BYM Supervisory Committee Annual Report

Winter Interim Meeting 2024

Supervisory Committee seeks to support our General Secretary, Sarah Gillooly, and advocate for the needs of staff, with the understanding that supporting our general secretary goes hand in hand with supporting our staff and making sure they’re able to do their jobs effectively.

There have been a number of personal challenges for BYM’s staff this year, and Supervisory has supported Sarah in working with staff to manage these. We have been deeply appreciative of Sarah’s grace under pressure, their commitment to fair and transparent labor practices, and their consistent recognition that our staff are humans with specific needs. Sarah has continued to bring their skills of pastoral care to their job in a variety of ways, and we are grateful for their grounded presence.

Each year, members of Supervisory Committee interview members of BYM’s staff about their work and their roles in the yearly meeting. This year we also asked them specifically, “What would you like the yearly meeting to know?” We heard from staff that they appreciate the help and support of the committees they work with, and that there are tasks that fall to staff that would be helped by greater volunteer support. Staff who have been with the organization for a while have noticed that there are fewer volunteers and less volunteer time available to do work that does not decrease.

If your committee works with BYM staff, please consider the limits of their time, understanding that all our staff are deeply committed to the work of the yearly meeting and may stretch themselves beyond the boundaries of their jobs to see things get done. If your committee has projects under its care that rely on an individual highly motivated Friend, consider whether these projects may place a burden on staff when that individual Friend puts them down; consider if this is already happening. If you have skills or time you could offer to the yearly meeting as a volunteer outside of committee work, keep in mind that there are many places, particularly in the camping program, where those might be deeply appreciated. Often the jobs of our staff are made easier by simply having someone to ask for backup. We all know that many hands make light work.

At each of our meetings, Supervisory begins by reading BYM’s anti-racism queries, so that these inform our discernment. We are grateful to Sarah for regularly convening staff meetings about our commitments as an anti-racist organization, and we heard from staff that the reminders that the work of racial justice is constant and multi-faceted has been valuable. We also heard that this is an area where the yearly meeting as a whole can still grow, and that we should continue to consider how we support the work of making BYM “more Friendly and whole” through our programs and processes. All Friends are invited to consider the biases and assumptions that may prevent us from living into this work.

In 2024, as part of strengthening BYM’s support for staff, Supervisory Committee will undertake a review and revision of our Staff Handbook, which has not been substantially updated in a decade. We are committed to ensuring that staff have the resources they need to understand our policies and advocate for themselves.

The Co-clerks meet with Sarah monthly or as needed, in addition to bi-monthly Supervisory Committee meetings. Betsy and Becka have also been honored this year to have a role as site supervisors for Sarah’s work in their Supervised Ministry course at Earlham School of Religion, which is another lens through which we can understand Sarah’s work as General Secretary.

As part of our annual report each year, Supervisory shares BYM human resources costs for the current budget year. These details are below.

**2024 Budget and Human Resources Costs**

Salaries $787,234

FICA $60,223

Benefits $127,760

Retirement $47,234

**Total** $1,022,451

This is for 13 year-round staff. Of those 13 year-round staff: 10 are 1.0 FTE, 1 is 0.75 FTE, and 2 are 0.5 FTE. 45% of human resources costs are expended for 5 positions that support Yearly Meeting services and program and business administration. 55% is expended for 8 positions that administer the camping program and property, youth programs, and STRIDE.

Respectfully submitted,

Becka Haines Rosenberg and Betsy Tobin, co-clerks of Supervisory