

Orlando Monthly Meeting
Meeting for Worship With An Attention to Business
First Day
November 11, 2018

Opening of Worship - Friends were called to gather at 12:00 PM by the Meeting Clerk, Stephanie Preston-Hughes. The Meeting for Worship With An Attention to Business settled with a brief time of silent worship.

Clerk's Reading

"Come, come, whoever you are,
wanderer, worshiper, lover of leaving,
it doesn't matter.
Ours is not a caravan of despair.
Come, even if you have broken your vow a hundred times.
Come, come again, come."

Jalaluddin Rumi (1207-1273) Sufi mystic poet

Worship and Ministry Committee – Minerva Glidden, Vicki Carlie, and Jerry Knutson reported.

The Committee recommends that OMM grant the request of FGC's Committee on Nurturing Ministries to meet at the meetinghouse and also offer a workshop in March or April. After discernment, Friends decided that we are unable to fulfill the request because we are unfortunately incapable of providing transportation, room, and board and the general hospitality the FGC Committee requires. The time of the proposed visit is between OMM's hosting of the SEYM Winter Business Meeting and our involvement with the SEYM's annual Gathering further taxes our scope and energy. (The original Worship and Ministry Committee report is attached.)

Friends addressed the concerns raised by Worship and Ministry on outreach, vocal ministry and a proposal for a workshop.

2018.11-01 Friends approve the meeting to begin addressing outreach to discern how Meeting as a whole could best move forward. Friends are invited to work with this group. We note Greg, Minerva, and Vicki have volunteered to work on this concern.

2018.11-02 The Meeting accepts Christine Wolff's offer to lead a workshop on her Pendle Hill Pamphlet #448, 'The Inner Guide versus the Inner Critic,' when she is in Orlando in February or March. The workshop would be on a Sunday after the fellowship and a simple lunch. Participants would be asked to read the pamphlet in advance. Worship & Ministry Committee would order the pamphlets for Friends to purchase. Specifics will be developed by the Worship & Ministry Committee.

2018.11-03 Friends approve communicating the following message to members and attenders concerning vocal ministry:

“Friends with concerns about someone's vocal ministry are asked to bring it to the Worship & Ministry Committee, and not comment to the person whose ministry about which you feel concerned. Our experience is that when an individual takes it on themselves to offer critical comments on someone’s vocal ministry, no matter how good the intentions or how helpful one feel’s such comments are, it can be unintentionally hurtful.

“Eldering on vocal ministry is the charge of Worship & Ministry Committee; these Friends are seasoned in understanding elderying, and can prayerfully discern how we can speak the truth in love to all.

“Friends who receive such comments need to know that an individual's reaction to their vocal ministry does not reflect the seasoned care of the Meeting. They are also welcome to share their concerns with the Worship & Ministry Committee.

“We want this to be a ‘safe space’ for vocal ministry. We want to affirm and encourage ‘Listening in Tongues.’ We each have language that we are spiritually grounded in and that we use. Listening in Tongues, as practiced at Pendle Hill, means that the onus is on the listener to translate what others say into their own language.

Minute 2018.11-03 will be posted in the "Quaker Notes" once a month. The Meeting Clerk will develop a summary statement for use at the rise of meeting.

Jacky Schroeder shared her personal experiences as a member of another meeting concerning criticism of messages. Liz stated the need for tenderness as well as honesty. The Clerk was grateful that the Worship and Ministry Committee would be responsible for being the place to bring a concern about vocal ministry. Friends were in accord.

Trustees' Report – Chris Laning presented two minutes addressing the need to re-deed Orlando Meeting property. Following explanations:

2018.11-04 Friends approve the re-titling of the following two properties from the Orlando Monthly Meeting of Friends, an unincorporated association, to the Orlando Monthly Meeting of the Religious Society of Friends, a Florida non-profit corporation (the Corporation), and authorize Stephanie Preston-Hughes, Clerk and President of the Corporation to sign any and all legal documents necessary to effect this re-titling of property. Ed Lesnick, Recording Clerk, is authorized to sign the corporate resolution for this purpose.

The Meeting House:

Legal Description: The North 100 feet of Lots 1 and 2, SUN SHINE

PARK F. A LEWTER'S ADDITION TO ORLANDO, according to the map or plat thereof as recorded in Plat Book F, Page 58, Public Records of Orange County, Florida.

The Cottage:

Legal Description: The South 50 feet of Lots 1 and 2, SUN SHINE PARK F. A LEWTER'S ADDITION TO ORLANDO, according to the map or plat thereof as recorded in Plat Book F, Page 58, Public Records of Orange County, Florida.

2018.11-05 Friends request that the Incorporated Trustees of Orlando Religious Society of Friends (Incorporated Trustees) transfer the following property from the Incorporated Trustees of Orlando Religious Society of Friends, a Florida non-profit corporation, to the Orlando Monthly Meeting of the Religious Society of Friends, a Florida non-profit corporation, and authorize Christine Laning, Clerk and President of the Incorporated Trustees to sign any and all legal documents necessary to effect this transfer of property.

The Parking Lot:

Legal Description: Lot 16, SUN SHINE PARK F. A LEWTER'S ADDITION TO ORLANDO, according to the map or plat thereof as recorded in Plat Book F, Page 58, Public Records of Orange County, Florida.

After consultation, the final transfer of funds to Friends Fiduciary is completed. Presently, the amount of our account is \$3,571,079.10. Money Market Funds deposited with the Seaside Bank are \$91,683.06.

Grants Committee – Kate Joseph: The Grants Committee met to make recommendations for the final \$6,000 of disbursements for 2018. The Committee would like to use most the remainder of the grant money for homeless and low-income housing organizations but with some additional funding for Orlando Day Nursery. Kate explained the purpose of each grant and where to locate additional information on the web.

2018.11-06 In addition to the grants approved at the 6th-month meeting for business (\$10,000), Friends approve the remainder of the 2018 grant funds (\$6,000) as follows:

Recipient	Amount \$
Orlando Day Nursery	500
Central Florida Commission on Homelessness	1000
Family Promise of Central Orlando	2000
Orlando Union Rescue Mission	2000
Quaker House	500

Treasurer's Report - Treasurer Greg Allen-Anderson

Housekeeping, Treasurer's Expenses, and Professional Fees remain over budget. The latter two items are due to the reorganization of the meeting. See line items 6040, 6150 and 6155.

Following a review, The Treasurer's Report was accepted with gratitude. [See Attachment]

Nominating Committee Report - Liz Jenkins notified Friends of the Meeting's needs and opportunities. The Property Committee would welcome new energy, Hospitality needs more help (not a cooking responsibility), and the new Finance Committee is seeking additional members. Finance is not a committee which requires many sessions.

Meeting Clerk's Report – Stephanie Preston-Hughes noted:

- A message of support to Pittsburgh Friends and condolences on the recent tragedy has been sent.
- Twelfth Month meeting will consider 2019 preliminary budget
- A member is needed as Quaker representation on Interfaith Council Panel Tuesday, December 11th
- FGC Welcoming Friends Project - To be discussed (See attachment)
- At 12th month meeting for business, Nominating Committee will present the 1st reading of the 2019 proposed slate of officers

New Business

A request was made for essential reports/documents to be e-mailed to members prior to business meetings. Early distribution will allow for serious personal discernment in order to speak on important and sometimes complicated information. The Clerk requests Committees send reports to her by the Wednesday before meeting for business. Vicki offered to provide the e-mail membership list in order to distribute documents to Friends. The distribution will be made by the Meeting Clerk.

The Clerk ended the session with silent worship at 1:40 PM.

In attendance: Tom Gottshalk, Minerva Glidden, Jacky Schroeder, Jerry Knutson, Kate Joseph, Vicki Carlie, Greg Allen-Anderson, Gary Evans, Chris Laning, Ray Jenkins, Liz Jenkins, Ed Lesnick (Recording Clerk), and Stephanie Preston-Hughes

OMM Worship & Ministry Committee Report 10/31/18

Minutes brought forward to Meeting for Business 11/11/18

1. We encourage Meeting to begin addressing outreach. We recommend that Meeting form a working group on outreach, to discern how Meeting as a whole could best move forward. Friends who are led would be invited to work with this group. Greg, Minerva, and Vicki have volunteered to work on this concern.
2. We recommend that Orlando Meeting approve the request of FGC's Committee On Nurturing Ministries to meet at our meetinghouse in March or April.
3. We recommend that we accept their offer to lead a workshop at OMM in March or April.
4. We recommend that Meeting accept Christine Wolff's offer to lead a workshop on her Pendle Hill Pamphlet #448, 'The Inner Guide versus the Inner Critic,' when she is in Orlando in February or March. The workshop would be on a Sunday after fellowship and simple lunch. Participants would be asked to read the pamphlet in advance. Worship & Ministry Committee would order the pamphlets for Friends to purchase.
5. We want to communicate this message to Friends:

"Friends with concerns about someone's vocal ministry are asked to bring it to the Worship & Ministry committee, and not comment to the person whose ministry you feel concerned about. Our experience is that when an individual takes it on themselves to offer critical comments on someone's vocal ministry, no matter how good the intentions or how helpful one feels such comments are, it can be unintentionally hurtful.

"Eldering on vocal ministry is the charge of Worship & Ministry; these Friends are seasoned in understanding elderying, and can prayerfully discern how we can speak the truth in love to all.

"Friends who receive such 'drive-by elderying' need to know that an individual's reaction to their vocal ministry does not reflect the seasoned care of the Meeting. They are also welcome to share their concerns with the Worship & Ministry Committee.

"We want this to be a 'safe space' for vocal ministry. We want to affirm and encourage 'Listening in Tongues.' We each have language that we are spiritually grounded in and that we use. Listening in Tongues, as practiced at Pendle Hill, means that the onus is on the listener to translate what others say into their own language.

We will bring this to Meeting for Business, and ask how this message could be more widely disseminated.

Profit and Loss

January - October, 2018

	Total
INCOME	
5100 Support Gifts	4,347.00
5200 Reimbursement/ Use of MH/ Parki	3,204.50
5500 Trustee transfers, yearly	62,000.00
5600 Trustee transfers for Grants	16,000.00
Total Income	85,551.50
GROSS PROFIT	
	85,551.50
EXPENSES	
6010 Repairs & Maintenance	2,580.96
6040 Housekeeping	8,775.00
6045 Pest Control	1,100.05
6050 Grounds Care	2,960.00
6060 Bank Service Charges	70.58
6070 Phone	176.84
6090 Utilities MH	3,204.29
6100 Insurance	4,920.73
6110 Utilities, WC	1,129.29
6150 Professional Fees	1,552.75
6155 Treasurers' expenses	887.30
6160 Property Care and Maintenance	5,166.10
6500 Other Property Expenses	4,190.14
7050 Fellowship & Hospitality	1,343.77
7070 Library & Subscriptions	236.00
7090 Communications	107.88
7210 Young Friends Group	2,200.00
7220 SEYM	6,044.00
7400 Special Ministry Projects	4,414.00
8500 Donations	300.00
8600 Grants	9,000.00
9000 Pendle Hill S.F. Award	1,000.00
Uncategorized Expense	78.00
Total Expenses	61,437.68
NET OPERATING INCOME	
	24,113.82
OTHER INCOME	
Interest Earned	260.01
Total Other Income	260.01
OTHER EXPENSES	
Reconciliation Discrepancies	-444.10
Total Other Expenses	-444.10
NET OTHER INCOME	
	704.11
NET INCOME	
	\$24,817.93

Balance Sheet

As of October 31, 2018

	Total
ASSETS	
Current Assets	
Bank Accounts	
1020 SHARE SAVINGS (XXX -S00)	30,081.88
1022 BUSINESS DRAFT(NON-PROFIT) (XXX)	51,540.32
1023 Special Ministries Fund	-2,543.00
1024 Pendle Hill Scholarship Fund	39.44
Total 1022 BUSINESS DRAFT(NON-PROFIT) (XXX)	49,036.76
Total Bank Accounts	79,118.64
Total Current Assets	79,118.64
Fixed Assets	
1800 Land	7,000.00
1901 Webster Cottage	23,500.00
1902 Acc Depr Webster Cottage	-23,500.00
Total 1901 Webster Cottage	0.00
Total Fixed Assets	7,000.00
TOTAL ASSETS	\$86,118.64
LIABILITIES AND EQUITY	
Liabilities	
Total Liabilities	
Equity	
30000 Opening Balance Equity	20,656.16
32000 Retained Earnings	40,644.55
Net Income	24,817.93
Total Equity	86,118.64
TOTAL LIABILITIES AND EQUITY	\$86,118.64

Budget vs Actuals

January - October, 2018

	Actual	Budget	over Budget	Total % of Budget
INCOME				
5100 Support Gifts	4,347.00	5,000.00	(653.00)	86.94 %
5200 Reimbursement/ Use of MH/ Parki	3,204.50	2,400.00	804.50	133.52 %
5500 Trustee transfers, yearly	62,000.00	62,000.00	0.00	100.00 %
5600 Trustee transfers for Grants	16,000.00	16,000.00	0.00	100.00 %
5850 Donations for Special Ministry		5,500.00	(5,500.00)	
Total Income	85,551.50	90,900.00	(5,348.50)	94.12 %
GROSS PROFIT	85,551.50	90,900.00	(5,348.50)	94.12 %
EXPENSES				
6010 Repairs & Maintenance	2,580.96	10,000.00	(7,419.04)	25.81 %
6040 Housekeeping	8,775.00	8,000.00	775.00	109.69 %
6045 Pest Control	1,100.05	2,000.00	(899.95)	55.00 %
6050 Grounds Care	2,960.00	3,600.00	(640.00)	82.22 %
6060 Bank Service Charges	70.58	250.00	(179.42)	28.23 %
6070 Phone	176.84	600.00	(423.16)	29.47 %
6090 Utilities MH	3,204.29	3,600.00	(395.71)	89.01 %
6100 Insurance	4,920.73	4,500.00	420.73	109.35 %
6110 Utilities, WC	1,129.29	1,200.00	(70.71)	94.11 %
6120 Taxes, City Services		1,300.00	(1,300.00)	
6150 Professional Fees	1,552.75	900.00	652.75	172.53 %
6155 Treasurers' expenses	887.30	600.00	287.30	147.88 %
6160 Property Care and Maintenance	5,166.10	8,000.00	(2,833.90)	64.58 %
6500 Other Property Expenses	4,190.14	6,000.00	(1,809.86)	69.84 %
7030 Outreach & Adult Education		1,000.00	(1,000.00)	
7050 Fellowship & Hospitality	1,343.77	3,000.00	(1,656.23)	44.79 %
7070 Library & Subscriptions	236.00	500.00	(264.00)	47.20 %
7080 Archives		50.00	(50.00)	
7090 Communications	107.88	400.00	(292.12)	26.97 %
7100 Travel		1,000.00	(1,000.00)	
7110 Travel for SEYM		2,000.00	(2,000.00)	
7150 Care & Community		1,000.00	(1,000.00)	
7170 Peace & Social Concerns		100.00	(100.00)	
7200 SEYM Field Secretary for Earthc		1,250.00	(1,250.00)	
7210 Young Friends Group	2,200.00	3,000.00	(800.00)	73.33 %
7220 SEYM	6,044.00	5,998.00	46.00	100.77 %
7230 Worship & Ministry		500.00	(500.00)	
7300 Homeless Ministry		4,000.00	(4,000.00)	
7400 Special Ministry Projects	4,414.00	6,000.00	(1,586.00)	73.57 %
7500 Other Expenses		300.00	(300.00)	
8240 Meeting Projects		190.00	(190.00)	
8330 Scholarships		1,500.00	(1,500.00)	

				Total
	Actual	Budget	over Budget	% of Budget
8500 Donations	300.00	1,000.00	(700.00)	30.00 %
8600 Grants	9,000.00	16,000.00	(7,000.00)	56.25 %
9000 Pendle Hill S.F. Award	1,000.00	6,900.00	(5,900.00)	14.49 %
Uncategorized Expense	78.00		78.00	
Total Expenses	61,437.68	106,238.00	(44,800.32)	57.83 %
NET OPERATING INCOME	24,113.82	(15,338.00)	39,451.82	(157.22 %)
OTHER INCOME				
Interest Earned	260.01		260.01	
Total Other Income	260.01	0.00	260.01	0.00%
OTHER EXPENSES				
Reconciliation Discrepancies	(444.10)		(444.10)	
Total Other Expenses	(444.10)	0.00	(444.10)	0.00%
NET OTHER INCOME	704.11	0.00	704.11	0.00%
NET INCOME	\$24,817.93	\$ (15,338.00)	\$40,155.93	(161.81 %)

Expenses by Vendor Summary

October 2018

	Total
August Muehleman	1,164.51
Brighthouse Networks	44.21
Florance Rezeau	250.00
GARDNER, KENNETH	100.00
GuideOne Insurance	1,310.31
In Touch Cleaning	775.00
Massey Services	1,674.00
OUC	516.85
Protect America	53.49
Publix	206.34
TOTAL	\$6,094.71

**RESOLUTION OF THE MEMBERS OF
ORLANDO MONTHLY MEETING OF
RELIGIOUS SOCIETY OF FRIENDS, INC.**

At a duly called meeting on _____ the Members of Orlando Monthly Meeting of Religious Society of Friends, Inc., a Florida nonprofit corporation (the "Corporation"), the following corporate actions and resolutions were agreed upon:

RESOLVED, that the Corporation shall retitle the Meeting House and Cottage, which are described below, from Orlando Monthly Meeting of Friends, an unincorporated association, to the Corporation.

RESOLVED, that the legal description for the Meeting House is:

The North 100 feet of Lots 1 and 2, SUN SHINE PARK F. A LEWTER'S ADDITION TO ORLANDO, according to the map or plat thereof as recorded in Plat Book F, Page 58, Public Records of Orange County, Florida.

RESOLVED, that the legal description for the Cottage is:

The South 50 feet of Lots 1 and 2, SUN SHINE PARK F. A LEWTER'S ADDITION TO ORLANDO, according to the map or plat thereof as recorded in Plat Book F, Page 58, Public Records of Orange County, Florida.

RESOLVED, that Stephanie Preston-Hughes as President and Clerk of the Corporation is authorized to sign any and all documents to effectuate the retitling of the Meeting House and Cottage.

The undersigned Secretary and Recording Clerk of the Corporation has hereunto executed this Resolution this ___ day of _____, 201_.

Ed Lesnick, Secretary and Recording Clerk

Does your meeting yearn to engage newcomers better?

Many sources have reported about people who visit Quaker meetings but do not stay. Although some of these people may find that they are not drawn to the Quaker path, there are many stories of newcomers being ignored, neglected and even offended during their initial visits to a Quaker meeting. Seekers and Friends of Color, along with newcomers from other groups not well represented in our meetings, face unique challenges as newcomers. This may be in the form of microaggressions or other obstacles to entry. Families with children also have unique needs that often make it hard to fully participate in the life of our meetings. How can our meetings better engage all who are seeking the Quaker way?

We believe meetings need people who:

- understand the needs of newcomers
- are focused on welcome
- are knowledgeable about Quaker faith and practice and able to share in a way that is accessible to newcomers
- are comfortable with and embracing of diversity in all its forms
- are willing and able to accompany the newcomer, helping them to find connection in the meeting community and
- support the entry of newcomers and help them to understand why and whether or not they should stay

Experience among Friends and in other faith communities suggests that being drawn into the life of the community promotes spiritual growth and increases the likelihood that newcomers will remain active within their faith.

We are looking for Friends Meetings to help us practice and improve our welcoming.

To help our Meetings draw newcomers more fully into the life of the Meeting, FGC has initiated The Welcoming Friend Project. This fall, we will create a collection of resources, geared toward helping Friends in monthly and yearly meetings adopt welcoming practices. We are inviting meetings to create a community of practice of meetings that will test out these practices in the winter, introducing newcomers to the depth of the Quaker way while bringing them into the life of the meeting. In the spring and summer we'll glean the learnings from these meetings, and share out our findings through workshops and eRetreats. In fall 2019, after the initial project phases are over, a volunteer leadership team will continue the work by maintaining and updating the resource collection and offering online trainings and Gathering workshops on an on-going basis.

One key focus of the Welcoming Friend project is to improve the welcome and engagement of newcomers to Quakerism and particularly of Friends and Seekers of Color. We recognize a need to increase awareness of and sensitivity to how U.S. and Canadian Friends of European descent

currently respond to Friends and Seekers of Color and therefore the project will specifically emphasize awareness of micro-aggressions and other barriers to entry, the unique needs of newcomers from a variety of backgrounds, and behaviors and practices that invite the full participation and membership of Friends and Seekers of Color.

Would your meeting like to participate?

We are looking for 20-25 Friends from about a dozen meetings representing a broad range of Quaker experience in FGC meetings-- urban, rural and in between; from a variety of regions of the U.S. and Canada; small, large and medium-sized.

To participate, your meeting should expect to:

- Have strong support from your meeting. (Usually this will look like a minute of support from your Meeting for Worship for Business.)
- Two Friends who will participate as Welcoming Friends
- Track newcomer attendance and participation before and during the learning period
- Support the Welcoming Friends as they recommend new ideas and practices to try on during the experiment
 - Such ideas and practices might include:
 - Learning about needs of newcomers as a meeting
 - Learning about microaggressions and other ways that Friends create barriers for newcomers
 - Organizing programs or opportunities of interest to newcomers and/or regular attenders such as potlucks, Quakerism 101, worship sharing, or other discussion times.
- There is no fee to participate, although your meeting may be led to actions that may have costs associated: hiring child care to encourage family participation, buying books or videos for small group discussions, etc.

The Welcoming Friends should expect to:

- Attend a video conference orientation in early November
- Participate in monthly video calls
- Take the lead in introducing new practices in your local meeting
- Report back quantitative and anecdotal results to the Welcoming Friend practice group
- Some Welcoming Friends will continue to support the project as Working Group members beginning in summer 2019

Questions? Ideas?

We'd love to hear from you! Contact:

Holly Baldwin, Welcoming Friend Project Assistant

hollyb@fgcquaker.org