

**BEREA FRIENDS MEETING
OFFICES AND COMMITTEES
Approved April 17, 2022**

Previous revisions approved Apr 13, 2003; Apr 18, 2004; Jan 16, 2005; Dec 10, 2006; Feb 27, 2007; Mar 16, 2008; Feb 19, 2012; Jan 9, 2014; Aug 27, 2017; Mar 18, 2018

INDIVIDUAL OFFICES: CORE POSITIONS

Clerk

2 years

As specified in SAYMA Faith and Practice, “the Clerk serves the meeting by:

- Presiding at regular and called meetings for Worship with Attention to Business;
- Discerning and stating the sense of the meeting;
- Assuring that the work of the meeting and decisions of the meeting for business are carried out;
- Supporting those in positions of responsibility and committees carrying out their task;
- Interacting with the outside community as a person of authority.”

The Clerk is the president of the Meeting corporation and is normally designated as a check signer for banking and investment purposes. The clerk is also a member of the clerk’s committee.

Recording Clerk

2 years

As noted in SAYMA Faith and Practice, the Recording Clerk is

“responsible for recording the proceedings of regular and called meetings for business.”

The Recording Clerk maintains the Meeting mailing list with correct addresses and the monthly calendar of Meeting activities. The Recording Clerk also duplicates and distributes the minutes of Meeting for Business; makes an updated Meeting address list available periodically. The Recording Clerk ensures that copies of minutes are sent to the various libraries and collections that Meeting for Business has approved. While the Clerk of Ministry and Nurture is responsible for historical data relating to membership, the Recording Clerk assures that changes are reflected in the current Meeting mailing list. The Recording Clerk is also responsible for submitting the annual yearly meeting census. The Recording Clerk works with the Clerk of M&N to prepare the annual Yearly Meeting census and names to be included in the Yearly Meeting address list.

The Recording Clerk is the secretary of the Meeting corporation and is normally designated as a check signer for banking and investment purposes. The recording clerk is also a member of the clerk’s committee.

These two officers should see their roles as complementary and coordinate activities.

Treasurer

2 years

Consistent with SAYMA Faith and Practice, the Treasurer is responsible for:

- The custody and disbursement of the funds of the meeting, in accordance with its directions;
- Assisting the Budget Committee in preparing a yearly budget and presenting it to the meeting for action;
- Accepting donations (cash, checks, and other tangibles) and keeping necessary records;
- Presenting monthly or interim reports of income and expenses;
- Storing records and transactions of the meeting's financial business;
- Making disbursements as directed by the meeting.”

The Treasurer also regularly checks the Meeting mailbox, organizes and delivers mail to appropriate officers, and files or posts mail of general interest. The Treasurer serves on the Friends Fund and Budget Committees.

The treasurer is the treasurer of the Meeting corporation and is normally designated as a check signer for banking and investment purposes.

The treasurer prepares letters documenting donations and files appropriate paperwork with the state and federal governments to maintain incorporation and non-profit status.

Treasurer, Assistant Treasurer, Treasurer Emeritus *4-year sequence*
The person chosen to be Meeting Treasurer serves 1 year as Assistant Treasurer, then 2 years as Treasurer. The treasurer may be appointed for a second 2-year term. At the end of the 2 or 4 years, the person serves one more year as Treasurer Emeritus. A new Assistant Treasurer should be appointed to serve during the Treasurer's last year, so that the Treasurer Emeritus serves during the new Treasurer's first year. The role of the Assistant Treasurer and Treasurer Emeritus is to serve on the Treasurer's Guidance Committee during their respective terms of office.

COMMITTEES

Ministry and Nurture Committee *5-6 At-Large Members* *2 years*
These positions should include someone with a particular concern for young people and either a Berea College student or someone who is connected with College life.

According to SAYMA Faith and Practice, Ministry and Nurture is

“responsible for the quality of the meeting for worship . . . and for the pastoral care and counseling of the members and attendees . . . Members of the committee keep in loving fellowship with those who are growing in living experimental faith in God, and they are also available for individual consultation with members and with seekers facing religious problems.”

The Clerk of M&N works with the Recording Clerk of the Meeting to prepare the annual Yearly Meeting census and address list. The Clerk of M&N is also a member of the Clerk's Committee.

The Clerk of Ministry and Nurture maintains the Meeting membership book with historical data such as births, deaths, marriages, divorces, changes in memberships, and all records relating to membership. Ministry and Nurture coordinates and documents the review of local members and attendees. M&N also sends a letter to distant members every year. If M&N doesn't get a response one year, the next year the letter explains that if there is no communication, the person will be removed from membership. If there is no response to this second letter or other communication by the third year, M&N recommends to meeting for business that the person be removed from membership. In even-numbered years, M&N conducts a membership review.

Ministry and Nurture offers help in matters related to the death of Friends and their family members. A file is maintained which contains records providing information and instruction for survivors. The Clerk of the Meeting is responsible for the safekeeping of these records, but they can be accessed by the Clerk of Ministry and Nurture if they are needed. Ministry and Nurture encourages members to keep their records in this file up-to-date and provides opportunities at least annually for Friends to establish and review their records.

Ministry and Nurture meets at least monthly, and at times more frequently.

Members of Ministry and Nurture will be selected by that committee to serve on the Young Friends Committee, the Friends Fund Committee, on the Nominating Committee, and as the SAYMA Ministry and Nurture Representative. The SAYMA Ministry and Nurture Representative meets with representatives from other monthly meetings to develop activities and programs to nurture the spiritual life and well-being of all meetings and worship groups in the SAYMA region. The SAYMA Ministry and Nurture Committee typically meets three times a year.

Nominating Committee *Ministry and Nurture representative, member of the previous year's Nominating Committee and 2 at-large members* 2 years

The Nominating Committee is responsible for arranging for members and attendees to serve in the individual offices and committees of Berea Meeting every year, following guidelines established for the Nominating Committee. The Nominating Committee's slate of offices is presented for approval or modification at April Monthly Meeting, with new officers taking up their duties in time for the May Monthly Meeting. The committee maintains the approved Berea Friends Meeting Position Descriptions [this document], and recommends changes as needed to Meeting for Business. This committee can be reconvened at other times during the year at the request of the Clerk or Meeting for Business to fill vacancies that occur.

Young Friends Committee *5-6 members*
2 years

The Young Friends Committee consists of five to six members: one coordinator from each of the 3 groups (teen/children/ infant, when applicable), one representative from Ministry and Nurture, and 2 other members, ideally one teen. The committee is encouraged to invite a representative from Peace & Social Committee, Outreach, Adult Religious Education Committee, and the Meetinghouse Care Committee, on a rotating basis, to the committee meetings, to more fully integrate the youth and the larger meeting community. The YF Committee will coordinate the religious education program of all youth, from infants through teens. Specific responsibilities include: planning inter-age group events, calling meetings of parents or interested Friends for planning and evaluation, reporting to Meeting for Business, hiring and supervising paid childcare workers as needed, coordinating curriculum and teachers for Children's and Youth First Day School, and deciding on the appropriate age groups for First Day School.

According to the safety guidelines, the committee will also conduct adult worker screening and training as needed, and will keep informed of procedures and safety. One representative of the committee will work with the Clerk's Committee to review and revise the Safety Guidelines at least yearly.

Peace and Social Concerns Committee *4-5 members, the committee chooses QCKL and FCNL reps*
2 years

The Peace and Social Concerns Committee seeks to create awareness among members and attendees of injustices and other factors contributing to violence and suffering in Berea, the Appalachian region, the United States, and the world. Responsibilities include: making information on peace and justice issues available to Berea Meeting; selecting concerns to be brought to Meeting for Business; drafting and, following approval of Meeting for Business, issuing position statements and letters on peace and justice issues; and coordinating peace and social justice activities undertaken with other groups.

Treasurer's Guidance Committee *1 ex officio and 2 at-large members* 2-years

The Treasurer's Guidance Committee consists of the assistant treasurer or treasurer emeritus (if there is one), plus 2 at-large members serving 2-year staggered terms. This committee meets at least quarterly and is responsible for verifying that the Meeting's bank accounts agree with the figures reported in the Treasurer's quarterly reports. The committee works in cooperation with the Treasurer to ensure that treasurer's reports are accurate and useful.

It is also responsible for developing and maintaining a treasurer's handbook which describes the tasks and procedures of the treasurer. It manages the transition from one treasurer to another, including the training of the new treasurer and the transfer of resources (software, financial records, credentials, etc.) needed for the job.

Friends Fund Committee *Clerk, Treasurer, Ministry and Nurture representative*

The Friends Fund Committee meets as needed to consider requests for interest-free loans or gifts to meet financial needs or promote growth, following guidelines established for the Friends Fund.

Budget Committee *Treasurer and 2 at-large members*

This Committee is appointed at the February Meeting for Business with the task of developing a budget for approval at the April Meeting for Business. It includes the Treasurer and at least two other Friends.

Clerk's Committee *3 ex officio members*

The Clerk's Committee is composed of the Clerk, Recording Clerk, and Clerk of Ministry and Nurture. One member of Young Friends Committee will serve on the Clerks Committee when the Clerks Committee discusses the Safety Guidelines. It may help to prepare the agenda for each meeting for business and sees that all issues on the agenda are sufficiently seasoned. The committee also helps the clerk plan for dealing with any difficult issues that may arise. It will reflect periodically on the quality of Meeting for Business, both as a decision-making activity and as an expression of worship, and take steps to keep the quality high. The members act as a mutual support group in thinking about their jobs and helping each other in "crunch" times.

Meetinghouse Care Committee *4-6 members* *2 years*

The Meetinghouse Care Committee is made up of the rentals coordinator, maintenance coordinator, beauty and order coordinator, and grounds coordinator. (See the descriptions of these positions.) The function of the committee as a whole is to implement policy set by Meeting for Business in regard to the meetinghouse. They involve other people from the Meeting as needed to carry out their responsibilities. The committee is the first place to take matters requiring decisions about the meetinghouse. Most such issues should be resolved in the committee, so that only major policy issues or major building changes need come to meeting for business.

The committee will advise the treasurer and budget committee on funds needed for the meetinghouse. It has the authority to spend money budgeted annually for the meetinghouse and can decide to spend money from the meetinghouse repair fund in an emergency. The committee will work out procedures with the treasurer for paying bills and reimbursements.

While committee members have nominal 2-year terms, the needs of the Meeting will best be served when a person doing a good job on this committee continues to serve for several terms.

Outreach Committee *2 to 5 members* *2 years*

The Outreach Committee will be made up of two to four members or attendees of the Berea Friends Meeting, including High School or College student, if available. This committee will be responsible for coordinating all BFM activities to relate to or involve outreach to the wider community. It should interpret its responsibility broadly and work with the other committees and individuals in the meeting to enhance Berea Friends Meeting's visibility and presence in the community; and to monitor information about the meeting provided in public spaces and publications. The committee also functions as a welcoming committee for new attendees of the Meeting.

Specific tasks include: making free tracts about Quakerism available to Meeting attendees, maintaining a bulletin board at the meetinghouse, submitting content for a web page for newcomers on the Meeting's web site, providing for greeters for meeting for worship, making follow-up contacts with visitors as appropriate, and representing the Meeting at Berea College orientation events and other occasions where outreach is possible.

INDIVIDUAL OFFICES: TO BE FILLED IF POSSIBLE

Librarian

2 years

Acquires new reading materials for the Meeting library within the budget; numbers and catalogues books according to the current system; keeps records of books currently in the library up to date; and provides a list of materials acquired in the past month to the Recording Clerk to be published in the minutes. The librarian re-shelves returned books, keeps the shelves in good order, and maintains basic sign-out/in procedures and records. Orders and maintains tracts and pamphlets on Quakerism and assembles packets of introductory materials to be given to newcomers.

*If this position is not filled, the Meeting for Business will address how to handle the responsibilities.

Assistant Librarian

Helps with cataloging, shelving books, general library upkeep

Archivist

2 years

Maintains non-current meeting records and arranges to copy records needed by members of the meeting. Ensures that records are stored to avoid unnecessary exposure to damage by fire, water, insects, mildew, or other biological agents. The librarian/archivist should request for the Meeting files any needed records from clerks, treasurers, and committee clerks.

*If this position is not filled, the Meeting for Business will address how to handle the responsibilities.

Communications Coordinator

2 years

Responsible for maintaining the Meeting website, social media pages, and email lists.

Berea Ministerial Association (BMA) representative

2 years

Attend BMA meetings, participate in association's ecumenical activities, and report regularly to Meeting for Business.

*If this position is not filled, the Clerk will notify BMA that there will be no Meeting representative.

Berea Faith Community Outreach (BFCO) representative

2 years

Serve as a member of the BFCO board of directors, and report regularly to Meeting for Business.

*If this position is not filled, the Clerk will notify BFCO that there will be no Meeting representative.

Kentucky Council of Churches representative

2 years

Serves as the Berea Friends observer on the Kentucky Council of Churches, and notifies the Kentucky Council of his/her address and phone number so he/she may be contacted about meeting dates.

*If this position is not filled, the Clerk will notify the council that there will be no Meeting observer.

Adult Religious Education Coordinator

2 years

Plans and implements programs to suit the needs and interests of Meeting adults. After gathering input from members and attendees, the Coordinator schedules sessions and arranges program facilitators while giving consideration to other events on the Meeting's calendar, such as periodic highway trash pickups. Adult First Day School may include, but is not limited to, programs of religious education, social concern, fellowship, and celebration. The Coordinator may also schedule and coordinate mid-week discussion to suit the needs and interests of Meeting adults. The Coordinator's plans for Meeting will be presented for approval to the Meeting for Business. The Coordinator will post scheduled discussions and events which

are open to the public on the BFM Public Calendar (Google calendar), Facebook page, and other media, as appropriate.

*If this position is not filled, the Nominating Committee will schedule first-hour discussions in July and November. The purpose of the July first hour will be discussing potential topics for Adult First Day School and mid-week discussions from September to December, scheduling them, and coordinating volunteers to arrange them. The purpose of the November first hour will be undertaking the same process for January to May.

Children's First Day School Coordinator(s)

2 years

Two coordinators serve as head teachers and are responsible for enlisting additional teachers as needed. Children may be divided into groups, according to ages. They plan the curriculum in consultation with the Young Friends Committee. One of the coordinators will be a member of the Young Friends Committee.

Young Friends Program Coordinator(s) (Teens)

2 years

Develop a programming with the teenagers of the Meeting, in consultation with the Young Friends Committee. Facilitate the leadership of the teens in planning programs. In addition to activities that occur on First Days, these programs may include joint projects with other Friends Meeting youth, with young people of other local congregations, and involvement in the Southern Appalachian Young Friends (SAYF) program. They arrange for Friendly Adult Nurturer (FAN) for their activities. They maintain contact with Berea young people who are away at school or college. One Young Friends Coordinator will be a member of the Young Friends Committee.

Rentals Coordinator

2 years

This member of the Meetinghouse Care Committee is responsible for renting the apartment and the meeting space, according to rental policies set by the Meeting.

Maintenance Coordinator

2 years

This member of the Meetinghouse Care Committee is responsible for maintaining the building, acting in accord with Meeting policies. The ideal person will have practical skills in building maintenance as well as knowledge of repair people and services in the community.

Beauty and Order Coordinator

2 years

“Beauty and Order” comprises matters relating to the organization and appearance of the meetinghouse, its rooms and surroundings. This member of the Meetinghouse Care Committee is responsible for seeing that the meetinghouse is kept clean, functional and attractive.

Grounds Coordinator

2 years

This member of the Meetinghouse Care Committee is responsible for overseeing the upkeep of the meetinghouse grounds. The Grounds Coordinator will perform or delegate others to perform regular, seasonal and occasional tasks required in order to ensure that the meetinghouse grounds are kept in a neat and orderly manner.

SAYMA Representative

2 years

This individual serves on the representative committee of the yearly meeting. According to SAYMA Faith and Practice, responsibilities include

- Attending representative meeting of yearly meeting as well as yearly meeting.
- Reporting concerns seasoned by monthly meeting to SAYMA and reporting SAYMA business to monthly meeting, with specific attention to SAYMA items requiring awareness and/or action.

The SAYMA Representative is responsible for notifying the SAYMA office of changes in Berea Monthly Meeting officers and providing the Southern Appalachian Friend (SAYMA newsletter) with quarterly news about the meeting.

Quaker Committee on Kentucky Legislation (QCKL) representative

2 years

Attends QCKL meetings and keeps Berea Friends informed of public policy issues and concerns in Kentucky. Reports regularly to Meeting for Business and notifies Friends by e-mail or other methods when urgent responses are required. The QCKL rep serves on Peace and Social Concerns Committee.