

**New York Quarterly Meeting, Religious Society of Friends
18th Day of Tenth Month 2020
Flushing Monthly Meeting Zoom/video-conferencing
Flushing, New York**

**Minutes
Jubilee final meeting**

Present: Nancy Britton (Morningside), clerk; Ian Hansen (Fifteenth Street), assistant clerk.
Attendance: Brooklyn 32, Fifteenth Street 17, Flushing 6, Manhattan 2, Morningside 19,
Staten Island 1, Quarterly Meeting General Manager 1, Other 93. Total 171.

2020.10.01 Meeting begins at 1pm with waiting worship. The clerk reads the statement below regarding the conclusion of our jubilee year and the challenges we have come to face:

Friends,

I would like to take us back to two years ago when we were last at Flushing for an October Quarterly Meeting and we began to undertake the discernment of a Jubilee year. This was in the wake of a difficult concern at Friends Seminary. We find ourselves closing out our jubilee year – or rather 5 quarters- worshiping by video-conferencing in the middle of an pandemic and being asked to take up another concern of our schools.

This fall has stretched us all as we attempt to regain some normalcy in our lives while laboring with the ‘abundance of caution’ required to keep us all safe. Clearly, we are all struggling with an abundance of challenges.

Let’s take time this afternoon in our worship and silences to appreciate all the work we have done together during this jubilee, and to continue to hold, appreciate, and grow our connections and strengthen our deepening relationships.

This will be our foundation as we engage in deep listening to the reports we will hear, and the minutes we will approve this afternoon. How deeply we can listen may be tested as we hear witness and testimony on our school communities concerns. Although an immediate crisis is past, we have the very hard work of acknowledging all of our woundings and to begin the hard work of healing each other and our communities. With our hearts and ears open, and with empathy, compassion and love, together we will find a way forward.

2020.10.02 Friends approve, as part of the consent agenda, the nominations by the Nominating Committee, which are appended to these minutes.

2020.10.03 Joan Malin, clerk of Brooklyn Monthly Meeting, reads Brooklyn's quarterly report, which is appended to these minutes. Friends accept the report.

2020.10.04 Friends approve the minute below, brought by Brooklyn Monthly Meeting:

Our Quaker faith and testimonies honor work and encourage us to approach it with integrity, diligence, and concern. Managing a Quaker institution while engaging with a union representing its workforce is consistent with our values.

Two recent resignations of Quaker-appointed members of the Brooklyn Friends School Board of Trustees have heightened recurring concerns that the Quaker values and process at the heart of our faith are not appropriately being reflected by the engagement between the Brooklyn Friends School administration and the Board of Trustees at this time. This has arisen at a time of much concern about the school's reaction to union representation at Brooklyn Friends School. We ask the New York Quarterly Meeting to take up this issue and find a way forward to address our concerns.

Parents of children of color at Brooklyn Friends School have identified a longstanding experience of a failure of Brooklyn Friends School to listen and respond to the need for equity. Children of color have presented these issues for a number of years and they have not been attended to by the school or the Trustees. We ask the New York Quarterly Meeting to take up this issue and to focus on the systemic racism and inequality that must be recognized and addressed to speak to the concerns of the Brooklyn Friends School community of parents, workers, faculty, alums and students.

We have since learned that BFS agreed to rescind the NLRB request to decertify the union and we are hopeful that negotiations at the school will continue. We hold BFS trustees, administration, teachers, staff, parents and students all in the light, in the hope that the BFS community can find a positive, fruitful way forward. Brooklyn meeting will continue to work with the school and offer all the help that we can, including love and prayer, in the hope that the school can one again thrive.

As the minute requests, NYQM Friends commit to taking on issues related to labor rights, systemic racism and inequality at Brooklyn Friends School as well as Friends Seminary and Mary McDowell, and, going forward, to consider proposals for action brought to NYQM on these matters by bodies of the Quarter or the full Quarter itself.

Friends note that Brooklyn Friends School has since withdrawn their petition to the National Labor Relations Board to decertify the union of Brooklyn Friends School faculty and staff.

2020.10.05 Glenn Josey, clerk of Fifteenth Street Monthly Meeting, reads Fifteenth Street's quarterly report, which is appended to these minutes. Friends accept the report.

2020.10.06 Friends approve the minute below, from Fifteenth Street Monthly Meeting, with the amendment in brackets:

Friends hear an update on the situation at Brooklyn Friends School through an email from [three former clerks of the Brooklyn Friends School Committee] to the clerk of NYQM. Friends express a deep sense of care and love for all people involved with the School and hold everyone in the light. While we are not privy to the details of the negotiation, we want to reaffirm the two deeply held Quaker values of respect for the individual, and the respect for individuals to bargain collectively. Friends note that Quaker decision making process and values are not in conflict with collective bargaining and that attempts to represent our values should be comprehensive. We are united in prayer that whatever the outcome it fully respects the equality of all members of the BFS community. One Friend stands aside.

2020.10.07 Gloria Thompson, co-clerk of Manhattan Monthly Meeting, reads Manhattan's quarterly report, which is appended to these minutes. Friends accept the report.

2020.10.08 Jane Alexandre, clerk of Morningside Monthly Meeting, reads Morningside's quarterly report, which is appended to these minutes. Friends accept the report.

2020.10.09 Ted Lochwyn, clerk of Staten Island Meeting, reads Staten Island's quarterly report, which is appended to these minutes. Friends accept the report.

2020.10.10 Friends approve the following dates for 2022 NYQM:

January 16th: Brooklyn Friends Meeting, Brooklyn

April 17th: Fifteenth Street Meeting, Manhattan [Easter]

July 16th: Saturday, Quaker Cemetery, Prospect Park, Brooklyn

October 16th: Flushing Monthly Meeting, Flushing

2020.10.11 Ed Elder, of NYQM Ministry and Counsel, reads the Jubilee closing summary, which is appended to these minutes. Friends accept the report.

2020.10.12 Hugo Lane, of Ministry and Counsel, reads a report regarding Quakers and unions. Friends accept the report, which is appended to these minutes, and affirm the associated section on Quakers support of unions from NYYM's Faith and Practice (2018).

2020.10.13 Ed Elder, of Ministry and Counsel, reads the report from Concern for Quaker Living (CQL), which is appended to these minutes. Friends accept the report.

2020.10.14 Katherine Alford, clerk of NYQM Trustees, reads the report on reopening Friends' meeting houses, which is appended to these minutes. Friends accept the report.

2020.10.15 Sally Campbell, clerk of Downtown Allowed Meeting, reads that meeting's report, which is appended to these minutes. Friends accept the report.

2020.10.16 The Meeting directs our clerk to send minutes 2020.10.04, 2020.10.06, 2020.10.12 (with appended report) and 2020.10.18 to the BFS Head of School, BFS Trustees, the BFS union, and BFS Friends and Families.

2020.10.17 Friends engage in worshipful listening to one another sharing concerns and insights for our Brooklyn Friends School and Quaker communities on working together to heal and discern possible ways forward. Friends agree to form an ad hoc committee to discern how the Quarter can support the Brooklyn Care Relationship Committee in their work for labor justice, racial justice and equality at Brooklyn Friends School, as well as encouraging familiarity with Friends' values and practices. Those interested in volunteering for the committee should contact the clerk, assistant clerk and Ministry and Counsel clerk (nancy AT brittonfamily DOT org, stviepesce AT icloud DOTcom).

Then, at 5:40pm, the meeting concluded with a period of waiting worship.

ADDENDUM:

2020.10.18 The minute attached called “BFS/Union/Community Relations” recognizes and acknowledges the trauma of the recent events surrounding the BFS Union, community and administration. We also acknowledge the long standing pain of Children of Color in BFS and the desire of the NYQM to share our resources for healing. This minute was passed by M&C and posted on the website. M&C asks to meet with the BFS Care Committee and receive a report early in the new year on this concern’s progress.

2020.10.19 The assistant clerk notes that he physically mailed or electronically submitted letters expressing Friends’ call for a constitutional amendment to fully end U.S. slavery to the President of the United States, the Attorney General, New York State Senators and all New York City Congressional Representatives, as well as to Friends Committee on National Legislation (FCNL), as requested in NYQM minute 2020.07.06. FCNL has published a summary of the content of the letters on its website at <https://www.fcnl.org/updates/quaker-statements-on-police-violence-and-racism-2837> FCNL has all of its lobbying priorities set for the next two years, but encouraged the submission of this concern to their priorities process for lobbying in advance of Spring 2022. Until then, FCNL can still provide lobbying resources to delegations of Friends who wish to lobby elected officials on this matter. A relevant email to the assistant clerk from Bobby Trice, Quaker Engagement Associate for FCNL, is appended to these minutes. [letter is in the announcements]

ATTACHMENTS:

Brooklyn Monthly Meeting Report
Fifteenth Street Monthly Meeting
Manhattan Monthly Meeting Report
Morningside Meeting Report
Staten Island Meeting Report
Downtown Allowed Meeting Annual Report
M&C Jubilee closing summary
M&C minute on Quakers and unions
M&C CQL report – update on project
M&C BFS/Union/Community Reconciliation
Nominating Committee – proposed nominations
Nominating Committee – BMM nomination for BFS Trustees
Trustees Report on reopening the meeting houses

Brooklyn Friends School Annual Report-declined to report night before
Flushing Monthly Meeting Report – no report submitted

Educational Fund Report - no report submitted

UPCOMING APPROVED NYQM DATES:

2021 NYQM dates:

January 17th: Brooklyn Friends Meeting, Brooklyn

April 18th: Fifteenth Street Meeting, Manhattan

July 17th: Saturday, Quaker Cemetery, Prospect Park, Brooklyn

October 17th: Morningside Monthly Meeting, Manhattan

2022 NYQM dates:

January 16th: Brooklyn Friends Meeting, Brooklyn

April 17th: Fifteenth Street Meeting, Manhattan [Easter]

July 16th: Saturday, Quaker Cemetery, Prospect Park, Brooklyn

October 16th: Flushing Monthly Meeting, Flushing

ANNOUNCEMENTS:

(virtual) Interfaith Unity Walk on Sunday, October 25th at 3 PM organized by the Flushing Interfaith Council, which works to create understanding and common ground among various faith traditions in our community. To join us, please register with the following link: [zoom webinar register](https://zoom.us/webinar/register/JN_p-TL2sayRMyahI37DTb0nw) John Choe 646-783-8985.

https://zoom.us/webinar/register/WN_p-TL2sayRMyahI37DTb0nw

Quaker Cemetery is having a work day on Saturday, November 7th. Two shifts with 30 person limit. Times and directions with sign up instructions are posted on nycquakers.org. No rain date.

An invitation from Glenn Josey and Helen Garay Toppins.

During the Iraq War, Friends in New York City formed a network. We called it NYC Peace Friends. It was not a committee or an organization – it was a communications network. We met every 4-6 weeks with representation from NYC Quaker meetings and discussed each Meeting's peace activities. We offered advice and constructive support. We informed Friends in NYC about what each Meeting was doing. We attended each other's events. Occasionally, we came together as a NYC Quaker group and participated in marches and demonstrations. We would like to create a similar anti-racism network – **NYC Friends for Racial Justice**. Please let us know if you are interested in participating. And please spread the word.

Ribbon International:

The Ribbon International 2020 event commemorating the 75th anniversary of the 1945 atomic bombing of Hiroshima and Nagasaki. Friends can view the inspiring Ribbon2020 Virtual Book at <https://www.youtube.com/watch?v=NDthNVnECPA&feature=youtu.be>

Email from Bobby Trice of FCNL to assistant clerk

October 5, 2020

Dear Friend Ian,

Thank you for being a messenger of this corporate witness calling for a constitutional amendment to end slavery. I really appreciate the significance of NYQM coming to unity around this action and NYYM endorsing the call. It's heartening to hear and deeply inspiring. The background statement is very powerful – thank you for sharing with me and your elected officials. We have been compiling and publishing minutes and statements on racial justice, policing, and related advocacy on our website at fcnl.org/statements. Could I add your minute and background statement to our page?

As you may know, FCNL sets its lobbying priorities for each new Congress through the [priorities process](#) every two years. This year, we collected worshipfully discerned priorities from over 200 Quaker meetings and Friends churches around the country – the deadline for submission was May 1, 2020. Our governance has set this standard for ensuring FCNL's work is rightly ordered and representative of Friends' worship and discernment nationwide. Right now, our Policy Committee is seasoning Friends' submissions and will present a set of draft priorities for approval by the General Committee at [FCNL's Annual Meeting and Quaker Public Policy Institute, November 14-17](#).

While it is not our practice to commit the organization to lobbying on issues raised outside of the priorities process, we encourage Friends to draw on our lobbying resources in their own advocacy. Even if FCNL isn't able to take up the specific push for this constitutional amendment right now, Friends can carry forward this faithful and prophetic advocacy by lobbying elected officials as follow up to sending the proposed amendment and background statement.

Here are a few resources that may be of use:

- FCNL.org/lobbyfromhome: Our landing page for virtual lobbying – includes a form for requesting support in scheduling a lobby visit for you and/or fellow advocates
- [Learn to Lobby in 30 Minutes](#) (biweekly virtual lobby training on Tuesdays)
- [Step-by-Step Guide to Virtual Lobbying](#)

- [FCNL's Annual Meeting and Quaker Public Policy Institute, November 14-17](#). This year, we will be meeting virtually and lobbying for the Justice in Policing Act to bring about far overdue law enforcement reforms addressing racist police brutality. I invite Friends to join us to lobby for racial justice – the lobby training we'll hold during the Quaker Public Policy Institute may be helpful for NYQM and NYYM Friends interested in lobbying for this constitutional amendment.

Thank you again for sharing this corporate witness with me and with FCNL – I am inspired by the vision Friends hold for our world.

Ever faithfully onward,
Bobby

Bobby Trice
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