friends Meeting
Third Month 10, 2024

Present in the Meetinghouse: Pat Johnson, Clerk, Kitti Reynolds, Interim Recording Clerk,
Barbara Esther, Steve Livingston, Ellie Cox, Jim Barham, Margaret Normile, Debra Rice,
Scotty Utz, Jim Cavener, Rusty Maynard, Sarah Shope, Adrienne Weir, Suzanne Frederichs,
Sandra Parker, Robin Wells,

Present via Zoom: Barbara Burke, Rylin Hansen, Mike and Beth Eddy, Joel O'Brian, Gita Larson,
Susan Oehler, Satchel Loftis, Katherine Kowal

The Meeting opened with Silent Worship.

The Clerk shared a reading out of the silence.

Anger: Wisdom for Cooling the Flames

Thich Nhat Hanh, (New York: Riverhead Books, 2001), P. 28, 29–30.

Your anger is like a flower. In the beginning you may not understand the nature of your anger, or why it has come up. But if you know how to embrace it with the energy of mindfulness, it will begin to open.... You need to sustain your mindfulness for a certain amount of time in order for the flower of anger to open herself. It's like when you cook potatoes; you put the potatoes in the pot, cover it, and put it on the fire.... You have to keep the fire burning for at least fifteen or twenty minutes in order for the potatoes to cook. After that, you open the lid, and you smell the wonderful aroma of cooked potatoes.

Your anger is like that—it needs to be cooked. In the beginning it is raw. You cannot eat raw potatoes. Your anger is very difficult to enjoy, but if you know how to take care of it, to cook it, then the negative energy of your anger will become the positive energy of understanding and compassion. Embrace your anger with a lot of tenderness. Your anger is not your enemy, your anger is your baby. It's like your stomach or your lungs. Every time you have some trouble in your lungs or your stomach, you don't think of throwing them away. The same is true with your anger. You accept your anger because you know you can take care of it; you can transform it into positive energy.

Approve Agenda

Minute #1: Friends accepted the agenda.

Approve Second Month Business Meeting minutes.

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

Announcements: Pat Johnson

We will resume placing a written copy of the draft current month minutes in a green folder on the table under the windows in the foyer.

The next SAYMA Rep Meeting is April 6th at Atlanta Monthly Meeting. We still need a Rep from our Meeting. If you can attend this next meeting either in person or virtually, please let me know. A Friend commented that there is no on-going obligation if you attend this meeting. It doesn't entail being the Meeting's regular representative.

Report: Peace & Earth General and Quaker Outreach Distribution

2023 General Outreach

12 Baskets	15.00%	\$ 450.00
Native Health Center	15.00%	\$ 450.00
Homeward Bound	13.00%	\$ 390.00
BeLoved Asheville	12.00%	\$ 360.00
Manna	8.00%	\$ 240.00
Clean Water NC	6.00%	\$ 180.00
Equal Plates	6.00%	\$ 180.00
Pisgah Legal Services	6.00%	\$ 180.00
CIMA	5.00%	\$ 150.00
Center for Participatory Change	3.33%	\$ 100.00
Creation Care Alliance	3.33%	\$ 100.00
Just Peace for Israel/Palestine	3.33%	\$ 100.00
Green Works	2.67%	\$ 80.00
Veterans for Peace	1.33%	\$ 40.00
Total General	100.00%	\$3,000.00

2023 Quaker Outreach

AFSC	12.50%	\$ 375.00
FCNL	12.50%	\$ 375.00
Quaker Earthcare Witness	12.50%	\$ 375.00
FGC	10.00%	\$ 300.00
Quaker House	10.00%	\$ 300.00
Right Sharing	10.00%	\$ 300.00
Friends Peace Teams	6.25%	\$ 187.50
Ramallah Friends School (FUM)	6.25%	\$ 187.50

Friends Journal	4.00%	\$ 120.00
FWCC	4.00%	\$ 120.00
Madison Quakers	4.00%	\$ 120.00
Pendle Hill	4.00%	\$ 120.00
QUNO	4.00%	\$ 120.00
Total Quaker	100.00%	\$3,000.00

Committees:

Ministry and Council: Robin Wells

Miles and Satchel Loftis-

As many of you know, Miles Loftis is facing a serious health crisis with his failing kidneys. His father, Satchel, has returned to the country to help with his care. They both rely on Miles's truck for transportation, which is essential for getting Miles to dialysis treatment three days a week. Miles's truck broke down a couple of weeks ago and needed a significant amount of work. M&C heard from many of you that you wanted to be sure we helped with this expense and we have approved the payment of this bill through the M&C Needs reserve fund.

No action needed.

Membership Transfer Request from Debra Rice-

We are excited to report that we have received a request for membership transfer from Debra Rice who is currently a member at Celo Monthly Meeting. She recently moved to Asheville with her husband and has been attending Meeting with us. She brings a wealth of experience as she shares in her letter:

I was an active member at Celo for several years, serving on multiple committees and, eventually, clerking M&C. When COVID really became a big presence in most lives, I had to become less active there. But now I am so grateful my husband and I have been led to a return to the Asheville area. Being back at AFM is a gift. Some Quaker meetings seem to be mostly "head" meetings. But AFM seems a thoughtful "heart" meeting. Soooo good to be back.

Ministry & Counsel wholeheartedly recommends that her request be approved.

Minute #3: Meeting approved Debra Rice's request for membership transfer from Celo Monthly Meeting to Asheville Friends Meeting.

Other: Second Gun Surrender Event: Scotty Utz

After a successful and encouraging gun surrender event in May of 2023, we are planning another Gun Safe Surrender **June 8, 2024**. We will invite the public to donate unwanted weapons, which will be destroyed by chop-saws onsite and later forged into garden tools and art. We will be following the tested protocols that led to a successful event last year, and that many congregations across the country are employing.

We hope to grow the event this year, and in fact, we're already working with one more congregation and one local gun violence prevention group. All signs are that we'll have another good turnout.

How You Can Be Involved

1. If you or someone in your congregation is ready to join our leadership team, let us know now. You're welcome to join, and we'll meet again **(TBD)**.
2. We invite your congregation or institution to **endorse this event**. That means we would put your logo on the flier and list you in any documents. Please let us know at least of your interest by **March 1st**.
3. We're going to need financial support. We'll need \$3500-5000 for gift cards, which we offer to gun donors as a thank-you gift to encourage their participation. For this, we hope to engage 70-100 individuals who would contribute a minimum of \$50.
4. We are also seeking an additional \$3000 to cover event support by contracting with RAWtools South, a new local nonprofit. They will provide all the tools and best-practices safety equipment we need to run the event, plus insurance to cover our host and all volunteers. We are seeking this money primarily through congregational donations (although we welcome individual donations, too).
5. We need a publicity team, who will reach out to media sources and to neighboring institutions to get the word out to gun owners. We'll get to work by **April 1** on publicity.
6. Finally, we'll need 20-30 volunteers for the day of the event. This is a deeply significant and encouraging work, and we do not expect to have trouble filling these positions.

If you're interested, please let Scotty know soon. We welcome you or your congregation's partnership on any level, and we're eager to hear from you.

Micah 4:3-4

“ . . . they shall beat their swords into plowshares,
and their spears into pruning hooks;
nation shall not lift up sword against nation, neither shall they learn war any more;
but they shall all sit under their own vines and under their own fig trees,
and no one shall make them afraid,

for the mouth of the LORD of hosts has spoken.

On the day of the event, they need volunteers to be on a peace-making team to hold the event in the Light and to help anyone present who is disturbed by the event. Other volunteer opportunities will be available. The Land of Sky United Church of Christ will set up a way to fund the gift cards.

Minute #4: Meeting approved co- sponsoring this Event on June 8 which will probably be held at First Baptist Church.

Minute #5: Meeting approved \$500 towards this event to come from the Alice Brown Bequest Fund, as recommended by Ministry and Counsel.

Finance: Satchel Loftis/Ellen Carr

2024 Budget

Initially the Outreach budget line was reduced due to increased expenses and our guideline of our budgeted expenditures being no greater than the income from the previous year. Our House and Grounds expenses increased a bit and we added a line item to our expenses due to our agreement last month to transfer 20% of Rental income (about \$250.00) and 20% of the same rate for the time we use this property (about \$650.00) to an Indigenous People's Fund to compensate the rightful owners of this property that was stolen from them.

One Friend commented that we could increase our donations so that the Outreach budget remains the same. Other Friends added comments to support this suggestion. Another Friend added that some individuals donate funds to support committee work from their own pockets and wondered if we need to track these in kind donations. The Treasurer advised us that the process is difficult from an accounting perspective and may not be worth the time and effort required. Several Friends spoke strongly about their desire to not cut the Outreach amount.

A Friend commented that our Meeting comes through when we know to whom we're contributing and suggested that we hear more about the various organizations we support. After considerable discernment, Friends were led to approve an aspirational budget, accepting the need to change our approach while keeping in mind that some folks are on a fixed income.

Minute #4: Friends accepted the Finance report as amended and approved the 2024 Budget. See full report in Attachments at the end of these Minutes. We decided after much discussion that we would accept an unbalanced budget with \$1700 in red as an indication of what we aspire to accomplish. Those Friends who are able are encouraged to increase their donations for this year.

House and Grounds: Robin Wells/Tim Burgess

Playground Sign-

The playground sign is complete and is ready to be installed. We will work with Tim to determine where to put the sign, so it is effective and also less of a hassle for mowing.

No action needed.

Also, the spruce tree in front is losing a lot of branches. Meeting is aware of this but nothing has been done yet. The paperwork has been completed for Doug Lane to begin working for the Meeting. He'll do a walkthrough, doing things like checking the furnace filters, Robin (Ace hardware) will pay for replacements. Also working on lowering the CO detectors.

Asheville Friends Meeting 2023 State of the Meeting Report

We're grateful for this opportunity to consider and reflect on the year 2023 at Asheville Friends Meeting. It's exciting to be part of a vibrant community that strives to be generous and caring, to nourish our spirituality, and to deepen our connection to the Divine.

We'll begin with the query of What did we hold or carry this past year?

We continued to include a time to share joys and concerns at the end of each Meeting for Worship. This helped us to be aware of events that impacted attenders, and celebration and sorrow in the individual lives within our community. We provided care for community members with meals for the sick and assistance with memorial services. In two cases, the wife and partner were not involved in the life of the meeting except by proxy. But we responded, and that was the important part. Our care meant a lot to these families and gave us a way to be of service.

We carried the responsibility of being citizens of the United States. We continued to learn how we arm the world's wars. We carried distress over Congressional dysfunction and the erosion of peace-building efforts championed by FCNL. We learned about and shared our concern for environmental degradation and for the climate catastrophe.

We continued to hold great concern for the war in Ukraine. Early in 2023, we felt led to schedule a second worship-sharing session for us to labor with the tension between honoring our Peace Testimony and supporting Ukraine's sovereignty, the first having taken place in the Fall of 2022. There are no easy answers and we continue to struggle with this issue. We found solace in recognizing that others share the same response and tension with a situation that isn't black and white.

We held the Hamas attack and the Israeli War on Palestinians in our hearts. We approved a Minute calling for humanitarian aid to Gaza and a cease fire which we shared with our Congressional leaders and the *Asheville Citizen's Times* newspaper.

We held our efforts in building relations with people of the global majority in the Light. We carried a concern for Social Justice and sought to understand how we can get involved with reparations and what our role in reparations would look like. We traveled further toward racial justice by beginning a practice of reparations and by nurturing relationships with the local African American community. We carried hope for the continuing participation of some individual members with the SAYMA Racial Transformation affinity groups and training.

We gave attention to our responsibility for the stealing of Indigenous land by our ancestors. Each week at the rise of Meeting we hear our land acknowledgement read, It helped to keep us focused on reparations for indigenous peoples and on growing our relationship with the Eastern Band of Cherokee Indians.

We held hope for our budding youth group to continue growing and made steps toward their success. We had two teens participating in Southern Appalachian Young Friends (SAYF). We continued working toward a new playground for our children so they will feel more at home while they play and build relationships with each other at Meeting. A concern about the Meeting's liability with the playground led us to seek advice from an attorney. We made plans to add a sign to our property with some guidelines for playground use. Concern about our process regarding playground liability helped us clarify how to provide a better outdoor space for the children.

During these discussions, we learned that one family didn't feel supported. We were also saddened to have a request from a couple who had been members for many years to be released from membership because they felt we were more liable without a fence around the playground. This couple carries tensions and pain from past unresolved issues that go back several years so we tried to discern all the underlying issues. We still have work to do to ensure everyone among us feels included.

Our Meeting heartily endorsed Scotty Utz's leading and active involvement in the gun violence prevention movement and we carried this work in our hearts. We co-sponsored a Gun Safe Surrender

event with two other faith communities and got 19 guns dismantled and transformed into garden tools. Scotty founded a RAWtools chapter, RAWtools South, in Asheville and expanded his transforming work of forging guns into garden tools and art. Scotty and his partner Elizabeth Davis presented a program with the children using plastic guns. They took them apart and made new cool stuff. He talked about real guns, but they actually changed play guns into something else.

We grappled with these comments from one Friend:

“The meeting is a very comfortable place for members of the meeting. It’s somewhat comfortable and somewhat uncomfortable for me. I hate when we use contrived language, NOT SIMPLE language. Examples include “1st day” rather than Sunday, quibbling over grammar and terms like Uncolonized or Decolonized, and in so doing, keep our hearts hidden from each other.”

“Rules about the meeting house are unspoken and only written down on a clipboard, but when I ask to standardize and make duties clear, I am dismissed. I like to sing but when I sing the same songs from my Quaker schools, I am told [that’s not a Quaker hymn] and nobody is willing to learn a new song”.

“People are attracted and intrigued by our silence and openness. We provide an easy avenue to the mystical connections between human livelihood and the soul. But our practice is confined and restricts any practice outside what has already been practiced. I think we need to welcome in the kind of radicals and strange folk that made up the first Friends, the ones who got locked up for speaking their minds and refusing to swear on the Bible, the kinds who were greasy and unwashed and had holes in their clothing. There are lots of people who need us, but our spiritual practice is not strong enough to meet them”.

We continue to address his concerns and acknowledge that we don't do some things any more like dressing in gray, doffing or tipping hats, not doffing hats because they're no longer relevant. These statements remind us that our ways of doing things are based on reasons other than “that's the way Quakers do it.”

How has our meeting embraced the Light and in so doing how have we been changed?

Our hybrid Meeting for Worship allowed those who attend virtually and those present in person to worship in silence together, despite distance or mobility challenges. In-person worshippers began sitting in a large circle around the room so everyone could see and hear the people on Zoom and they could hear and see those in the room. We asked those led to speak to step up to the microphone so those attending virtually could hear what was being said, and this seemed to help everyone in the Meeting feel closer. We began to have more people attending, both in person and on Zoom.

We embraced the Light by the work of our committees and by acting on our concerns. Some of our committees were challenged by a lack of members to attend meetings and fulfill the committees' charge. Some committees did not have clerks, which presented its own challenges. We were able to meet these challenges for the most part and nurture, proceed in, and testify to the life of the Spirit.

Our racial justice work in 2023 was deeply connected to our testimonies of integrity and equality/equity. and the Meeting's support of this work reflected positively on our testimony of community. These strong and positive connections to our testimonies were conducive to the deepening of our community's spiritual life. The Meeting as a whole became more aware of and in touch with different communities. Studying colonialism, white privilege and fragility made us more aware of the systemic nature of racism and led to our consideration of how we as individuals and as a Meeting need to respond. We continued our weekly racial justice discussion group that is morphing into a year-long study of truth and reconciliation facilitated by Dr. Melchor Hall, as we prepare to write an apology statement to the Asheville Black community. Melchor offered ten queries about charity and justice that led to a good amount of deep, fruitful heart-work.

The focus of our Tuesday night discussions changed from study and sharing about anti-Black racism to support of Ms. Bettie Council's Zig Zag Zoom initiative, providing service and support at Black-focused community festivals. It uplifted and supported not only Ms. Bettie, but all of us in the Tuesday discussions. All of us who were on the ground interacting with vendors and attendees became more deeply connected with the Black community in a relational personal way.

A huge milestone for our Meeting was our agreement to disburse all but \$1,500.00 of our Reparations Fund to the Reparations Stakeholder Authority of Asheville (RSAA) each year. We had well-attended forums on the Reparations movement here in Asheville and on the RSAA, resulting in a firmer sense of support for Reparative Justice from the Meeting as a whole. Our unity in Meeting for Business reflects work we've been doing for almost a decade.

We had a lot of connections with Asheville's Racial Justice Coalition (RJC) as well. Some of us are Committee Watchers and report back to the Coalition with an equity lens on what happened. One Friend attended Buncombe County Health and Human Services Board Meetings, and so had access to the public health statement from the Board regarding reproductive health. We used this document in our response to FCNL's queries on reproductive healthcare, the relevancy of our Quaker values and testimonies to the issue of abortion, and the question of developing FCNL's Policy statement on abortion and reproductive health.

We as individuals and as a Meeting pledged our support for the "Reparations are Due" campaign meaning we supported and advocated for the recommendations coming from the Asheville-Buncombe Community Reparations Commission. The RJC sends out weekly recommended actions such as writing to the City Council and/or Buncombe County Commission and many of us strive to do what they ask. One Friend attends the Health and Wellness Impact Focus Areas of the Commission and reports back to the RJC.

We devoted a second hour to learning about language equity for indigenous and Latine people in our area from Indigenous Ma Hñakihu presenters, with a simultaneous English language interpreter, widening our awareness of other marginalized groups.

Our Meeting donated money and time to local and global support organizations. Peace & Earth facilitated the clarification and publication of the Meeting's positions on critical topics, such as the climate catastrophe. We continued our Fifth-Sunday postcard writing which included the following topics: ending transfers of cluster munitions; urging rejection of a bill to roll back foundational environmental laws and regulations; and supporting Palestinian sovereignty. To bring some clarity to the Palestinian crisis, we placed in our December Minutes the retirement letter of Craig Mokhiber, the UN Director of the New York Office of the High Commissioner for Human Rights, a scathing indictment of Israel's assault on Gaza and Western complicity in Israel's 75-year-long occupation of Palestinian homeland and oppression of Palestinian people. The Committee devoted much time and energy in discerning how to distribute our General and Quaker outreach Funds.

A lot of organizations and groups now have a Land Acknowledgement, but if we just read a statement and don't do anything else, we're not real allies with our Native neighbors. Meeting approved a Minute of Support for indigenous peoples written by Peace & Earth members using Pendle Hill's model minute as a template. A Friend helped organize a daylong conference called *Beyond Land Acknowledgement: Towards Reparations and Healing*. In consultation with Cherokees, the conference brought six Cherokee speakers and three musicians to help us learn about Cherokee history, trauma, and healing. Eight other area Faith Groups, two UNCA Departments and the ACLU joined us in co-sponsoring this conference. In addition to substantial financial support, many of us at Meeting gave time and energy to attend this conference. It was very uplifting and built connections to form an ongoing Alliance rather than just a one-time event.

The tremendous amount of research about the role of Quakers in the Indian boarding schools led to greater humility as we increasingly recognized the connection between Quaker involvement in the boarding schools and Quaker participation in slavery. As we recognize, acknowledge, and embrace these truths to move toward reconciliation and healing, we are beginning to feel what Vanessa Julye referred to as "radical transformation."

While much of our activity centered around an emphasis on racial equity and justice, other commitments found expression in the activities and engagement of the children's programs, an active Junior Business Meeting, and Young Adult Friends. Our Meeting Library and our weekly email news digest helped keep us informed of activities and concerns. Spiritual enrichment programs and activities in the wider community brought us more into alignment with our priorities.

Our finance committee keeps us well informed of our financial health. Our Board meets once a year as required but a lot of communication can be accomplished by email. Our Assistant Treasurer, an accountant who had relocated to Brazil, continued his faithful work in putting out reader-friendly reports.

The Meeting worked on becoming welcoming to all, acknowledging that maintaining the status quo may seem easier but is not the best choice. When new people join us, even briefly, we are challenged to grow and change in response to them. We found FGC's Weaving a Wider Welcome a helpful resource as we explored how we can be more welcoming. Our meeting continued to open our hearts and minds to Spirit's leading in learning and understanding how to be more welcoming to people of the global majority. We felt enriched and more connected by this work.

We were blessed by an influx of young adults who quickly became involved in the life of the Meeting, and the insights and valuable perspectives of these new younger spiritually-committed folks enriched it. Their presence brought an energy into our meeting room, and it's impressive that even though a lot of them are either in school or working they still gave so much to Meeting with what little free time they had. They get together frequently for shared meals and other activities, and are welcoming to new arrivals.

We also continued to have a strong group of children in the Meeting. While attendance did fluctuate from week to week, we had as many as 17 children attending First day school. They explored an expanded version of the Quaker testimonies: simplicity, peace, integrity, community, equality/equity, stewardship, justice and mercy also known as "SPICES and JAM."

Our Junior Business Meeting met quarterly and led the full Meeting in service projects and other community concerns. Children involved the adults in the Meeting as they organized things such as warming packs for people living on the streets. We were moved to experience our children embracing the Light and fully contributing to the life of the Meeting. If we adults were suddenly not there, we have faith that our children would do much the same.

We're in awe of the confidence that our children exhibit in their interactions with the adults. Our children are learning that their voice is important thanks to the leadership of religious education workers and community members. We are blessed with amazing First Day School workers, and we adults benefit greatly from our work with the children. Our intergenerational events, such as Secret Pals, simple Christmas craft day, and our nativity play brings us together for fun and connection-building. We relished how sweetly the lessons with the children upstairs flowed beautifully with adult programs downstairs. Young Friends joined with adults for shared meals and during the interval between Meeting for Worship and Second Hour activities. It was always a joy-filled occasion.

What holds us together and helps us avoid becoming overwhelmed by the brokenness of the world.

We held to the basic beliefs that there is that of God in each of us and that by listening to the voice of that Spirit we are led to understand what is ours to do. We united in support of one another and stood up for and spoke out about the brokenness. Sharing our awareness of and concern for the brokenness of the world helped us feel less overwhelmed. Clarifying our positions on important issues helped us concentrate on key values. Our second hour programs led us to consider it vital to better understanding and to take needed actions. Taking time to listen brought solace and some understanding of situations

in various parts of the world that were disturbing to all of us. We began each Ministry and Counsel meeting with silent worship where we held the Meeting in the Light. We touched base with those who had personal struggles.

We found good communication to be an important aspect of not becoming overwhelmed. Getting a high-speed internet connection stabilized our zoom connection, helping us see and hear each other better and keeping remote Friends more connected. Our weekly online Digest played an important role in keeping us connected by providing a forum for sharing of activities in our Meeting and our wider communities.

Our COVID masking policy was an important tool in maintaining our connection as the pandemic lingers. Through discussion and discernment we set our criteria, and faithfully followed them. For the most part folks felt safe, however there were some who felt they needed to stay home when we were mask-optional. We need to continuously revisit our masking policies to be sure we are responsive to the needs of our Meeting community.

We felt powerfully embraced by the Light when we worked with a member during his transition from this life. For weeks and weeks, we visited with him at Hospice and sat with him and his partner at their home. One Friend played her hammered dulcimer for him in his last days. After his transition, we hosted his memorial which was held at our Meetinghouse. We were grateful to have been able to participate with his loved ones in such an intimate and spiritual way.

In worship, we were faithful to expectant waiting and shared our awareness of how Spirit worked in our lives. Our worship hour was consistently deep, often entirely silent, and when messages were shared they were grounded in spirit. When there were no messages spoken, we felt the Presence pervade our gathered silence. Some folks continued attending even after moving away because they wanted to maintain their connection to the compassion, interest, and love they felt in our community. Sometimes it's the quiet people in our Meeting who, when they did speak, said something really profound, not necessarily addressing a particular subject but conveying their overall sense of a problem in the wider world or within Meeting, often leaving us feeling uplifted and challenged.

We can't solve all the problems of the world, but we can follow our own leadings, support each other, help each other out when we need a helping hand occasionally, and discern what we need to do as a community. Working locally with some of the issues helped us see some progress, even when we couldn't see it in larger arenas. We lift up all the work that members of the Meeting community do, not just for committees, but everywhere.

As we've reflected on these queries, we're humbled and grateful for all the experiences that were part of our journey in 2023. We nourished our Spirituality by recognizing that every human being is interdependent with every other human being, and with the earth itself, that planting seeds of love can

bring reconciliation to heal the world but not at anybody else's expense. Maybe that's another reason why we're called Friends.

Minute 5: Friends approved the state of the meeting report. Thanks to the Clerk for her hard work putting this together.

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

Attachments

[AFM-Operating Budget-2024-Approved](#)