

**Annual Program Report, FY 2015 (Oct. 1, 2014 – Sept. 31, 2015)**  
**Toward Right Relationship Project**

Submitted by Paula Palmer, Director  
October 3, 2015

**A Journey of Growing in Faith and Faithfulness**

This year offered many opportunities for me to grow in my faith and ministry, in my understanding of and appreciation for Quaker processes, in relationship with Native people and organizations, and in my commitment to seeking and witnessing truth.

My Spiritual Care committee of three seasoned Friends met with me monthly for worship and reflection on the challenges and blessings of this ministry as a journey of faith. How is the Spirit moving through this ministry? How can I become ever more present and attentive to my Guide? How can I discern the difference between project-driven work and Spirit-led work? When difficulties arise, where is God? How can I walk the path of Holy Obedience and Way Opening? Spiritual Care committee members helped me with spiritual resources from Scripture, from wise Quakers, and from their own lives. They faithfully hold me and the Toward Right Relationship ministry in the Light, and when I travel they make sure that Friends are offering spiritual support during the workshop presentations. I am deeply grateful and humbled by their love and service.

The Indigenous Peoples Concerns committee continues to listen together for guidance from the Spirit and from Native peoples as we discern how we can address the historical and ongoing injustices rooted in European dominance and privilege. The committee helps formulate the Toward Right Relationship ministry through our collective study, discussions, and discernment. Most members of the committee participate in presentations of the Toward Right Relationship workshops, and Dave Lohman creates and updates the Toward Right Relationship and Quaker Indian School Research Project pages on the Boulder Meeting's website. The committee also designates funds to the TRR project and this year recommended allocation of funds from the Ruth Waskey fund to support my travel to Pendle Hill and to visit the sites of some of the Quaker Indian schools in Oklahoma, Kansas, Nebraska, Iowa, and Indiana. My research on the role that Quakers played during the era of the Indian boarding schools, which began this year and will be extended through the 2016 project year, developed out of IPC meetings with members of the National Native American Boarding School Healing Coalition. IPC member Kaye Edwards is contributing to this research.

The TRR Oversight committee meets quarterly to review my quarterly program and financial reports, evaluate the conduct of the project and the use of project funds, and offer suggestions for right order in carrying out the ministry. Committee membership changes as different people assume different positions within the meeting structure. Oversight Committee members represent the meeting's clerks (generally the Associate Clerk), the Finance Committee, and the Indigenous Peoples Concerns committee. Their careful attention is a great comfort to me as we share in accountability to the Meeting.

I am deeply grateful for the services provided by the meeting's treasurer and bookkeeper in managing the project's funds (receiving and recording donations, reimbursing expenses, issuing checks for

compensation, creating financial reports for me and for the meeting). And I am grateful for the financial contributions received this year from 21 individual Boulder Friends or couples.

As concerns and conflicts about the Toward Right Relationship ministry arose within the meeting, the clerk and several committees created forums where all voices could be heard. The clerk, associate clerk, and Ministry and Worship continue to guide the meeting's process of discernment in regard to my personal leading and the Toward Right Relationship ministry and also in regard to the meeting's role in recognizing and nurturing individual leadings and ministries in general.

IMYM's 2015 theme, *"Practicing Spiritual Discernment: Where Does the Light Lead us Now?"* gave many of us opportunities to deepen our understanding of historic and current Quaker processes for both individual and collective discernment, how they relate to each other, and how meetings manage the processes. I gained deep appreciation for resources available from Friends General Conference and from Pacific Yearly Meeting, and hope that they will be useful to Boulder meeting as we continue to grow through our struggles with these issues. One Friend put it this way: we have so much to learn about how leadings strengthen our meetings, and how meetings can strengthen our leadings."

A highlight of the year for me was receiving a Traveling Minute from IMYM and then traveling under it as well as Boulder Meeting's minute to Pacific Yearly Meeting's annual sessions. I presented three workshops there at the invitation of PYM's Young Adult Friends and PYM's Racial Justice Committee. The keynote speaker, Lloyd Lee Wilson, is also a recognized minister who travels with a Traveling Minute from North Carolina Yearly Meeting (Conservative). PYM received both of us by reading our Traveling Minutes at their business meeting, signing our minutes with extensive appreciations, and providing us elders for spiritual and logistical support throughout our stay. In his keynote address, Lloyd Lee Wilson spoke about his traveling ministry. He described it as a pendulum that starts from a place of motionlessness, held by an Invisible Hand. Out of that place of being held, the pendulum is released and gains momentum as it moves through its arc. This is the time of active ministry, which accelerates and then slows again as the pendulum climbs toward the other side of the arc, where it again reaches motionlessness. This is a time of rest and reflection, when the minister returns to his/her meeting for spiritual nurture. It is also a time of assessment, accountability, and realignment with the Spirit. And out of that stillness, the minister may again be released to move through the arc of active ministry.

Boulder Meeting and Inter-Mountain Yearly Meeting have given me an awesome gift – to grow, God-willing, into ministry. I am profoundly aware of how much I have to learn, and I am profoundly grateful for the collective wisdom of Friends who so generously offer guidance on this journey.

## **2015 Program Report**

I will summarize here the activities that were carried out this year to meet the objectives defined in the 2015 work plan for the Toward Right Relationship project. The activities are described in more detail in the quarterly reports, posted at [www.boulderfriendsmeeting.org/ipc-right-relationship](http://www.boulderfriendsmeeting.org/ipc-right-relationship)

### **Objectives (from the 2015 TRR Project Work Plan)**

1. Develop and implement a fund raising plan to support this work through grants, honorariums, crowdsourcing, and individual and group donations to the Meeting's TRR Fund.

I sent two fund raising letters by mail and by email to individual donors and workshop participants, and raised \$28,055.75 through individual donations. Donations ranging in size from \$5 to \$5,000 were received from a total of 66 individuals.

I submitted nine grant proposals and received five grants for a total of \$6,300 in cash during this fiscal year. One of the grants awarded will come into the TRR fund in early FY 2016 (\$3,500 from Swarthmore College), and one grant is for room and board for 17 weeks at Pendle Hill (not a cash award) so it does not show up on our financial report. The cash grants are from Sisters of Loretto (\$3,000), New York Yearly Meeting (\$300), and Native American Rights Fund (\$3,000. Note: half of this grant was given to NARF by Philadelphia Yearly Meeting for this purpose).

We were successful in raising sufficient funds to meet the FY 2015 budget with \$6,275 remaining to carry over into FY 2016.

2. Present the two TRR workshops -- *“Roots of Injustice, Seeds of Change: Toward Right Relationship with America’s Native Peoples”* (for adults), and *“Re-Discovering America: Understanding Colonization”* (for middle schools, high schools, and religious education programs)-- 20 times, hosted by faith communities, middle and high schools, colleges, and civic organizations around the country.

We presented 23 adult workshops, 6 youth workshops, and 2 workshops for Native Americans – a total of 39 presentations. Of these, 9 workshops were presented by trained and certified TRR workshop facilitators (in New York, Washington, Colorado, and Kansas); the others were presented by the TRR project director.

3. Provide assistance so that Native American colleagues can make at least four presentations of the TRR workshops in Native schools and communities.

Jerilyn DeCoteau (Ojibwe/Cree) and Doreen Martinez (Mescalero Apache) presented workshops at the Wisdom Keepers annual gathering in Kansas and at the Unity Concert in South Dakota. They met with the directors of the Native American and Indigenous Peoples Studies departments at the University of Colorado-Boulder and the University of Colorado-Denver, and will work with both departments to begin offering the Toward Right Relationship workshops. Jerilyn’s efforts to take the workshops to the Turtle Mountain Chippewa reservation in North Dakota did not pan out this year. Paula worked with Native Hawaiians to include Native Hawaiian history in the workshop scripts and she presented this version with Native Hawaiians at Methodist and Quaker gatherings in California.

4. Train and coach at least 10 people to present the *“Roots of Injustice, Seeds of Change”* workshop on their own.

I trained 8 Native American facilitators, 1 Episcopalian, 2 middle school teachers, 9 participants at the Ecumenical Advocacy Days in Washington DC, and 10 people who asked for training after participating in a TRR workshop, for a total of 30 trainees. Of these, 8 have become certified and active TRR workshop facilitators, joining 7 previously trained and certified facilitators in New York and Washington. Six of the trained Native Americans are clergy members of the Council of Native

American Ministries. They chose to develop workshops of their own under the auspices of CONAM rather than join TRR's Facilitator Network.

5. Introduce the "*Re-Discovering America*" workshop to 5 schools or school districts.

We presented workshops to 4 classes at Louisville CO Middle School and to 28 Boulder Valley School District social studies teachers during a Professional Development Day in August. The Boulder History Museum added our youth workshop to its list of educational programs offered to middle school and high school classes. We were disappointed that the Boulder YWCA's Reading to End Racism program failed to schedule workshop presentations in Boulder county schools this year.

6. Develop a new (Part 2) workshop to follow on "*Roots of Injustice, Seeds of Change*," that will guide local groups in taking next steps toward right relationship with Native people in their communities.

We consulted members of Boulder meeting, Native American colleagues and advisors, and workshop hosts and participants about the need to develop a follow-up workshop that would guide local groups in taking next steps. Some people feel strongly that we should capture workshop participants' interest and concern immediately by pointing them toward individual and collective actions. Others feel strongly that people need time to "feel the pain" and let it sink in, and that they should not be channeled into "fix it" mode. There are no easy fixes to 500 years of European domination and supremacy. We do offer a Resource Kit with 20 pages of suggested actions and resources, and we frequently hand out flyers for actions that are needed on specific issues (for example: letters to Pope Francis to repudiate the Doctrine of Discovery and to cancel the canonization of Fr. Junipero Serra; protests of the Keystone XL pipeline and the "legal" theft of the Apaches' Oak Flats sacred site). This year we did not reach unity on developing a follow-up workshop, so we have tabled it for further thought and consideration. We also recognize that our program development priority for this year has been the research on the Quaker Indian schools, which has a specific time line and needed to take precedence.

7. Publish 2 articles in magazines, journals, or websites about this work

IMYM posted documents from and links to the Toward Right Relationship web page and the Research on Quaker Indian Schools web page. Mary Klein, editor of Western Friend, interviewed Paula and published a shortened version of the interview in the July-August 2015 issue. She also posted the unabridged interview on the Western Friend website. Boulder County's United Nations Association awarded Paula its 2015 International Human Rights Award and published articles about her work in their newsletter and website. Paula is also the recipient of Boulder County Community Action Program's 2015 Multicultural Award in the category of "Partner." Articles appeared in the Boulder Daily Camera and a video presentation was shown at the awards ceremony October 1. Boulder Meeting's clerk Gale Toko-Ross accepted the award for Paula in her absence.

8. Engage with Quaker meetings, organizations, schools, and colleges about Indigenous peoples' concerns generally, and specifically about the Doctrine of Christian Discovery, the UN Declaration on the Rights of Indigenous Peoples, the impacts of the Indian

Boarding Schools, as well as the roles Friends have played in these issues and ways that Friends can contribute to genuine healing processes.

At this year's IMYM gathering, Paula facilitated a workshop for Junior Young Friends, presented an Interest Group called, "Journey of a Leading," presented a poster session, and gave a short talk about the Quaker Indian school research. She presented a workshop to the entire FCNL staff in Washington DC, gave talks to students at Moses Brown Friends School in Providence RI, and presented workshops at Pendle Hill and Chestnut Hill meeting in Philadelphia.

9. Develop partnerships with other faith communities to carry the TRR work into wider faith community circles.

Paula and other certified workshop facilitators presented workshops to Episcopalian congregations in Boulder, Denver, Santa Fe NM and Espanola, NM; to First Universalist church in Denver, to interfaith activists at Ecumenical Advocacy Days in Washington DC, to the California-Pacific district of United Methodists, to an Ecumenical Catholic Community in Longmont, and to a national conference of Presbyterians in Washington DC.

10. Continue to conduct and promote research and reflection on the role the Religious Society of Friends played in the Indian Boarding School era, and develop ways to disseminate this research and broaden the reflection.

Paula received Pendle Hill's 2015 Cadbury Scholarship, Swarthmore College's 2015 Moore Fellowship, and joint grant from Philadelphia Yearly Meeting and the Native American Rights Fund to conduct research on the role Quakers played during the era of the Indian boarding schools. In August, she visited the sites of nine Quaker Indian day schools and boarding schools in Oklahoma, Kansas, Nebraska, Iowa, and Indiana, as she drove from Colorado to Pendle Hill. She was accompanied on her travels by Santa Fe NM Friend Guthrie Miller who provided spiritual and logistical support. Her research term at Pendle Hill runs from September 1 through December 18, with one additional week to be determined. For information about this research, please see: [www.boulderfriendsmeeting.org/ipc-boarding-school-research](http://www.boulderfriendsmeeting.org/ipc-boarding-school-research)

11. Maintain the TRR website ([www.boulderfriendsmeeting.org/ipc-right-relationship](http://www.boulderfriendsmeeting.org/ipc-right-relationship)) and develop a TRR project presence on Facebook and perhaps other social media.

Dave Lohman maintains and updates the TRR web page, and he created a new page for the Quaker Indian School research: [www.boulderfriendsmeeting.org/ipc-boarding-school-research](http://www.boulderfriendsmeeting.org/ipc-boarding-school-research). We created a Toward Right Relationship facebook page. Now we need to become more deliberate and skillful in using it for outreach and for the Facilitators' Network.

12. Undertake new project initiatives as guided by the IPC committee, Native American advisors, Quaker organizations, and the Inner Light.

In January, Way opened for the Quaker Indian school research when Pendle Hill announced its Cadbury Scholarship award to Paula.

13. In consultation with Boulder Meeting and other organizations, consider whether it may be beneficial (in terms of grant funding opportunities) to move the TRR project to a different organizational home.

During this year, we have not pursued any change. For funding purposes, it has been appropriate for the TRR work to be housed in the Boulder Meeting since our fund raising has centered on the Quaker Indian school research (of interest primarily to Quaker funders). We continue to feel deeply grateful for all the ways that Boulder Friends -- as individuals, committees, and the meeting at large -- hold the Toward Right Relationship ministry in light and loving care.

14. Meet monthly with the IPC committee and the Spiritual Care Committee, and quarterly with the Oversight Committee. Submit quarterly program/financial reports and post them on the TRR website. Give verbal reports to Boulder Meeting at the invitation of the clerk.

These meetings have been held as scheduled and reports have been submitted in timely fashion. Quarterly and annual reports are posted at [www.boulderfriendsmeeting.org/ipc-right-relationship](http://www.boulderfriendsmeeting.org/ipc-right-relationship). Paula's verbal reports to meeting for worship with a concern for business are reported in the Miscellany.

**Summary of Program Activities  
FY 2015 (October 1, 2014 – September 31, 2015)**

	Planned	Qtr. #1	Qtr. #2	Qtr. #3	Qtr. #4	Total delivered
Workshops delivered	20	11	7	14	7	<b>39</b>
Facilitators trained	10	3	8	9	10	<b>30</b>
Presentations to Quaker orgs	unspecified	4	4	4	3	<b>15</b>
Grant proposals submitted	unspecified	0	5	2`	2	<b>9</b>
Grants received	unspecified	0	1	2	2	<b>5</b>

(NOTE: see next page for Financial Report)

**Financial Report**  
**Statement of Financial Activities prepared by Toby Gallegos**

	Budget FY15	Actual FY15	Variance
Beginning Balance, 10/1/14	4,700	4,771	
<b>Income</b>			
Individual donations	17,000	28,056	65%
Crowdsourcing	8,300	0	-100%
Workshop host organization donations	9,500	11,607	22%
Boulder Meeting donations	500	4,172	734%
Grants	10,000	6,300	-37%
<b>Total Income</b>	<b>45,300</b>	<b>50,135</b>	<b>11%</b>
<b>Expenses</b>			
Project Director Compensation	42,000	42,000	0%
Consultants	3,000	300	-90%
Conference fees	1,500	215	-86%
Supplies, printing, postage, other	1,000	1,125	13%
Travel	2,500	5,008	100%
<b>Total Expenses</b>	<b>50,000</b>	<b>48,649</b>	<b>-3%</b>
Net Operating Income*	-4,700	1,486	
Fund Balance, 12/30/14		10,686	
Fund Balance, 3/31/15		11,194	
Fund Balance, 6/30/15		7,713	
Fund Balance, 9/30/15	0	6,257	

\* Note: Budget planned that all funds would be expended by fiscal 2015 year-end. However, we set a goal of achieving a \$5,000 Fund Balance as of 9/30/15, and we met that goal.