

Meeting for Worship With An Attention to Business
Orlando Monthly Meeting of the Religious Society of Friends
First Day, 9th Month, September 8, 2019

The Opening of Worship - Friends were called to gather by Liz Jenkins, Meeting Clerk, at 11:55 am. The Meeting for Worship With An Attention to Business settled with a brief time of silent worship.

Reading - From the steady opposition which faithful Friends in early times made to wrong things then approved, they were hated and persecuted by men living in the spirit of this world, and suffering with firmness, they were made a blessing to the Church, and the work prospered. ~ From "The Journal of John Woolman," Chapter V, 1757,1758

Treasurer's Report - Treasurer Greg Allen-Anderson presented and explained the Orlando Monthly Meeting of the Religious Society of Friends Treasurer's Report for the period ended August 31, 2019.

The new accounts in the name of the Meeting are open. The process is underway to transfer funds to the new accounts and to clear current accounts. The new accounts appear on the Balance Sheet page 4 of the Treasurer's Report. Regarding an interactive online contribution process, the Communications Committee would need to explore. A new category appears on page 7 of the Report: Expenses by Vendor.

Following explanations, The Treasurer's Report is accepted. (see Attachment)

COMMITTEE REPORTS

Care and Community Committee - Regarding safety and security, Minerva Glidden reported on the proposed purchase of a meetinghouse first aid kit (Report is Attached). Following discussion

2019.09-01 Friends approve the recommendation of the Care and Community Committee to purchase a First Aid Kit as described in their Report of 9/8, attached.

There was a positive response from Friends who attended the CPR Training at the meetinghouse on September 7. The cost of purchasing an AED defibrillator was considered.

2019.09-02 Friends request the Care and Community committee research the cost and capabilities of an AED defibrillator appropriate for the meetinghouse.

Finance Committee - Liz Jenkins. A proposed "Statement of Financial Controls" was given, section by section. Members commented on the Statement as they are led. The document is attached.

Sound checks and balances are in place. Greg is already implementing new controls.

A member stated the Meeting should be careful in using the audit process to monitor accounts as this can be both costly and time-consuming. In any case, membership has the right to know the Meeting's

finances which are not complicated.

The Finance Committee will review the "Controls" as implemented, and provide recommendations, if necessary. Friends input is welcomed.

Nominating Committee Report - Gary Evans

2019.09-03 Friends approve the following named individuals to serve on the associated OMM committees (First Reading)

Hospitality: Rachel Dellinger, Esme Dellinger, Dinata Misovec

Grants Committee: Richard Moore

Communications: Kasper Ronning

Finance: Stephanie Preston-Hughes

Worship & Ministry: Kody Hersh

Peace and Social Concerns (P&SC) – Stephanie Preston-Hughes, Clerk.

The dates of George Leakey's visit to Florida are uncertain.

Property Committee – Ray Jenkins gave the Committee's Report. The full written report is attached. The Committee recommends a new Air Conditioning system as the current system is stressed. The meetinghouse is a 10-ton room cooled by a 6-ton system which can't handle current demands.

Knowledgeable Friends provided advice on the types and technical aspects of different systems. Regarding the replacement of the current system, Friends are assured the environmental impact of any system would be a priority in its purchase.

2019.09-04 Friends approve the Property Committee's request to authorize the replacement of the existing A/C system with 2, 5-ton units pending the results of three separate company installment proposals, and a recommendation from the property committee based on scrutiny of those proposals.

Ray explained the deterioration of the meetinghouse roof, which now exhibits interior water stains and leaks.

There are two options: (1) patch and paint the current ceiling and patch the exterior holes or (2) install a new roof. Several Friends offered advice on aspects of new roof installation. The degree of damage must be assessed, and code requirements met. The approximate cost of a new roof is \$50,000.

2019.09-05 Friends approve the Property Committee's request to authorize an investigation into the possibility of patching the roof at a cost or replacing the roof at a cost, pending the results of three separate company proposals for both services, and a recommendation from the property committee based on scrutiny of those proposals.

Worship and Ministry - Minerva Glidden, Clerk. Attached is the complete Worship & Ministry Committee Meeting Minutes (Stephanie Preston-Hughes, Recording Clerk) from Thursday, September 5, 2019. From the Report:

Stephanie P. shared background information and progress on the recent community coalition effort to ban conversion therapy for minors in Orange County. A group of interfaith leaders has drafted joint statements 1) opposing this practice as harmful and 2) denouncing a planned ex-gay "freedom march" as misinformative. (Documents attached).

Friends considered Orlando Monthly Meeting's support of "Banning Conversion Therapy for Minors in Orange County" and a response to the Joint Statement of Central Florida Faith Leaders regarding an "ex-gay Freedom March."

A consideration of the topic ensued, including detrimental effects to those under 18 years of age, privacy rights, and if the OMM Clerk should be the signatory of the endorsement on behalf of the Meeting. Opposition to the "ex-gay Freedom March" was explained to be non-confrontational. Following discernment:

2019.09-06 Friends approve W&MC recommendation that the Orlando Monthly Meeting of the Religious Society of Friends, Inc. become a signatory as The Quakers of Orlando on the JOINT STATEMENT FROM CENTRAL FLORIDA FAITH LEADERS BANNING CONVERSION THERAPY FOR MINORS IN ORANGE COUNTY, as amended regarding signature.

2019.09-07 Friends approve the W&MC recommendation that the Orlando Monthly Meeting of the Religious Society of Friends, Inc. become a signatory as The Quakers of Orlando on the JOINT STATEMENT FROM CENTRAL FLORIDA FAITH LEADERS REGARDING "FREEDOM MARCH," as amended regarding signature.

Quakers of Orlando Foundation (formerly Trustees) - Chris Laning, Clerk reported on the Foundation's progress in the submission of official documents and a name change for the Trustees.

2019.09-08 Friends approve amending the corporate documents approved on June 9th, 2019 to change the name of the corporation formerly known as *Incorporated Trustees of Orlando Religious Society of Friends* to *Quakers of Orlando Asset Management, Inc.* (instead of *Quakers of Orlando Foundation, Inc.*, the name approved on June 9th, 2019). Prior to recording with the Secretary of State, the documents will be updated with the names and signatures of the current officers of the corporation.

Membership Matters – Liz Jenkins, Clerk presented the Minute for Membership for Richard Moore, Second Reading. First Reading was at the 8th Month business meeting.

2019.9-09 Friends joyfully unite in approving Richard Moore for membership in the Orlando Monthly Meeting of the Religious Society of Friends. (Second Reading)

Other Business for Ninth Month:

Participants were pleased on the Hands-Only CPR Event, Saturday, 9/7/19, at Meeting House. The Clerk and others will visit Westminster Towers to make a "Twelve Months of Faith" presentation on 9/17/19. Liz and Minerva will present. On 9/24/19 Westminster Towers residents will visit the Meeting.

Items for the Tenth Month Agenda:

Revisit the *Statement of Financial Controls*

2nd reading of the Nominating Committee (Report given 9/8)

A "Trustees" financial update

Membership Matters

There was a cursory review of the *Numbered Minutes*.

Closing Worship - Brief, silent worship concluded the Meeting for Worship With An Attention to Business at 1:58 pm.

In Attendance -

Greg Allen-Anderson

Mike Dively

Gary Evans

Minerva Glidden

Tom Gottshalk

Liz Jenkins (Meeting Clerk)

Ray Jenkins

Chris Laning

Ed Lesnick (Recording Clerk)

Stephanie Preston-Hughes

Mary Jane Williams

Kody Hersh

Treasurer's Report - September 8, 2019

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Profit and Loss

January - August, 2019

	Total
INCOME	
5100 Support Gifts	4,081.70
5200 Reimbursement/ Use of MH/ Parki	1,271.00
5500 Trustee transfers, yearly	65,000.00
5600 Trustee transfers for Grants	20,000.00
5850 Donations for Special Ministry	1,000.00
Total Income	91,352.70
GROSS PROFIT	91,352.70
EXPENSES	
6010 Repairs & Maintenance	4,048.84
6040 Housekeeping	4,023.77
6045 Pest Control	1,022.05
6050 Grounds Care	8,745.00
6060 Bank Service Charges	60.00
6070 Phone	309.47
6090 Utilities MH	2,277.00
6100 Insurance	3,957.01
6110 Utilities, WC	1,087.71
6155 Treasurers' expenses	329.54
6160 Property Care and Maintenance	6,933.36
6500 Other Property Expenses	937.15
7030 Outreach & Adult Education	20.88
7050 Fellowship & Hospitality	1,441.89
7070 Library & Subscriptions	301.42
7090 Communications	107.88
7170 Peace & Social Concerns	685.81
7210 Young Friends Group	1,450.00
7220 SEYM	7,741.00
7230 Worship & Ministry	314.07
7300 Homeless Ministry	262.43
7400 Special Ministry Projects	3,590.08
8330 Scholarships	921.00
8500 Donations	500.00
8600 Grants	8,500.00
Total Expenses	59,567.36
NET OPERATING INCOME	31,785.34
OTHER INCOME	
Interest Earned	247.95
Total Other Income	247.95
NET OTHER INCOME	247.95
NET INCOME	\$32,033.29

Balance Sheet

As of August 31, 2019

	Total
ASSETS	
Current Assets	
Bank Accounts	
1020 SHARE SAVINGS (XXX -S00)	112.91
1022 BUSINESS DRAFT(NON-PROFIT) (XXX)	4,370.58
1023 Special Ministries Fund	1,000.00
1024 Pendle Hill Scholarship Fund	4,900.00
Total 1022 BUSINESS DRAFT(NON-PROFIT) (XXX)	10,270.58
1025 Bento Augie	300.00
6020950 OMM Savings	30,006.75
6020957 OMM Checking	49,831.37
Total Bank Accounts	90,521.61
Total Current Assets	90,521.61
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	\$97,521.61
LIABILITIES AND EQUITY	
Liabilities	
Total Liabilities	
Equity	
30000 Opening Balance Equity	20,656.16
32000 Retained Earnings	44,832.16
Net Income	32,033.29
Total Equity	97,521.61
TOTAL LIABILITIES AND EQUITY	\$97,521.61

Budget vs Actuals 2019

January - August, 2019

	Actual	Budget	over Budget	Total % of Budget
INCOME				
5100 Support Gifts	4,081.70	3,333.36	748.34	122.45 %
5200 Reimbursement/ Use of MH/ Parki	1,271.00	2,900.00	-1,629.00	43.83 %
5500 Trustee transfers, yearly	65,000.00	65,000.00	0.00	100.00 %
5600 Trustee transfers for Grants	20,000.00	20,000.00	0.00	100.00 %
5850 Donations for Special Ministry	1,000.00	0.00	1,000.00	
Total Income	91,352.70	91,233.36	119.34	100.13 %
GROSS PROFIT	91,352.70	91,233.36	119.34	100.13 %
EXPENSES				
6010 Repairs & Maintenance	4,048.84	5,333.36	-1,284.52	75.92 %
6040 Housekeeping	4,023.77	5,467.00	-1,443.23	73.60 %
6045 Pest Control	1,022.05	1,333.36	-311.31	76.65 %
6050 Grounds Care	8,745.00	10,309.11	-1,564.11	84.83 %
6060 Bank Service Charges	60.00	66.64	-6.64	90.04 %
6070 Phone	309.47	400.00	-90.53	77.37 %
6090 Utilities MH	2,277.00	2,350.00	-73.00	96.89 %
6100 Insurance	3,957.01	3,675.00	282.01	107.67 %
6110 Utilities, WC	1,087.71	980.00	107.71	110.99 %
6150 Professional Fees		666.64	-666.64	
6155 Treasurers' expenses	329.54	133.36	196.18	247.11 %
6160 Property Care and Maintenance	6,933.36	6,933.36	0.00	100.00 %
6500 Other Property Expenses	937.15	2,466.64	-1,529.49	37.99 %
7030 Outreach & Adult Education	20.88	666.64	-645.76	3.13 %
7050 Fellowship & Hospitality	1,441.89	1,900.00	-458.11	75.89 %
7070 Library & Subscriptions	301.42	333.36	-31.94	90.42 %
7080 Archives		33.36	-33.36	
7090 Communications	107.88	133.36	-25.48	80.89 %
7100 Travel		666.64	-666.64	
7110 Travel for SEYM		1,333.36	-1,333.36	
7150 Care & Community		666.64	-666.64	
7170 Peace & Social Concerns	685.81	666.64	19.17	102.88 %
7210 Young Friends Group	1,450.00	2,333.36	-883.36	62.14 %
7220 SEYM	7,741.00	6,044.00	1,697.00	128.08 %
7230 Worship & Ministry	314.07	333.36	-19.29	94.21 %
7300 Homeless Ministry	262.43	1,333.36	-1,070.93	19.68 %
7400 Special Ministry Projects	3,590.08	5,000.00	-1,409.92	71.80 %
7500 Other Expenses		200.00	-200.00	
8240 Meeting Projects		133.36	-133.36	
8330 Scholarships	921.00	1,000.00	-79.00	92.10 %

				Total
	Actual	Budget	over Budget	% of Budget
8500 Donations	500.00	333.36	166.64	149.99 %
8600 Grants	8,500.00	12,000.00	-3,500.00	70.83 %
Uncategorized Expense		66.64	-66.64	
Total Expenses	59,567.36	75,291.91	-15,724.55	79.12 %
NET OPERATING INCOME	31,785.34	15,941.45	15,843.89	199.39 %
OTHER INCOME				
Interest Earned	247.95	166.64	81.31	148.79 %
Total Other Income	247.95	166.64	81.31	148.79 %
NET OTHER INCOME	247.95	166.64	81.31	148.79 %
NET INCOME	\$32,033.29	\$16,108.09	\$15,925.20	198.86 %

Expenses by Vendor Summary

August 2019

	Total
August Muehleman	866.67
Florida Department of State	60.00
GuideOne Insurance	-214.65
In Touch Cleaning LLC	500.00
Keith Matta Renovations and Repairs	800.00
Massey Services	554.05
ORLANDO Weekly	75.00
OUC	491.52
Protect America	53.24
Publix	97.16
The United Church of Christ of St. Augustine	500.00
Not Specified	733.77
TOTAL	\$4,516.76

**PROPERTY COMMITTEE REPORT
SEPTEMBER 8, 2019**

PROPERTY COMMITTEE MEMBERS

RAY JENKINS-PROPERTY CLERK
CHRIS LANING
GARY EVANS

1. AIR CONDITIONER SYSTEM:

The current two Mitsubishi, Mini Split, Single Head, Single Condenser air conditioners are insufficient to cool a space as large as the meeting house. The systems are 3 refrigerant tons each for a total of 6 tons. The requirement to cool the meeting space is 10 refrigerant tons.

The 4 ton shortfall caused the current system to run constantly, without cycling since their installation in 2015. The overwork caused refrigerant leaks, water to leak from the condensers, and countless service calls since their installation.

The Property Committee is requesting that meeting authorize the replacement of the 2, 3ton units with 2, 5ton units pending the results of 3 separate company installment proposals, and a recommendation from the property committee based on scrutiny of those proposals.

2. ROOF LEAKS AND CEILING DAMAGE

The ceiling has been showing stains in the fellowship area and the worship area. There is ceiling damage from leaking in the hall by the bathrooms. living space.

However, such leakage is damaging to the wood in our roof. In the case of the bathroom hall, there is visible structural damage to the ceiling. In the interest of safety we would like to take action.

The Property Committee is requesting that meeting authorize an investigation into the possibility of patching the roof at a cost or replacing the roof at a cost, pending the results of 3 separate company proposals for both services, and a recommendation from the property committee based on scrutiny of those proposals.

Report from Care and Community Committee

The Care and Community Committee met on August 28th 2019. It would like to recommend that the Meeting purchase a wall mounted first aid kit. A first aid kit, for a public facility, should be OSHA compliant, easily accessible and contain more than a kit for home use. We are recommending that a 4 shelf, wall mounted 1,100-piece OSHA compliant kit should be purchased and installed in the Meeting House before the 2020 Michener Lecture. This kit is suitable for a 250-employee facility. The purchase price for such a kit is \$137.74. The C&C Committee expects that this expenditure will come from the committee's budget. The Care and Community Committee expects to maintain the kit on an annual basis in preparation for the Michener Lecture.

Finance Committee Proposed Statement of Financial Controls 9/8/2019

Orlando Monthly Meeting recognizes the duty to be good stewards of the financial resources with which we are entrusted. While ideal financial controls are not feasible for an organization of our size, we have adopted the following procedures to establish good financial controls for our organization.

Cash Handling:

Any cash received by the organization will be verified by two people and deposited into the meeting's account within 7 days. Cash receipts will be documented with a two-part receipt book, with the copy of the receipt remaining bound in the receipt book.

The organization will not disburse cash unless it has received a written request from the Care and Community committee documenting the purpose of the disbursement and the recipient of the disbursed funds.

Financial Accounts:

The treasurer will open and maintain financial accounts on behalf of the meeting. There will be a minimum of two authorized signers on the financial accounts of the organization. All receipts and disbursements will be transacted through the financial accounts of the meeting. Debit cards may be issued at the discretion of the treasurer with transaction limits determined by the meeting. For the purposes of this policy any merchant services accounts that are set up to receive payments or donations are considered financial accounts.

The treasurer will reconcile the financial accounts monthly. Immediately upon completing the reconciliation, treasurer will forward a copy of the statement(s) to the clerk for review. The clerk will review the statements within 30 days of receipt and work with the treasurer to address any questions or concerns. If the questions or concerns are not addressed to the satisfaction of the clerk, or if the clerk believes a matter should be brought to the attention of the meeting, the clerk will add the item of concern to the agenda of the next regularly scheduled meeting for worship with attention to business.

Any disbursement of more than \$5,000 will require the authorization of two signers on the account. This authorization can be documented either by signatures on the disbursement or supporting documentation, or by an email or written notification that clearly identifies the transaction being authorized.

Financial reporting:

Treasurer will keep financial records using accounting software of the treasurer's choosing, as affirmed by the finance committee. In addition to the treasurer, at least one member of the Finance Committee will also have full access to the software. The member of the Finance Committee with access to the software will access the software at least quarterly and will randomly select at least 10 transactions to review for completeness and accuracy.

The treasurer will generate a financial report at least quarterly to present to the meeting at a regularly scheduled meeting for worship with attention to business. The financial report will at a minimum consist of a statement of financial position, statement of activities and a list of payments made over the period. The names of members or attenders will be suppressed in the list of payments but will be made available to the clerk upon request.

Payment of Expenses:

Regularly recurring expenses may be paid by the treasurer (or designee) at the treasurer's sole discretion. Expenses less than \$100 can be paid by the treasurer (or designee) at the treasurer's sole discretion. Expenses \$100 or over that are not regularly recurring will be approved by a member of the relevant committee. This authorization can be evidenced on the invoice, or with a separate electronic or written authorization.

Budgeted payments to Southeastern Yearly Meeting may be made by the treasurer (or designee) without further authorization.

With the exception of written requests of the Care and Community Concern committee, all expenses shall be disbursed by check or electronic payment (including by debit card) and not paid with cash.

Reimbursements:

Reimbursements to members, attenders, or others for expenses that were paid on behalf of the meeting shall be made by the treasurer within 30 days of the receipt being turned into the treasurer for reimbursement. Reimbursements in amounts over \$100 or without a receipt or other documentation of expense must be approved by a member of the relevant committee or the clerk.

Budgeting:

The Finance Committee will establish an annual budget for the following calendar year to be presented to the meeting at Eleventh Month (November) meeting for worship with attention to business.

Treasurer will report on the previous year's budget by Second Month (February) meeting for business of the following calendar year.

Worship and Ministry Committee Report**A JOINT STATEMENT FROM CENTRAL FLORIDA FAITH LEADERS BANNING
CONVERSION THERAPY FOR MINORS IN ORANGE COUNTY**

We are faith leaders seeking to serve the greater good and best interests of all Central Floridians. For this reason, we are urging our family, friends, and neighbors to save young LGBTQ+ lives by supporting a ban on conversion therapy for minors in Orange County.

Conversion therapy is rooted in the stigmatized belief that being LGBTQ+ is abnormal, broken, and something that needs to be fixed. It is intended to change the sexual orientation, gender identity, or gender expression of LGBTQ+ people. Conversion therapy is used by some licensed professionals under the guise of "health care" and clergy or spiritual advisors in the context of discipleship.

As faith leaders, many of us coming from faith traditions that have or still promote this harmful practice,

we see conversion therapy for what it really is, spiritual, emotional, and sometimes physical abuse. Conversion therapy has been universally denounced by professional organizations including the [National Association of School Psychologists](#), the [American Psychoanalytic Association](#), the [American Psychiatric Association](#), the [National Association of Social Workers](#), the [American Counseling Association](#), and the [American Academy of Pediatrics](#).

Conversion therapy has no place in healthy communities. 18 states have banned the practice along with dozens of cities and counties across the country. Orange County, Florida has a long history of conversion therapy and there are still licensed mental health counselors here who are actively engaging in this harmful practice, inflicting damage to our youth. To truly be the inclusive community we aspire to be, we must ban this practice and put an end to inflicting trauma on youth who are simply being who they were born to be.

In our heart-breaking experience helping loved ones heal from the harmful effects of this practice, we have seen the abuse of conversion therapy wreak havoc on all fronts. Conversion therapy *damages* communities by spreading shame-based fear that undermines the common unity of what it means to be a truly civil and equality-minded community. Conversion therapy is *destructive* to families because it blames parents and children for “sin” or being “relationally broken.” Finally, and even more disturbingly, conversion therapy is *deadly*. We know this because it is killing our LGBT+ youth.

According to [The Trevor Project’s National Survey on LGBTQ Youth Mental health research](#), 42% of LGBT+ kids who experience conversion therapy attempt suicide. Tragically that already high number spikes even higher with 57% of transgender and non-binary youth who have undergone conversion therapy reporting a suicide attempt in the previous year. This abuse needs to end and banning conversion therapy for minors is a way to save lives.

It is time that we stop waiting until after abuse happens to help LGBTQ+ youth. We must protect our young people and provide the affirmation, love, and help they need to grow into the beautiful individuals they are meant to be. As a community, we need to take preventative action and ban conversion therapy for minors in Orange County. We will be saving young lives the moment we do while affirming that protecting LGBTQ+ youth is vital to a safe and inclusive community for all.

If you are a resident of Orange County, please email, mail, call or set up a time to meet with your Orange County Commissioner to encourage them to vote yes on banning conversion therapy for minors. To find and contact your County Commissioners, please visit:

<https://www.orangecountyfl.net/BoardofCommissioners.aspx>

Thank you for taking part in this life-saving effort to ban conversion therapy for minors in Orange County. It takes all of us to create the community we want to live in.

Signed By:

Rev. Terri Steed Pierce, Sr Pastor, Joy Metropolitan Community Church

David Williamson, Central Florida Freethought Community

Josh Bell, United Methodist Pastor

Alan Chambers, The Chambers Foundation and Former President, Exodus International

Randy Thomas, Executive Director, Thrive LGBT+, Inc.

Worship & Ministry Committee Meeting Minutes
Thursday September 5, 2019
3:00pm-5:00pm

1. Present: Minerva Glidden (Clerk), Liz Jenkins (Orlando MM Clerk), Stephanie Preston-Hughes (Minute Recorder), Kody Hersh. Meeting opened with a few minutes of silent worship at 3:10pm followed by check-in's. The agenda was adjusted to add two brief items. Stephanie P. agreed to record minutes.
2. Stephanie P. shared insights from a recent conversation with a Winter Park MM attender. We wish to offer our support to them in light of recent decline in their membership and relocation of their long-term clerk, though it is not clear to whom we might extend a hand of friendship. Minerva will reach out to Orlando MM member Martha M. for suggestions, as she was previously a member of Winter Park MM.
3. We discussed a request received from Rev. Shelley Denmark, the Director of Crave, to facilitate a 90 minute spiritual formation session on November 1st that includes Quaker teaching(s). Crave is an organization that cultivates the spirituality and leadership of local social innovators. We discussed using the recent article on spiritual simplicity in *Friends Journal* as a topic and introducing the Quaker concepts of queries and worship sharing. W&M entrusted Stephanie P. to facilitate the session as requested, with Jerry K. accompanying as spiritual elder support.
4. Stephanie P. shared background information and progress on the recent community coalition effort to ban conversion therapy for minors in Orange County. A group of interfaith leaders has drafted joint statements 1) opposing this practice as harmful and 2) denouncing a planned ex-gay "freedom march" as misinformative. (Documents attached). W&M unites on bringing forward the following minutes:

MINUTE 1: W&M recommends that the Orlando Monthly Meeting of the Religious Society of Friends, Inc. become a signatory as *The Quakers of Orlando* on the JOINT STATEMENT FROM CENTRAL FLORIDA FAITH LEADERS BANNING CONVERSION THERAPY FOR MINORS IN ORANGE COUNTY.

MINUTE 2: W&M recommends that the Orlando Monthly Meeting of the Religious Society of Friends, Inc. become a signatory as *The Quakers of Orlando* on the JOINT STATEMENT FROM CENTRAL FLORIDA FAITH LEADERS REGARDING "FREEDOM MARCH.

5. We discussed a sustainable way forward regarding our *Quaker Notes* email bulletin. We united on suggestion from Clerk Liz J. that reducing the frequency of *Quaker Notes* to less than weekly could significantly lighten Friends' work burden. Stephanie P. and Minerva G. will communicate this possibility to the communications committee, while honoring how often they discern is reasonable to publish *Quaker Notes*.

6. We discussed the process and budget for procuring new reading materials for Young Friends Group. Clerk Liz J. clarified that Young Friends Group has its own budget line (7210) for making purchases. SEYM Youth & Young Adult Coordinator Kody H. has already culled old materials from the Webster Cottage library with the assistance of OMM Young Friends and OMM Young Friends Coordinator Kay L. He continues to seek input on diverse materials to update our collection. We hope that this might become a model for other MM's within SEYM.

MINUTE3: W&M approves Young Friends Group, under the leadership of SEYM Youth & Young Adult Coordinator Kody H. and OMM Young Friends Coordinator Kay L., to purchase books for Young Friends library in Webster Cottage. Money for purchases will come from Young Friends budget line 7210. If the cost of desired items exceeds the current budget, Young Friends may request additional funding. Meeting will be notified when the Webster Cottage library has been updated so that all Friends can be aware of the expanded materials

7. We discussed a process for sharing the 20 new *QuakerSpeak* videos we have purchased for our meetinghouse library with new visitors and attenders. We united in our hope that as many people as possible will borrow these to learn more about Quakerism.

MINUTE 4: W&M approves the immediate integration of 20 new *QuakerSpeak* videos into the OMM meetinghouse library. W&M will inform library overseer Steven R. to utilize the same standard process that is currently in place to check out books.

8. We began early discussion of possibly re-establishing an Assistant Clerk officer position. We committed to engaging in further discernment on this matter during the coming year while holding in mind the following query: *"How are we nurturing gifts of leadership in our meeting?"*
9. We united in continuing to offer weekday evening worship starting next month. Weekly meeting for silent worship will be held on Wednesday nights at 7:00pm and resume on October 30th with Jerry K. convening.
10. Due to busy schedules of OMM Friends and a date conflict with the SEYM Fall Interim Business Meeting, we decided against hosting a special event for World Quaker Day on October 6th.
11. We addressed several task oriented items including greeter, elder, and our next meeting time. Minerva G. will ask Richard M. to serve as a Sunday morning worship greeter for September and October. Minerva G. also agreed to serve as the support elder for Clerk Liz J. during the October 6th Meeting for Worship with Attention to Business. The next W&M committee meeting was scheduled for Thursday, October 17th in Webster Cottage. We closed with a few minutes of silent worship at 5:10pm.



A JOINT STATEMENT FROM CENTRAL FLORIDA FAITH LEADERS BANNING CONVERSION THERAPY FOR MINORS IN ORANGE COUNTY

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Conversion therapy is rooted in the stigmatized belief that being LGBTQ+ is abnormal, broken, and something that needs to be fixed. It is intended to change the sexual orientation, gender identity, or gender expression of LGBTQ+ people. Conversion therapy is used by some licensed professionals under the guise of “health care” and clergy or spiritual advisors in the context of discipleship.

As faith leaders, many of us coming from faith traditions that have or still promote this harmful practice, we see conversion therapy for what it really is, spiritual, emotional, and sometimes physical abuse. Conversion therapy has been universally denounced by professional organizations including the [National Association of School Psychologists](#), the [American Psychoanalytic Association](#), the [American Psychiatric Association](#), the [National Association of Social Workers](#), the [American Counseling Association](#), and the [American Academy of Pediatrics](#).

Conversion therapy has no place in healthy communities. 18 states have banned the practice along with dozens of cities and counties across the country. Orange County, Florida has a long history of conversion therapy and there are still licensed mental health counselors here who are actively engaging in this harmful practice, inflicting damage to our youth. To truly be the inclusive community we aspire to be, we must ban this practice and put an end to inflicting trauma on youth who are simply being who they were born to be.

In our heart-breaking experience helping loved ones heal from the harmful effects of this practice, we have seen the abuse of conversion therapy wreak havoc on all fronts. Conversion therapy *damages* communities by spreading shame-based fear that undermines the common unity of what it means to be a truly civil and equality-minded community. Conversion therapy is *destructive* to families because it blame parents and children for “sin” or being “relationally broken.” Finally, and even more disturbingly, conversion therapy is *deadly*. We know this because it is killing our LGBTQ+ youth.

According to [The Trevor Project’s National Survey on LGBTQ Youth Mental health research](#), 42% of LGBTQ+ kids who experience conversion therapy attempt suicide. Tragically that already high number spikes even higher with 57% of transgender and non-binary youth who have undergone conversion therapy reporting a suicide attempt in the previous year. This abuse needs to end and banning conversion therapy for minors is a way to save lives.

It is time that we stop waiting until after abuse happens to help LGBTQ+ youth. We must protect our young people and provide the affirmation, love, and help they need to grow into the beautiful individuals they are meant to be. As a community, we need to take preventative action and ban conversion therapy for minors in Orange County. We will be saving young lives the moment we do while affirming that protecting LGBTQ+ youth is vital to a safe and inclusive community for all.



If you are a resident of Orange County, please email, mail, call or set up a time to meet with your Orange County Commissioner to encourage them to vote yes on banning conversion therapy for minors. To find and contact your County Commissioners, please visit:

<https://www.orangecountyfl.net/BoardofCommissioners.aspx>

Thank you for taking part in this life-saving effort to ban conversion therapy for minors in Orange County. It takes all of us to create the community we a to live in.

Signed By:

Rev. Terri Steed Pierce, Sr Pastor, Joy Metropolitan Community Church

David Williamson, Central Florida Freethought Community

Josh Bell, United Methodist Pastor

Alan Chambers, The Chambers Foundation and Former President, Exodus International

Randy Thomas, Executive Director, Thrive LGBT+, Inc.



JOINT STATEMENT FROM CENTRAL FLORIDA FAITH LEADERS REGARDING "FREEDOM MARCH"

On September 14th, Orlando, "The City Beautiful" will witness Lake Eola being used as a platform for religious stigma against LGBT+ people. Conversion therapy and "Ex-Gay" Ministry proponents will be coming in from all around the country to hold what they have labeled a "Freedom March." The issue is complex and hurtful already, but this event will also feature two young men, who are survivors of the Pulse tragedy, who now say they no longer identify as members of LGBTQ+ community and have "changed" for religious reasons.

As faith leaders, we are grateful to live in a country where people have freedom of conscience and specifically religious conscience. We celebrate the rights of freedom of speech and assembly. That said the Freedom March sends a deadly message to LGBTQ+ youth and community in the name of religion. By promoting the harmful idea that being gay is somehow "broken" or unacceptable to God, this protest march reinforces fear-based stigma handed down for generations. We have seen this condemning message from the pulpit enforcing a harsh shame-based interpretation of what a biblically acceptable identity should be and public policy disenfranchising and erasing LGBTQ+ people, families, and relationships from full equality.

What happened at Pulse is a tragedy that forever changed Central Florida. The trauma inflicted and healing that continues has become part of the fabric of our beloved community. Our love and respect extend to every person touched by this act of hate and violence. With sincere respect and compassion for the two Pulse survivors speaking at the Freedom March, the Pulse tragedy didn't happen because of anyone simply enjoying the evening, being their authentic selves.

Pulse happened for many reasons including easy access to military-grade assault rifles, the murderer's state of mind, and because systemic bigotry against LGBTQ+ people taught the murderer that what he was going to do was ok. The answer to such a tragedy isn't to spiritually scapegoat being gay as part of the reason; it's to lovingly embrace one another to genuinely grow and heal as individuals and as a community. Being LGBTQ+ is not the villain here; the shooter was the villain. This blame shifting must end with the traumatized victims getting the help they need and love leading the way toward true freedom to celebrate and affirm LGBTQ+ people.

The misinformation that organizers of the "Freedom March" offer is harmful to the LGBTQ+ community and to all of us. Continued stigmatization is a never-ending and cruel roundabout with only one exit, embracing and understanding of the authentic and beautiful identities of LGBTQ+ people. We hope that supporters of the Freedom March will do as so many others have done before and walk away from religious-based fear and seek understanding. When the Freedom March organizers and participants want to understand how you can be a healthy, whole, and happy LGBTQ+ person of faith (or not), or an ally of the LGBTQ+ community, our doors are open. We are here to help.

We encourage Orlando and all of Central Florida to celebrate, affirm, embrace, and speak up for their LGBTQ+ friends, families, and neighbors. Let's not let toxic theology and fear-based stigma continue to harm our community. Let us instead live out what we know to be true; the truth that love conquers hate.



Signed By:

Rev. Terri Steed Pierce, Sr Pastor, Joy Metropolitan Community Church

David Williamson, Co-Founder, Central Florida Freethought Community

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