

Intermountain Yearly Meeting Representatives Committee

Minutes of December 20, 2020, 3:00 pm MST, by Zoom

Present:

Lisa Motz-Story, Mountain View MM, Clerk of Representatives Committee
Sara Keeney, Albuquerque MM, Recording Clerk
Gale Toko-Ross, Boulder MM, Co-Clerk of IMYM
Valerie Ireland, Boulder MM, Co-Clerk of IMYM
Polly Washburn—Mountain View MM, IMYM Web Clerk, Zoom host
Vance Marshall, Phoenix MM rep, Clerk of Finance Committee
Jerry Peterson, Mountain View MM, Treasurer
Laura Peterson, Mountain View MM, Arrangements Committee Clerk
Bob Barnard, Las Cruces MM rep
Katherine Youngmeister, Santa Fe MM rep
Janet Mallory, Moab MM rep
Lisa Fay Lister, Colorado Springs MM rep
Geoff Tischbein, Montrose MM rep
Eleanor Dart, Pima MM rep
Ted Bordwell, Clerk, Flagstaff MM, Ministry and Counsel Clerk
Vona Van Cleef, El Paso MM rep
Nan Uhl, Durango MM rep
Ariel Dillon, Socorro Worship Group rep, Faith and Practice Committee
Tom Vaughan, Gila MM rep
Gillian Thomas, Flagstaff MM rep
Becky Schroeder, Tempe MM rep
Gretchen Reinhardt, Tempe MM, Faith & Practice acting Clerk
Nancy Rice, Albuquerque MM rep, Clerk of IMYM Nominating Committee
Barbara Stephens, Boulder MM co-rep, Ministry & Counsel
Leslie Stephens, Boulder MM co-rep
Ann E. Beauchamp, Quaker House Santa Fe MM rep
David R. Wolf, Pima MM, Friendly Adult Presence for Senior Young Friends
Charlene Weir, Salt Lake City MM rep

1) Clerk Lisa Motz-Story called us to **Opening Worship.**

2) Land Acknowledgement, read by IMYM Co-Clerk Gale Toko-Ross.

"Bienvenidos, Amigos - Welcome, Friends.

Intermountain Yearly Meeting acknowledges that our Yearly Meeting encompasses Friends who live and gather on the ancestral lands and traditional territories of many indigenous nations.

For thousands of years, Indigenous people have hunted, farmed, traded, fought, lived, loved, and prayed on the ancestral lands and traditional territories of many of these nations. Spanish and American colonizers assaulted and enslaved them, stole their land, and tried to eliminate their languages, cultures, and ceremonies. The Indigenous peoples resisted and persisted, and they still belong to this land as sovereign nations. We humbly seek to learn from these peoples and to join them in pursuing justice. We honor their elders and their youth, who work and study to make their world a stronger, more just place for their nations and our world."

We will see how Spirit moves us to revise and improve this land acknowledgement as we go forward."

These are the Nations that we were able to identify, on whose land our IMYM Monthly Meetings/Friends currently live and work. The names of the Nations scrolled on the screen (alpha order), while Friends lifted up each name:

"Intermountain Yearly Meeting covers states of Arizona, Colorado, New Mexico, Utah - plus parts of West Texas, Wyoming & Idaho

Arapaho, Apache, Arikara, Bannock, Blackfeet, Cheyenne, Cocopah, Comanche, Crow, Goshute, Gros Ventre, Halchidhoma, Havasupai, Hualapai, Hopi, Jcome, Jano, Kiowa, Maricopa, Mohave, Navajo (Dine), Nez Perce, Paiute, Papago, Piegan, Pima, 19 Pueblos, Salish (Flathead), Sheep Eaters, Shoshone, Sioux, Tohono O'odham, Ute, Yaqui, Yavapai, Yuma, Zuni"

3) Nominating Committee

Nancy Rice, Clerk of Nominating, gave the report (Attachment #1, below)

2020.12.20-1 Representatives Committee approved the following nominations:

- **Peter Anderson, Durango Meeting, continuing as Clerk of Listening Committee to rise of Meeting, June 2023.**
- **Katherine Youngmeister, Santa Fe Meeting, for Clerk of Finance Committee beginning at rise of Yearly Meeting June 2021 and ending rise of Meeting, June 2024.**
- **Lisa Lister, Colorado Springs Meeting, for Recording Clerk of Arrangements Committee, beginning January 2021 and ending after Arrangements Committee meets January 2023.**
- **Nancy Rice, Albuquerque Meeting, continuing as Clerk of Nominating Committee to rise of Meeting, 2022.**

The committee proposes a minute asking that job descriptions for paid positions be developed by a team formed under the Arrangements Committee, and brought to Representatives Committee.

Nancy clarified that the Information Technology position is related to planning and executing a virtual Gathering. She recommends that the time frame be open ended since there is extensive technical assistance needed both before and after Gathering.

A Friend reminded us that the job description may change when our meetings are no longer all virtual, and that we probably will keep a virtual element even when meeting face to face.

2020.12.20-2 Representatives Committee will proceed with job descriptions for two paid positions; Yearly Meeting Gathering Information Technology person and a position within the Youth Working Group. These job descriptions will be written by two ad hoc committees, to include people most familiar with the work that needs to be done. The Clerk of the IMYM Finance Committee and the IMYM Treasurer will be kept in the loop, advising as needed. Nominating Committee recommends that the pay be at a respectful level for these two positions and that the descriptions include to whom the person reports and who reports to the person hired. Representatives Committee charges Arrangements Committee to review,

approve and proceed on temporary basis with job descriptions in their winter meeting. Representatives Committee will consider the job descriptions at their next meeting.

Laura Peterson, Clerk of Arrangements offered to form the ad hoc teams to develop the job descriptions, since these positions will be under the purview of Arrangements Committee.

4) Faith and Practice Committee

Acting Clerk Gretchen Reinhardt Proposed changes to the make up of the Faith and Practice Committee

A Friend noted the depth and importance of the revision process, reminding us that the first and current version took 20 years to complete. The support to meet in person is essential.

Nominating Committee Clerk Nancy Rice said that the Nominating Committee is aware of this change and has not worked on filling the new positions, yet. Nominating is now working on renewing the current committee. Nominating is not sure they will be able to fill the expanded number of roles but will work with the Faith & Practice Committee to determine new nominations.

The current committee is made up of one representative from each Regional/Half-Yearly plus one clerk for a total of five members. Some regions have been unable to provide members. The expanded membership will now be proposed by IMYM Nominating Committee.

A Friend questioned the full description of scope of work for the committee and the fact that there is no budget number in the proposal. Gretchen said that there is a budget line item already in place that will be adequate for 2021. There is a scope of work that resulted from the survey material compiled in early 2020.

The Treasurer asked if the standard IMYM travel reimbursement policy will apply. Perhaps additional types of expenses—such as retreat space rental—will need to be covered. He requests policy examination related to reimbursement of travel costs. A future policy could be limited to the unique requirements of Faith & Practice Committee expenses.

The current Faith & Practice working group will continue to work as they have been and bring forward a proposal that includes travel policy in February.

2020.12.20-3 A standing Faith and Practice (F&P) Committee is established by Intermountain Yearly Meeting (IMYM) to expand and revise the written document that nourishes and guides us as it helps us examine ourselves, our lives and our way of moving in the world as Quakers.

The F&P Committee consists of 6 to 8 members nominated by the IMYM Nominating Committee with as broad a representation as possible of the geographical area covered by the IMYM regional and monthly meetings.

Members will serve 3-year terms, preferably staggered among those from the same region or monthly meeting. Members will serve a maximum of three successive terms (9 years) and may be reappointed after an absence of one term (3 years). The clerk will be recommended by the F&P Committee with assistance from the IMYM Nominating Committee as needed.

The amount and variety of work required to produce and maintain a living and continually useful document will make it likely that the F&P Committee will define shorter-term projects with very specific goals and invite participation from others outside the committee for these

projects. Examples might include asking help from those with expertise or experience in a particular topic, finding those led to develop a set of queries around a specific subject, or working with someone with technical skills around publication. The F&P Committee will coordinate these teams and be responsible for incorporating the results of each project into the Faith and Practice.

Wording that will be revised and clarified for future consideration: Expenses required for travel and accommodations of F&P Committee members to as many as two in-person meetings per year of the committee will be borne by the Yearly Meeting, in accordance with our travel reimbursement policy. These two meetings are in addition to the one held at the time of the Annual Gathering of the Yearly Meeting.

5) Peace and Social Concerns

Lisa Motz-Story informed Representatives Committee that currently, this committee does not have a Clerk, but the committee is active and considering various statements on immigration and other issues. Dave Henkel has agreed to be a temporary contact person, but was unable to join Representatives Committee today.

6) Updates, announcements, other issues.

Gretchen Reinhardt shared information on an [energy assistance program](#) requesting organizations to sign on to a letter for support.

Presiding Clerks Gale and Valerie reported that Queries to consider before our 2021 Gathering will be coming out in near future.

Presiding Clerks don't think an in-person Gathering for June of 2021 has a very good chance of taking place. Some kind of hybrid may be possible. Leadership seeks to stay nimble, recognizing that it is impossible to say at this point. A Friend expressed the hope that the eventual post-pandemic "new normal" will include a hybrid option as it is very inclusive, and Clerks affirmed that they see a need for this going forward as well.

A Friend raised the importance of bonding in person for young Friends and children.

A Friend expressed gratitude for the Land Acknowledgement and wondered how we will ensure such acknowledgement as a permanent practice for all of IMYM.

7) We sat in closing worship with appreciation of work done by all.

Next meeting: February 13, 2021 by Zoom

Arrangements Committee will meet (probably) on Saturday January 16, 2021

Lisa Motz-Story, Committee Clerk

Sara Keeney, Recording Clerk

Attachment #1

NOMINATING COMMITTEE REPORT TO IMYM REPRESENTATIVES COMMITTEE

NOVEMBER 13, 2020

The IMYM Nominating Committee has met monthly by Zoom and continues to hold in the Light the various open positions available in the workings of IMYM, seeking to match the many skills of members of our Yearly Meeting with the work before us.

The really good news is that we are building a wonderfully connected committee. On the committee now are: Becky Schroeder, Tempe, Pam Garcia, Flagstaff, Geoff Tischbein, Montrose, John Huyler, Boulder, Paula Van Dusen, Mountain View, Molly Wingate, Colorado Springs, Allen Winchester, Santa Fe, and myself, Nancy Rice, Albuquerque. In January Judy Ribble from Quaker House will join us. I'm grateful for each member's commitment to the work of the committee and to the strengthening of our Yearly Meeting. We would joyfully welcome more representatives from Monthly Meetings to our committee!

We have **four nominations** for your approval:

Peter Anderson, Boulder Meeting, continuing as Clerk of Listening Committee to rise of Meeting, June 2023.

Katherine Youngmeister, Santa Fe Meeting, for Clerk of Finance Committee beginning at rise of Yearly Meeting June 2021 and ending rise of Meeting, June 2024.

Lisa Lister, Colorado Springs Meeting, for Recording Clerk of Arrangements Committee, beginning January 2021 and ending after Arrangements Committee meets January 2023.

Nancy Rice, Albuquerque Meeting, continuing as Clerk of Nominating Committee to rise of Meeting, 2022.

Some positions are hard to create a job description for at this time. Not knowing the format of our 2021 Gathering means it is difficult to know what we are asking of Shadow Registrars and Children's Program for instance. If it is decided to have a two week zoom Gathering, one for Adults and one for Youth in 2021, that makes a different ask of people working with our Youth. Nominating Committee decided to wait for more information from Arrangements Committee before proceeding.

The other major task we have been working on is consideration of our proposal to Representatives Committee for possible paid positions. We think it important that these positions be in place for the smooth running of the 2021 Gathering.

The Nominating Committee agreed that it is not our task to describe the details of the possible paid positions. It is our hope that at least the Web Tech Host for Annual Gathering, 2021 (if it involves zoom or some other electronic component) and a paid position within the Youth Working Group can be created.

A third possibility of a paid position for Recording Clerks of IMYM, Representatives Committee, and Arrangements Committee can be tabled at this time as our committee continues to seek volunteers for these jobs. We are also continuing to seek a volunteer for the position of Archivist/Historian. It is possible that Nominating Committee may come back to Representatives Committee in the future with another paid position proposal if we are unable

to fill these positions.

We would like to suggest that, as Representatives and Finance Committee take up the task of creating paid positions, that we hold to important principles of Quakers; 1) pay at a level that is respectful, 2) clarifying lines of reporting and support for paid positions. Those people who have a good understanding of these positions could form committees to create job descriptions. It was pointed out that most of the people who would have a clear understanding of what the Youth Program needs are on Arrangements committee. Polly Washburn could be asked to help a committee to describe the Gathering IT host position.

Respectfully Submitted,

Nancy Rice, Nominating Committee Clerk