

Bellingham Friends Meeting  
Meeting for Worship with Attention to Business  
November 8, 2015  
Approved 12-13-15

**Present:** Dusty Andersen, Wendy Courtemanche, Joanne Cowan, Larry Thompson, Dorothy deFremery, Rob Dillard, Mimi Freshley, Margaret Fulton, Don Goldstein, Wendy Goldstein, Lorina Hall, Virginia Herrick, Mark Hersh, Judy Hopkinson, Dave Hopkinson, Dorrie Jordan, Lynne Lohr, Nan Macy, Stephanie Manzo, Kristen McLewin, Mary Ann Percy, Susan Richardson, Allan Richardson, Alice Robb, Allen Stockbridge, Carole Teshima, Sharon Trent

Meeting opened with silent worship at 12 : 01. The order of the Agenda was changed to move the Meetinghouse exploratory committee earlier in the agenda

**2015.11.01 Social and Environmental Concerns Committee Report (attached)**

**2015.11.01.01 Action Item:** SEC recommends that we not sign on to the climate change statement since the statement cannot be changed to reflect the impact of animal agriculture at this time. The line “most greenhouse gas emissions are created by fossil fuel combustion” was the line which concerned us. **Friends agreed that at we send our own letter to the Quaker U.N. office with a change in the single line that we find unacceptable along with a statement that we have signed as a Meeting.**

**2015.11.02 Finance Committee (reports attached)**

**2015.11.02.1** The Committee recommended that Nominating consider appointment of an assistant treasurer to help with the work.

**2015.11.02.2 Proposed budget for operating expenses if we continue to meet at Explorations Academy** will require a significant increase in donations (which includes an increase for childcare). Friends discussed the need for childcare and agreed that the expense was necessary. Friends asked several questions about per member assessment and projections. **This budget was accepted for seasoning for use if we decide not to purchase the Bell Tower**

**2015.11.02.3 Proposed budget for operating expenses if we purchase the Bell Tower.** It was noted that item 4820 is a typo, it should be item 4520. Item 7050 should read “janitorial services”. **This budget was accepted for seasoning for use in the event that we purchase the Bell Tower Studio.**

**2015.11.03 Member Concern presented by Virginia H. (attached)** Virginia reviewed her concerns regarding our decision making process for purchase of the Bell Towers Studio. She urged Friends to express their thoughts now before a decision is made rather than holding back so that we can truly determine whether we have, in fact, reached unity.

**2015.11.03.1 Dorothy D. read a letter she had written (attached)**

**2015.11.03.2** A Friend shared that her experience at the discernment workshop last week reminded her that MfWfB is first about worship and only secondarily about business.

**2015.11.04 Meetinghouse Exploratory Committee:** The exploratory committee recommends postponing the final decision until some time in December. This would allow more time to

obtain final cost estimates for some of the work that would need to be done. Open issues that remain are:

- Downstairs “apartment” is desirable, but not necessary for purchase. It could be left as is and rented to WPJ as an office. This would mean less income by ~ \$300/mo. It may still be financially feasible.
- Accessibility - preferred solution is an elevator - It would be ~ \$35,000 for an elevator, but we do not have an estimate for building the required enclosure for the elevator. So far cost estimates range from \$8,000 to \$25,000.
- Upstairs floor may be a potential hazard for some members of the Meeting (since there is a drop off between the dance floor and the rest of the floor. Fixing this will entail an expense.
- Conditional use permit status is still unknown. Neighbors are in support of the CUP.
- Seller negotiations - we have \$25,000 that will be forfeit as of Nov 18 if we have not made a decision. The owner has offered to accept \$2,500 to extend the current considerations through December 18.
- Allen S pointed out that we also need to have an architect examine the building before we make an actual application for a CUP.
- The exploratory committee recommends setting a future date for a final decision.

#### **2015.11.04.1 Discussion**

- Friends asked why there was not a current CUP. Ans: it was not needed for current use.
- Friends asked about net change in rent if downstairs is used as an office. Ans: net rent would be less than previously estimated.
- Options and details for handicap access were explored.
- A Friend asked about consultation for small business startups. Do we have a sense of how much reserve would be recommended to survive income fluctuations. Ans: Larry T. knows the person who started the small business consultation service in town.
- A Friend discussed and dismissed other options for a meetinghouse that have been suggested. She felt the only concern (that was valid in her mind) about the Bell Towers studios was handicap access, and suggested that we could simply meet downstairs if anyone in a wheelchair wanted to attend on a particular day.
- A Friend mentioned that the meeting space is lovely and the acoustics are great. He did not like the outside of the building - it is a restoration project, and stuff will keep coming up. He also pointed out that it will be a magnet for intruders and the walking wounded - even more so with no one living in the building overnight. He also pointed out that the lack of outdoor space and heavy traffic were not safe for children. He said we are trying to put a round peg in a square hole.
- Another Friend spoke about the children’s space - she felt the space has potential to be a lovely space for children. She explained how it might be set up for children. She felt that the space for children was adequate for two hours a week. However, she also said that the outdoor space for children is not adequate and that she would not even take children out for a walk in that space. She felt that if we stop the process now, we

will have to start over because the pledges would not be transferred to an alternate space.

- Another Friend shared that she is concerned that there are just too many moving parts and she likened it to buying a new car and settling for a ‘tricked out Pinto’. She feels that there will be more and more issues that arise and she feels that we already know enough and there has to be a time when we just stop - she feels the time is now. There are too many things we are compromising on. She questioned whether the Bell Tower Studio would serve the spiritual life of the Meeting. She feels that it would take too much time and energy and it would strain our spiritual life.
- Another Friend shared that she is also clear that she does not think that the Bell Towers Building is the right building for this Meeting. She also does not want us to become a business. If that is what we are going to be, she will not be here for us. She also does not think the proposed relationship with the WPJ is realistic (after speaking with the Director of WPJ) For one thing, she feels a fair wage for managing the rental business would be far more than is budgeted.
- Another Friend expressed great concern about the world financial situation. She expressed great concern that we would be tying up our resources for the next 15 years. If we go into the business of property management, we need some expertise in that field. We cannot expect to hire someone to manage it for us without knowing anything about property management ourselves. The time pressure to make a decision has been stressful.
- A Friend added that what we would lose by saying “no” now is a lot more than financial. We should extend the time to find out about the elevator and the apartment. She shared that she would be hurt if we decided to put an end to the process now because she would like to see this through to the end. She did not think the committee would be able to do this again.
- Another Friend said that it is obvious that we do not have clarity, and when she heard a friend suggest that we remove the time pressure from our decision making process by terminating the contingency contract she felt a burden lift. This would not mean that we would discontinue the exploration of the building. She would support consideration of asking the exploratory committee to continue its work without a contingency contract. If we are meant to have this building, it will not be purchased by someone else.
- Another Friend asked whether we could continue to ask for the CUP without a contingency contract. Allen S said probably not (*there was more said, but the recording clerk did not understand what was meant*)
- A Friend who rarely speaks expressed that she understands why a previous Friend on the committee wants more time to finish their work. She feels that the owner deserves something for the time he has waited for us.
- Another Friend shared that she loved the acoustics in the Bell Towers. She also shared that she loved the beauty of the space and liked the idea of using that space. Further she shared that time pressure is always part of purchasing a building.

- Another Friend shared that she would like a perfect building with no risks too, but that we have been looking for 15 years and have not found anything else so far.
- Another Friend shared that we have spent \$1100 so far and if we go forward a few more weeks, we would have spent a total of \$3600. But she has heard concerns expressed today that will not be addressed by adding more time. She would like to hear from Friends who have concerns that will not be addressed by adding more time.
- Another Friend shared similar thoughts that adding more time will not address the concerns of several Friends regarding managing a business, buying property in the current financial climate, owning a building without outside space. Extending the time would not address the central question and it would be unfair to the seller to give him false hope. He felt that many people do not want to buy any building at all.
- Several Friends expressed a desire to buy a building, but not this one.
- A Friend expressed a concern that we must recognize that we do not have unity to purchase this building, but that now we must figure out how to move forward together.
- A Friend said that we cannot expect to keep doing the same thing and expect a different result. We need to try something different. That is why she suggested removing the time pressure - that would be something different.
- A Friend rose in support of the proposal that we allow the contingency contract to lapse in the belief that we will come to unity at some point in the future. She also pointed out that it was the seller's choice to give us 120 days to consider, but that he might not be inclined to accept a second offer if we do decide to buy it.
- A Friend (realtor) expressed concern that it would be more straightforward to terminate the process since the next few days would not resolve fundamental concerns. As a realtor he pointed out that there will always be another deal. Finding another seller who would give us all the time we need to get permits and deal with Quaker process is highly unlikely. If we are not in unity, we should not proceed.
- Another Friend expressed another thought - that if we met in the afternoon on Sunday, finding a place to meet would be less of a problem.
- Another Friend asked whether any Friends who have not shared their thoughts would please share them now.
- A Friend who had not spoken shared that his concerns have been addressed and his perception is that we have not reached unity. He feels that we should not hold the seller up any further - we should release him to sell to someone else if he can, but that the committee should continue exploration. He wanted to point out that the committee has done a tremendous amount of work and that their work has moved us to the point that we can make a decision.
- Another Friend who had not spoken said she does not like conflict and that is why she has not spoken. She is worried about the potential financial problems. She is worried about the pain involved in moving forward. She is concerned about the energy drain to the Meeting - she pointed out that we are all getting older and our aches and pains

will reduce what we are able to contribute. But she also thinks we need to draw younger people in and that the building might draw younger people in and that might give us more energy. She is torn. But she is also concerned that the financial stress could drive them away. For her, not having constant calls to contribute money was an important part of her feeling good about coming.

- Another Friend who had not spoken shared that he felt that this (Quaker) process is our testimony to community. He talked about working together to take care of each other. He is impressed that everyone recognizes the importance of unity because if we do not hold to that, then we lose our integrity. Love is patient, love is kind, Love never fails and we have had to go through this exhausting process. We have to be faithful to our Quaker process and that is the Light we share with the community
- Another Friend who had not spoken shared was that she has not been able to come to a personal decision about the building, but that she is clear that she loves this community and she will be with this community no matter what we decide.
- Another Friend who had not spoken today shared her deep disappointment because her time commitment is short. She loved the meeting room (in the Bell Towers), and she loved the rain garden. But she also hears what other people have said who do not share her desire to buy this building and she honors that, but she is still disappointed,
- A Friend shared that sometimes you just don't get to know what you will get out of a process. She honors the disappointment and honors the lack of clarity. We just don't know what is going to happen. The only thing we know is that we are not going to say yes to the seller today. We don't know what tomorrow will look like, other than it will not be the same as today.
- Allen S asked for clarity about what the committee is supposed to do now. Susan R asked that we continue to explore costs for the elevator, etc., but that we not pursue the CUP unless people change their minds about other issues.
- A Friend suggested that we not prolong the disappointment and just terminate the process now.
- Another Friend expressed a desire to be open to another home and to simply take off the month of December.
- Another Friend shared that she has had reservations from the start and has also seen the potential of the building. However, she also hears a lot of people saying that they are unclear, and feels that we need to remain open to this building as one of the choices.
- Another Friend shared that we need to make some practical decisions so that the Exploratory Committee knows what to do.
- A Friend on the committee shared that she feels we should not go further if those (who are not in unity with purchasing it) are not willing to stand aside.

- Another Friend on the committee shared that he does not feel it is appropriate for the committee to continue its work on this particular building. Looking for another potential site would be the job of the meetinghouse scouts.
- One of the meetinghouse scouts expressed doubt that we could find an appropriate building. The other scout expressed a desire to have more clarity from the Meeting about what they would be looking for.

**2015.11.04.2 The Sense of the Meeting was that we need to tell the owner of the building that we have not reached unity and that we will release him from the contingency contract.**

One Friend asked that she wanted to express her deep sadness although she supports the process.

**2015.11.04.3 The Meeting minuted its thanks to the Ad Hoc Exploratory Committee for their extensive and valuable work.**

**2015.11.05 Ministry and Counsel (Report Attached).** Susan Richardson has agreed to have her name put forth for nominating committee was this appointment was accepted for seasoning.

**2015.11.06 Nominating committee:** Kathy Long's nomination for Outreach and Welcoming Group was approved (having seasoned for a month) and Harry Finks has resigned as our Native American Representative.

**2015.11.07 Announcements:** Allen Stockbridge announced that he has been asked to serve on the American Friends Service Committee national board.

**Meeting closed with silent worship at 3:50 pm**

## **Handouts/Reports:**

### **Ministry & Counsel Report, November 8, 2015**

**1. (Info.) Advices and Queries** – From *NPYM Faith and Practice*, Business Meeting: How well do our Meetings for Business lead to a corporate search for and revelation of God's truth? As difficult problems arise, are we careful to meet them in a spirit of love and humility with minds open for creative solutions? Do we avoid pressure of time, neither unnecessarily prolonging nor unduly curtailing full discussion? Are we aware that we speak through inaction as well as action?  
**John will read the query.**

**2. (Info.) Subscription.** M&C decided to use \$39 per year of its budget to subscribe to Pendle Hill Pamphlets, six per year for \$39 including postage. These will be available for Friends to borrow.

### **3. (Info and discussion) Second Hour Plans**

**Nov. 8 - M4WfB**

**Nov. 15 – Poetry sharing (OWG)**

**Nov. 22 – Advance Directives, Mary Ann Percy**

**Nov. 29 – Extended Social time: Celebrating Larry's membership.**

**Dec. 6 – Newcomer activity, Potluck, and report from Nan on FGC Gathering**

**Dec. 13 – MfWfB**

**Dec. 20 – Holiday Community Sharing?**

**Dec. 27 – \*sprinkling happiness?\* (Aurora)**

**4. (Action)** Ministry and Counsel nominates **Susan Richardson** to **Nominating Committee**. We ask the Meeting to accept this nomination for seasoning, in hopes of giving final approval at our December MfWfB. We are delighted that Lorina, who will be staying on the committee, is willing to clerk. We would also like to minute our appreciation of the work of Mimi Freshley, who will be stepping down from the position of clerk of Nominating Committee in December.

**5. (Information)** Ministry and Counsel wants to make sure that Friends and especially new attenders feel welcome to bring any concerns about the Meeting, our worship, or the community to our committee. We will be proposing some new wording for the Care of Meeting position so that an invitation to approach M&C members is a regular part of our rise of meeting. We also will be offering a notice to that effect in the e-news.

**6. Our next meeting will be at 7 p.m. Monday Dec. 7**

## **Member Concern about the Bell Tower Studios Building Purchase**

Dear Friends,

During this month of seasoning the decision to purchase the Bell Tower Studios building, unlike many other months of seasoning, I have found myself lying awake at night.

First, I am concerned that we may have reached consensus last month, but not unity. This is always a danger when there is a time element, and while we've labored faithfully and often over this decision, there are some things that I find worrisome about our process.

Second, I am troubled by what seemed to me to be a lack of clarity around some important specific facts that have come up in corporate discernment. I wonder if we all understand the facts accurately. Do I? I welcome help from Friends with this.

### Reaching Unity

Several Friends have questioned the rightness of fit between our community and BTS's lack of handicap access; its crowded lot and busy traffic intersections; the amount of work in both maintenance and management; its unstable income stream; and the need to participate in the commercial banking industry to finance it. We have continued to "approve" – often with a heavy silence at the end of our discernment – moving to the next step of the purchase, without Friends who raised concerns indicating that those concerns have been answered. From what I can tell, Friends with reservations have at least sometimes been silent out of love for those who strongly desire the purchase. I know I have been.

But to truly reach unity, we must commit ourselves to being truthful about not only our hopes but our reservations. A case in point: Some Friends have said "It's only money -- if this building doesn't work out, we'll have lost all our money, but so what?" This is not unity. It sounds more like throwing up hands and saying, "do what you want." I think having our own home will require the strength and Light of all of us!

Also, this is not only about money. It's about our hopes and dreams. No one is donating money or time because they want to roll the dice and see if a fraction of our current membership ends up meeting in people's homes a decade from now. We want to build a better future than we could have without a meetinghouse! We owe it to ourselves, and to Friends who have donated in the past, to ONLY purchase a building that we have good reason to believe will work out financially, and be a good fit for our hopes, energy level, and testimonies.

If Friends "wash their hands" of the process, it will not yield unity, but consensus. If we are to know how we are truly led, we need all the Light all members of Meeting can muster. We must take the risk of disagreeing. It can be a heavy burden to speak unwelcome concerns, when the majority seems eager to proceed. But keeping back those concerns could lay us open to painful disappointments in the future. True Unity is our foundation as a worshipping community.

Given that, I feel compelled to question whether "way has opened." Early in our exploration of this building, a number of things made it seem we had a providential opportunity. Yet many of



these apparent openings have changed:

- a. The owner was willing to give us the 120-day contingency period for our discernment. But the complicated nature of the proposition have eaten up that time and left us with many unanswered questions and a “deadline.”
- b. The city said we didn’t need a Conditional Use Permit. Then they changed their tune. In addition to the added expense, the delay means we need to commit \$10,000 in hopes of a favorable CUP if we want to control the option to buy.
- c. The apartment remodel initially appeared to only take a few hours of a contractor’s time. It turns out there are expensive requirements for a residence include a two-hour firewall and fire doors and other safety regulations. Do these regulations affect the elevator option?
- d. A handicap-accessible ramp can be built for \$15,000. Actually, an ADA-standards ramp is not physically possible, and even a substandard ramp would cost more.\*
- e. An elevator can be purchased and installed for \$30,000. There are additional costs.

A few openings are clear, to my way of thinking: 1. Friends have generously donated to a capital campaign, making the purchase of a Meetinghouse a tangible proposition for the first time. 2. Explorations has another tenant who would likely return if we left. 3. The Bell Tower Studios has current renters, so it feels safer to undertake being landlords. (But also, there’s a lot of turnover, so another building might be just as safe.) 4. We have discovered talents among our membership that help us feel capable of purchasing and maintaining a building. Most of these are not specific to BTS. I hope Friends are keeping an open mind about owning a meetinghouse, even if it’s not the BTS building.

Clearness Many Friends have not been able to attend every discernment meeting. As a result of that and the complexity, it appears to me that there may be some lack of clarity about the facts. As best I understand, the following are true (please correct me if I am wrong in any particular!):

1. A cheaper building with a smaller income stream would be affordable, given a comparable capital campaign. Initially, the income stream that’s possible at the Bell Tower Studios seemed to make a purchase plausible whereas it had seemed out of reach. But Friends are more generous and able to give than we expected. The last report of the Exploratory Committee stated that we could, with a comparable fundraising campaign, afford a building costing up to \$400,000 without the BTS’s income stream.

It would be a smaller building, and therefore would not be a twenty-year home for our Meeting if we grow much. But it could be a stepping stone to a larger building, particularly if it has good resale value and we give it TLC throughout our ownership.

2. An ADA ramp at BTS is not mathematically possible; nor is a substandard ramp welcoming to Friends with disabilities. It also would likely cost more than estimated, because of the demolition and rebuilding of both a flight of stairs and the landing. And a substandard ramp will not be visually attractive or add to resale value. If an elevator is too expensive, the BTS is not feasible for our community. [\*There is not enough room to build an ADA handicap-accessible ramp to the upper floor of BTS. Here’s why: (briefly) First, the contractor’s sketch that is circulating

shows a ramp at 1.23"/1'. That's because there is not enough property to get a ramp up to that landing with a 1"/1' rise over run, the Americans with Disabilities Act (ADA) standard. The sketch assumes cutting down all the trees and making the concrete landing five feet wide instead ten. Second, the sketch gets us to the landing – not in the door. The landing is 84" high. The indoor entryway is a 6-inch step up. The landing would need to be 90" high, the ramp steeper than 1.23"/1'.

Alice, who has worked with disabled clients for years, said at October MfWfB that a 68-foot-long ramp is not welcoming to disabled people even at 1"/1'. Even if we decided to ignore ADA regs and Alice's professional opinion, once inside the entryway, we'd need to tear up the dance floor to build a ramp several feet long to get the 11" (two steps) up to the worship area.]

3. The dance floor income is not stable (it fluctuates month to month by as much as \$1,000, according to the figures the seller has given us for 2014-2015).

Related questions ... that I hope we discuss before committing \$10,000.

1. What will our Conditional Use Permit allow? The capacity to rent not only for dance but also for other types of movement classes might help stabilize the needed income stream from the dance floor. A Conditional Use Permit (CUP) for worship will not allow other types of movement classes. The current zoning (Residential Transitional) allows "art classes," including dance. Forty percent of our planned income is dance floor-related. Would asking for dual-purpose CUP to allow other types of classes make sense?

2. How much time and expertise would be required of our treasurer if we purchase this building? So far, we are assuming we will have two part-time contract workers, which would entail not only supervision of the books by our treasurer, but also filing 1099 forms with the IRS. Do we have Friends willing and able to fill this position? Would we hire an accountant?

3. Will we ask the seller to either fix substantial problems (drainage on the south side and roof leaks and missing flashing) brought up by the inspector, or subtract the cost of doing so from the purchase price?

At this writing, I am sorry, Friends, but I am not clear that the Meeting is Spirit-led to this purchase. Thank you for your patience with the length of this missive, and for your Light,

Virginia

\*I have a "long version" of the calculations on the ramp feasibility, if anyone is mathematically inclined and would like to look it over, please let me know and I will email it to you!

## **Final report of 2015 BFM Retreat Planning Committee to MfWfB, 11-8-15**

The 2015 Retreat Planning Committee met on October 11<sup>th</sup> to discuss how this year's retreat had gone and to look at the results of the evaluation survey.

Approximately one-third of adult BFM attenders responded to the survey. Nearly all said that they agreed or strongly agreed that they had had a positive experience at the retreat with respect to accommodations, meals, venue, worship, and length. When we asked respondents to indicate their preference for an overnight versus one day retreat, there may have been some confusion about what was meant by the term "one day retreat", so we suggest clarifying that to read "8 hours" in future surveys.

Friends' responses as to what they liked most largely revolved around the sense of community and opportunities for those connections, including worship sharing as a rich opportunity for building connections. Friends reported they would prefer to have had more free time and intergenerational activities, and more Friends available to work with the children.

Our recommendation for future retreats is to consider both 24 hour/overnight retreats as well as shorter retreats to take place during one day—8 hours or less. We believe it would be best for the then-current retreat planning committee to discern what would work best for Bellingham Friends, perhaps including a survey to gauge preferences in the context of a specific weekend. Some kind of alternation between overnight and one day retreats might work best for many of us.

From the perspective of the Retreat Planning Committee, the Camp Lutherwood venue worked well for the most part, the staff there was helpful and accommodating, and it fit well with our budget. With attendance similar to this year's (18 adults and 7 children), all of our activities would have worked without using the Upper Chapel. An option for the dancing would be to have it during the day and outside, close to a building for access to the music/sound system. We might choose for the children's program to use the upper chapel. With higher attendance numbers, renting the main chapel instead of the upper chapel could be desirable.

In regard to food, more food was brought to the potluck than was anticipated, and partly for that reason there was quite a lot of purchased food left over (much of which was brought back to Explorations Academy to use for snacks). The serving area in Lakeview Lodge was quite crowded, especially for the potluck dinner on Saturday evening, and this problem needs further study before we use the venue for an overnight retreat again.

We are mindful that BFM will be the host Meeting for the Pacific Northwest Quarterly Meeting session in April 2017. This may impact a Retreat Planning Committee for a 2016 BFM Retreat, since the PNQM Planning Committee will need to do much of its work during 2016.

With this report, the 2015 Retreat Planning Committee requests to be laid down.

--Don Goldstein, Clerk of 2015 Retreat Planning Committee

Other committee members have been Mary Ann Percy, Carole Teshima, Wendy Goldstein, and Mark Hersh

## **Report from Outreach and Welcoming Group to BFM, 11-8-15**

The Outreach and Welcoming Group has been working with others to season a proposal to improve our distribution of information concerning Meeting for Worship for Business. The proposal is that the Enews published on Wednesday before each MfWfB contain three items intended to help more Friends be aware of our upcoming business and be able to prepare more fully for it. These items are:

1. A list of action items known to be on the agenda for the coming MfWfB, primarily items that were accepted for seasoning during a previous month and which have not yet received final action.
2. A disclaimer making it clear that there will likely be other action items brought to the meeting, most of which will be in committee reports received between Wednesday and Sunday.
3. A statement indicating how one can ask to be included in the distribution list for such committee reports and for both draft and final minutes from the MfWfB.

The motivation for this proposal is the observation that quite a few Friends (and not just new attenders) have not been aware that there is an existing emailing list of those who want to receive those business-related reports and minutes. For example, of the six BFM Friends who attended the Group Discernment Workshop on Whidbey Island last month, three were unaware of the MfWfB email list, despite that fact that it is clearly related to our being prepared for group discernment.

The current Enews editor and distributor, Judy Hopkinson, is aware and supportive of this proposal, and we are working with her and others to figure out the logistics of how it can most easily be implemented. Since this proposal requests, in effect, a small but significant modification of an existing Meeting function, we believe it does not require formal Meeting approval. We are reporting this for your information and are happy to invite any questions or comments.

The Outreach and Welcoming Group will meet next on Saturday, December 3<sup>rd</sup> at 10:30 am at the Goldstein home. All interested Friends are welcome to join us.

--Don Goldstein, Clerk of OWG

Other subcommittee members are Dusty Andersen, Wendy Goldstein, and Kathy Long

M & C members Virginia Herrick, Mary Ann Percy, and John Hatten also participate on a rotating basis.