

**Minutes for People of Color Worship & Reflection Group**  
**Breakfast & Business Meeting**  
**Held January 19, 2025**  
**Brooklyn Meeting House**

Present: Linda Shirley (Clerk), John Choe (Treasurer), Helen Garay Toppins, nova sturrup, Ernestine Buscemi (Working Group Members)

Announcements:

- a. John Choe drafted a petition for those concerned with Quaker investments in Friends Fiduciary and profits generated by military contractors complicit in genocide: <https://www.change.org/friendsfiduciary>.
- b. It is noted with gratitude that over 100 NYYM members and attenders are participating in the CSWAC White Institutional Culture workshop being held for three sessions from January 8, 2025 to January 22, 2025. While attendance at this event is encouraging, its noted with disappointment that most monthly meetings in NYYM were rated at a 1-2 on the antiracism institutional scale.
- c. New Sanctuary Coalition is meeting at Brooklyn Meeting House on Thursday evenings - 5-7 pm. There will be dinners, trainings, and other events. Please check with nova sturrup for more information at [nova@nycquakers.org](mailto:nova@nycquakers.org).
- d. Ernestine Buscemi, serving on the Nominating Committee for NYYM, is making a request that people of color make an effort to serve on NYYM committees. Our voices need to be heard.

1. Quarterly Financial Report: (See detailed report attached). As of January 13, 2025 we have \$4,523.07 in our bank account. \$2,000. allocated to the Translation Project, and \$2,502.46 left in our 101 Quakerism Witness Fund allocation. \$20.61 is ours to use as we please, and we have \$700. still remaining in a pledged donation for charitable purposes. In 2025 I have spent \$98.61 on books for the library and a book to give to the Maties family. In 2024 we spent \$2,289.33 toward our POC Curriculum as follows:

- \$1,250 for the tuition for the Quaker Coalition Uprooting Racism (QCUR) program attended by John Choe (Each One Teach One)
- \$756.33 for POC Quakerism 101 field trips, books and art supplies.
- \$402.20 for transportation costs to and from field trips and to QCUR

2. Clerk and Treasurer appointments: The terms of John Choe (treasurer) and Linda Shirley (clerk) expired at the end of December 2024. Helen Garay Toppins is appointed Clerk for 2025, and Linda Shirley will be Treasurer, both terms expiring December 31, 2025.

Linda to coordinate changing Found account, website etc. and will advise the Working Group as access becomes available and changes are made. The Clerk calls for a review of our community agreements and mission statements at our next POC Business Meeting (SATURDAY, April 19, 2025 AT 15th Street Meeting House - 9:30 AM). Finalized Community Agreements will be posted and adherence to them will be expected from all attenders to POC events.

2. Friends Divestment of Amazon and other companies: John Choe and nova sturup have drafted a fact sheet on Friend's need to divest from companies involved in military contracts. They decided on a Call to Action and so have drafted a Change.org petition. POC are asked to consider signing the Change.org petition and to encourage their respective meetings to consider discerning passing a minute (a draft minute to be provided). John Choe to meet with the NY Quarterly Finance Subcommittee which is considering this matter. Thanks to John and nova for this work.

3. AFSC Apartheid Free Communities Pledge: John Choe will be signing the AFSC Apartheid Free Communities pledge on behalf of POC: <https://apartheid-free.org>

4. Half Day Retreat for POC of the NY Quarter: POC will sponsor a half day retreat for people of color from around the New York Quarter. Helen will organize this event with more information to follow.

5. Update on Faith & Practice Translation into Chinese: The Erikson Translations proposal is conditionally accepted based on a new contract which will reflect the following:

- a. We are not doing the Index
- b. We are not currently going to do the Introduction. The Inclusive F&P Introduction and perhaps the current one will be translated under a separate contract by the same team of linguists once the decision is made on exactly what that is going to be.
- c. We may be able to get formatting done by someone we know for much less - Helen to check this out. If not, we will add in Formatting later.
- d. We will be doing this in stages - first the \$2,000 we already have allocated will start the Faith section, then the Practice section as we raise more money.

5. Update on Inclusive Faith and Practice project. First priority for this group will be to write the Inclusive F&P introduction. Taoism was discussed as a possible Chinese contribution.

6. Seeking Care and Accountability under the NY Quarter: We gratefully accept Manhattan Meeting's generous offer to take us under their care. The Clerk will inform Flushing Meeting of the change.

7. Quakerism 101 Update.

a. John Choe will be writing a report we can circulate to the Quarter (and perhaps offer to Spark) on his QCUR experience supported by the Witness Fund grant under Each One Teach One.

b. We have now taught nine of the twelve lessons of the POC curriculum and plan to finish the remaining lessons in the coming months. We anticipate considerable opposition from FMM to continuing the POC lessons and worship at the Flushing Meeting House now that we are under the care of Manhattan Meeting. Other venues may need to be explored. Linda is in the process of making some minor clarifications and revisions to the curriculum before offering it to CSWAC (Robin Alpern) for review, and ultimately publishing the whole curriculum on our POC Website. Any comments are requested by March 1, 2025. A limited hard copy edition will also be published at a later date.

8. State of the Meeting Report. We will not be doing one this spring. To be taken up again in the fall.

9. Report to Witness Fund. A report to the Witness Fund was submitted to Ed Elder on January 19, 2025, outlining how we have spent the money and future plans.

10. Incident Report: As part of our documentation of harms we are including an Incident Report that occurred at the January 12, 2025 Quakerism 101 Lesson. This was included in the report to the Witness Fund. Ways to deal with the situation were discussed.

## **Incident Report: January 12, 2025 at Flushing Meeting**

At the January 12, 2025 Quakerism 101 lesson (on Anti-Racism), a disruptive incident occurred. John Choe and Linda Shirley were in attendance and had promptly started the lesson at 10:00 AM on the second floor of Flushing Meeting. Kimberly Cruz walked up the stairs around 10:10 AM and was invited to participate in the lesson. Linda facilitated and asked again for worship and a quick check in. Since John had already done a lengthy check in, Linda did her check in and then invited Kimberly to check in.

However, Kimberly started disrupting the workshop. She demanded John check in again and started interrogating him. So John began to check in again, but was unable to finish because Kimberly repeatedly interjected, interrupted, questioned, commented, disagreed with what he was trying to say, at which point Linda told Kimberly she needed to stop talking and listen to John. Kimberly then turned on Linda and began to question and interrupt her. After several minutes of this, Linda told Kimberly to “Zip her mouth and learn to listen.” Kimberly then cried “Ouch” and yelled “I have been harmed!” She pulled out her phone and began recording Linda, demanding Linda repeat what she had just said, which Linda did, adding “Kimberly’s purpose in coming to these meetings is not to participate but to provoke.”

John urged “Let’s bring the heat down here.” But Kimberly continued her disruptive behavior and Linda said “We are done here.” At which point Kimberly demanded that the lesson continue and that she was “Going to call Pierre.” Unable to reach Pierre, she eventually reached Liz and Wendy, who she stated had more authority than John or Linda. Having had enough of her shenanigans, John began recording Kimberly as Linda continued packing up all the art supplies and pecan pie she had bought in honor of MLK’s birthday. Kimberly threatened us with legal action and falsely stated it was a felony to record her without permission. She then retreated down stairs with John documenting her actions: [youtube.com/shorts/NDwJm9JIUtk](https://www.youtube.com/shorts/NDwJm9JIUtk).

When Linda was done, she came downstairs and found Kimberly in the Worship Room with John seated on a bench documenting her. Linda announced she was closing the Meeting House since there were no members in attendance and Kimberly said two members were on their way, so Linda agreed to leave the Meeting House open. Kimberly began screaming out the Leather Breeches song at the top of her lungs in the Worship Room. Linda and John then moved to the cafe next door to finish the day’s lesson there. After finishing the lesson, John took home the pecan pie to share with CJ.

END OF INCIDENT REPORT

## **POC Detailed Financial Report as of January 13, 2025**

### **Summary: Bank Account Balance (as of January 13, 2025):**

- Total balance: \$4,523.07
- Allocations:
  - \$2,000 for the Translation Project
  - \$2,502.46 for POC Quakerism 101 education
  - \$20.61 cash

### **Total expenditures from the Quakerism 101 Witness Fund:**

- \$2,497.54 (2023 to 2025)
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### **Detailed Expenditures:**

#### **1. 2025: Expenditures from the POC Quakerism 101 Witness Fund**

- Total spent as of January 13, 2025: \$98.61
  - Books for the library and two book donations (A Life Like Mine)

#### **2. 2024: Expenditures from the POC Quakerism 101 Witness Fund**

- Total Spent in 2024: \$2,289.33 as follows:
  - FGC Quaker Coalition Uprooting Racism Program: (\$1,533.00 spent as follows)
    - 3 sessions held at Pendle Hill, Pennsylvania Tuition: \$1,250
    - Transportation: \$283.00
  - POC Quakerism for Families: (\$756.33 spent as follows:)
    - Green Earth Urban Gardens donation for teaching the Light and Dark lesson (\$50.00)
    - Books for POC library (See attached list) (\$144.67)
    - Art supplies (\$271.70)
    - Books for attendees:(\$94.76 spent as follows:)
      - Kim Family: A Life Like Mine, Faith & Practice
      - Kimberly Cruz: Fit for Freedom, Not for Friends

- Maureen Regan: Faith & Practice Fit for Freedom, Not for Friends
- Field Trip Costs (2024) \$195.20 spent as follows:
  - Destinations: Brooklyn Friends First Day School Waffle Breakfast (February 4, 2024); Rubin Art Museum (January 7, 2024); Noguchi Museum (May 12, 2024)
  - Admission to museums: \$76.00;
  - Transportation: \$119.20

### **3. 2023: Expenditures from the POC Quakerism 101 Witness Fund**

- Total Spent in 2023: \$109.60
  - \$94.00 spent on advance tickets to the Rubin Art Museum and \$15.00 on a Friends Journal subscription for Kim family.