

## 2021 Meeting for Worship with Attention to Business

At Intermountain Yearly Meeting of the Religious Society of Friends, held sixth Month, 19th and 20th, 2021 as a teleconference event:

### **Procedures Review**

Tom Vosburg, IMYM Technical Lead, led Friends through a review of Zoom procedures.

### **Centering Worship**

To aid Friends in the process of centering down, Gale Toko-Ross, Presiding co-Clerk, read selections from the [Advices & Queries on Mutual Care](#), from the IMYM Faith & Practice. We were reminded to forgive one another's failings while upholding one another's strengths, and challenged to maintain love and unity.

### **Land Acknowledgment**

In recognition of the cruelty and violence by which Europeans came into possession of the lands where Intermountain Friends live, and in hope of a restored relationship with Native Americans, Gale gave contrition for past harm and commitment to right action. [Attachment A]

### **Welcome**

Valerie Ireland, Presiding co-Clerk welcomed Friends to this second virtual Intermountain Yearly Meeting gathering. She reviewed some significant issues arising in the past year:

- IMYM Nominating (and a lot of Meetings) had a real struggle filling some positions, so the Representatives Committee approved contracting for the IMYM Recording Clerk, Representatives Committee Recording Clerk, and Historian/Archivist tasks.
- She encouraged Friends to read each *State of the Meeting* reports, as review the committee structure in their own local meetings, and consider new ways to get stuff done.
- She thanked Tom Vosburg of Fort Collins Meeting for his contract service as the Technical Lead for this gathering.
- She extolled the self-assembled Land Acknowledgement Working Group for taking empty words and transforming them into meaningful, authentic words, then following up with true action: creating a pair of valuable IMYM workshops, and resources for the use of local meetings and for planning our future meetings at Fort Lewis College. As a group of Friends with disparate views but a shared concern, they exemplified Quaker process at work.
- The yearly meeting commits to supporting the youth in ways that allows them to meet with one another and pursue their business meetings in person. Our Senior Young Friends and Junior Young Friends groups did not find way opening for participation by Zoom this summer, so the Representatives Committee arranged support for them to create an in-person retreat as soon as it is safe. Our Children's Yearly Meeting program did send out activity packets for our youngest Friends, to sustain their feeling of connection to Intermountain Yearly Meeting.
- She commented on her surprise and gratitude over how smoothly the virtual processes of worship sharing, business meeting, and processing the events of our past year are working, saying "I'm not a Zoom person, but I am getting my well filled, and I'm so happy to see you all. Welcome!"

### **Agenda Approval**

Because they require no other action, the Clerks asked that Friends accept, without discussion, reports submitted by these Quaker organizations:

- Friends Committee on National Legislation
- Friends General Conference
- Friends Peace Teams
- Right Sharing of World Resources
- Western Friend* magazine & website

**Minute 20210619.1:** Friends accept the reports we received, with gratitude for the work of these Quaker organizations in the world.

### **Land Acknowledgment Working Group**

Earlier this year, co-Clerk Gale Toko-Ross invited an informal working group of Friends to assist with consideration of the practice of making a public land acknowledgment statement during our meetings. Though they did not seek unity on any specific approach, the group did present a report of their discussions – for discernment by our present and future Clerks. In order to promote broader discussion of the practice, we included their report among the 2021 *Documents in Advance* and attached it to these Minutes. [Attachment B]

One Friend raised a concern for land acknowledgment statements becoming a ritual, and for setting up inequities between Native Americans who in recognized tribal nations and those who are not. The Friend urged the planners for next year's IMYM to take advantage of the many resources available for engagement through the Native American communities near Fort Lewis College and in our Intermountain region.

**Minute 20210619.2:** Friends accept the report of the Land Acknowledgement Working Group, express gratitude for the time and discernment that went into their report, and lay down the working group.

### **Memorials and Lamentations**

Gale read aloud the names of many whose lives touched our lives, and whose deaths we grieved in the past year, asking Friends to hold in the Light those who have passed, and their families, friends, and meetings.

### **Clerk's Report**

Having reflected on the *State of the Meeting* reports received from 18 of our monthly meetings, the Gale offered the Clerk's perspective on the state of Intermountain Yearly Meeting in the summer of 2021. She lamented some of the significant losses to our world, to the society that surrounds us, to our local communities and within ourselves. She also celebrated our perseverance, the strength and unity of our geographically widespread yearly meeting, and some outbreaks of Light in the world, closing with an echo of Friends' fundamental optimism and hope for our gathering in person in a year's time. [Attachment C]

### **Representatives Committee Report**

Lisa Motz-Storey, Clerk, read from her written report on the activities of the Representatives Committee since our last yearly meeting sessions.

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She commented on the flexibility required, opportunities afforded, and limitations imposed by holding videoconference meetings this year. She commended monthly meetings to continue their process of careful discernment over the proposal for IMYM holding the membership of some individuals directly, bypassing the local community. She reviewed the many nominations approved by the Representatives Committee, and how the scarcity of Friends available for volunteer service led to creation of three new hired positions. She mentioned approval of a new composition and operating charge that the Faith & Practice Committee imagined for itself. She reported on the Treasurer's ongoing revision of the travel reimbursement policy, and that IMYM will request that monthly meetings submit an assessment of \$32 per member in the coming year, to be paid as meetings are able and feel led. [Attachment D]

**Minute 20210619.3:** Friends accept the report of the Representatives Committee as posted in advance.

### **Nominating Committee Report**

Nancy Rice, Nominating Committee Clerk, asked Friends to approve the Committee's report on its work in the past year.

One Friend offered an amendment, saying that the Youth Working Group Coordinator in fact did not object to the hiring of a Youth Program Staff person. This may require clarification in the Nominating Committee's next report to the Representatives Committee.

**Minute 20210619.4:** Friends accept the report of the Nominating Committee as posted in advance, recognizing the possible need for clarification. [Attachment E]

### **Epistle from Northern Yearly Meeting**

Anne Marie Pois of Boulder Meeting read the Epistle approved at the 2020 sessions of Northern Yearly Meeting, which the Listening Committee had distributed to IMYM Friends in advance. [[Friends World Committee for Consultation \(FWCC\) web archive of Epistles](#)]

### **Minute of Support for a Truth & Healing Commission**

Friends considered the concern forwarded by Boulder Monthly Meeting, asking our Yearly Meeting to minute support of federal legislation creating a Truth and Healing Commission on Indian Boarding School Policy.

IMYM Friends are urged to learn about the Quaker involvement in the complex history of these schools, and to support the healing processes that reservations and indigenous communities offer to their young people.

A Friend asked the yearly meeting to express our sorrow over the Quaker involvement in the history of Indian boarding schools directly to the Native American Boarding School Healing Coalition. To allow for refining its language, approval of this Minute was postponed until tomorrow's sessions.

### **Financial Report and Budget Proposal**

Jerel Peterson, Treasurer, and Vance Marshall, Finance Committee Clerk, reported on the financial standing of the yearly meeting and discussed the considerations that went into their budget proposal for the coming fiscal year, including the many uncertainties facing planners

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today. The Clerks reminded Friends that, following our custom, we will hold over the possible amendment and approval of the budget for a later session. [\[IMYM website\]](#)

**Minute 20210619.5:** Friends approve the posted Finance Committee report, with gratitude.

### **First Draft of Outgoing Epistle**

Peter Anderson, Clerk of the Listening Committee, presented a preliminary draft of the 2021 Intermountain Yearly Meeting Epistle. He invited Friends to suggest additions or corrections to the Committee's draft.

### **Closing Worship**

The meeting closed in a long moment of silent worship, hoping to meet again tomorrow.

### **6/20/2021 Welcome and Worship**

Gale Toko-Ross welcomed Friends, reminded us that we're not in a hurry, and invited us to exercise patience and compassion.

In recognition of the Juneteenth holiday, Valerie Ireland shared a recording of a children's choir singing the first verse of *Lift Every Voice and Sing*. She reminded Friends to fill out the evaluation survey, request for contacts for any children who hadn't received CYM packets, and celebrated how well virtual worship sharing has worked this year.

### **Mountain Friends Camp**

Anastacia Ebi, Director, thanked the yearly meeting and all the individual Friends who support Mountain Friends Camp, then commented on last year's experience and plans for this summer's sessions. This year, the camp will resume in-person operations at Collins Lake Ranch fully enrolled, with the largest-ever group of experienced staff (counselors, counselors-in-training, and a registered nurse with experience at the Santa Fe Indian Boarding School).

**Minute 20210620.1:** Friends accept the Mountain Friends Camp report with gladness at their resumed activity and gratitude for the work of Ana and the entire staff. [\[Attachment F\]](#)

### **Quaker Earthcare Witness**

Richard Grossman, one of our designated observers to the Quaker Earthcare Witness organization (QEW), presented a report recommending that Intermountain Yearly Meeting formally affiliate with that organization. [\[Attachment G\]](#)

**Minute 20210620.2:** Friends accept the report from our Quaker Earthcare Witness Observers, with gratitude.

Richard reiterated his recommendation that IMYM affiliate with Quaker Earthcare Witness, and called on Hayley Hathaway of Santa Fe Monthly Meeting, QEW's Communications Coordinator, to help answer questions. They each noted that the QEW organization could provide financial support for travel if the Yearly Meeting found itself unable to do so.

**Minute 20210620.3:** Having satisfied our previous concerns about the organization, Friends now approve our affiliation with Quaker Earthcare Witness. This requires that we nominate two IMYM representatives and provide financial support to cover the expenses of their travel to meet with the QEW Steering Committee.

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A Friend recommended that the Nominating Committee consider naming one QEW representative now and one in a year, so that their terms are staggered. The length of term remains at the discretion of the yearly meeting.

### **Budget**

Jerry Peterson, Treasurer, answered one Friend's question about the budget, explaining that our support for the American Friends Service Committee has typically extended only to the travel expenses of our representatives to the AFSC national meeting, and has not included a donation to the organization.

**Minute 20210620.4:** Friends approve the IMYM budget for the 2021-22 fiscal year, as posted on the IMYM website. [\[IMYM website\]](#)

### **Epistle from Monteverde Monthly Meeting in Costa Rica**

Peter Anderson, Listening Committee Clerk, read an epistle from Monteverde Monthly Meeting, which had been made available to IMYM Friends in advance. He also recommended that Friends view the documentary film *Sweet Home Monteverde* about the history of Monteverde Meeting. [\[FWCC web archive of Epistles\]](#)

### **Immigrants, Migrants & Refugees Concern**

Tom Kowal of Mountain View Meeting spoke to Friends about his concern for Friends involvement with and accompaniment of migrants and refugees, the militarization of our southern border, the separation of children from parents, the plight of refugees denied asylum and returned to camps in Mexico, the uninvestigated criminal brutality of Border Patrol agents and ICE contractors at the border and in detention facilities around the United States. He reminded us that the actions and policies of the United States create the conditions in Central America that force the refugees to flee their homes. Tom cited the immigration policy framework document prepared by the Immigration Resistance Table, a coalition of 22 organizations advocating for just treatment of the many immigrants in Colorado. He summarized the past and present harm created by mistreatment of migrants to the United States.

One Friend recommended us to view *Hispanic Community Voices*, the documentary film shown to us this week. Another Friend reminded us that the immigration crisis is driven by racism. Friends seeking more information can visit [AZMigrantTrail.com](#), search YouTube for 'Migrant Trail', visit the website of the American Immigration Council, and read the work of Elliotte Enochs, a young IMYM Friend currently working at the FCNL.

One Friend recommended ISEC a Ft. Collins organization, as a source for the film *Hispanic Community Voices*. Another Friend called attention to the racism underlying the border crisis.

**Minute 20210620.4:** Friends accept the report from Tom Kowal on his concern for the mistreatment of immigrants, migrants and refugees, with gratitude for his long carrying of this concern and grief over the need to keep the work going.

### **American Friends Service Committee Representatives Report**

**Minute 20210620.5:** Friends accept the report from our representatives to the American Friends Service Committee as distributed on the IMYM website.

## **Minute of Support for a Truth & Healing Commission**

Paula Palmer presented revisions to the original Minute, as distributed on the IMYM website this morning. Friends considered ways in which our support of the pending legislation can be widely disseminated and made more effective. The IMYM and Representatives Committee Clerks will consult with the Boulder Meeting Indigenous People's Committee to discuss strategy. [Attachment H]

Friends reminded the Meeting that direct contact with federal legislators and letters to local newspapers specifically mentioning the names of those officials carry more weight than comments left on websites. The Clerks will consult with the Boulder Indigenous People's Concern Committee on best tactics for dissemination of the Minute.

**Minute 20210620.6:** Friends approve the proposed Minute as amended.

**Minute 20210620.7:** IMYM asks the Representatives Committee, in consultation with Boulder Meeting's Indigenous Peoples Concerns Committee, to consider how to appropriately express our support to the National Native American Boarding School Healing Coalition, in keeping with our testimonies.

### **Israeli Military Occupation and Detention of Palestinian Children**

During an IMYM interest group on this topic earlier in the week, concern for the mistreatment of Palestinian children held in Israeli military detention facilities arose among IMYM Friends. Jennifer Bing of the American Friends Service Committee [AFSC] both described the situation and the AFSC efforts to improve it. Friends holding the concern presented a Minute for approval. The AFSC website gives detailed information about HR 2590 (a bill currently moving through Congress) and was recommended as a resource for Friends seeking to further the concern. [Attachment J]

**Minute 20210620.8:** Friends approve the Minute of support for the American Friends Service Committee campaign against the Israeli occupation of Palestine and military detention of Palestinian children.

### **Outgoing Epistle**

Peter Anderson, Listening Committee Clerk, presented a revised version of our outgoing epistle. Careful consideration of the Epistle ensued. [Attachment K]

**Minute 20210620.9:** Trusting that the Listening Committee will include mention of the Minute of support for the AFSC Campaign against the Israeli military occupation of Palestine and detention of Palestinian children, Friends approve the Epistle for distribution to the wider Quaker world.

### **Minutes of Appreciation**

Recognizing that the life of Intermountain Yearly Meeting is sustained by the volunteer efforts of many Friends, IMYM wishes to record its appreciation for the long and remarkable service of Laura Peterson.

**Minute 20210620.10:** For her years of vital service on the Arrangements Committee, Intermountain Friends express their deep gratitude and appreciation to Laura Peterson of Mountain View Meeting.

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Friends also acknowledge the service of David Nachman, whose term as Recording Clerk ends with the rise of this meeting.

**Minute 20210620.11:** Intermountain Yearly Meeting acknowledges the faithful service of David Nachman in the role of Recording Clerk for the past two years.

### **Closing Worship**

The Presiding co-Clerks expressed their thanks to Friends for a well-ordered business session, and our shared hope to meet again face-to-face in Durango next year.

Gale Toko-Ross & Valerie Ireland, Presiding co-Clerks

David Nachman, Recording Clerk

**Attachment A**

***Land Acknowledgment offered by Intermountain Yearly Meeting Clerks, 6/19/2021***

*Intermountain Yearly Meeting acknowledges that we include Friends who live in the states of Arizona, Colorado, New Mexico, and Utah, plus parts of West Texas, Wyoming & Idaho, 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. Over the years, the Indigenous peoples resisted attempts to eliminate their languages, cultures, and ceremonies, and they still belong to this land as sovereign nations. We lament this history, knowing that we have become its beneficiaries. We acknowledge Indigenous Peoples' enduring love for this land and the valuable contributions they make to our communities today.*

- We seek to learn from these peoples and to join them in pursuing justice.*
- We seek to strengthen relationships with them now, based on truth, respect, justice, and recognition of our shared humanity.*
- We seek to honor the elders and the youth, who work and study to make their world a stronger, more just place for their nations, our communities, and our world.*
- We seek ways to honor the lives of all people, regardless of heritage or background, while holding our testimonies against all acts of injustice.*
- We commit ourselves to humble self-reflection, as individuals and as a community of faith, to align our actions with the practice of right relationship with all peoples.*

**Attachment B**

**Report of the Land Acknowledgement Working Group to IMYM**

Based on a decision made at the February meeting of the IMYM Representatives Committee, IMYM Co-Clerks Gale Toko-Ross and Valerie Ireland asked in an April 1 email for Ann E. Beauchamp (Quaker House Santa Fe), David R. Wolf (Pima), Janet Mallory (Moab), Paula Palmer (Boulder) and Tom Vaughan (Gila) to form a Land Acknowledgement Working Group. All had volunteered to participate in studying this issue. We were asked to produce a brief report by May 1 for inclusion in the documents in advance for the 2021 annual gathering.

The group met via Zoom on April 10 and again on April 18. Notes of those meetings were created and circulated among the members, which encouraged more email conversations. In addition, Janet Mallory, David Wolf and Tom Vaughan all participated in the two-hour Roots of Injustice, Seeds of Change: Toward Right Relationship with Native Peoples workshop put on by Friends Peace Teams on Saturday afternoon, April 17. Paula was a cohost of that workshop.

The starting question was: Why develop a land acknowledgement (LA) statement for IMYM? Indigenous peoples the world over have suffered genocide, forced colonization, and removal from their traditional territories. They are asking governments, organizations, and non-Indigenous people to acknowledge these historic injustices as well as their enduring relationships with their homelands. Indigenous organizations have issued many guidelines for creating Land Acknowledgement statements that are readily available through an Internet search. Most of these guidelines encourage statements that recognize the history and current presence of Indigenous peoples in a specific geographic region, and commit the author organization to working toward right relationship with Indigenous peoples in their area. This should be a dynamic and ongoing process. LAs that are recited as a rote checking off of a to-do list do not accomplish the goal sought.

Some members asked whether an acknowledgement that is always given at the opening of a meeting, though in different terms by different clerks, becomes a ritual. Others felt that such an expression is the prerogative of the clerk. An alternative would be to, during the meeting, minute the meeting's appreciation of the relevant Native American groups (as we do in thanking host meetings); this could be more involving and more substantive.

The next topic was the difference between site-based and broad-area land acknowledgements.

At this time, IMYM meets only online and the participants are scattered over the Rockies almost from border to border with many, many tribes. Perhaps as soon as next year, the plan for IMYM to meet in-person (or in a hybrid manner) at Fort Lewis College (FLC) in Durango could materialize; then we would have a specific locale to reference.

In the former instance, something like the LA of the National Museum of the American Indian might be appropriate: "We gratefully acknowledge the Native Peoples on whose ancestral homelands we gather, as well as the diverse and vibrant Native communities who make their home here today." A general statement like this could be made more meaningful by adding a commitment to learn about and from the Indigenous peoples in our region and support their rights.

When IMYM actually gets to Fort Lewis, we can be more specific. The LA could then include

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the Indigenous peoples who lived in the Durango area in the past, some of whom created the World Heritage Cultural Sites of Mesa Verde and Chaco Canyon, and those who live there today.

Finally, there is the question: How do we make a land acknowledgement meaningful to the participating Friends?

The members of the working group are in unity that the Durango meeting site is rich in resources that could be used to incorporate the substance and purpose of the LA into the whole fabric of the annual gathering.

The Native American past is amply represented at Mesa Verde National Park, Aztec Ruins National Monument, the Anasazi Heritage Center and Chimney Rock National Monument, all nearby and with staff to call on. The Center of SW Studies at FLC has displays and staff, as does the Southern Ute Cultural Center in Ignacio. There is also Old Fort Lewis, which was both an Army post and an Indian boarding school. The Ute Museum in Montrose is also a possible resource.

The Southern Ute Tribe today is active in energy production. The Navajo Nation and Ute Mountain Ute Tribe both have huge agricultural enterprises. Tribal governance today takes place nearby at all three tribes. The Southern Utes operate KSUT-FM, a locally popular public radio station.

FLC is tuition-free to Native American students, so there are students from tribes and indigenous groups all across America. There is an AISES (American Indian Science and Engineering Society) chapter at FLC, plus the Diné Club, the Pueblo Alliance and Wanbli Ota among the student organizations, as well as instructors of Native American Studies courses. Two tribal colleges, Diné College and Navajo Technical University, are further away, but are potential resources.

If the Native American past and present are warp threads to be woven into the fabric of the annual meeting experience in keeping with the land acknowledgement, exposure of Friends to these experiences while at the annual gathering will hopefully lead them to create “future” threads of their own by building relationships with the Indigenous peoples in their own communities.

Respectfully submitted;

Ann E. Beauchamp

Janet Mallory

Paula Palmer

Tom Vaughan

David R. Wolf

**Attachment C**

**2021 IMYM Clerks' Report**

Most humans are often troubled, lost, and traveling with grief or pain. But we're not alone. We travel in community. We listen to each other's deep concerns and we bandage each others' wounds. Walking together, we find there is a Spirit that joins us. Faith and hope build with every step we take together.

Rob Pierson, *Walking in the Light* (from IMYM Daily Bulletin, Friday, June 18, 2021)

Recently, we have heard or read too many reports and conversations that begin like a Scott Peck book ("Life is difficult."), or a bad novel, ("It's been a dark and stormy year.")

Unfortunately, over the last year and a half, for many people, including Friends, the first has been too true. Similarly, the second statement is not simply a cliché, but has been a reality that we have each lived.

- We lament the world's losses.
- We lament the conflict and strife in the world, in the US, and within IMYM.
- We lament our loss of trust in the infrastructures that uphold our health and safety.
- We lament our inability to offer our youth an opportunity to join together safely and confidently.
- We lament the loss of too many Friends and attenders who were beloved parts of their monthly meetings and of our yearly meeting.

We lament our losses. At the same time, we recognize that the challenges we have met, whether personal, financial, or emotional, have left us stronger, with confidence that we **can** persevere. When it has been too much for us alone, we have rediscovered the gift of our communities. We have been able to hold each other in the Light, and lift each other up.

- We celebrate our growing strength and resiliency.
- We celebrate seeing Friends, old and new, on Zoom, and in-person whenever possible.
- We acknowledge and celebrate the passage of a federal law establishing Juneteenth as a US holiday.
- We celebrate new members accepted into our community, and weddings both hybrid and zoom.
- We celebrate the Supreme Court's ruling, which rejected a challenge to the Affordable Care Act.
- We celebrate summer solstice, the longest day of the year.
- We celebrate [a new Canadian law](#) that will align that nation's policies and laws with the 2007 United Nations Declaration on the Rights of Indigenous Peoples.
- We also celebrate a number of birthdays among IMYM Friends this week, this month, and this year. Happy birthdays, Friends!
- We celebrate the likelihood that next year, we will be able to gather in person at Fort Lewis College, where we can all connect with each other, and maybe even hug!

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Both Valerie and Gale, your Presiding co-Clerks, have been channeling past Clerks over the last two years. We give thanks that we have been able to see how clerking should “really” be done, and are able to use those skills, both virtually, and (we hope) in person next year.

As Molly Wingate said to our Yearly Meeting in 2019:

*I remain optimistic. It is the nature of faith, I think.*

*As we seek the Light while we do our work, engage in our activities, and provide mutual support, our optimism will grow. Let this time together renew us and show us the way.*

May we all walk in the light as we move forward, through this weekend, and into the future. We're all walking this road together...

Gale and Valerie

\*\*\*\*\*

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**Attachment D**

**Intermountain Yearly Meeting Representatives Committee  
Report to Annual Session 2021**

Representatives Committee met virtually several times in the past year as we strove to be nimble to meet the challenges of the pandemic.

In years past, Representatives Committee has generally met by phone in October, in person for a weekend in February, and again in person on the first afternoon of Gathering.

In the year since the 2020 virtual IMYM Gathering, Representatives Committee met virtually on four occasions. Dates and minutes approved, with some additional background information, are included below.

***Representatives Committee Meeting, September 19, 2020, 6 pm***

1) Epistle from Annual Session 2020. (See Documents in Advance, attachment #1 to 9.19.20 Reps Committee minutes) The IMYM Clerks proposed and Representatives Committee approved the following minute:

**2020.9-19.1 Representatives Committee approves the 2020 Epistle with gratitude for the work of the Listening Committee.**

*(This year the name of the committee that writes the Epistle was changed from “Watching Committee” to “Listening Committee.”)*

2) Review of Ministry and Counsel report, given at Meeting for Business at IMYM gathering but without much time to discuss. (See Documents in Advance, attachment #2 to 9.19.20 Reps Committee minutes) The IMYM Clerks proposed and Representatives Committee approved the following minute:

**2020.9-19.2 Representatives Committee approves that monthly meetings continue to be included in discernment about direct membership in the yearly meeting. A first step will be to include a fall query that frames the discussion broadly, reflecting on the meaning of membership in a faith community and how mutual responsibilities would be met.**

*The Ministry and Counsel report also referred to examination of the Harassment Policy of Friends General Conference and raised some questions about its suitability for our yearly meeting. It was noted that FGC is asking all yearly meetings if they have such a policy established and what the policy is. Our Ministry & Counsel Committee is the body that now deals with questions of harassment (and expectations for conduct) in our yearly meeting.*

*Representatives were asked to be aware that their monthly meetings will receive more information on these two questions before us:*

- *Direct membership through the yearly meeting.*
- *Development of a formal policy on expectations for participation and how to handle conflicts or harm that may arise at IMYM gatherings.*

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3) Nominating Committee proposed and Representatives Committee approved the following positions and Minute:

**2020.9-19.3 Representatives Committee approved the following positions:.**

- **Ted Bordwell, Flagstaff Meeting, to Clerk Ministry and Counsel, 1 year, until rise of annual session 2021,**
- **Rosemary Blanchard, Albuquerque Meeting, for Ombudsperson for Persons with Differing Abilities, continuing from rise of annual session 2021 to rise 2024,**
- **Bob Schroeder, Tempe Meeting, observer to Quaker Earthcare Witness, continuing from rise of annual session 2021 to rise 2022,**
- **Polly Washburn, Mountain View Meeting, from rise of annual session 2020 to rise of 2023, and**
- **Peter Anderson, Clerk of Listening Committee, continuing from rise of annual session 2020 to rise 2022.**

*The report also calls us to reconsider emphasis on volunteers and to think about payment for various positions. The committee has encountered again and again the inability of able people to serve as volunteers, as in the past.*

*A Friend noted that a number of positions have attendance fee waived. The committee was asked to consider that factor in discernment of providing paid positions.*

*Another commented that many yearly meetings already have paid staff.*

**2020.9-19.4 The Representatives Committee of Intermountain Yearly Meeting acknowledges the challenge of thinking in more flexible terms as we find our way forward as a faith organization. We seek to respond to the current challenges in our society and in our world and to find new ways of honoring our Quaker practice, our fellowship and our guidance by Spirit. In that Light, we accept the Nominating Committee proposal of offering to pay for some positions in IMYM that have traditionally been filled by volunteers.**

**Examples might include: Web Clerk, Directory Assistant, Historian/Archivist, Clerk of Children's Yearly Meeting. We acknowledge that not all people who are willing to do this work have the privilege of being able to volunteer a significant amount of their time.**

**Representatives Committee, in coordination with Finance Committee, will be developing a proposal for one or more paid positions beginning in 2021.**

4) Finance Committee proposed and Representatives Committee approved the following minute:

**2020.9-19.5 Rep Committee approves an assessment for FY 2021 of \$32 per Meeting member. We remind Friends that the assessment is Pay as Led. Meetings are encouraged discern their capacity, and to pay more or less as led.**

*Representatives Committee Meeting, December 20, 2020, 3 pm*

1) Nominating Committee proposed and Representatives Committee approved the following positions and Minute:

**2020.12.20-1 Representatives Committee approved the following nominations:**

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- **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.**

**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.**

2) Faith and Practice Committee proposed and Representatives Committee approved the following Minute:

**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.**

***Representatives Committee Meeting, February 13, 2021, 10 am***

1) History and On-going Seasoning of Land Acknowledgement. Presiding Co-Clerk Gale Toko-Ross reports that some Friends would like to have more input on the Land Acknowledgement. A working group was formed to work on this complicated and important issue. The working group was

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subsequently named the Land Acknowledgement Working Group (LAWG).

*A Friend noted that our Land Acknowledgement is a living document that she looks forward to taking back to her meeting.*

2) Nominating Committee proposed and Representatives Committee approved the following positions:

**2021.2-13.1 Representatives Committee approves the following nominations:**

- 1. David Nachman, Tempe MM, Clerk of Arrangements Committee, Rise 2021 to Rise, 2024;**
- 2. Steve Finger, Flagstaff MM, Member of *Western Friend* Board (replacing Fred Koster to finish his term, April 2021 to April 2022);**
- 3. Kate Hokkanen, Mountain View MM, Worship Sharing Coordinator, Rise 2021 to Rise 2024;**
- 4. Deneen Crandell, Colorado Springs MM, and DeAnne Butterfield, Boulder MM, Interest Groups Coordinator (to allow respite for Polly and Sarah). Both will be acting co-Clerks for Annual Meeting June, 2021 and Deneen will serve as Clerk Rise 2021 to Rise 2023;.**
- 5. Ceryn Schoel, Santa Fe MM, AFSC delegate from NM Regional – from now until February, 2024;**

**In addition we record approval of Susan Wiley, of Socorro Worship Group for Faith and Practice Committee, until rise of Meeting, 2024.**

**2021.2-13.2 Friends accept the report of the Nominating Committee.**

3) Arrangements Committee presented their report and proposed the following Minutes. The report was accepted and the minutes approved:

**2020.2-13.3 Representatives Committee approves the job description for “Gathering Technical Lead.” Friends approve hiring a person for an amount not to exceed \$7000. Description attached.**

**2021.2-13.4 Representatives Committee approves that Arrangements Committee further refine the proposed job description for the IMYM Youth Program Director. Arrangements and the Youth Program Committee will hire a person (amount not to exceed \$8000) for the coming year, with involvement of the Senior Young Friends to the extent possible.**

*(Note—this position was not actually hired, as Arrangements Committee determined it was not needed after all for the 2021 virtual gathering)*

4) Finance Committee Report was accepted (See Documents in advance, attachment #4 to 2.13.21 Reps Committee minutes)

5) Treasurer’s Report was accepted (See Documents in advance, attachment #5 to 2.13.21 Reps Committee minutes)

*The treasurer also submitted a draft revision of the IMYM Travel Reimbursement Policy for seasoning. He received suggestions for further revisions.*

***Representatives Committee Meeting, April 26, 2021, 7 pm***

*(A brief meeting was held to deal with time-sensitive matters brought forward by the Nominating Committee)*

2021 Meeting for Worship with Attention to Business

1) Nominating Committee proposed and Representatives Committee approved the following minute:

**2021.4-26.1 Representatives Committee approves the creation of a paid position to carry out the duties of Recording Clerk for Intermountain Yearly Meeting, Recording Clerk for Representatives Committee, and Historian/Archivist. The term for this paid position is expected to be through the rise of Gathering 2023. The Co-Clerks of IMYM will develop a job description and budget for this position in consultation with the Treasurer and the Finance Committee. The Co-Clerks will then begin the hiring process so that this person can shadow these positions leading up to and through the June 2021 Gathering. Preference is to be given to qualified applicants who are already connected to or familiar with Intermountain Yearly Meeting.**

2) Nominating Committee proposed and Representatives Committee approved the following position:

**2021.4-26.2 Representatives Committee approves the nomination of Andrew Banks and Sarah Beutel as co-clerks of the Program Working Group for a three-year term beginning at the rise of meeting, June 2021.**

*(Since the development of agenda for the Meeting for Worship with Attention to Business for the 2021 gathering was well underway, it was determined that Representatives Committee did not need to meet again before Gathering)*

Lisa Motz-Storey, Representatives Committee Clerk

2021 Meeting for Worship with Attention to Business

**Attachment E**

**NOMINATING COMMITTEE REPORT TO INTERMOUNTAIN YEARLY MEETING  
JUNE 2, 2021**

Intermountain Yearly Meeting has a very strong Nominating Committee. When I joined the committee in 2018 we had six members and that quickly dropped to four in 2019 when people cycled off the committee and our clerk, Gale Toko-Ross became Co-Clerk of IMYM. Now there are nine people on the committee and it is a very well connected group of people, well informed about the spirit of IMYM, the people active in the Yearly Meeting and the work needed to keep IMYM strong. Members are: Pam Garcia-Flagstaff, Becky Schroeder-Tempe, Judy Ribble-Quaker House Santa Fe, Allen Winchester-Santa Fe, Molly Wingate-Colorado Springs, Paula Van Dusen-Mountain View, John Huyler-Boulder, Geoff Tischbein-Montrose, and Nancy Rice -Albuquerque (Clerk).

We have met monthly by Zoom throughout this past year. Each month we have held the query before us, "How does our work on this committee today move us toward becoming a more faithful and powerful anti-racist faith organization?" We have had the task and pleasure of contacting many, many active Quakers over the year, offering them an opportunity to serve the Yearly Meeting. We are grateful that many said "YES". Attached is a list of the positions coming open at rise of Meeting June 2021 that are happily filled. These positions, newly filled will be posted on the IMYM web site under current appointments and will be updated at the end of this Yearly Meeting.

Even with the well connected committee members and the spirit-led direction of our considerations, we were unable to fill several crucial positions. In coordination with Representatives Committee and the IMYM Co-Clerks, we discussed ways to move forward. We acknowledged 1) Some people who have carried the work of IMYM in the past are aging out of the ability to volunteer. 2) If we look at the demographic of our members, they are often living heavily committed lives with work, Monthly Meeting positions, school, care of children and grandchildren. 3) Our awareness grew that there are people who would be very gifted in a position in the Yearly Meeting who simply can't afford to give their time as volunteers but would be willing if it were a paid position.

Therefore, Nominating Committee took three proposed minutes to Representatives Committee asking to create three paid positions. 1. eGathering Technical Lead, 2. Youth Program Director, 3. Recording clerk for IMYM, Recording Clerk for Representatives Committee and Historian/Archivist. These minutes were approved. Emily Box has volunteered to be Youth Working Group Coordinator so we gratefully eliminated that paid position. Job descriptions have been written and the hiring begun through Representatives Committee.

There are still two open positions at the rise of this Meeting that we have not filled. We have one volunteer for the Registrar work but we need a second person in the position. And we have not found someone to be Directory Assistant. We ask your support, your prayers and your suggestions as we start this process over again for the new year. If any of you feel called to serve on the Nominating Committee or see yourselves interested in helping with any of the work of this Yearly Meeting, please let us know.

With gratitude,

Nancy Rice, Clerk

2021 Meeting for Worship with Attention to Business  
**INTERMOUNTAIN YEARLY MEETING**  
**CURRENT APPOINTMENTS BEGINNING AT RISE OF MEETING, JUNE 2021**

<b>Arrangements Committee Clerk</b>	David Nachman, Tempe	2021-24
<b>Arrangements Committee Recording Clerk</b>	Lisa Lister, Colorado Springs	1/21-1/23
<b>Registrar</b>	Deb Hall, Albuquerque	2021-24
<b>Volunteer Coordinator</b>	Risa Wolff, Mountain View	2021-24
<b>Shadow Bookstore Coordinator</b>	Susan Hodapp, Mountain View	2021-24
<b>Youth Working Group Clerk</b>	Emily Box, Salt Lake City	2020-23
<b>Program Working Group co-Clerks</b>	Andrew Banks & Sarah Beutel, Boulder	2021-24
<b>Interest Group Coordinator</b>	DeAnne Butterfield, Boulder	2021
	Deneen Crandell, Colorado Springs	2020-23
<b>Worship Sharing Group Coordinator</b>	Kate Hokkanon, Mountain View	2021-24
<b>Finance Committee Clerk</b>	Katherine Youngmeister, Santa Fe	2021-24
<b>Friends Bulletin (<i>Western Friend</i>) Board</b>	Nancy Marshall, Phoenix	2020-23
	Molly Wingate, Colorado Springs	2021-23
	Steve Finger, Flagstaff	2021-22
<b>Listening Committee Clerk</b>	Peter Anderson, Boulder	2021-23
<b>Nominating Committee Clerk</b>	Nancy Rice, Albuquerque	2021-22
<b>Ombudsman for People of Differing Abilities</b>	Rosemary Blanchard, Albuquerque	2021-24
<b>American Friends Service Committee Rep</b>	Ceryn Schoel, Santa Fe	2021-24

## **Attachment F**

Dear IMYM Friends,

I am happy to bring news from Mountain Friends Camp as we enter our twelfth summer! We are looking forward to returning to Collins Lake Ranch for overnight camp, after pivoting to “Camp at Home” in 2020.

### **Plans for 2021 Camp.**

We are planning to return to Collins Lake Ranch, in Mora, New Mexico, for a single two week session July 10-24,2021. Staff and CITs will arrive for orientation July 4-5, and we have a great group of returning staff! See “How to Help MFC” below for recruiting needs, we’re still looking for a medic/nurse! Campers from returning camp families, including those enrolled for 2020 when we canceled in person camp, were given the chance to pre-register first. We filled our initial capacity of 16 campers within a few days, with a short waitlist. In late April, we decided to increase the maximum number of campers to 22 as we had more information about Covid-19 guidelines and our plans. We are currently at capacity and adding campers to the waitlist only.

Health and safety updates for this summer will include using multiple overlapping safety measures, to reduce the chances of Covid-19 or other diseases entering and spreading at camp. These will be both pre-camp and throughout camp for participants. You can read our 2021 updates for camp families here, <https://mountainfriendscamp.org/2021-information-and-updates/>.

Camp will be shorter this summer, compared to recent years when we’ve had a two-week plus a one-week session. The MFC board decided in February to move forward with in-person camp, and to scale back the length to be better able to focus on one successful session. Introducing new people coming and going between sessions would significantly increase our risks of illness exposure, and workload for staff. We hope to offer more weeks of camp in 2022.

I hear every summer, even in our 2020 virtual camp, how our little Quaker camp changes lives and gives young people a transformative experience of community and nature. These experiences and friendships are more vital than ever this year, and I am so looking forward to bringing staff and campers back on the land.

### **How to Help Mountain Friends Camp.**

Every year, we depend on the support of IMYM Friends to make Mountain Friends Camp a reality. We could not do the heart work of bringing our small Quaker summer camp to life every summer without our larger Quaker community giving generously of your time, thoughtful discernment and resources. **Our two greatest needs at this point as camp draws close are help in recruiting a camp medic, and your financial support!**

Our medic from an early summer is no longer available, so we need someone to fill that role. Medic needs Wilderness First Responder certification, more advanced medical training is even better. There is still time to sign up for a WFR course (and receive reimbursement from MFC). See Staff Employment page for details or please reach out to me with any questions or ideas.

We have always worked hard to keep camp affordable to families with lower incomes, and relied on fundraising from IMYM, Monthly and Regional Meetings, and individual Friends to run

## 2021 Meeting for Worship with Attention to Business

camp. This year, our smaller scale, with still high staffing needs, and extra expenses preparing for the health precautions we are taking all combine to make this need more urgent than ever. Donations can be sent through our website or to the address below.

Donations (or lending for the month!) of any of the following would also be very useful: HEPA air cleaners/filters; gallon pump bottle of hand sanitizer/no touch sanitizer station; camping shower (with nozzle) for hand washing station; camp cots for staff. Please reach out if you can help with anything. Thank you!

### **2020 Recap**

Our 2020 summer was an experiment in building community and supporting campers remotely, as a response to the Covid-19 pandemic and our decision with our hosts to cancel in-person camp. Although of course we missed being together in real life, I was surprised and touched by the powerful sense of spirit and connection we were able to build over our three weeks of “MFC Community Camp at Home”. I also heard that sense of gratitude and exceeded expectations from our staff, campers and their family members. We mailed engaging “Buddy Boxes” out to campers and held three weeks of Monday-Friday activities over zoom. Our staff and campers demonstrated creativity, resilience and care for one another. We loved how many campers signed up for more weeks, and brought new friends and family members to camp as we went along! You can read more, with quotes from participants and a few pictures on our fall 2020 email newsletter here:

<https://mailchi.mp/eb6aea950b27/9us36o000a?e=72b2c6a685>.

By the numbers: In total we had 29 campers register for camp, plus two younger siblings who were partially involved. Of these, six received the Buddy Box and did not do Zoom sessions, while the rest did both Zoom and Buddy Box camp. Eight of the Zoom campers participated for one week, while most did multiple weeks.

We also held two virtual events in the spring and one in the fall of 2020.

**Thank you!** On behalf of our board, staff and camp families, thank you for supporting Mountain Friends Camp!

In Friendship,

Anastacia Ebi, [Director@mountainfriendscamp.org](mailto:Director@mountainfriendscamp.org).

435-554-1132 [www.MountainFriendsCamp.org](http://www.MountainFriendsCamp.org)

2455 N Race St, Denver, CO 80205 (mailing address out of camp)

## 2021 Meeting for Worship with Attention to Business

### Attachment G

#### A Minute in Support of a Truth and Healing Commission for Native Peoples

Brought forward by Friends Peace Teams | Toward Right Relationship with Native Peoples and the Indigenous Peoples Concerns Committee of the Boulder Meeting

The Intermountain Yearly Meeting supports the “Truth and Healing Commission on Indian Boarding School Policy Act” (HR 8420) that was considered by the U.S. House of Representatives in 2019-2020. Although HR 8420 did not become law, IMYM continues to support the establishment of a Truth and Healing Commission. The bill’s purpose was to set up a Truth and Healing Commission to address the historical trauma experienced by Native American and Alaska Native children who were forcibly removed from their homes between 1869 and the 1960’s and placed in Indian Boarding schools. The children were taught to reject their Native languages, cultures, and spiritual practices and adopt Euro-American culture. Native Americans continue to suffer multigenerational trauma caused by this policy of forced assimilation and cultural genocide. Quakers were among the strongest supporters of the Indian boarding school policy and operated some 30 Indian schools (some in collaboration with the federal government) for varying periods of time. We recognize that the history of the Indian schools is more complex than can be described in this brief minute.

Senator Elizabeth Warren is working with U.S. Secretary of the Interior, Deb Haaland, and plans to reintroduce the bill this year. Senator Warren will consult with the National Native American Boarding School Healing Coalition for wording for the bill. It is expected to be introduced before the August Congressional recess, with wording very similar to last year’s bill.

IMYM urges individual Friends and monthly meetings to watch for this bill and to urge their congressional representatives to support it. IMYM further urges Friends to learn the history of the Quaker Indian schools and consider ways to support Native-managed healing processes, including programs to teach Native languages and prevent youth suicide.

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#### Resources for Further Information and Reflection

- 1) The website for the [National Native American Boarding School Healing Coalition](#)
- 2) Paula Palmer’s video [The Quaker Boarding Schools: Facing our History and Ourselves](#)
- 3) Paula Palmer’s article “*Quaker Indian Boarding Schools, Facing Our History and Ourselves*,” [Friends Journal, October 1, 2016](#).
- 4) Friends Peace Teams [Toward Right Relationship with Native Peoples](#) website
- 5) [HR 8420 link](#)
- 6) [Decolonizing Quakers](#) website
- 7) Interior Secretary Haaland Opinion | [My grandparents were stolen from their families as children.](#)

**Attachment H**

**Quaker Earthcare Witness Observers Report to Intermountain Yearly Meeting  
2021**

From the Quaker Earthcare Witness (QEW) [website](#):

Quaker Earthcare Witness is a network of North American Friends (Quakers) and other like-minded people who are taking spirit-led action to address the ecological and social crises of the world, emphasizing Quaker process and testimonies.

While QEW supports reforms in laws, technology, education, and institutions, its primary calling is to facilitate transformation of human attitudes, values, identity, and worldview that underlie much of the environmental destruction going on in the world today.

To refresh your memories, here is background material adapted from Dick Grossman's report to IMYM 2020 for the QEW Observers:

IMYM Minute 20180615(a) recommended a three-year exploration of affiliation with Quaker Earthcare Witness. It was suggested that I and another person act as observers tasked with reporting back to IMYM annually. Two concerns were mentioned in the minute: QEW's rejection of nuclear power as a way of generating electric power, and whether QEW's decision making follows Quaker process.

In the past year I have not been aware of any discussion of nuclear power, and I believe that QEW's decision making has followed Quaker process. Recent QEW collaborations with other Friends organizations to develop a strong Quaker voice and meaningful actions on living in right relationship with the earth include FCNL, QUNO and QIF. These collaborations have been fruitful: QEW cohosted monthly Worship Sharing with FGC, and members of QEW cooperate with the FCNL Environment and Energy program. This year, because of the problems throughout the country, QEW has focused on issues of racial equity. Over time, QEW has issued publications on population, eco-justice, energy, water, food and its production, money, sustainability, spirituality, simplicity, and, of course, peace. Each of these issues is important to some people in QEW, and many of the issues are discussed on a regular basis. There is also a working group interacting with the United Nations, and one supporting environmental issues at FCNL. Indeed, FCNL started its wonderful program on "seeking an Earth restored" because of QEW influence.

QEW has been dealing with one valued member whose actions have been viewed as offensive by three other members. This has been difficult in many ways, since that member has been with the organization since its beginning, and the members who have complained are also important to the functioning of the organization. Although not completely resolved, the problem has been dealt with in a Friendly way and the situation has improved.

For perspective, Dick Grossman currently serves as a QEW mentoring clerk, co-clerk of the Nominating Committee and co-clerk of the Population Working Group. Bob Schroeder did attend the Steering Committee meeting in the spring and fall of 2020 (but not in spring 2021) and has not participated in working groups. Still, Bob found that QEW peruses a variety of ecological and social issues and programs, and is a good vehicle for people from across the continent to share ideas, and find—or create—a passionate group to work with. QEW has developed a good website, publishes a quarterly newsletter and reaches out actively to the Quaker community. If IMYM has candidates with a commitment or a leading to work on environmental issues on a wider scale, affiliation makes sense.

Dick Grossman & Bob Schroeder, QEW Observers

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**Attachment J**

Proposed Minute of Support for AFSC Campaign

*Based on South Central Yearly Meeting Minute: [No Way to Treat a Child](#), and Northwest Quarterly Meeting of New England Yearly Meeting Minute on [Palestinian Children](#):*

Spirit leads Intermountain Yearly Meeting to support the American Friends Service Committee's *No Way to Treat a Child* campaign "which seeks to challenge and end Israel's prolonged military occupation of Palestinians by exposing widespread and systematic ill-treatment of Palestinian children in the Israeli military detention system."

Friends believe that no child should be denied due process or be tortured, and that this work is supported by our testimonies of Peace, Equality, Integrity, and Community. We recognize our own country's history of settler colonialism, anti-Black discrimination, and our recent separation of families and inhumane detention of immigrant children.

We ask Friends and their Meetings to educate themselves and their communities on these violations of international law, and to join with AFSC's "No Way to Treat a Child" campaign, in calling on their elected officials to support legislation that protects Palestinian children and eliminates funding that may be used to oppress and violate human rights, especially children's rights.

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**Attachment K**

Epistle to all Friends  
From Intermountain Yearly Meeting

June 16-20, 2021

To Friends Everywhere:

As we gathered virtually again this year, we began by considering some of the core beliefs we share as Friends. We may be socially distanced, but we are still in relationship with one another and with the Holy Presence that inhabits all people. We missed the company of younger Friends and look forward to being with them next year. We lament the passing of so many Friends and neighbors over the last year, which makes the opportunity to be here together, despite the limitations, all the more precious. We commit ourselves to humble self-reflection, as individuals and as a community of faith, so that we might align our actions to honor the lives of all people, regardless of heritage or background. We gather to listen for guidance, inwardly and from one another, so that we might better live out of our testimonies in the service of the Spirit and justice for all.

The theme for this year's gathering was *Race and Faith*. We were reminded that those who are marginalized in our culture have much to teach us about the world we live in. We want to listen for these voices, learn from them, and join them in pursuing justice. We can begin by acknowledging the people who have inhabited these lands long before they were designated as the states in which we now live. Indigenous people have hunted, farmed, traded, fought, lived, loved, and prayed on these ancestral lands for thousands of years. They have resisted attempts to eliminate their languages, cultures, and ceremonies. We lament this history. We also acknowledge Indigenous peoples' presence as sovereign nations, their enduring love for the land, and the valuable contributions they make in our communities today.

We are mindful that such acknowledgements are only a beginning, but as members of Fort Collins and Boulder Monthly meetings have demonstrated, the process of consulting with our Indigenous neighbors and drafting statements honoring their communities and heritage can initiate ongoing relationships. Members of Boulder Monthly Meeting, for example, have helped initiate Indigenous People's Day celebrations with the Arapaho (who view the Boulder area as their home), advocated for the return of native lands, supported the renaming of public sites, and developed educational programs about Indigenous history and cultures for area schools and the general public.

As we plan for our 2022 gathering at Fort Lewis College in Durango, Colorado, we are encouraged to deepen relationships with our Indigenous neighbors. This year, Intermountain Yearly Meeting (IMYM) passed a minute supporting the establishment of a Truth and Healing Commission to address the historical trauma experienced by Native American and Alaska Native children who were forcibly removed from their homes between 1869 and the 1960's and placed in Indian boarding schools. Quakers collaborated with the federal government in operating Indian boarding schools where children were taught to reject their languages, cultures, and spiritual practices in order to "assimilate." This minute urges Friends to learn the history of these Quaker Indian schools and to consider ways of supporting Native-managed healing initiatives.

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Intermountain Yearly Meeting also approved a minute supporting the American Friends Service Committee's *No Way to Treat a Child* campaign "which seeks to challenge and end Israel's prolonged military occupation of Palestinians by exposing widespread and systematic ill-treatment of Palestinian children in the Israeli military detention system." We ask Friends and their Meetings to educate themselves and their communities on these violations of international law, and to call on their elected officials to support legislation that protects Palestinian children and eliminates funding that may be used to oppress and violate human rights, especially children's rights.

Our plenary speaker this year was José Santos Woss, the Director for Justice Reform at the Friends Committee on National Legislation, who shared some of his encounters with racism and invited us to consider our own experiences. In small breakout groups, we were tendered as we did so. We continued, in worship sharing sessions, to consider the ways that our faith might inform our understanding of privilege and racism.

As a Black Latino Quaker, José Santos Woss recalled being deeply moved by candid conversations about race he had witnessed among Friends. After many years of seeking community, it was his experience of Quaker faith in action, working with both the American Friends Service Community and Friends Committee on National Legislation, that led him to his spiritual home. If we want our meetings to be more diverse, he suggested that we live out of our faith and work for justice in our immediate communities so that others will find out who we are, what we hold to be true, and how we put that into practice.

Following our faith into action will present many challenges. If, as our faith tells us, there is that of God in everyone, how will we challenge racism in our midst? How will we do so as "a motion of love"? We are grateful for these and other queries inspired by this year's speaker, which we will carry into the hard work of racial conciliation that lies ahead of us.

This kind of work can only be sustained if our faith and our meetings are strong. To that end, time spent at our yearly gathering offers opportunities for nurturing one another and building community. This year, one of the ways we did that was "walking in the light." Each day, some Friends temporarily left their computer screens for a "pilgrimage in place," which involved walking in prayer or engaging in other grounding and centering activities. Though separated physically, Friends carried an awareness of one another in the Spirit and found connection and community later in the day, sharing, as pilgrims in the Light, their insights and reflections.

We are all pilgrims in the Light and we continue to reflect on the kind of mutual care required to support one another on the journey. Different ways of understanding the Divine are present in Intermountain Yearly Meeting. It is important that these differences not be ignored for the sake of superficial agreement. When they are recognized and understood, we can broaden our awareness of the spirit flowing through and among us. Our community is maintained through faith and fellowship with each other as we wait in the Light for the unity that draws us together.

In Friendship,  
Gale Toko-Ross and Valerie Ireland, co-Clerks  
Intermountain Yearly Meeting