

# Chapel Hill Friends Meeting

Newsletter: Eighth Month, 2023



**Monthly Query:** *How do I help overcome the contemporary effects of past and present injustice and discrimination?*

**Monthly Worship Tip from the M&W Committee:** *Your silent prayer and openness to Spirit are themselves a form of ministry that enriches the Meeting community.*

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## Upcoming Zoom Fora - 9:30 am

<https://www.chapelhillfriends.org/forums.html>

**August 6:** What is a beautiful thing that another religion does that resonates with you?

**August 13:** What does it mean to you to be a Quaker?

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## Upcoming Events

### Eno River Poetry Festival, Sat. Aug 5

Kate Fitch shares with Friends:

Anne Myles, who presented a forum for us this year on her book "What Woman That Was: Poems for Mary Dyer," will be a featured poet reading from her new book at the Eno River Poetry Festival at Orange County Library in Hillsborough on August 5.

<https://enoriverpoetryfestival.com/>

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### PLAN C Documentary, Monday, Aug. 14, 7pm

Carolyn White shares with Friends:

We are excited to announce the North Carolina Premier of the PLAN C documentary by award winning director Tracy Droz Tragos. The film follows a secret grassroots organization as they fight to expand access to abortion pills in the US during the global pandemic and the fall of Roe v Wade. There will be a discussion following the screening.

The film is sponsored by the Kehillah Social Action Committee in partnership with the Triangle Interfaith Reproductive Justice Coalition.

When: **Monday, August 14 at 7:00pm**

Where: The **Lumina Theatre in Southern Village**, Chapel Hill

The event is free for those who sign up using the Sign Up Genius link below. Please sign up as soon as possible, as we are inviting all members of the six congregations comprising the Triangle Interfaith Reproductive Justice Coalition. Sign up will be limited to 150 on a first come, first serve basis.

[Here's the link.](#)

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## Couple Enrichment Workshop: "Savor Your Relationship", Sept 8-9

Join us for a sacred time of connection with your partner. LGBTQIA+ friendly. Learn a practice for a lifetime grounded in Quaker peacemaking principles: Couple Dialogue. Couple Dialogue slows us down, helping us to listen and understand one another before jumping to solutions (or jumping on each other!) Hone your practice and deepen your relationship in a community seeking the joy of lifelong companionship. No fixing. No judging. Share at your own level of comfort.

**Friday, September 8**, 6 pm - 9 pm

**Saturday, September 9**, 9:30 am - 4 pm

Durham Friends Meeting, 404 Alexander Avenue, Durham

Suggested donation \$50/couple. [Click here to register](#) or scan this qr code:



Want to know more? Then Sip or Sample.

**Sip** by having a brief conversation with Marsha & Mike by zoom or in person during August. For dedicated times and locations, scan the code

**Sample** by attending a free 90-minute event. Come as you are, with or without a partner.

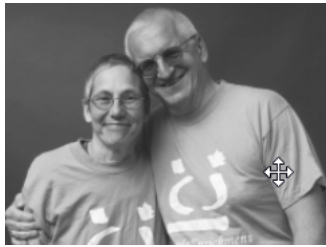
**August 15 (Tues.) at 8 pm** . . . . . Online (registration required.)

**August 24 (Thurs.) at 7 pm** . . . . . Orchard Park Shelter, 1000 S Duke St.

**August 27 (Sun.) at 4 pm** . . . . . Durham Friends Meeting, 404 Alexander Ave.

**August 29 (Tues.) at 12:30 pm . . Online (registration required.)**

For more details and to register, use the qr code above.



Durham Anchor Couple Marsha & Mike Green

Marsha & Mike have been creating safe, sacred spaces for couples for over 30 years with Friends Couple Enrichment. Witnessed Couple Dialogue has become their relationship yoga practice. They love to share this practice with whomever and wherever the opportunity arises. This is their vocation, grounded in their Quaker faith and practice of peace-making, equality, integrity, and community. They live in Durham, NC.

Friends Couple Enrichment (FCE) has been nurturing relationships for 50+ years. It is grounded in Quaker testimonies and belief that the Spirit is continually revealed. Anchor couples are trained, mentored, and follow their calling across the U.S. and Canada offering events at minimal cost. FCE is a 501(c)3 non-profit. Learn more at [www.friendscoupleenrichment.org](http://www.friendscoupleenrichment.org).

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## “Something To Say” Art Exhibit, Sept 27 - Oct 15

Dear Friends,

We have planned this year's “Something to Say” art exhibit for September 27 through October 15th. The exhibit will showcase the visual art and poetry of men who are incarcerated at Orange Correctional Center(OCC). The “Friends & Family” event will be held on Saturday, October 14th. In past years, the timing for this event was 4:30 to 7:30, but we will probably adjust the time, as sunset will be earlier!

We are so grateful to Margaret Lane Gallery for hosting the exhibit which will be held in the “green room” at the back of the gallery rather than the main room of the gallery. The “green room” is a light-filled, beautiful space with a back door that leads to the backyard of the gallery.

Like last year, we are inviting the men to submit poetry as well! One of the highlights of the Friends & Family event is the reading of the poems.

Once again, we hope to invite groups and organizations that support incarcerated people and returning citizens. It's a great opportunity for individuals and organizations to build connections and community!

If you would like to help us plan or participate in the Friends & Family event, please let me know at [sallyfreeman@earthlink.net](mailto:sallyfreeman@earthlink.net)

Thank you so much!  
Sally Freeman

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## Announcements

### NC WARN and Duke Energy's Land Seizure Scheme

Hart Pillow shares with Friends:

Dear friends and Friends, I am a follower of the work of NC WARN. I hope you will read their latest battle plan for stopping Duke Energy's misguided & dangerous Carbon Plan for North Carolina: <https://www.ncwarn.org/our-work/transmission/>

You don't have to read all of it, but please contact Governor Cooper and Josh Stein. If they do the right thing, Duke could be stopped from this disastrous action.

<p>Tell Governor Cooper to walk his talk on climate protection:</p> <p><b>Phone:</b> (919) 814-2000 (press 5 to talk to a person)</p> <p><b>Email:</b> <a href="mailto:contactgov@nc.gov">contactgov@nc.gov</a></p> <p><b>Mailing Address:</b> The Honorable Roy Cooper Governor of North Carolina 20301 Mail Service Center Raleigh, NC 27699</p>	<p>Urge Attorney General Stein to keep challenging Duke Energy:</p> <p><b>Phone:</b> (919) 716-6400 (ask to be connected to comment line)</p> <p><b>Email:</b> <a href="mailto:ncago@ncdoj.gov">ncago@ncdoj.gov</a></p> <p><b>Mailing Address:</b> The Honorable Josh Stein Attorney General of North Carolina North Carolina Department of Justice 9001 Mail Service Center Raleigh, NC 27699</p>
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### Highlights from The Poor People's Congress

Hart Pillow shares with Friends:

Here are a few highlights from The Poor People’s Congress held in Washington DC in June, 2023. Contact the Poor Peoples’ Campaign for more information: [info@poorpeoplescampaign.org](mailto:info@poorpeoplescampaign.org).

#### ‘BACK IN SURVIVAL MODE’

Impacted people and faith leaders held a national speakout in front of the Supreme Court, where we raised the alarm about the death sentence of poverty in America and honored loved ones lost to poverty and the interlocking injustices of systemic racism, militarism, ecological devastation, the denial of healthcare, and the distorted moral narrative of religious nationalism.

#### A THIRD RECONSTRUCTION

Fully Addressing Poverty and Low Wages from the Bottom Up resolution draws on the history of the First Reconstruction following the Civil War and the Second Reconstruction of the Civil Rights Movement and includes a series of 20+ policy proposals that address the interlocking injustices of systemic racism, poverty, public health inequity, militarism, and more. Learn more about the Third Reconstruction [here](#).

#### VISITS TO HUNDREDS OF HOUSE & SENATE OFFICES, WHITE HOUSE

Hundreds of poor and low-wealth state leaders, advocates and faith leaders from over 30 states then visited hundreds of Senate and House offices on both sides of the aisle to demand lawmakers use their power to address poverty, which kills more people every year than homicide, but gets significantly less of the attention from politicians.

#### LEARN MORE ABOUT THE IMPACTS OF POVERTY IN YOUR AREA

In 2023, once again, the Poor People’s Campaign, Kairos Center, Repairers of the Breach, and the Institute for Policy Studies are taking stock with the release of new, updated fact sheets that examine the state of poverty and inequality at the national level in the United States, as well as provide extensive data for each of the 50 states and D.C.

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## “Trust Women” Book Discussion

Carolyn White shares with Friends:

As we move into the second year following the Dobbs ruling which overturned Roe and face even more abortion restrictions here in North Carolina, I would like to form a small group to discuss the book *Trust Women: a Progressive Christian Argument for Reproductive Justice* by Rebecca Todd Peters, a professor of Religious Studies at Elon College. By the end of the 3 meetings, I hope that we have a better understanding of how abortion fits into a normal part of women’s reproductive lives, how the conservative Christian movement has shamed and judged women, and how we as Quakers can frame our own moral argument for abortion access and reproductive justice.

The group will meet three times on the third Wednesday (Sept 20, Oct 18 and Nov 15) at Carolyn White's house (300 Tripp Farm Rd, Chapel Hill) from 7:00 to 8:30 PM. We can be a hybrid group if there are people who would prefer to meet by Zoom. The book is available online or by ordering at local bookstores, though I will make sure one copy is available in the library. We will discuss three chapters at each meeting.

Email Carolyn White at [chwhitenc@gmail.com](mailto:chwhitenc@gmail.com) if you are interested.

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## Zoom Tech Hosts Wanted

Support Chapel Hill Friends Meeting's Zoom worship and forums by becoming a tech host. The role is much more simple than you would imagine. Trust us! We need your help and will train you. Please contact the Zoom Subcommittee if interested, or have questions: [zoom@chapelhillfriends.org](mailto:zoom@chapelhillfriends.org).

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## The IFC Pantry Needs Food Items

Carolyn Stuart shares with Friends:

The Inter-Faith Council pantry continues to need donations of food items. Please think of the IFC as you do your grocery shopping! The basket in the meetinghouse foyer is available to receive your contributions on First Days. We are no longer offering last-Wednesday food donation pickups, as Friends tend now to either support the IFC through financial contributions or bring food items to the foyer on First Days.

Thank you.

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## Visiting the Meetinghouse During Covid

Building and Grounds shares with Friends:

As you know we've curtailed use of the meeting house during the pandemic. Occasionally, people have, and needed to, gone into the meeting house to support the few essential tasks of the meeting. We appreciate that those visits have been brief and infrequent. We do ask though that anyone that needs to go into the meeting house to please notify John Hite, by phone or text, prior to going. Thank you.

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## Newsletter & eNews Reminder

Please send items for the weekly eNews email and the monthly print Newsletter to [news@chapelhillfriends.org](mailto:news@chapelhillfriends.org).

- The deadline for weekly eNews is Wednesday. Please put "**for eNews**" in the subject line.
- The deadline for the monthly print Newsletter is on the *last Sunday of the month*. Please put "**for Newsletter**" in the subject line.

To unsubscribe, email to [news@chapelhillfriends.org](mailto:news@chapelhillfriends.org) with the subject line, Unsubscribe.

**Note:** If you think that you haven't received your weekly enews or monthly newsletter, it helps to add [news@chapelhillfriends.org](mailto:news@chapelhillfriends.org) to your contacts. Otherwise it might go to your Spam folder (and likewise for other chapelhillfriends.org mailing lists such as pfym@chapelhillfriends.org).

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## Recurring Events

### Prayers for Healing/Holding in the Light, 2nd and 4th Wednesday, 7-8:30 pm

YOU ARE INVITED TO PARTICIPATE IN Virtual Prayers for Healing/Holding in the Light on the 2nd and 4th Wednesday of each month, 7:00 to 8:30 PM. Join us when you can for as long as you wish - from your own home.

Do you have a name or a group of people to add to - or remove from - the list of those we will hold in our hearts and prayers? If so, please send to: [prayers@chapelhillfriends.org](mailto:prayers@chapelhillfriends.org). The list of names to be held in the Light will be renewed each month. Names must be resubmitted each month to be maintained on the list. We'll send an updated list on Wednesday afternoons. Thank you for joining us!

This virtual prayer service continues under the care of the Care and Counsel Committee and each week, a committee member will collect and post the names that are submitted and will read them aloud during the time of the service.

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## Pendle Hill Worship via Zoom, Daily, 8:30-9:10am

Pendle Hill Quaker Study, Retreat, and Conference Center is now opening their daily morning worship to everyone, by way of Zoom or phone. A lovely opportunity for gathered worship every morning. "A handful of Pendle Hill residents continue to gather daily in the Barn – from 8:30am to 9:10am Eastern Time – expanding the 90-year-long tradition of daily worship here on campus. Beginning the week of March 16, 2020, we started an experiment of opening the circle of worship to YOU in your home. You can join us here via Zoom."

<https://pendlehill.org/explore/worship/join-us-online-for-worship-in-the-barn/?bblinkid=210290749&bbemailid=19903873&bbejrid=1408822779>

**Note:** The above link takes you *not* to the meeting but to a page of general instructions. Look for the sentence "You can join us via Zoom **here**, or by clicking on the image below."

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## Pray for Peace - From Friends House Moscow

Link to the Daily Meeting for Worship for Peace sponsored by FHM/FHMSA: (Friends House Moscow)

Join Zoom Meeting

<https://us02web.zoom.us/j/4165005614?pwd=NUtieEtqbDBYbjBrcGdMMzBKQ3drQT09>

Meeting ID: 416 500 5614

Passcode: 182805

The room opens at 8:45am Pacific time (10:45 EST); worship begins on the hour and ends an hour later. After worship there will be time to share brief thoughts that did not rise to the level of ministry. You may also want to rename yourself indicating your geographic location. There will be no audible indicator when one enters or leaves, and everyone will be muted on entry. Please leave yourself muted unless giving ministry.

Ministry may also be shared in the chat, but it is not the place for private conversations. If you are new to Quaker unprogrammed worship and wish to talk with someone about it, send a message to the host and someone can join you in a breakout room.

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# Business Meeting Minutes

**Chapel Hill Friends Meeting (CHFM)**

**Meeting for Worship with Attention to Business**

**Minutes**

**9 am Sunday July 16, 2023**

**Online via Zoom**

**Jennifer Leeman, Clerk, and Susan Inglis, Recording Clerk**

In attendance: Jeff Brown, Leslie Roundtree, Betsy Brinson, Tom Munk, David Waterman, Carolyn White, Jan Hutton, Ann Shy, Tori Toles, Hank Elkins, Kate Vinita Fitch, Lloyd Kramer, Brad Schultz, Allie Scales, Monteze Snyder, Carolyn Stuart, Quaker Harmon, Buzz Borchardt, Campo Larrick, Alice Carlton, Dave Curtin, Gwynne Pomeroy, Rebecca Estes, Lynn Drake, Matt Drake, Dottie Henninger, Julia Cleaver, Susan Peterson, Colleen Fey, Deborah Gibbs, John Hite, Rob Jones, Tom Ludlow, Bonnie Ludlow, Peter Malone, Ken Grogan, Hart Pillow, Emilie Condon, Asta Crowe, Nancy Milio, Annette Broadwell, Margaret Vimmerstedt Hintz, Jennifer Leeman, Susan Inglis

1. Jennifer, as Clerk, led Friends in opening worship and presented the Query: How do we test our decisions to ensure they are based in the Spirit?
2. Jennifer, as Clerk, welcomed Friends and reviewed the agenda. There were no first-time attenders.
3. Susan had prepared the Minutes of the June Meeting for Worship with Attention to Business (MWAB). They were considered and discussed, then finally approved.
4. Julia Cleaver, as Representative to Carolina Friends School Board, presented their annual report. It is attached here as Appendix 1. Friends made one minor correction and accepted the report.
6. Leslie Rountree presented the annual report for representatives to Piedmont Friends Yearly Meeting & Fellowship. It is attached here as Appendix 2. Friends discussed and then accepted the report.
5. Carolyn White for Ministry and Worship committee reported on blended Meeting for Worship and steps to bring the community together for worship. It is attached here as Appendix 3. Friends responded with comments and concerns:
  - I'd like to express my gratitude to CHFM for almost 20 years of fellowship. But since I cannot return to the Meeting physically for health reasons, I feel alienated that I am only able to participate by Zoom once a month.

- I was at Stoney Run Meeting in Maryland, which has a big screen on the wall. Can our Meeting learn from other meetings in the area as we discern how to come together as one community? Carolyn clarified that the goal is to be able to come to back to one community, and the hope is that when the ventilation is complete we will be able to do without the mics.
- We may lose Friends if we do not find a way to proceed with a more than once a month blended meeting; and we may lose some Friends no matter what the committee comes up with finally.
- Whether we move eventually to full blended meeting every week or not, another idea is to have a supplemental Zoom meeting every week. This could provide a way for people to not only worship together but also to visit together once a week.
- Ministry & Worship is committed to keeping our Meeting community together and will continue to work on this.

7. Ann Shy presented the Returning Citizens Financial Assistance (ReCFAC) Annual Report. It is attached here as Appendix 4. Friends discussed and noted a couple of things before accepting the report.

- Transition and Support has taken on filling some clothing needs.
- Based on input from our partners at the Hillsborough Re-Entry House Plus, the Committee agreed it is proper to receive requests for reimbursement for men leaving area prisons other than Orange Correctional Center, in addition to requests for assistance to men leaving OCC.

8. Alice Carlton for the Care & Counsel committee reported on the interment of the ashes of Lois Ann Hobbs in the Memorial Garden. The interment occurred successfully on June 18. There were 25 members of the Hobbs family in attendance as Lois Ann's ashes were placed near those of her husband Girmsley. Before departing, those gathered had a look at the tree planted on the occasion of Lois Ann's 100<sup>th</sup> birthday.

9. Matt Drake reported for the Schoolhouse Ad Hoc Committee with a recommendation to extend the current contract with Carolina Friends School for 1 year:

The Schoolhouse Ad Hoc Committee united in the following recommendation to the July 16, 2023 Meeting for Worship with Attention to Business:

The Schoolhouse Ad Hoc Committee recommends that the Meeting approve extending the current agreement with Carolina Friends School for use of the CHFM schoolhouse for their Chapel Hill Early School program for twelve months starting September 1, 2023 and ending on September 1, 2024.

Explanation: Previous agreements, including the most recent contract in 2002, affirmed a 30-year lease, which began on September 1, 1993 but did not specify an exact end date. While we and the School work together on a new multi-year agreement, it seems prudent to have a signed short-term agreement in hand.

Friends approved the recommendation.

10. Jennifer, as Clerk, called for other concerns, setting the time for unseasoned concerns that might arise. None did.

11. Clerk noted that our next Meeting for Worship with Attention to Business is planned for 9:00 AM on 9/17/2023. There will be no Meeting for Worship with Attention to Business in August.

Announcements:

- Clerk's retreat 9/23/23 900 am-1200 pm
- Zoom tech hosts needed, contact the Zoom committee;
- Note procedures that Finance Committee has approved for getting reimbursement for expenses.

## Appendix 1

### **Annual report from the CFS Trustees to CHFM Meeting for Worship with Attention to Business July 2023**

This report is not intended to be comprehensive. However, with the attachment of the Head of School's annual report it will give the Friends meeting a sense of the School community's past year from multiple perspectives.

We begin with specifically requested data: for the 2022-2023 school year the number of full-time-equivalent staff is 117. There were 514 students. The total revenues from July 1, 2021 to June 30, 2022 were \$15.9M, with \$14M in expenses, as per the 2021 990 (IRS filing).

After last year's report we were asked to keep the meeting abreast of the School's **Diversity, Equity and Inclusion** status. Numerous earnest efforts are on-going, including the creation of a committee of parents, teachers, and board members representing people of color (BIPOC) and diverse sexual and gender orientation (LGBTQ). During the year, this committee reviewed the School's by-laws and other Board governance documents for language that could be perceived as exclusionary. The board has been tasked to improve and document policies and procedures so they are available for review in the coming school year.

Five new trustees are joining the Board, including two women of color. One is the Director of Book Harvest and parent of a Lower School student; the other is the former head of a charter school in Durham. We are excited to welcome all five of them, so as to benefit from their new energy, insight, and connections to a broader community.

Additionally, DEI efforts have been taken in the following areas: a Culturally-affirming Climate Survey in the lower school; emphasis on mindfulness in common holiday celebrations; celebrations of diverse ethnic national months; the annual MLK Day celebration; and our 4th Beloved Community Dinner and Dialogue. The board engaged former staff member Toni Graves Williamson to lead us in a consciousness raising workshop, centered around a reading of Dr. King's Letter From Birmingham Jail.

In addition to racial and ethnic diversity, DEI efforts include student participation in the local pride march; an LGBTQ(IA+) affinity group which recently participated in legislative lobbying; and finally, a greater focus on students with learning differences, who currently comprise approximately one third of the student body.

It is impossible to analyze the enrollment of students of color, presently 24-26%, without factoring in financial considerations. Because of historic and present-day income and asset disparities, as well as other factors, it is difficult to identify prospective students of color that are able or would choose to afford CFS tuition. While there are funds available for scholarships - now called "adjusted tuition" - it is insufficient to meet the present need. For context, 2/3rds of student families currently pay full tuition. In the past fiscal year, 16.45% of total budgeted tuition was devoted to adjusted tuition/scholarships. While the school wishes to make attendance more broadly accessible to students of color, achieving this is in tension with concomitant desires to increase teacher salaries and address the costs for Upper School classroom needs. Therefore it is the hope of some that increasing our adjusted tuition funds can be

achieved by greater philanthropy, possibly within a capital or special campaign. DISCUSS

The '22-'23 school year was a rebuilding year after the disruptions of Covid. Staff turn-over continued to be an important issue, requiring the investment of significant staff time because of the School's careful and inclusive interview process. How best to welcome and orient new staff into our unique CFS community is being thoughtfully considered.

There is not one specific reason for the loss of staff, rather a combination of retirement, illness, advancement opportunities and financial considerations all contributed. There is a shortage of teachers locally and nationwide. As was reported last year, below-average teacher salaries at CFS remain a concern to many. To address this, the board and staff have been involved in a multi-year **compensation study** including salaries and benefits. It was delayed due to the pandemic but the final report has been presented to the trustees and school leadership and will be presented to all staff this fall. There is common agreement that this issue must be a major component in an anticipated capital campaign.

While we believe Carolina Friends School had a successful year overall, some in the **Upper School** were unhappily affected, in part by several staff transitions, as well as a three-boy fight that took place on school grounds. Unfortunately, the fight was videoed and shared on social media. Much care was paid to the social and emotional effects from these disruptions. Karen Cumberbatch, Head of School, and John Sharon, Assistant Head for Teaching and Learning, held meetings with families of each of the Upper School grades to hear their concerns and suggestions. Karen reported being encouraged by the positive feelings and excitement for the coming year expressed in the Upper School at the end of term. She thinks it is partly due to the newly hired Head of the Upper School, John Lepofsky. He is widely known and well-regarded by many in the CFS community.

Financially the School is on acceptably secure financial footing, with income and expenses roughly meeting the budget and, it is believed, endowment dollars per student exceeding many of our peers. Outside consultants give our finances an "overall strong performance" evaluation. Comparative fundraising revenues, accomplished through the School's Advancement office, are slightly down, which can be attributed to Advancement staff turnover, national trends, and that last year the school realized several bequests.

The **Institute of Learning and Growing** is thriving, in particular Peaceful Schools, which is being sought out by multiple public schools in central and eastern NC. In addition, staff member Anthony Clay is leading several new multi-day trips that Friends may be interested in, including a civil rights history tour of the Southeast. Also, a trip to explore the 17th-century roots of Quakerism in the Lake District of Northern England is scheduled for June 23-30, 2024.

**Summer programs** are a way for the school to be enjoyed by children that are not CFS students. It encompasses 130 classes, for ages 4-18, and has been voted best camp in Orange and Chatham Counties. Classes include digital learning, the literary arts, performing and visual arts, culinary skills, leadership & personal growth, math and sciences, and outdoor adventures and sports.

A professional **campus planning study** is examining physical accessibility, auto and pedestrian circulation, ability for a greater use of outdoor spaces, Upper School classroom needs, overall space and campus consolidation, and "right-sizing" options. A completed 10-15-year Master Plan is expected in upcoming months.

Sadly, in addition, the school felt it necessary to contract with a security consultant to examine our **emergency preparedness**; it focused primarily on externally-driven threats of physical violence. The report has been presented to the board; the need for additional information, a broader lens, and whether and how to implement its recommendations are being considered. The need for better signage, and a system to welcome and monitor visitors to campus was discussed.

Finally, a study on **marketing and financial research** has recommended CFS consider incremental tuition increases, more robust fundraising, and consider a campus satellite. This study is in its early stage, and all its implications, in particular for increasing racial, ethnic and socioeconomic diversity, will be thoroughly examined.

It is hoped greater personal connections can be built between CHFM members and attendees, and CFS students, families, alumni and staff. Kathleen MacNeil began work as a teacher in the Campus Early school last fall, along with Andrea Wuerth. Kathleen remarked that this is the best move she has ever made. Being able to work in unity with a caring team, practicing Quaker values as they work and play with children, brings her much joy. We ask that the Meeting hold the entire School in the light, and in particular the Yanez siblings who unexpectedly lost their mother Lisa Marie this spring. We are grateful to meeting member Susan Newcomer who has agreed to join the CFS board next fall.

Meeting appointed Trustees:

John Bell

Julia Cleaver

Eric Graves

Laura Young

Additional:

Sample Mission Moments from the Units (“quotable snippets”)

Lower School from Jenni Scoggin (September 9, 2023)

We held our first interest groups Friday afternoon which were all about learning more and celebrating Hispanic Heritage. Each interest group is spending time connecting to literature that celebrates an aspect of Hispanic culture and then participating in a group activity or experience. We have salsa dancing, weaving, cooking, pinatas, games, gardening, story telling, and crafting; all with a mind toward celebrating Hispanic cultures. If you are looking for more resources to support our Interest Groups at home here is [a link to books and videos for Hispanic Heritage Month from the Book Wrangler](#), and our Spanish teacher, Kelly, recommends [Spanish Mama](#) for songs and other at home activities.

I had the privilege of working with one of our third year Spanish classes this week. As someone who took two years of French, I knew I was walking into a classroom where the kids were bound to teach me something! We ended up having this rich conversation about the word heritage. Students shared things they knew about their own family’s heritage with pride. We talked about why heritage is so important to people. I loved hearing our children share about this aspect of the identity.

Our discussions about heritage brought to mind another part of the Quaker philosophy. The one about the belief in accepting and respecting each individual’s uniqueness, *commitment to employ and enroll individuals of diverse backgrounds; commitment to provide community members with opportunities to learn to know one another; shared resolve to be open to the differences in others; commitment to*

*provide a curriculum that enables each to celebrate one's unique talents and heritage and those of others.*

Middle School from David Chottiner (October, 2023)

Last week, we held our regular Wednesday Meeting for Worship. For those new to the practice, this often involves a process of settling in, followed by a community member offering a query to consider. At this point, we are all invited to speak into the silence should we be moved to do so. This week, Danielle offered the query, "What is something you do to help yourself when you need to start something on the right foot?" Not only was this an appropriate thought to consider early in the school year, but an excellent way to practice the deeper settling that occurs in Meeting for Worship.

I hope to highlight queries regularly in my Monday letter. They can provide wonderful conversation starters around the dinner table or in the car to/from school. Perhaps more importantly, they help to bridge the reflection from school to home and back again, cementing our partnership in supporting these amazing adolescents' continued inner growth.

### **Diversity, Equity, Justice Support Work**

1. *This year we continued to strengthen our support for students with learning differences. This included new support structures and more sharing of information with families like:*
  - *the development of Ocean Class in the lower school to support students who needed targeted short term interventions in a small group to achieve greater success when they returned to their larger classes. The goal was to organize a tier 2 support, that extra boost, that responds to the needs of our current students*
  - *Creation of greater transparency and comprehensive sharing in the form a Learning support video for families*
2. *Continuance of our cultural/ethnic/racial justice work*
  - ***Village of Wisdom - Culturally Affirming Climate Survey for Students*** *for all students in grades 3-6. Village of Wisdom is a family organizing and advocacy entity working to eliminate racial injustice in schools. They develop tools and resources that help parents, teachers, and students create ideal learning environments for diverse learners. The purpose of the study is to understand how well schools are responding to children's cultural, social, and emotional needs as indicators of Carolina Friends School's efforts to support healthy development and academic success. The results will assist us in our own work as well as increasing Village of Wisdom's ability to work with schools to ensure they develop a school environment where all children feel supported to succeed.*
  - ***Mindfulness in common holiday celebrations*** *and enabling our students to see the potential complexities of situations related to cultural diversity.*

For halloween, MS families were asked, In advance of choosing a costume for school, to discuss the following questions with their child, to ensure that it meets our community's expectations:

    - *Wearing a funny costume? Is the humor based on "making fun" of real people, human traits or cultures? If so, don't wear it.*
    - *Wearing a historical costume? If this costume is meant to be historical, does it further misinformation or historical and cultural inaccuracies?*



- Wearing a "cultural" costume? Does this costume reduce cultural differences to jokes or stereotypes? If you are part of that particular culture, would it be more powerful to wear your cultural dress on a day when more context can be given?
- We also had **unit celebrations of national months** recognizing ethnic and other groups. Ex.
  - In the Middle School, the students had an opportunity to recognize Native American Heritage Month with a series of programs and activities. Each morning during announcements, Kate Pendergrass offered a brief biography about a notable Native American. During advisee time, all of the groups worked towards the creation of a collective *Jamboard* about topic and themes integral in understanding Native American heritage and traditions. They also welcomed Dr. Lee Francis to campus on Wednesday for a special *Meeting for Business*. Lee is an educator, activist, writer, and poet. He is also the proud parent of Elias, a 3rd Year MS student! Lee's work explores how Indigenous People are represented in popular culture. He recently spoke in Kate's Identity class, and his enthusiasm as a teacher and scholar was infectious.
  - Units also celebrated Hispanic Heritage Month
    - **videos from the LS Hispanic Heritage Celebration.**
      - [1st Years - Mexican Hat Dance](#)
      - [2nd Years - Colombia, Mi Encanto](#)
      - [3rd Years - La Raspa Dance](#)
      - [4th Year - Presentation of Flags](#)
- **Martin Luther King Jr. Day Celebration -**
  - *CFS has always considered Martin Luther King Junior Day as a day on, a day when we intentionally come together to remember and celebrate the legacy of Dr. Martin Luther King, Jr. While it will not a normal day of school, it will be a day dedicated to connecting, remembering and celebrating the life of Martin Luther King, Jr. This year's theme is Hearts Full of Grace: Connecting and Co-creating Community based on the quote from Dr. King, "Everybody can be great...because anybody can serve. You only need a heart full of grace. A soul generated by love." This event is open the entire broader CFS and external community. We routinely have over 600 people attend.*
- **4th Beloved Community Dinner and Dialogue** with Professor Arthur Romano. He's a professor of Peace Studies at George Mason University who has designed and implemented experiential educational programs in Asia, Africa, and Central America on peace and conflict resolution related themes. He co-developed the Diversity Matters Now workshop series, which explores issues related to identity and peace-building in colleges and universities across the US.
- **Pride Parade**
  - Carolina Friends School marched in Durham NC: Pride. This is a many year tradition.
- MS advisee groups designrd and decorated the door of their respective rooms focusing on a [founding principle](#) of the [Black Lives Matter at Schools coalition](#). Over the course of

the next few weeks, students will be hard at work researching their themes and considering how best to communicate them to our community.

- LGBTQIA+ Affinity Group sponsored an phone-a-thon/email-a-thon event last Monday to ask lawmakers to vote against SB49. Over thirty students took some time away from their lunches and recesses to share their voices for a social justice cause that spoke to them. One of our school's central tenets is to help our students recognize that they can change the world.

### **Service Initiatives**

1. **Holiday gifting opportunity to help support local Durham public school!** Service and building our empathy muscles are important parts of our school's mission and curriculum. CFS partnered with Glenn Elementary School (<https://www.dpsnc.net/Glenn>), a public school in East Durham where 100% of students are eligible for free and reduced lunch and live below the poverty line. In addition, 60% of students are non-English speaking. Many of these families struggle with financial stability and cannot afford gifts for their children this holiday season. We have a special connection to Glenn Elementary because one of our virtual teachers who supported the Lower School during Covid, Paula Januzzi-Godfrey, is now the school's amazing librarian! By its conclusion in December, all 77 families, 125 Glenn Elementary students, were provided gifts for the holidays. In addition, we delivered supplies to the teachers at Glenn Elementary.
2. On campus service opportunity to build community, develop a sense of shared responsibility for the care of our campus with an open invitation (entire school community, especially families) to garden and connect.  
If you like to garden (read: pull weeds) and would like to have an opportunity to hang out with other parents who also like to garden, please come to a garden party. Ida Trisolini, our Staff Clerk hosted this informal chance to connect with other parents, serve the school, and help answer the gardening needs of the units. Each month, Ida sent out a message describing that month's project. October was weeding and mulching the pollinator garden out front of the Middle School.
3. **Book Harvest Book Drive** - *Our annual MLK Book Harvest Book Drive. We will be collecting new and gently used books for ages 0-18 for [Book Harvest](#), a Durham-based nonprofit that provides literacy support to families and ensures children grow up in book-rich homes.*
4. For the past ten years, the Upper School Madagascar Club has been raising money to support the work of the NGO SADABE in Tsinjoarivo, Madagascar. The club supported a local project in Mahatsinjo to raise the first secondary school for that rural region. While work on the school building is only possible in the dry season, it is now enclosed and the walls plastered. It still needs doors and shutters along with school furnishings, which will be made locally, and school supplies. The opening of the school for its very first students is much anticipated by the community. You can see the skeleton of the school achieved by the local community and their further work with our financial support since then in the following photos. \$3,300 was raised by mid year this year.
5. **Wear Your Trash Week**

- During *Wear Your Trash Week*, we remove all garbage cans from the Middle School (but we keep recycling and composting). In the place of those cans, they asked for student volunteers to join our staff volunteers to “wear” plastic grocery bags so they could visibly see how much trash our community accumulates over the course of the week. The hope was that this brings a great deal of attention to the amount of landfill items that come onto campus each day. Throughout the week students reflected on the activity, and found ways that students can make a difference in their own decisions.
6. Holocaust research and writing
- During lunch on Thursday, September 1, CFS seniors Lula Fraser, Owen Bauer-Lepofsky, and Victoria Spadacenta conducted a noon Zoom call with Shelly Weiner, an 85-year old Holocaust survivor who lives in Greensboro. They connected with Shelly via Steve Goldberg, their teacher for the year-long seminar, *Holocaust and Other Genocides*. Students conducted hours of research, prepared quality questions, arranged the meeting with Shelly, and talked with her for nearly an hour via Zoom. They took many pages of notes for the profile that they will complete in the next few weeks. Their profile of Shelly will be published in the upcoming "Back to School" issue of the NC Holocaust Council's newsletter.
7. Upper School Collaborative Engagement Days (CED)
- The programming that will occur on these days is steeped in our Quaker tradition and offer students an opportunity to learn outside the bounds of their class schedule. The purpose of CEDs is as follows: As an Upper School, we are intentionally holding space for Collaborative Engagement Days in our academic calendar. These programs will be a place where learning can be put into action. Drawing on our mission values of creativity, collaboration, and service, programming will be thoughtfully co-created by staff and students to allow room for the exploration of cross-disciplinary connections. On these days, we strive to create community partnerships in a way that is uniquely CFS.
  - October 3rd CED day was all about Stewardship. Before we begin engaging with our broader community, we must tend to the people and places within the bounds of our campus. Students will have the opportunity to participate in a grade-level retreat, relationship-building activities, and stewardship offerings planned and facilitated by the Upper School staff. We are hoping this inaugural CED will get your student's creativity buzzing, and look forward to co-planning future programming with them.
  - November CED day - The theme for this day was Making Change Through Critical Service-Learning and, as a collective, we engaged in 20 different activities! We raised \$2800 for the Ronald McDonald House of Chapel Hill, toured and performed service at Red's CSA Farm as well as the Duke Lemur Center, traveled to New Garden Friends School in Greensboro, NC, painted benches at Lakewood Elementary School, and learned all about El Centro's work. These off-campus options were complimented by casserole-making for Urban Ministries of Durham, knitting for Project Linus, and various landscaping tasks all on our CFS campus.

**Parent education on DEI, Quakerism, and our programming**

1. One primary series this year was our “On Mission” series this included:

**“On Mission: Our Digital Lives”** The Technology Team shared information on:

- Overview of the Carolina Friends tech program, especially the devices that students use at particular levels/units
- Content filtering
- Student cell phone use
- Goals/Philosophy of the Tech program
- Goals for the Tech Team and Digital Life Committee

**“On Mission: What makes CFS a Quaker School?”**

- Teacher, Staff Clerk, and recent Interim Head of the Middle School, Ida Trisolini, led an evening of conversation and sharing about the peculiar practices and intentional choices that make Carolina Friends a Quaker School and what this looks like in the daily life of our students. The conversation centered around the Quaker beliefs and practices that inform our daily lives here at School.

**On Mission: The State of DEI**

- On Thursday, April 27, the Diversity, Equity, and Inclusion team will share updates on strategic initiatives and the data used to track progress toward diversity, equity, and inclusion goals at Carolina Friends School.

2. **MS Stove Side Chat: Social Systems and Effecting Change**

This presentation will focus on how we intentionally work to create a healthy school culture. Community involves every stakeholder, including parents and staff, with the students at the center. We are eager to share with you the many ways we proactively build community and respond to harm using Restorative Practices. We’ll use systemic sexual harassment as a case study, as it is a recent and complex example which has required many layers of ongoing support. Beyond discussing our school roles and procedures, we also hope to share resources and suggestions for how families can actively help their children navigate through restorative situations.

We intend to address the following questions:

- How does the middle school staff gather information and respond when there is harm?
- What’s my role in creating a healthy CFS school community?
- How can I support my child in seeing themselves as part of a social system?
- How can I support my child who is in the process of restorative work?
- How can I support the school community as a partner in this work?

This is a chance to make transparent our approach to creating cultural change and addressing harm.

## **Other Work**

### **Campus Walk & Talk - Surrounded by Possibility**

- *Karen recently shared in an email and invitation to be a part of the continued visioning of our campus. We are in the first stages of a long-term campus planning project. We've been eagerly working toward this next step in our strategic vision, [The Dream That Drives Us](#), to build a learning environment for the students of the future, now. With more than 126 acres on our Main Campus, we are surrounded by possibility. As we think about the future of this beautiful property, we'd like to hear your thoughts about: what is important to our campus; how our stewardship of the land can best be guided by Quaker values; ways the campus could enhance our educational program; how the campus can best serve our learning community; and what you believe is essential to highlight and preserve on campus. Approximately 50 people attended this event. To date, approximately 620 community members have participated in the input sharing. Having an inclusive process is critically important to us.*

### **Interesting visitors to classes**

- Upper School hosted Dan Layman, a professor of philosophy at Davidson. As an expert in the philosophy of John Locke, Dan spoke with students about conceptions of freedom and liberty.
- Upper School was lucky enough to host Croatian filmmaker and queer activist Vida Skerk. Traveling in the United States under the auspices of an EU grant to foster transatlantic dialogue, Vida spoke with our students about history, identity, the ways in which we tell our stories, and what it means to make a movie (including a lot of funny stories about filmmaking on a budget). We screened her most recent film, *Night Ride*.
- 9th grade Foundations of Literature class was thrilled to welcome and learn from New York Times best-selling author (and CFS parent) Sarah Dessen! Over the course of 2 days, we got an inside look into the world of writing and publishing from this incredible author who has sold over 10 million copies of her 14 books.

### **Annual Curricular events**

- Middle School Science Day
- LS Math Monday

### **Social/Emotional Support for students**

- Soundcheck Prevention Network Presentation
  - Lee Bergson from Soundcheck Prevention Network led an informational program that is open to all parents and students in our Middle and Upper Schools. Soundcheck Prevention Network supports the health of young people by partnering with schools to nurture a culture of healthy attitudes, dialogue, and decisions about substance use. In addition to providing education for students, SPN collaborates with all stakeholders in the school community to increase awareness and engagement and to share prevention strategies.

- Mental Health Month - May has been recognized as Mental Health Month since 1949. The goal is to increase awareness of the importance of mental health and wellness in Americans' lives. Units had a series of events aimed at improving student mental health and wellness

### **Our Quaker Identity**

#### Recognition of Int'l peace day

- Students participated in the schoolwide celebration of the International Day of Peace. This UN-sponsored global event fully aligns with our values as a Quaker school, and we used our meeting for worship as a time to reflect on our tenet of peace. Following the reflection, each student wrote about their commitment to peace on an individual flag and those flags were exhibited on campus.

#### Meeting for Worships

- Returned to all school meeting for worship Three times a year in the gym
- Weekly in all the units
- Daily settling in

## Appendix 2

### **Piedmont Friends – Yearly Meeting and Fellowship (PFYMF) Representatives Annual Report Sixth Month, 2023**

Members and attenders of Chapel Hill Friends Meeting (CHFM) have been involved with the Piedmont Friends Yearly Meeting and Fellowship (PFYMF) in many capacities this year. Our meeting representatives – Jasmine McKewen, Leslie Rountree, and Brad Schultz – have attended both the Annual Session and quarterly interim meetings, served on committees, and since last August, Leslie has served as recording clerk for the yearly meeting. Other Chapel Hill Friends who have been active with the Yearly Meeting include Jeff Brown and Quaker Harmon who have served as technical hosts for online meetings.

#### ***Administrative Update***

At Annual Sessions in 2022, Friends approved the unification of two separate organizations: Piedmont Friends Fellowship and Piedmont Friends Yearly Meeting. This past year PFYMF has taken efforts to facilitate the merger, with a focus on developing a strong clerking committee and adapting financial infrastructure. Towards that end, our treasurer Paul Klever has assembled an Interim Finance Working Group, drawing from the member meetings treasurers and finance committees.

Members of the clerking committee are Marian Beane of Charlotte Friends, Sally Freeman of Eno Friends, and Nancy Reimer of Raleigh Friends Meeting. The Nominations Committee is currently seeking an additional Friend to serve on the clerking committee.

The State of the Meeting Working Group, which oversees the compilation and distribution of the State of the Meeting reports each year, was approved to become a standing committee at June's Annual Session. Lastly, Piedmont Friends plans to migrate its website to a new platform this fall as the Quaker Cloud (its current host) is being laid down by Friends General Conference.

#### ***Communications and Outreach Update***

Piedmont Friends has sought out ways to nurture and support our smaller meetings, our Adult Young Friends group, and to provide opportunities to work together on common concerns and for overall fellowship. Highlights of these activities include:

- **Endorsement of the *Urgent Call to the Religious Society of Friends***. Drafted by nineteen Friends from across the country, the letter is a call to action against forces at work in our country that undermine some of our basic values: equality of all people, truth-telling, and deep listening.

**The Piedmont Friends Leadership Directory**, which provides the names and contact information for leadership positions within each of the member meetings as well as for Piedmont Friends. It is available to all and updated semi-annually.

- **Member Meeting Clerks Calls**, for sharing updates and concerns from their meetings, informal conversation, and for building connections.

- **Support of Adult Young Friends**, which currently has about 15-25 young adults on the group roster. With PFYMF underwriting, they have gotten together four times this year and are looking to move toward more in-person opportunities for fellowship. Will Rogers is the group's new convener, taking over for Ben Chambers.

- **The Spring Gathering**, which took place April 1. Approximately 35 Friends gathered for a picnic at City Lake Park in High Point, followed by an afternoon tour of Mendenhall Homeplace. It was a rich time of fellowship and education about North Carolina Quaker history. The clerking committee is planning a Fall Gathering as well.

- **Attendance at the Friends World Committee on Consultation - Section of the Americas Conference.** FWCC-SOA met in March at Haw River State Park, with a good number of Piedmont Friends in attendance. Clerks Sally Freeman and Paul Klever represented Piedmont Friends as one of five North Carolina Yearly Meetings which met during the opening session on the history of Quakers in North Carolina.

Additionally, PFYMF has representatives to the American Friends Service Committee, Friends General Conference, Friends Committee on National Legislation, Friends Committee on North Carolina Legislation (formed under the care of PFYM), who provide us with organizational updates at our quarterly meetings.



Piedmont Friends member meetings include: Abingdon, Chapel Hill, Charlotte, Durham, Eno, Fancy Gap, Fayetteville, Friendship, New Garden, Raleigh, Rockingham County, Salem Creek, Spring, Swannanoa Valley, Upstate Friends Worship Group, Wilkes County Friends, and Winston-Salem.

Respectfully submitted by  
Leslie Rountree, on behalf of the Chapel Hill's PFYMF representatives



## Appendix 3

### Ministry and Worship Committee Report

#### *on blended Meeting for Worship and steps to bring the community together for worship*

The Ministry & Worship Committee reported last month about blended meetings for worship, with a recommendation to continue blending in-person and Zoom worship on the first First Day of each month for the time being. Today, Ministry & Worship would like to describe next steps in this evolving way to bring us together for worship.

#### Audio

The committee recognizes that a source of distraction in the meeting room during blended meetings for worship is the handheld microphone. The mic has been used for sending audio to Zoom in the context of noise from window fans. The Zoom Subcommittee plans to again test a stationary microphone solution after the ventilation improvements, in progress, enable us to retire the window fans as ventilation enhancements.

#### Visual

Two years ago, the Zoom Subcommittee designed the view of the meeting room captured by a web camera to accommodate Friends who are comfortable being seen on screen by Zoom participants and Friends who prefer to not be in the view of the camera. Similarly, the position of the TV screen in the meeting room is placed in a way that Friends may choose seating that gives them a view of the screen or not. Also, the size of the TV screen was selected to be visible but not intrusive. We have heard comments that the TV screen and camera view result in small images of Friends in the meeting room and Friends online. More discernment may be valuable concerning visual elements.

#### Operation

The Ministry & Worship Committee recognizes that increasing the frequency of blended meetings beyond the current once per month would require additional technical hosts to prepare equipment, set up the audio and visual components, operate during worship, and break down the equipment. The Zoom Subcommittee's Quaker Harmon has successfully operated the monthly blended meetings for many months. The intention is to have a second member of the subcommittee to reach proficiency in operation. The subcommittee recommended last year that Chapel Hill Friends Meeting plan for engaging someone on a weekly basis, for two hours per week, to operate the equipment if or when the Meeting increases the frequency of blending to weekly. A budget line item to cover that labor expense is included in the Meeting's 2023-2024 budget.

#### Discernment

The Ministry & Worship committee evaluates the quality of worship in our worship options each month. As we strive for ways to be both welcoming and spiritually nurturing, we appreciate Friends' comments about blended meetings for worship. We have Friends in our community who are not able to attend in person for health reasons or geography and want to feel included. We also have Friends who are uncomfortable with using Zoom technology. The Ministry & Worship committee continues to discern

how best to blend worship with the goal of increasing the frequency of blended meetings for worship in the future.

#### Appendix 4

### **Returning Citizen Financial Assistance Committee**

#### **Report for Fiscal Year ending June 30, 2023**

The Returning Citizens Financial Assistance Committee (ReCFAC) was established in 2014 to create guidelines and oversee the disbursement of funds to assist men as they leave Orange Correctional Center and return to the community. The committee works with the Transition and Support Committee, which establishes a support circle for a returning citizen. In addition to receiving input regarding need for funds for men leaving OCC from Meeting Members involved with OCC, the committee has worked directly with two partners from the Hillsborough Reentry House Plus to assist men transferring from OCC to the Reentry House upon release.

The committee meets on an as-needed basis, conducting most of its business via email and Zoom.

Since OCC has opened up in 2023, we have not yet received any requests from Meeting Members involved in both CHFM and Yoke Fellows at OCC, and have received one request from our partners at the Hillsborough Reentry House Plus. Over the year we provided assistance to one re-entering man who moved from OCC to the Hillsborough Reentry House Plus, providing a total of \$103.14. The carryover balance to the next fiscal year, 2023-24, is \$2,217.86. No additional funds were requested from the Meeting.

Submitted by the ReCFAC: Ann Shy (clerk), Asta Crowe, Nancy Milio, and Gwynne Pomeroy.

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