

# *New England Yearly Meeting of Friends*

*The Religious Society of Friends in New England*

## **From the 2007 minutes**

### **Staffing Patterns**

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07–27. The clerk of Permanent Board recognized the additional burden of work and strain placed on Jonathan Vogel-Borne and Katharine Clark as Permanent Board took the time to re-evaluate the Yearly Meeting staffing structure, and she expressed appreciation for all the staff members of the Yearly Meeting.

Permanent Board was not clear on moving ahead with creating a General Secretary position, as had been considered. They recommend hiring an outside staffing consultant, at a cost of \$12,000 to \$15,000. This person would work with an appointed steering committee to help discern a new staffing structure and report back to Permanent Board in the spring of this year.

Friends were not clear to move ahead with this recommendation. The clerk asked Permanent Board to create an opportunity for further discernment on this, with the possibility of presenting an additionally seasoned proposal for consideration later in the week.

*See Minute 61 for the continuation of this business item.*

07–61. Nancy Haines reported to us on a meeting held to discuss further the Permanent Board recommendation to hire a staffing consultant to help discern an appropriate staff structure for the YM. A document that summarizes all of the work that has gone on around this issue is available to Friends. Friends at the meeting were clear that NEYM is not ready to hire a staffing consultant at this time, and that we first need to explore resources within the YM. The group proposes the following:

- That Permanent Board be tasked to continue discernment about the proper staff structure for the Yearly Meeting.
- That Friends be invited to offer their skills and expertise in this area to Permanent Board.
- That Permanent Board be authorized to hire a staffing consultant during the year, if sufficient resources are not found within the YM and if they deem it necessary.
- That Permanent Board bring a proposal for a revised staff structure to YM Sessions next year.

Friends approved.