

Orlando Monthly Meeting of the Religious Society of Friends

Meeting for Worship with Attention to Business

First Day 11 January 2015

Minutes submitted by Stephanie Preston

Meeting opened with a period of silent worship at 12:00pm

Review of December 2014 Minutes by Clerk Bill Carlie

Formation of clearness committee approved to discern membership for Bil Meeler, use of meetinghouse approved for Orlando Soup Opera music rehearsals, use of meetinghouse approved for Food not Bombs to make meals on Monday mornings, first draft report of nominating committee received preliminary approval and was laid over one month for further discernment, ad-hoc financial planning committee suggested name of independent financial planner Richard Ahl to manage investments, worship & ministry is working on the annual state of the meeting report, use of meetinghouse approved for jazz concert on 14 February 2015, work day approved for 10 January 2015 to clean and prepare property for Michener Lecture weekend

Membership-Report from Care & Community Clerk Minerva Glidden

MINUTE 1-Meeting joyfully approves membership for Bil Meeler to the Orlando Monthly Meeting of the Religious Society of Friends per recommendation of clearness committee consisting of Vicki Carlie, Martha Morris, Stephanie Preston, and Minerva Glidden. The matter will be laid over for one month (as is custom among Friends) for final approval at second month meeting for business on 8 February 2015.

2015-2016 Nominations-Report from Nominating Committee Clerk Stephanie Preston who distributed second reading of nominations. Some minor edits from previous month were reviewed including spelling corrections.

MINUTE 2-Meeting approves the revised 2015-2016 Orlando Monthly Meeting committee nominations (SEE ATTACHED DOCUMENT) with thanks to Bil Meeler, Tom Gottshalk, and Stephanie Preston for their efforts.

Treasurer's Report and 2015 Budget -Report from Treasurer Vicki Carlie who presented 2014 report and first draft of FY 2015 budget for OMM for friends to review (SEE ATTACHED DOCUMENT). A period of time was given for discussion and Q&A.

MINUTE 3-Meeting approves the 2014 Treasurer's report as submitted with thanks to Vickie Carlie as outgoing Treasurer for her years of service.

MINUTE 4-Meeting requests a one-time allocation of \$30,000 from trustee funds for Treasurer's reserve fund. The allocation stands aside from trustee transfer revenue lines 5500, 5600, 5700.

MINUTE 5-Meeting requests that trustees disburse funds to meet revenue lines 5500, 5600, 5700 on an annual basis with the disbursement to occur during the first month each year.

MINUTE 6-Meeting accepts the initial 2015 draft budget as submitted and lays this matter over to second month meeting for business on 8 February 2015 for further discernment and final approval.

John Weatherill Memorial Minute-Report from Martha Morris

MINUTE 7-Meeting approved memorial minute as written and read aloud by Martha Morris for submission to Friends Journal. (SEE ATTACHED DOCUMENT).

State of the Meeting Report- Report from Vicki Carlie on behalf of Worship & Ministry Committee

MINUTE 8-Meeting approved the state of the meeting report with minor revisions (SEE ATTACHED DOCUMENT) for distribution to SEYM with thanks to Liz Jenkins, Minerva Glidden, and Vicki Carlie their efforts to prepare the report.

Representative Travel-There was a period of discussion regarding whether and how Friends should be reimbursed by OMM for travel in their role as SEYM Representatives. It was agreed that additional discernment is needed to obtain clearness on reimbursement procedure.

MINUTE 9-Meeting requests that incoming treasurer (Tom Gottshalk) and outgoing treasurer (Vicki Carlie) bring forward a recommendation for SEYM representative travel funding for the 2015 budget to second month meeting for business on 8 February 2015.

MINUTE 10-Meeting approves a threshing session for further discernment on the future of Cisney House during second month on 22 February 2015.

MINUTE 11-Meeting approves the use of Webster Cottage for overnight housing by non-violent workshop facilitator Rivera Sun from February 4-6, 2015. Richard Hillwig of Orlando Light Brigade made this request and will serve as the contact person: hillwig23@yahoo.com or (407) 591-7690.

The following Friends/Attendees were present for all or part of the meeting:

Bill Carlie, Stephanie Preston, Liz Jenkins, Vicki Carlie, Chris Laning, Michael Luke, Frances Stacy, Minerva Glidden, Jerry Knutson, Cathy Gaskill, Lupe Torre, Tom Gottshalk, Tom Ensign, Dan Vaughen, Martha Morris, Ray Jenkins, Kate Joseph, Miguel Adams, Richard Hillwig (Orlando Light Brigade)

**Orlando Monthly Meeting of the Religious Society Friends
2015-2016 Nominations
(Second Reading—1/11/15)**

OFFICERS / INDIVIDUAL ROLES

Clerk: Bill Carlie (Term to conclude December 2015)

Assistant Clerk: Liz Jenkins

Recording Clerk: Stephanie Preston, Frances Stacey (Alternate)

Membership Recorder: Tom Gottshalk

Treasurer: Tom Gottshalk

COMMITTEES

Worship & Ministry

Clerk(s): Frances Stacey/Vickie Carlie

Minerva Glidden, Lupe Torre, Tom Ensign, *Jerry Knutson (*November—April only)

Care & Community

Clerk: Minerva Glidden

Kay Lesnick, Tom Ensign, Bil Meeler, Martha Morris, *Jerry Knutson (*November—April only)

****Nominating Committee**

Clerk: Stephanie Preston

Tom Gottshalk, Bil Meeler

**Current committee to conclude December 2015. Worship & Ministry to name subsequent committee.

Trustees

Clerk: Chris Laning

Minerva Glidden, Vicki Carlie, Ed Chew

Peace and Social Concerns

Clerk: _____

Tom Gottshalk (Convener), Nelson Betancourt, Lupe Torre, Miguel Adams, Minerva Glidden

First Day School

Clerk: Liz Jenkins

Mira Tanna, Kate Joseph, Cathy Gaskill

Property

Clerk: Michael Luke
Thom Ensign, Chris Laning

Archives & Library

Clerk: Michael Luke

Fellowship and Hospitality

Coordinator: Martha Morris
Stephanie Preston, Tom Ensign, Mary Ellen Meagher, Ray Jenkins

Communications

Clerk: Michael Luke
Mary Ellen Meagher, Frances Stacey

Fresh Start

Coordinator: Kate Joseph
Kay Lesnick, Martha Morris, Mary Ellen Meagher, Vicki Carlie, Bill Carlie, Bil Meeler, Miguel Adams

Michener Lecture

Coordinator: Martha Morris
Stephanie Preston, Michael Luke, Kate Joseph, Mary Ellen Meagher, *Jerry Knutson (*November—April only)

Grants Committee

Clerk: Bill Carlie
Kate Joseph, Stephanie Preston, Minerva Glidden, Tom Gottshalk

****Ad-Hoc Financial Committee**

Clerk: Kate Joseph
Minerva Glidden, Tom Gottshalk, Ray Jenkins, Chris Laning, Michael Luke
**Ad-Hoc Financial Committee to conclude in 2015. Additional discernment is recommended to determine whether a Standing Financial Committee

COMPENSATED POSITIONS

Property Manager: Bil Meeler

Housekeeping: Bil Meeler

Child Care Provider: Florance Rezeau

2015-2016 Committee Descriptions
Orlando Monthly Meeting of the Religious Society Friends
(Second Reading -- 1/11/15)

Refer to SEYM Faith and Practice, Section X, "Monthly Meeting", "Organization & Structure" for more detailed description of committee function. All positions have two year renewable terms, except Trustees who are asked to serve on staggered terms.

OFFICERS / INDIVIDUAL ROLES

Clerk: Facilitates the Meeting for Business, gathers the sense of the Meeting, works with the Recording Clerk to compose and record minutes. Communicates with committees, prepares the agenda for Meeting for Business, and sees that Meeting decisions are carried out. Responsible for correspondence, transfer of membership, traveling minutes, and letters of introduction. Serves as OMM representative to SEYM. Sends "Friendly Reminder" and works with Communications Committee to disseminate information about upcoming events of interest to members and attenders.

Assistant Clerk: Facilitates meeting for business when the clerk is unable to attend and helps in other ways as needed. Assists in managing the flow of Meeting for Business and gathering the sense of the Meeting.

Recording Clerk: Assists the clerk in composing and recording minutes. Sees that minutes are made available on website and in minute book.

Membership Recorder: Maintains the membership Record Book, and forwards the list of members to SEYM according to the yearly deadline. Contacts long-absent members to inquire about membership status.

Treasurer: Receives and disburses funds as directed by the Meeting, keeps financial records, coordinates with accountant or trustees to review/audit books annually. Works with Trustees to provide reports and budget proposals to Meeting. Picks up donations from donation box and makes deposits into Meeting accounts. Ensures tax-exempt letters is being used for purchases. Oversees petty cash available to property manager.

COMMITTEES

Worship & Ministry: Concern for the conduct and depth of Meeting for Worship and Meeting for Business. Works with Friends to plan and facilitate adult religious education, and any programs or retreats to deepen the spiritual life of the Meeting. Names members to Nominating Committee.

Care & Community: Concern for how meeting cares for individual members and attenders. Facilitates opportunities for fellowship where all find acceptance and encouragement. Facilitates clearness committees for membership, marriages or upon request for those facing life challenges. Refers individuals to resources outside the Meeting for social services and counseling. Encourages the meeting to provide practical support to those facing life challenges, through sharing joys and sorrows, arranging meals / transportation, and visiting those unable to come to meeting.

Nominating: Discerns how members and attenders can best use of their gifts and talents to serve the Meeting. Responsible for proposing a slate of officers and committee members for Meeting approval every other year in January. Works in the interim to fill vacant positions and to help new members and attenders find ways to serve. Members who serve on this committee are expected to be involved in approximately three months of intensive work, thereafter working only on an intermittent basis.

****Trustees:** Trustees are needed to manage financial investments and assets, including Cisney House. Maintain the meeting's legal status as a 501(c) 3 organization, and see that all legal obligations are met. Maintain insurance policies. Provide annual report on assets and investments as well as other reports as needed. Work with treasurer to manage General Fund and propose yearly budget. Ensure that good accounting practices are followed by hiring or appointing an accountant or auditor to review books annually. Trustees serve staggered terms. **Nominating Committee is unclear about the function of Trustees moving forward and recommends additional discernment by the meeting as a whole.

Peace and Social Concerns: Responds to peace, social justice and environmental issues and needs in our community, nation and world. Engages in interfaith groups working to further peace and social justice. Coordinates efforts with SEYM and other Quaker organizations.

First Day School: Facilitates First Day School and child care including scheduling of teachers and child care person(s). Works with parents and children in understanding expectations and needs and in planning curricula. Helps to ensure safety of children and compliance with insurance requirements by conducting background checks for persons working regularly with children. Maintains toys and art supplies and is attentive to condition of the cottage.

Property: Concern for operation, maintenance, safety and improvement of building and grounds. Oversees contracted services, including property manager, landscaping, housekeeping, and maintenance/repair services.

Archives & Library: Maintains minute books, committee descriptions, bylaws and other documents of importance to the Meeting. Organizes and shelves books, and sees that system for checking out books is maintained. Proposes purchase of new books, magazines or print materials, and culls unwanted materials from the collection.

Fellowship and Hospitality: Coordinates refreshments for fellowship hour, SEYM Interim Business Meeting, and other events. Sees kitchen is supplied with coffee, tea and other items. Facilitates potlucks and "Lunch Bunch," and greets newcomers.

Communications: Maintains OMM website, e-mail listserv, social media accounts, and guest book. Publishes and distributes newsletter. Checks and responds to phone and email messages. Works with Clerk to disseminate information about upcoming events of interest to members and attenders. Connects with the community through outreach activities.

Fresh Start: Prepares home cooked meal to be served to 20 male residents of Christian Service Network Fresh Start shelter on the 1st of every month. Delivers bagged lunches and breakfast items to be served the following day. Engages in social fellowship and conversation while eating dinner with program participants.

Michener Lecture: Coordinates Housing and hospitality for the Michener lecture which takes place every January.

Grant Committee: Responsible for facilitating OMM's Grant-making program. By seeking and listening for the sense of the Meeting, develops a list of annual priorities for grant-making and presents to Meeting for Business for approval. Gathers recommendations for, and information on, potential grant recipients. Discerns and reports to Meeting a proposed list of grant recipients and amounts. Upon Meeting approval works with Treasurer to see that checks are sent with appropriate correspondence.

Ad-Hoc Financial Committee: Ad-Hoc Financial Committee to conclude in 2015. Additional discernment is recommended to determine whether a Standing Financial Committee is needed.

COMPENSATED POSITIONS

Property Manager: Monitors the Meeting House / Cottage and performs regular maintenance to keep property running smoothly. Checks Meeting House / Cottage 2 – 3 times per week to ensure that doors are locked, a/c or heat are set correctly, water is not running, stove is off, lights are on or off as required. Straightens up after Meeting on First day. Performs outside building maintenance including sweeping back patio, removing leaves and debris from roofs as needed, cleaning cutters, performing minor repairs as needed. Performs inside building maintenance including replacing light bulbs and air filters, setting thermostat and performing minor repairs as needed. Develops and maintains a service / maintenance vendor list and a list of public service contacts (i.e. police, fire marshal, etc.). Selects or recommends contractors to property committee. Meets with maintenance / service vendors and ensures Meetinghouse is opened for them and locked afterward. Replaces kitchen and bathroom supplies. A full job description for this position is available.

Housekeeping: Cleans and tidies Meetinghouse and Cottage.

Child Care Provider: Provides child care from 10:00am – 12:30pm during Meeting for Worship and for meetings following worship. Note that child care provider does not teach First Day School.

OMM TREASURER'S REPORT • FY 2014 • FY 2015 BUDGET (DRAFT)

Chart of Accounts	2014 BUDGET	2014 ACTUAL	2015 BUDGET	NOTES
REVENUE				
5100 Support Gifts	\$ 11,000.00	\$ 10,127.50	\$ 11,000.00	
5200 Reimbursement/Use of MH	\$ 400.00	\$ 620.00	\$ 2,600.00	Incl. Parking Lot Rent
5500 Trustee transfers, monthly	\$ 22,800.00	\$ 22,800.00	\$ 22,800.00	
5600 Trustee transfers, Grants	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	
5700 Trustee transfers, Property	\$ -	\$ 3,509.00	\$ 1,000.00	
Trustee transfers, reimbursement	\$ -	\$ 1,976.50	\$ -	legal fees
5800 Reserves allocated to budget	\$ 2,300.00	\$ 484.27	\$ -	
TOTAL REVENUE	\$ 46,500.00	\$ 49,517.27	\$ 47,400.00	
EXPENSES				
OPERATING EXPENSES				
6010 Repairs & Maintenance	\$ 1,500.00	\$ 4,492.59	\$ 1,500.00	
6040 Housekeeping	\$ 1,800.00	\$ 1,800.00	\$ 1,800.00	
6045 Pest Control	\$ 1,600.00	\$ 1,355.00	\$ 1,600.00	
6050 Grounds Care	\$ 1,880.00	\$ 2,100.00	\$ 2,200.00	
6090 Utilities, MH	\$ 2,000.00	\$ 2,223.70	\$ 2,300.00	
6100 Insurance	\$ 3,880.00	\$ 2,995.37	\$ 3,900.00	dividend credit received
6110 Utilities, WC	\$ 950.00	\$ 1,142.40	\$ 1,200.00	
6120 Taxes, City Services	\$ 1,250.00	\$ 1,252.29	\$ 1,250.00	
6150 Professional fees	\$ -	\$ 1,976.50	\$ 1,500.00	legal fees
6160 Property Agent	\$ 5,800.00	\$ 5,800.00	\$ 6,000.00	
6500 Other Property Expense	\$ 300.00	\$ 253.78	\$ 300.00	
TOTAL OPERATING EXPENSES	\$ 20,960.00	\$ 25,391.63	\$ 23,550.00	
6060 Bank Service Charges	\$ 100.00	\$ 72.85	\$ 75.00	
6070 Phone	\$ 480.00	\$ 479.40	\$ 480.00	
6155 Treasurer's expenses	\$ 40.00	\$ 34.40	\$ 59.00	
7030 Outreach & Adult Ed.	\$ 70.00	\$ 105.00	\$ 105.00	listing in F. Journal
7050 Fellowship & Hospitality	\$ 300.00	\$ 288.11	\$ 300.00	
7070 Library & Subscriptions	\$ 150.00	\$ 90.00	\$ 150.00	
7080 Archives	\$ -	\$ -	\$ 50.00	
7090 Communications	\$ 100.00	\$ -	\$ 100.00	
7150 Care & Community	\$ 500.00	\$ 106.50	\$ 500.00	
7170 Peace & Social Concerns	\$ 100.00	\$ 21.31	\$ 100.00	
7210 First Day School	\$ 2,800.00	\$ 2,500.00	\$ 2,800.00	
7220 SEYM	\$ 6,800.00	\$ 6,800.00	\$ 4,911.00	requested contribution
7230 Worship & Ministry	\$ 50.00	\$ -	\$ 50.00	
7500 Other expenses	\$ 50.00	\$ 334.02	\$ 300.00	memorial included
TOTAL ACTIVITIES	\$ 11,540.00	\$ 10,831.59	\$ 9,980.00	
CHARITABLE ACTIVITIES				
7300 Fresh Start	\$ 1,600.00	\$ 1,644.05	\$ 1,600.00	
8240 Meeting Projects	\$ 400.00	\$ -	\$ 270.00	
8330 Scholarships	\$ 1,000.00	\$ 500.00	\$ 1,000.00	
8350 Faith in Florida membership dues	\$ 1,000.00	\$ 1,250.00	\$ 1,000.00	
8500 Donations	\$ 1,000.00	\$ 900.00	\$ 1,000.00	
8600 Grants	\$ 9,000.00	\$ 9,000.00	\$ 9,000.00	
TOTAL CHARITABLE ACTIVITIES	\$ 14,000.00	\$ 13,294.05	\$ 13,870.00	
TOTAL EXPENSES	\$ 46,500.00	\$ 49,517.27	\$ 47,400.00	

General Fund checking account activity summary

Revenue	\$49,517.27
Expenses	\$49,517.27
Balance/zero out	\$0.00

Beginning balance 1/1/14	\$3,323.99
Gain/loss	\$484.27
reserves in checking (#5800)	\$2,839.72

General Fund Assets

Checking Acct. reserves	\$2,839.72
Pendle Hill Schol. Fund	\$7,500.00
Savings Account	\$5.00
TOTAL	\$10,344.72

PENDLE HILL SCHOLARSHIP FUND

Beginning balance	\$	7,500.00
Awards	\$	-
Ending balance	\$	7,500.00

The treasurer has some issues for consideration:

Treasurer recommends that, in order to keep our Inc. Trustees & Orlando Monthly Meeting corporate finances separate---to avoid any "co-mingling of funds" that negates the 'corporate veil':

1. That the Treasurer have a savings account reserve of at least \$10,000 for extraordinary property expenses. There are some property repairs anticipated for the coming year that could be expensive: replacement of A/C systems & plumbing of Webster Cottage are just 2 items being discussed. Costs could run much more than \$10K.
2. That the Trustee transfer revenue (account #5500 in budget) be transferred to OMM on a yearly basis rather than monthly, to be transferred upon acceptance of the budget.
3. That the revenue from the parking lot come to the OMM corporation, because the Meetinghouse, Cottage & Parking lot property is titled in the name of Orlando Monthly Meeting.

Unrelated to the above recommendations, another issue that has come up is whether Meeting wishes to have a line item in the budget for providing some funds towards travel expenses for Friends who are serving as SEYM Representatives to Friends' organizations. SEYM suggests that SEYM fund 1/3, the Representative fund 1/3, and their Meeting fund 1/3; though SEYM will pay for expenses that the Representative can't. This could cost about \$2000.00 if we contribute 1/3.

JOHN MITCHELL WETHERILL

John was born February 12, 1921, to a Quaker family in Chester, PA. He passed away at John Knox Village retirement center, Orange City, FL, on May 4, 2014, at the age of 93.

His brother recalls their childhood when their father constructed models of the Chester meetinghouse as well as of a home in the country. Their father was also an avid gardener, with a large garden of peonies.

In 1940, John graduated from Westtown School. During World War II he performed community service as a conscientious objector. He was a lifelong member of the Religious Society of Friends, first of Chester, PA, Meeting and later of meetings in Florida.

Perhaps influenced by his father, John began a career as a gardener, working for many years at Swarthmore College. Many may remember the beautiful rose garden he nurtured there.

He married Eleanor Stratton, a conservative Friend of Columbiana, Ohio, in 1956, at Middleton Meeting. They became the parents of a daughter, Anita, and of two other children who died in childhood.

In 1986, John retired from Swarthmore. He and Eleanor moved to Central Florida the following year, and then in 1993 to a retirement community there, John Knox Village in Orange City where they continued to reside there until his death. They were active in Winter Park Meeting and in Deland Preparative Meeting.

John's lifelong love of plants continued to give him and others joy after his retirement. Even prior to their move to John Knox, John was asked to care for the then-ragged rose garden there. His loving care extended to other plants and he is believed to have planted and tended more than 100 trees of all types on the retirement village campus.

Friends at Winter Park (FL) Meeting and Deland Preparative Meeting remember John bringing botanical material for the center table every Sunday. At times he provided the roses and daylilies which he cultivated. At other times he brought wildflowers or toadstools, arranged so that others could contemplate the beauty of nature.

At his 80th birthday celebration, John proudly displayed a large model of a sailboat which he had just created, perhaps inspired by the models his father had built during John's childhood.

John is survived by Eleanor, his wife of 57 years; his daughter, Anita; his brother, Richard, and wife Alice, of Doylestown, PA; a nephew, Todd Wetherill; four nieces, Ann Wetherill Upton, Carol Wetherill Goldstein, Lisa Stratton Yoder and Leslie Stratton; and several grand and great grand nieces and nephews.

At his memorial service, his daughter, Anita, read some thoughts about her father. These included: "My dad... was not loud, boastful or take-charge; he stayed in the background...He enjoyed simple pleasures – a laugh with friends, a walk along the lake, birdsong, a hug or a kiss from family. He was like his favorite flowers, roses. He had many layers of inner and outer beauty."

ORLANDO MONTHLY MEETING • 2014 STATE OF THE MEETING REPORT

DRAFT

Greetings to all SEYM Friends!

In drafting our state of the meeting report, we focused on four of the Queries from the SEYM Worship & Ministry Committee:

Query 12: How has the Spirit been moving among us this past year?

Query 10: How does the spirit of worship extend into our committee work and into meeting for worship with a concern for business?

Query 3: What was our meeting's witness in the wider community in the last year?

Query 4: How has our meeting for worship or other meeting activities nurtured our spiritual growth?

Orlando Friends have sensed the Spirit moving among us this last year in many ways. The work of the spirit is most visible in the new energy we feel in the life and work of the Meeting and how we have grown in our understanding and practice of the Quaker way both as individuals and as a community.

^{WORK}
~~Fruits~~ of the spirit become more apparent as we grow in the Light and become more seasoned, grounded and at ease in our faith and practice. Friends have observed a deeper listening to each other, and greater mindfulness to our own tone of voice and choice of words.

The spirit is apparent in our fellowship: our enjoyment of each other's company, the sharing of joys, sorrows, and laughter. At one Friend's leading, we have started 'Friday Night Friends', gathering one Friday night a month for food, fellowship, and fun. Together we mourned the loss, and celebrated the lives, of two dear and long-time Friends, Dean Engstrom and Sandy Ilardi. We welcomed Holly Grasso ~~into membership~~: *and Frances Stacy into membership.*

We have begun "Exploring Quakerism" using the SEYM *Faith and Practice*, as well as continuing our "Conversations to Explore". These quiet gatherings, held after worship & coffee, are inclusive of long time members and new attenders. Friends engage in dialogue in a spirit of love both as speakers and listeners. It is wonderful to have such discussions about our faith; it increases unity and community and contributes to our becoming more seasoned Friends.

New energy is apparent in Friends' enthusiasm in volunteering for committee work. As the Nominating Committee has been at work on our new slate of nominations, more Friends have felt energized and empowered to take on new responsibilities.

New energy is also seen as some of our members in Deland & Orange City become more active, coming together for worship on an occasional basis, and also attending our Meetings for Business.

We have had an increase in participation in Meeting for Business, with about 24 Friends regularly in attendance. In our meetings we experience less 'popcorn,' more listening and mindful speaking. Difficult issues have been taken up in Good Order, with care, respect, and a spirit of working

together. We are working on our concerns for how our organizational, financial and legal responsibilities can be put in good order.

As we become more seasoned in doing committee work the Quaker way, we experience a greater sense of community and shared concerns and efforts. Friends feel even more encouraged by the enjoyment of fellowship and how we care for each other as we do the work.

While Meeting had in the past minuted a concern for mass incarceration, this year we are blessed with a way to support this concern. Miguel Adams, an attender at Meeting, has started a non-profit organization, **Speak Up Florida**, a campaign to end the 'New Jim Crow.' We have supported his efforts with a grant as well as moral support. Minerva Glidden helped establish the non-profit & serves on the board.

We increased funding for our Grants program, through which we can give more substantial donations to community organizations who serve the neediest among us with their transformative work. The grant-making process involves getting to know them and becoming better connected to the wider community.

This year we joined **Faith in Florida**, a multi-cultural interfaith organization that addresses economic and racial inequality, civil rights, immigration & healthcare issues in Florida.

We continue to help the homeless in various ways. We are in our 13th year of providing, once a month, home-cooked dinners and fellowship to a small men's program, Fresh Start. Kay Lesnick & Martha Morris also provide bags of personal items for the men. We regularly have a few homeless persons join us for Bible Study and worship. Kay & Bill Carlie give them some personal assistance.

We are working on our concern for how the Meeting as a whole can be more active and involved in Peace & Social Concerns and our witness in the world.

Submitted 1/11/15