

339th Annual Sessions
Philadelphia Yearly Meeting July 24th- 28th, 2019
The College of New Jersey, Ewing, NJ
Thursday July 25th, 2019 - Morning Session

Worship We began our morning in worship, and then enjoyed All Together Time, wherein we learned about the programs for all the young people. Coleen Hayes led us in a group activity in which we formed a poem as small groups with slips of paper. Then the “One Quilt, One Yearly Meeting” was revealed on the facing table.

Welcome & Introductions Christopher Lucca, Yardley MM, serving as presiding clerk of our Yearly Meeting, told us that he has recently had many, many opportunities for worship with groups of Friends and has felt Spirit bringing him a sense of history beckoning us as we come together in love and trust. He expressed hope that we will all have courage to take a leap of faith to carry our work into the future and engage openly. The facing bench introduced themselves: Jonathan Rhoads, Germantown MM, alternate clerk; Jim Herr, Lancaster MM, recording clerk; and Christie Duncan-Tessmer, Chestnut Hill MM, general secretary. Visitors introduced themselves. Elders for the Yearly Meeting stood and were recognized. Ten Friends were identified as members of the Pastoral Care Support Team. Ashley Livits was our CART provider.

Clerk then drew our attention to the document on discernment and expectations. He urged us to respond to 18 questions on our structure as presented on posters on the walls. And he asked us to contribute our individual candles to the greater flame of Spirit.

Epistle Committee Melissa Rycroft told us about the purpose and nature of epistles and presented names of six people who volunteered to serve on the committee. In addition, Rich Schiffer, Swarthmore MM, volunteered to join the committee. Meeting approved all.

Nominating Council Melissa Rycroft then told us about the three responsibilities of the Nominating Council. She urged us each to recognize our gifts and how we are able to serve, and to speak with a member of the Nominating Council.

Melissa then went through the attached list of nominations. All were individually approved.

We minute the skill, grace and attention of Melissa Rycroft doing the work of clerk of the Nominating Council.

PYM Finance Report Andrew Anderson, treasurer, told us that our finances have been quite stable over the past 5 years.

Grace Sharples Cooke, Associate Secretary for Advancement and Relationship, told us about our fund-raising efforts. She thanked all of us who give. This fiscal year, 671 donors have given, with a 9% increase—\$18,000. The first-ever fund-raiser brought us \$10,000. There is a new Legacy Fund, with more deliberate efforts on planned giving. In response to a question, Christie Duncan-Tessmer said the increase in fund-raising has been largely a result of highly personalized and relationship-based development work.

Linell McCurry, Associate Secretary for Business and Finance, explained details of the budget. She and Andrew told us that the 2020 budget is very similar to the 2019 budget, and is again both balanced and sustainable. In particular, she told us about certain expenses that have come in below expectations. Andrew explained the transparency of showing both the restricted and unrestricted funds. In response to a question from the floor, Andrew detailed that PYM is exploring with Friends Fiduciary, undertaking a direct investment in The Reinvestment Fund. He reported that Administrative Council has released and authorized Christie Duncan-Tessmer, Linell McCurry, and himself to continue a due-diligence on this prospective vehicle in anticipation of coming back to Admin Council in September for final approval. Andrew promised robust reporting to the body moving forward.

Meeting approved the budget.

Administrative Council Terri Whiteford, Uwchlan MM, clerk of Administrative Council, gave an overview of the service of the Council, with assistance of the paid staff. She emphasized that we all work together within the Yearly Meeting and Admin is about “getting stuff done.” Terri then brought our attention to her report. In particular she explained the work of the sprints working on developing a job description for the clerk and finding ways to assist the development of recording clerks. She also mentioned planned work to evaluate the structure of the Yearly Meeting. And she expressed deep appreciation for Bruce Haines, the first clerk of Administrative Council.

Ken Park told us about the work of the Granting Committee. At their two grant making meetings, they tell their stories. He showed a video on “Spirit of Our Ancestors,” a program put on by Providence Meeting, Media, with assistance from Membership Development Granting Group.

Harry Bryans, who serves on the property committee of the Admin Council, reminded us of the efforts to transfer the Millington Burial Ground to the town of Millington, MD. He also told us that Downingtown Meeting was able to do similar transfers of a burial grounds under its care for over 100 years. Admin Council can provide guidance for other Monthly Meetings with similar challenges.

We approved this minute: Philadelphia Yearly Meeting approves the transfer to the Town of Millington, Maryland, through a quitclaim deed and for nominal consideration, of Philadelphia Yearly Meeting's interest in the burial ground sometimes known as "Millington Quaker Cemeteries."

A young adult friend said they are considering the questions of the sustainability of Philadelphia Yearly Meeting and the Religious Society of Friends. There was general agreement that these are important questions for consideration. Friends will meet in this space after lunch to share thoughts.

These minutes were then read, corrected, and approved.

339th Annual Sessions
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Thursday July 25th, 2019 – Evening Session

Worship After dinner we began our evening in worship, and then enjoyed singing “Giants in the Land” by Grover Levy, led by Joan Broadfield and George Schaefer.

Introductions Christopher A. Lucca Yardley MM, serving as presiding clerk of our Yearly Meeting, introduced himself; as did Jim Herr, Lancaster MM, recording clerk. Visiting Friends introduced themselves. Elders for the Yearly Meeting stood and were recognized.

Notes The clerk asked us all to put our input onto the posters on the wall.

Chris told us that, this afternoon, there were 50 people involved in a dialog on the sustainability of the Religious Society of Friends for over an hour.

Epistle Reading Rich Schiffer, Swarthmore MM, read the epistle from New Zealand Yearly Meeting.

Opportunity to Speak Out Clerk led us to consider strengthening our togetherness in love and trust. He read the following, composed by Kri Burkander, with help from the clerk’s group: We as Friends are called to work and witness for justice, wholeness, and connection. We feel a hunger to be gathered in the Spirit despite great pain and brokenness within our body and in the wider world. We want to invite Friends to share the concerns that are on our hearts. We settle now for a time of worshipful reflection—a period of worship sharing. Friends are invited to share what is weighing on their hearts and lift up prayer for beloved community, naming those concerns which most threaten that vision.

At this point, moving into worship sharing, the recording clerk stopped taking minutes, but made notes of the many things shared to support the clerk’s group in moving forward.

The Sharing Encapsulated A Friend suggested we need to put the blinders away to appreciate the deep pain some are feeling. Individuals expressed trauma they have felt as a result of racism, and the feeling of Yearly Meeting moving on without addressing their—or our—brokenness. However, as Spirit was clearly with us this evening, we heard over and over that future healing and action must be Spirit led. Close to the end of our time this evening, Friends expressed hope that, as we stumble forward, we can be guided by Spirit into growth and healing. We are going to continue this discussion, not stop it because we are afraid of it. Clerk asked for a minute to be drafted and we agreed to allow the clerk’s group to decide our way forward tomorrow.

So, at about 9:15, after a great deal of rich, deep sharing, Clerk drew the meeting to a close with a few minutes of worship.

These minutes were read, corrected, and approved.

339th Annual Sessions
Philadelphia Yearly Meeting July 24th- 28th, 2019
The College of New Jersey, Ewing, NJ

Friday, July 26th, 2019 - Morning Session

We began in worship, and then transitioned to All Together Time, led by the Young Friends group.

All Together Time

Young Friends introduced themselves and presented an exercise on enthusiastic consent. Enthusiastic consent is about truthfully wanting to say yes. Friends were invited to practice asking for, giving, and denying enthusiastic consent. This was followed by a discussion of why enthusiastic consent is important and how various situations might be handled. Young Friends invited everyone to bring additional questions and conversation to their affinity group. Melinda Wenner-Bradley closed All Together Time by sharing her hope that all of us gathered would have the opportunity to offer prayers of “Help” “Thank you” and “Wow”.

Welcome

Christopher A. Lucca, Yardley MM, serving as presiding clerk of our Yearly Meeting, welcomed Friends to this morning’s sessions, inviting us to lean into the work of the day. The Clerks table introduced themselves, and Elders and members of the Pastoral Care team were invited to rise.

Suzanne Day from the Epistle Committee read the Epistle from New England Yearly Meeting sessions. (Available at <http://fwcc.world/wp-content/uploads/2018/10/NEYM-Epistles-2018.pdf>)

Our clerk again introduced the sheets of paper around the room, inviting Friends to contribute their thoughts, opinions, and concerns about “How have we been doing?” with regard to Strategic Direction, Racism, and Governance Structure, over the last five years. This information will also be solicited online, so that Friends not present for these Sessions may also participate and share their thoughts. These responses will be collected and brought back to the body at Fall Continuing Sessions.

Quaker Life Council

Anthony Stover, assistant clerk of Quaker Life Council, presented the report for the Council. His report describing the extensive work of the council is attached.

Anthony invited George Schafer to speak about the Friends Counseling Service, which has been providing psychological counseling services to Friends throughout the Yearly Meeting since 1978.

Marge Dawson and Julia Carrigan were invited to speak on the State of the Meeting reports. Quaker Life Council received 16 reports from monthly meetings, worship groups, and quarterly meetings. Marge read the summary of these reports written by George Rubin. These reports are printed out and Friends are invited to peruse them at your leisure. We then had an opportunity to share with our neighbors about successes and challenges from our Meetings.

Sue Dietz and Bryn Hammerstrom presented a report on the work of the Collaboratives under the care of Quaker Life Council. Collaborative clerks were invited to share brief highlights of their work and encourage participation in their events during these sessions.

Zachary Dutton, staff liaison to QLC, was invited to share updates on Resource Friends and threads, which serve as an organizing principle for the work of Quaker Life Council and weave throughout our monthly meetings. There are now five named threads – Ministry and Care, Peace and Social Justice, Governance and Stewardship, Religious Education and Youthwork, and Communications and Outreach.

We heard a minute from Haddonfield Quarterly Meeting, which QLC received according to our process. QLC has united with this minute, and wanted it to be shared with the wider community. We are invited to bring this minute back to our Meetings and discern how we will respond.

“Haddonfield Quarterly Meeting joins with people of good will everywhere in affirming the way of love. We denounce the normalization of hate and violence in society and within ourselves. We commit to working with others to build trust and understanding in our wider community.”

Transition

In our transition to the next item of business, a concern arose from the body regarding the continuation of last night’s discussion. Friends expressed great frustration that the Clerk had not presented the morning’s agenda for approval before proceeding with the previously scheduled business. Many Friends arrived this morning expectant and eager to pick up where we left off last night, and were confused and dismayed by the lack of acknowledgement of the change of plans.

Young Adult Friends Epistle

Catherine Campbell, a representative of the Young Adult Friends community, ceded her time to revisit the conversation of last night.

Our Clerk requested clarity from the body regarding how to move forward with the rest of the morning’s business. Friends were in unity to turn our attention to the conversation that we began last night.

Next Steps

We heard the minutes from last night’s session. Friends reflected on their experiences of last night and offered suggestions for improving the minutes. Continued reflection led us into further conversation about our struggles as a Yearly Meeting to heal the pain caused by white supremacy and unlearn the teachings of a racist society. We were called to step into this work as healers, to be tender, to stay in the feelings instead of intellectualizing. We were reminded of the healing power of story. We want to acknowledge the pain we have caused to those in our community and work toward healing within and beyond.

Afternoon Session

Chris Lucca, serving as Presiding Clerk, began our afternoon session with an acknowledgement that we are on land that was tended and loved by the Leni Lenape. He also introduced Ashley Livits as our CARTT provider.

We spent some time discerning how to spend our time together, and determined that we would first revisit the Thursday night minutes.

Thursday Night Minutes

Revised minutes from Thursday evening were read and approved.

External Organizations

Friends General Conference Frank Barch, clerk of FGC's Central Committee, offered a presentation on the work of Friends General Conference, sharing a video highlighting the many ways in which FGC nurtures the vitality of the religious society of Friends. Friends also heard more about the Institutional Assessment, which offers a guide, but not a template, for our anti-racism work as a corporate body. There are recommendations in the report, and an implementation committee will steward this work going forward and hold FGC accountable to the long-term goal of becoming an anti-racist organization, revisiting progress at regular intervals.

Friends World Committee on Consultation Amy Duckett Wagner and Sara Palmer presented on the work and ministry of FWCC, including the Traveling Ministers program. Ministers are available to come to your monthly and quarterly meetings, and travel expenses are covered. The next World Plenary meeting will be in Durban, South Africa in 2023. Friends were warmly welcomed to the next Section of the Americas Meeting, to be held in Florida in 2021.

Pennsylvania Council of Churches Carter Nash shared a report on his involvement with the Pennsylvania Council of Churches, which is a mainly protestant organization of clergy and laypeople from various traditions that advocates for issues of mutual concern at the state level.

Friday, July 26th, 2019 - Evening Session

Welcome

Alternate Clerk Jonathan Rhodes, serving as Presiding Clerk, welcomed Friends to our evening session. Friends were asked if we should spend time reviewing today's minutes tonight, or forgo that in order to give more space for our work this evening. Friends approved moving consideration of the minutes to later in these sessions and turn to the work of tonight.

We began with a reading from I Corinthians 12:12-27, and the query "How are we led to move forward?"

Friends spoke out of the silence, sharing stories of personal pain, the reminder that we are all God's people, and the invitation to center into God's love. We were reminded to humble ourselves, test ourselves before we speak, and let go our reluctance to grapple with hard truths. We expressed our gratitude to those who have been bold and courageous in sharing their pain with us, and we are called to compassion and healing. But we must not just heal the hurts that we see, we must seek out the root of those hurts and work toward removing the cause of that hurt. We heard White Friends speak to the need to do their own work and not rely on Friends of Color to educate them and do their emotional work for them. But we must also consider how we as a Yearly Meeting can put in place structures and supports to hold us accountable to this work. We heard several Friends express frustration and impatience with the lack of progress. We must center the experience of Friends of Color in this work, and focus our attention on the impact of our actions rather than the intent. We may be called into Truth and Reconciliation; perhaps we need to again take up the question of how to fold the Undoing Racism Group into our Yearly Meeting structure. We remain grounded in our love for one another, and our continued prayer to be teachable and grow more deeply together.

Two proposals arose from this meeting:

- that we charge the clerks' group to find a process and a body to take up this work, reviewing the Undoing Racism Group proposal from 2016 and propose a way to fold this work into the structure of the Yearly Meeting, as well as revisit our multicultural audit.

-that we change QLC to make available a Truth and Reconciliation process to support Friends of Color who have experienced trauma from our Yearly Meeting.

339th Annual Sessions
Philadelphia Yearly Meeting July 24th- 28th, 2019
The College of New Jersey, Ewing, NJ
Saturday, July 27th, 2019 - Morning Session

Worship We began our morning in worship outside. All Together Time also was held outside the meeting room.

Welcome & Introductions Christopher A. Lucca, Yardley MM, serving as presiding clerk of our Yearly Meeting, introduced himself, and others on the facing table introduced themselves: Jonathan Rhoads, Germantown Friends, alternate clerk; Jim Herr, Lancaster MM, recording clerk; Kri Burkander, Princeton MM, assistant recording clerk; and Christie Duncan-Tessmer, Chestnut Hill MM, general secretary. Elders for the Yearly Meeting stood and were recognized; two elders joined the Clerk's Group in their meeting this morning. Ten Friends stood and were identified as members of the Pastoral Care Support Team. Ashley Livits was our CART provider.

Notes: Clerk again recognized that we are gathered on the ancient land, and now the contemporary land, of the Leni Lenape.

Clerk reminded us to add our input to the posters on the wall.

Clerk brought to us a change in the agenda as printed: only one outside group will report instead of three. In the time that gives us, we will hear from the Young Adult Friends and from Bolivian Friend, Emma Condori Mamani. Friends approved.

Getting on the Same Page: The Clerk's Group decided to allow the recording clerk from last night to reread the action items as approved at that time. Kri Burkander then read the following minute from this morning's meeting of the Clerk's Group.

The Clerks' Group took up the proposals from last night's session, feeling a sense of urgency to move this work forward. We charge the Administrative and Quaker Life Councils to come under the weight of these proposals and discern a path forward. We charge them to include their progress in a report at the end of September, and bring an update back to the body at our Continuing Sessions in November. We anticipate that there will be opportunities for additional Friends to be involved in this work, as these councils are currently short-handed, and because we recognize that this work must be undertaken by a diverse group of Friends. We will also make this opportunity public, so that Friends not in this room right now can get involved. If you are interested in participating in this process going forward, we'd like you to please stand so we may record your name in the minutes.

Fourteen Friends stood and were recorded.

This part of the minutes was approved.

Epistle Reading: Louis LeFevre, Trenton MM, read the 2018 epistle from German Yearly Meeting.

General Secretary's Report:

As a preamble, Christie Duncan-Tessmer told us that we may need to use our own words to replace the word God, which she promises to use often. Her report was in two parts: (1) an explanation of the latest revelation of the state of the Yearly Meeting, and (2) addressing racism in the yearly meeting and in staff from the perspective of the General Secretary.

(1.) She pointed out the One Quilt One Yearly Meeting quilt skirt decorating the clerk's table and promised to add squares from Monthly Meetings over the coming years. *Faith and Practice* calls the YM "an extended network of connections." Christie drew our attention to the website, which allows monthly meetings to connect with each other, and she showed us how that can work using the quilt. As well, the website can include connections to sprints, collaboratives, and resource friends. Our website and other communications connect bridge contacts to help them spread news from Meetings and individuals all over. Using our new database, we are able to connect individual's gifts and skills with each other. With yarn, and a great deal of enthusiasm moving through our body, Christie showed how our connections are truly woven together. However, in order to be sustainable and grow, we need to allow people to worship together in many ways and in many places. They need to hold each other, and they do not have to use the structures we are familiar with, such as committees and monthly meetings.

(2.) Christie reminded us of a message from last night: if there is a knife in your home on which someone cuts themselves, the person needs to be bandaged. But the knife needs to be dealt with. If we say we are going to do something about racism for people who have been traumatized for generations, we find great challenges. Some of these challenges have been gradually worked with through the education and identification of changes needed with staff. Finding patterns of racism, sexism, and ageism soon after they happen in any interaction has been helpful to deal with the knives. Christie shared a concern around our tendency for Meetings to avoid direct confrontation and instead send minutes publicly when they feel Friends are behaving badly, or around Friends not speaking directly with each other. This seems inconsistent with Friends' practice and with gospel order. She stressed the essential need of our councils and leadership to do anti-racism training together. Also, she recognizes we must do truth and reconciliation work for events of the last four years—and the last 339 years.

The Strategic Directions Status Update: We live in the heart of God with the help of others. As we move forward, we will rely on input from as many people as possible—including all those who provide input on the posters on the wall here.

Addressing Racism in Our Monthly Meetings: Clerk invited Friends to share briefly with the body about anti-racism work that is happening in our monthly meetings and worship groups. We heard representatives from Green Street, Chester, Harrisburg, Seaville, Swarthmore, and Trenton Meetings and Concord Quarter. Some of these activities included considering our financial investments and how to invest in our local communities, forming reparations working groups, reflecting on the FGC Institutional Assessment report, having external speakers come in, and supporting local food distribution efforts. We also heard from a representative from Brooklyn Monthly Meeting, who reminded us that we are not alone in our efforts to heal from—and continue to fight against—white supremacy and racism; New York Yearly Meeting is also under the weight of this concern.

Many other stories were available. Christie encouraged people to add them to the PYM website and drew our attention to Grace Sharples Cook who will provide help.

Report from External Organization: Deb Hejl brought us a report from Friends Committee on National Legislation (FCNL). She told us that direction for policy work comes from the bottom up—monthly meetings are asked to provide input. The vibrancy is showing up, not just in the work of FCNL, but in its expanding structures. We also heard about 107 advocacy teams throughout the country. We were encouraged to look at the FCNL website for specific policy actions under consideration.

Young Adult Friends Epistle: Cathleen Campbell read the YAF epistle from their spring retreat in April, 2019. In short, we were asked to reconsider the concept of membership. And we were challenged to look within our monthly meetings for places where membership can be stumbling blocks for the inclusion of YAF participation.

Bolivia Friend: Emma Condori Mamani told us about a Quaker Youth Action Project, with YAF from everywhere, to help them live out their faith. For the past 20 years, the snow-covered mountains have been losing their snow. This has caused severe changes in availability of water. Since 2016, the young people have been working to raise money to help relieve this enormous problem. Emma asked us to support these young people through our own education, through prayer, and/or through contributions of money via the website www.centrobilingueinternacionalamigos.org. This is a climate-change emergency. But there is hope.

Reading of the Epistle: Lynne Calamia read the first version of an epistle created by a wonderful, over-caffeinated, under-rested committee. Friends offered some possible improvements.

Minutes from yesterday morning were read, corrected, and approved.

These minutes were read, corrected, and approved.

Philadelphia Yearly Meeting
339 Annual Sessions
Minutes of Sunday Morning, July 28th, 2019

Jonathan Rhodes, Alternative Clerk, serving as presiding clerk, opened our morning sessions at the rise of extended worship, which followed a memorial meeting for worship, honoring those members of our community who we have lost this year.

We welcomed guests, and recognized those from our body who serve us as elders and pastoral care team members. We were informed that there had been a slight change in the agenda which will allow us to revisit sharing from our monthly meetings, as long as we move through our business in a timely manner.

Richard Alonso (Abington), member of the Epistle Committee, shared the epistle from Baltimore Yearly Meeting's 2018 Annual Session. (attached)

Reports from Quarterly Meeting Clerks

Lynne Piersol, Swarthmore Monthly Meeting, paid coordinator for Concord Quarter, shared a report on behalf of the Quarterly Meeting clerks and coordinators (attached). Quarterly Meeting clerks and coordinators present sat at the front of the room and introduced themselves. Their report focused on the ways in which communication might be improved across the monthly and quarterly meetings, and ways in which the Yearly Meeting might support them. There are 13 Quarters, which all function differently, but the Clerks group that met yesterday expressed a desire for more communication and relationship building across the Quarters. We might function more effectively if more Quarters were involved in the ongoing work of the Yearly Meeting. We heard that there is an effort to update the email list so that Friends may easily communicate to the Quarters; this should be completed by the end of August.

Monthly Meeting Reports

Recognizing that not all meetings had an opportunity to share during yesterday's session, the floor was opened for Friends to share updates from their monthly meetings.

We heard from members of Frankford, Chestnut Hill, Downingtown, Princeton, Lehigh Valley, Haverford, Germantown, and Upper Susquehanna Quarter, sharing joys and concerns from their Meetings. We heard about Meetings hosting those in their communities without permanent housing, those with concerns about the schools under their care, those who are considering alternative clerking structures, as well as one meeting considering a sabbatical year. Noting that there are several meetings struggling to find right relationship with the schools under their care, perhaps there might be an opportunity to provide structure to nurture intentional supportive relationships between meetings on this issue. Friends Council on Education was named as a helpful resource for this issue.

Coming Events

Christie Duncan Tessmer, General Secretary, shared details about some upcoming events in the Yearly Meeting. One of these is a census of our community; for each of the four Sundays in November, Friends will be asked to count and report the number of Friends on their benches, in their First Day School

classrooms, and in their kitchens. We want a total count of the Friends in our community, regardless of membership.

The YM will also be initiating a series of threshings, held quarterly, to season matters on our hearts. The first one will be held on the Third Sunday in September; the topic and location are to be determined. Stay tuned! The next two will be held on the fourth Sundays in January and May.

Continuing Sessions will be held on November 2nd at Arch Street Meeting.

The next two Annual Sessions will be held here at TCNJ. The dates for 2020 are July 29th-August 2 and the dates for 2021 are July 27-August 1.

A Note about the Minutes

In our review of Saturday's minutes, we heard a concern about the General Secretary's report. Specifically, some Friends expressed resistance to the suggestion that Gospel Order directs us to confront those face to face with whom we are in conflict. These Friends noted that direct confrontation may not be safe or productive for marginalized Friends. We were also reminded that Gospel Order calls us to Matthew 18: 15-17, which encourages us, if we do not feel heard, to bring along others, "that in the mouth of two or three witnesses every word may be established".

Epistle Committee

Rich Schiffer, Swarthmore Meeting, member of the Epistle Committee, read the Epistle for this year's sessions (attached). With minor edits, we approved the Epistle with gratitude.

Other Notes

We were reminded from a representative from Friends World Committee for Consultation that FWCC has Traveling Ministers available to support Friends, and that World Quaker Day will take place on October 6th, 2019.

Friends thanked staff for the work they do, and expressed hope that the body can help them, appreciate them, and recognize their courage.

We settled into worship with love and trust as we waited for our younger Friends to join us.

Children's, Young Friends', and Young Adult Friends' Epistles

The Fox group came before us to share their epistle (attached), in a book with lots of fun pictures, highlighting their adventures during the week, which including chicken chasing, dancing, and slip-n-sliding. They also reminded us of the importance of speaking up when we feel that things are not right. Middle School Friends shared their epistle (attached), which discussed their focus on exploring issues of inclusion related to our LGBTQIA+ Friends and People of Color, and the importance of gender pronouns. They also had fun slipping and sliding. Young Friends shared their epistle (attached), highlighting the ways in which they nurtured their own community, and ours. We received these epistles from our younger Friends with gratitude.

Young Adult Friends encouraged us to continue reflecting on the issues raised in their Epistle from April of this year. The epistle is available here: <https://www.pym.org/annual-sessions/wp-content/uploads/sites/7/2019/07/2019-as-yaf-report.pdf>

These minutes were approved with gratitude.



Haddonfield Quarterly Meeting Minute of Concern

The Quaker Life Council unites with the minute forwarded by Haddonfield Quarterly Meeting, as it reminds Friends to reaffirm traditional Friends beliefs. Quaker Life Council will read this minute to the body for information as part of its annual report to the 2019 Annual Sessions.

Haddonfield Quarterly Meeting joins with people of good will everywhere in affirming the way of love. We denounce the normalization of hate and violence in society and within ourselves. We commit to working with others to build trust and understanding in our wider community.



Quaker Life Council Advance Report to 2019 Annual Sessions

Dear Friends,

Quaker Life Council (QLC) has had a productive year serving our wider Quaker community since the last annual sessions. We held our meetings every third 7th day (Saturday) at the Arch Street Meeting House and held a February retreat at the Ujima Friends Peace Center. We have a governance committee that meets by zoom call two weeks before our meeting and a program committee that meets one week before our meeting. Our full minutes are available at <https://www.pym.org/quaker-life-council/minutes/>.

We continually strived for our meetings to be centered in Spirit. We witnessed that business moves with ease when adequate preparation has been done in setting the agendas, when adequate information is given to members, and when the business meeting begins and remains in a place of centered worship. We found it imperative to remember that our goal was to seek together the movement of Spirit among us. We allowed hard conversations with imperfect language in order to make good decisions. We were tested with moments when we were pressured with time, ego, pre-determined outcomes, self-righteousness, and being stuck in our own perspective. This led us into some unproductive and even occasionally hurtful conversations. We apologized to each other and stayed in loving relationship. We consistently found ways to re-center ourselves together in loving kindness and await continuing revelation. Some of these ways were the use of worshipful silence, movement, touch, bathroom breaks, food, sharing joyful noises, poetry, song, apology, gratitude, readings, and queries. We witnessed that we are not alone. We witnessed that when we are together in G*d's loving spirit we are collectively transformed. We were easy with ourselves and compassionate, recognizing each other's humanity in an imperfect world where no one is immune to suffering. With this background, we share our understanding of the work of QLC and the current status of the Quaker life of Philadelphia Yearly Meeting (PYM).

This year we have finalized some accountability housekeeping such as approving a governance handbook (available at: <https://www.pym.org/quaker-life-council>) which contains a list of all our committee charges and relevant policies for reference in the course of doing our work on behalf of PYM. We have stabilized our leadership with service commitments from a Clerk, Recording Clerk (who is also the Governance Committee Clerk), Alternate Clerk, and Program Committee Clerk. We have regularized the timing of our program and governance committee meetings to ensure preparedness for our meetings. We conducted a self-assessment survey and completed a SWOT analysis to determine our Strengths, Weaknesses, Opportunities and Threats. We have welcomed new QLC members.

We revised our Threads. Threads are lenses for seeing how all of our spiritual motion weaves us together. As operating principles or broad categories, they encapsulate major aspects of Quaker Faith & Practice lived out every day in local Quaker communities. Within a Thread, there can be staff supported gatherings, newsletters, Resource Friends, and things as of yet unimagined. Here is the story about it on the PYM website: <https://www.pym.org/updating-our-threads/>. Our current Threads are Peace & Social Justice, Ministry & Care (combining Worship & Ministry and Pastoral Care into one Thread), Religious

Education, Outreach & Communications, and Governance & Stewardship (combining finance, fundraising, property, and Friends decision-making process). The business meetings at Annual Sessions are being organized around these collective topics.

We have Established a Ministry & Care Committee that is in the process of being populated. It is charged with reading and digesting state of the meeting reports from monthly and quarterly meetings, listening to the spirit as it moves in monthly and quarterly meetings, caring for the spiritual and emotional health of monthly and quarterly meetings with a mind to mental wellness, conflict transformation and care for the aging.

We are also very close to having a fully populated Youth Programs Advisory Committee.

We have been led to understand that in order to support the work of the Monthly Meetings that make up PYM we need to communicate more deeply with them. We want to know the work of the Spirit, as communicated through our meetings. We learn about some of the work of the Spirit through minutes that we are receiving, but this is not enough. The Spiritual State of the Meeting reports that we received last year and this year have also been very important to our understanding of where and how the Spirit is moving in our community. In the coming year, we see listening to our Monthly Meetings as central to guiding our work.

One additional structural element we are finalizing is a space for staff-supported Spiritual threshing/listening/discernment sessions. We want to meet together across our monthly meetings to go deeper together. We want to be able worship fully and listen to how the Spirit is leading us on particular topics of concern. We expect this will better connect us and help clarify what is rightly ordered, Spirit led action for our community. These threshing sessions will occur during months between Continuing and Annual Sessions.

Here are is additional work and witness that the Spirit has led us to with links to where you can find more information about it:

- In September of 2018 after the 2018 Annual Sessions, we approved using fifteen thousand dollars to support the Ujima Friends Peace Center, here is the story about this on the PYM website: <https://www.pym.org/ujima-friends-part-of-us/>
- We approved an anti-harrasment policy, which can be used as a guide for monthly meetings who are seeking to do something similar and which is available on the PYM website: <https://www.pym.org/quaker-life-council/>
- We worked with Church World Service (CWS) to begin invigorating our relationship with this organization that works on migrant justice and refugee rights of which Philadelphia Yearly Meeting has been a member historically to the present. Read more about CWS: <https://cwsglobal.org/>
- We received a detailed report from the Friends Counseling Service Advisory Panel and would like to explore ways with them to expand their work in light of the needs of today and in support of a more diverse community. <https://www.pym.org/counseling/>

- We have established a sprint group to explore ways in which Quaker Life Council can support new expressions or new idioms of Quakerism, particularly which foster an inclusive, equitable, and ethnically diverse body of Friends.
- We have established long-term Queries for PYM:
How do we make further change to attract people who seek but do not know us?
What does Spirit require of us today in guiding PYM into its future?

PYM continues to have thriving Collaboratives. Many Monthly Meeting members are actively engaged in work and witness across meetings. There are now eight collaboratives: The Abolition of Nuclear Weapons Collaborative, Eco-Justice Collaborative, First Contact Relationship Collaborative, FWCC and Other World Relations Collaborative, India Friends Collaborative, Legislative Policy Collaborative, Middle East Collaborative and the Spiritual Formation Collaborative. We have supported the laying down of four collaboratives. In three cases, the work became inactive: Public Education, Decarceration, and Individual Calls to Ministry. In one case, the work grew to extend far enough beyond PYM that it no longer made sense for the collaborative to be under the care of our yearly meeting: Atlantic Coast Quaker Activists. There was unity among the members of the collaboratives that were laid down and QLC in releasing those at this time and there is an understanding that the collaboratives can reform if or when the Spirit leads in that direction.

Annual reports from our current collaboratives can be found as attachments to this report. These are unedited by Quaker Life Council and will be considered next year in our efforts to best understand the work and support the Spirit that is leading these Friends.

We welcome more applications from Friends across meetings who are working on joint efforts without the need for staff support that have some measurable goal that will be completed within a year and that would like funding and website support from PYM for their work. Additionally, we have used the collaboratives to further share, act on and season minutes that have come to QLC.

A Work & Witness Application with guidelines exists on the Quaker Life Council page of the PYM Website. Go to <https://www.pym.org/quaker-life-council>. The council receives applications for support and then discerns how best the work, witness, or activity fits within our structure. Collaboratives are for activity that happens across monthly meetings for at least a year, and the council expects annual goals to be set with metrics. Sprints are for specific projects that last up to three months. Still, others' activities might fit better in our structure as part of the Resource Friends Program or even as a committee. Depending on how work, witness, or activity fits into the structure, different resources are available, such as staffing or communication.

QLC Finances

In Fiscal Year 2018 (last year) the Quaker Life Council received from our general fund a budget of \$31,000 and spent all of it on funding requests from collaboratives, representatives to other organizations, and the Ujima Friends Peace Center.

In the current Fiscal Year 2019, the Quaker Life Council received a general fund budget of \$36,000 and has thus far spent \$25,676 in response to funding requests from collaboratives, to bolster our support to people with limited means to attend Annual Sessions, and to support our representatives to other organizations.

In addition to the general funds budgeted each year, the council also stewards the Strategic Project Reserve Fund. This fund is designated. Whereas general funds if they are unspent go away at the end of every fiscal year, the Strategic Project Reserve fund, because it is designated, remains until it is fully spent. The fund was \$79,382 dollars at the beginning of FY 2018, and it currently contains \$50,675 dollars. The bulk of the fund has so far been spent on raising up the Resource Friends Program so that it can continue sustainably. In the Fiscal Year 2018, the fund was also used to support the Ujima Friends Peace Center.

Future Work

The Quaker Life Council has several ongoing issues about which we are currently discerning potential forward motion.

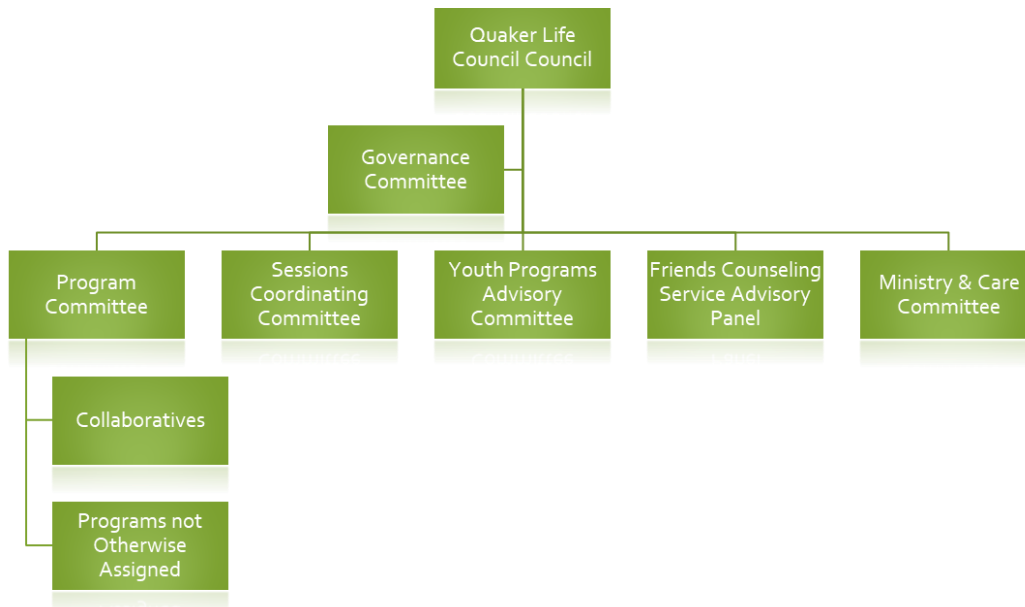
- We are wondering how we can establish closer relationships with other governance bodies, such as the Granting Committee, so that our work can happen increasingly in sync with others' work.
- We are working with the Administrative Council on deepening our understanding, based on Faith and Practice, of how we respond as a yearly meeting to minutes of concern, minutes for religious service, and minutes of travel for religious service.
- We are under the weight of our yearly meeting's commitment to addressing racism and other "isms" within and beyond the Religious Society of Friends.
- We are excited to work with our Sprint Group on exploring new idioms of Quakerism in seasoning several queries that are alive in our wider community:
 - How does our current way of recognizing membership in the Religious Society of Friends allow and/or block our ability to celebrate and integrate the spiritual gifts and relationships of all those who are called to become active in our communities?
 - How is Quakerism being expressed organically in new ways that could be supported and recognized?
 - What will be our future challenges as a faith community, and how can we prepare for them in continuing to build a better world for all?

We look forward to the guidance of the Spirit at annual session. Our Sessions Coordinating Committee and our leadership has been so hard at work creating space for the Spirit to move among us. QLC has recognized and wishes to support all of us working together at Annual Sessions to discern a way forward with the FGC audit results and the multi-cultural audit recommendation. We have authorized additional funding to support people’s attendance at Annual Sessions and are ensuring space for Friends of African Descent to be able to help guide our community in this important work.

We attach here the organizational chart for Quaker Life Council for your information. We send our love to all of PYM with this report.

Sincerely,
 Quaker Life Council
 Anthony Stover
 Ayesha Imani
 Melanie Douty-Snipes
 Kate Bregman
 Amy Taylor Brooks (Clerk)
 Gray Goodman
 Bryn Hammarstrom
 Cathleen Marion
 George Rubin
 Julia Carrigan
 Marge Dawson
 Sue Dietz

Quaker Life Council Organizational Chart



Quaker Life Council Summary of State of the Meeting Reports

This is a summary of 16 Spiritual State of the Meeting reports that include a Worship Group and a Quarterly Meeting.

They all spoke to the joy, hope, and faith that they have in their "blessed communities". Many of the meetings felt challenged on how to handle conflict in their meetings, and used clearness committees as part of the solution.

Many meetings are exploring ways to face hate and violence in our society. Some, by teaching tolerance, others by expanding our diversity, still others by supporting our witness to others focusing on peace and the environment and especially undoing racism.

All of the meetings talked about building stronger spiritual communities using study groups, spoken ministry and threshing sessions focused on worship and the meeting for business.

Many of the meetings were concerned about the need for stewardship with a declining membership, for the upkeep of their property, charitable giving to other organizations and financial support of their Quarter and Yearly Meeting is especially important.

Some meetings have mid-week meetings, especially as outreach for families to attend. They have included pizza and music before worship.

Some meetings give support to their members in their individual witness. Many meetings explore ways to help attenders make the journey to membership, also to help in ways that keep us connected to each other.

One worship group appreciates the support of being under the care of a monthly meeting.

All meetings were primarily concerned about the spiritual depth of their worship, outreach in their communities and finding new ways to expand their witness. All of the meetings reporting expressed concerned about of "living in a community of faith in changing times."

Quaker Life Council Collaborative Reports

Spiritual Formation Collaborative Report

1. How does your group meet and how frequently? We meet every other month at Plymouth Meetinghouse for 3-4 hours, the second Saturday of the month. We also hold an annual retreat at Eagles Mere in August for spiritual refreshment, renewal and long-range planning.

2. Does the clerk have adequate support from the collaborative or group? The clerk is always generously supported by the group. We are peers and all work together in the Spirit for the accomplishment of our goals. We have always used the collaborative as our own spiritual formation group, and as such experientially benefit from the program over the long haul more than anyone. We routinely practice all the work we ask of our participants, and grow in our own faith and practice accordingly.

3. Are tasks delegated in the committee with good follow through? Tasks are delegated through volunteering, specified in the minutes.

4. How does your collaborative remain spiritually grounded through its work? We worship together deeply, we always spend at least an hour checking in about our spiritual lives at the beginning of our meetings, we regularly pray for each other, vocally and when we are apart. Our annual retreats are time for spiritual deepening together.

5. Let us know what you have been up to; what have you been doing over the past year? We were gratified by the success of our Pre-Sessions retreat last year. The present Clerk attended and was supported throughout Sessions by the participants, who served an endearing function of prayer and spiritual roundedness. We are in the process of planning this year's retreat, which may be led by Victoria Brown. We will work to facilitate. Our hope is that she will attract more participants and perhaps a more diverse group.

We also planned, organized, and facilitated a Spiritual Formation Retreat at Kenbrook Retreat Center outside Lebanon. We had 38 participants from 16 Meetings, ranging from Wellsboro to Third Haven. We enabled the publishing of a Spiritual Formation booklet that can serve as a springboard for Meetings to launch their own SF programs. In response to our evaluation, the participants enjoyed and appreciated their time there, felt spiritually deepened. A large majority wanted to return. As a result, we are now in the process of planning and organizing a second retreat at Kenbrook for October 12-14, 2019. We have reserved space at Pendle Hill for a retreat in October of 2020.

6. What are some accomplishments you want to highlight? This is the 20th year we have brought Spiritual Formation Programs to the Yearly Meeting. This is a unique opportunity for Friends and Meetings to deepen the spiritual ground of their lives.

7. Our goal is to continue our work and expand our reach throughout PYM. We seem too be moving toward that with the Retreat programs. We are optimistic that attendance will grow.

8. How is the work of the collaborative being shared with the PYM community? Through advertising our retreats and hopefully through word-of-mouth. We have felt much greater support from PYM staff and Clerks through this past year and , therefore, feel more visible.

9. How can the Quaker Life Council help to support the work of your collaborative? We expect we will have more budgetary needs in the future, to help support the initiatives we are undertaking. We would like to have money for scholarships for participants for our retreats, for guest facilitators, and for ourselves to attend retreats beyond PYM where we can learn from their programs, as we continue to do with Baltimore Yearly Meeting.

Members of the Collaborative

John Brady	Abington Meeting	johnbrd69@gmail.com	215 283-7379
Lynne Graham	Wellsboro Meeting	lynne@epix.net	607 207-5998
Katherine Johnson	Third Haven Meeting	katherinekai@goeaston.net	410 820-5103
Jane Cadwallader Keller	Lancaster Meeting	janeckeller102@gmail.com	570 419-1870
Diane Kesler	Patuxent Meeting	ddusie13@yahoo.com	302 547-9368
Dale Myrtetus	Middletown Meeting	dale122554@yahoo.com	215 244-2624
Mary Noland	Haddonfield Meeting	maryanoland@gmail.com	856 454-2345
Charles Randall	Media Meeting	cjrandall@verizon.net	610 566-5170
Carolyn Schodt	Chestnut Hill Meeting	carolynschodt@lycos.com	267-972-3708
SusanThompson	Newtown Meeting	sthompson@healthfederation.org	267 847-6395
Wade Wright (clerk)	Lancaster Meeting	w9a8d7e6w@epix.net	215 779-0752
Wanda Wyffels	Abington Meeting	wwyffels@gmail.com	267 918-3671

Submitted by Wade Wright, clerk

Spiritual Formation Collaborative Report

We bubble up with an organizational flurry and abundant energy around four main events during the year: the FCNL Quaker Public Policy Institute and Annual Meeting in November in Washington, DC, the gathering of young F(f)riends in Washington, DC (which is called FCNL Spring Lobby Weekend), the PYM Collaborative gathering of FCNL Monthly Meeting Contacts in March at Friends Center, and PYM Annual Sessions in July. For all of these, we encourage attendance through e-mails, phone calls and by connecting people directly with the Friends Committee on National Legislation. We are grateful to Quaker Life Council for providing financial support for these four vital foundations of our witness.

In between, we build capacity for lobbying in legislative districts near PYM meetings, reach out via a list serve to call attention to Congressional issues Friends might want to support (and which are on the front burner in Washington), train for lobby visits, and support the efforts of PYM Quaker citizen lobbyists with materials pertinent to their passions. We continue to be challenged by the difficulties around maintaining an accurate up-to-date database of contacts and Friends interested in learning more about FCNL. This essential task is a time-consuming part of our witness and we would be glad of any staff help that could be devoted to a PYM database of Friends engaged in peace and justice witness.

Inspirational in both numbers of Friends together in one place and in their passion, the Quaker Public Policy Institute in November gathers 400 Quakers from meetings and churches across the U.S. The days are planned to provide expertise in the actual issue for which we are lobbying, give time to train for lobbying, and connect us through the testimonies and practices of Friends with the reasons we have come. How can the quiet people enter daunting Congressional offices where there are many paid lobbyists, many official-looking staffers, and metal detectors everywhere? We challenge the Hill with openness to that of God in each person we meet, with confidence in our faith, and with FCNL's joyful support!

Every year, it is amazing to see Friends of all stripes, from 39 states last year gathering in worship to lobby for Quaker values. These intrepid Quakers – programmed, unprogrammed, Alaskans, New Yorkers and, of course, PYM Friends along with FCNL's crack lobbyists and staff -- walk determinedly into House and Senate office buildings. Should some think we don't belong, we are reminded that our calling to live into our faith opens those huge, brass doors. In November 2017, 30 Friends from PYM visited 14 members of Congress to lobby for a budget that reduced military spending and focused on addressing social and economic priorities nationally.

Our goals are ongoing – and aspirational. We continue to seek more effective ways to engage PYM meetings in FCNL's work. In even numbered years, we offer support and resources for meetings to engage in FCNL's Priorities Process, which guides the work of FCNL staff for the next Congressional session. From January to April 2018, 42 meetings within PYM participated in this essential work for FCNL governance. Although a few more meetings participated than in 2016, we have been challenged to make participation a priority for more than half of our monthly meetings. Meetings that do participate in this discernment process inform us that it deepens Friends' sense of community and strengthens their faith.

On March 3, 2018, we held our annual FCNL contacts' gathering at Friends Center. On a snowy day that made travel impossible for many, our workshop focused on addressing mass incarceration with federal legislation to reform sentencing guidelines. Twenty-six local Friends gathered in fellowship, deepened their commitment to this work, and found inspiration in their time together.

We want to support Young Adult Friends and younger Friends to attend Spring Lobby Weekend, to join us in visits to local legislative offices, and to meet with us so we can learn from them. That has been a harder row to hoe. One challenge is structural – PYM's Continuing Sessions and FCNL's Spring Lobby Weekend occur on the same date. Including Young Adult Friends in local lobbying is at once highly rewarding and very difficult to schedule. And, of course, we continue to look for Young Adult Friends interested in FCNL's Summer Advocacy Corps, Program Assistant opportunities and serving on LPC as a named PYM Representative to FCNL. We plan to advertise these opportunities and continue to deepen our relationship to the PYM YAF community. We are delighted that 8 PYM Young Adult Friends attended “Build Bridges, not Walls, at FCNL's Spring Lobby Weekend March 23-26, 2018. They joined with 400 YAF to lobby for a pathway to citizenship for Dreamers without harm to border communities and immigrant families.

At PYM Annual Sessions, we strive to have a presence both through a table display and by giving a workshop. An FCNL staff member usually attends PYM Annual Sessions, so we have fresh information from the Hill and updates on the work FCNL is doing putting Quaker faith into action in DC. We are happy that working with a faith-based organization like FCNL, we are constantly able to renew our spiritual connections with each other and through the work. We continue to seek time on the yearly meeting agenda to bring FCNL's important work to the Friends assembled. July, 2018, our workshop “using advocacy tools in an election year,” was attended by 22 Friends. A workshop offered by Joey Hartmann-Dow on her “comic book” [Climate Disruption](#) offered insights into an artist's interpretations of lobbying strategies.

About the important administrative aspects of our Collaborative lives: we have co-clerks (Mary Lou Hatcher and Deb Hejl); we meet at Friends Center two or three times per year and the remainder of our work is done by e-mail or zoom conference call. Members of the group pitch in to take a leadership role in specific tasks—planning our annual gathering, planning and facilitating our workshops, for example. We share our witness with PYM Friends through our web page on the PYM site and through e-mail announcements to clerks, and we submit articles for the web page that tell our stories of bringing Quaker faith to Capitol Hill.

On another note, several members of PYM serve on the Standing Committees of FCNL (Field, Policy, Personnel, Executive and Annual Meeting Planning). As FCNL engages more and more Young Adult Friends in its governance, we are particularly proud that two such Friends clerk two FCNL Committees: Alex Stark (Moorestown Mtg), clerks Policy and Emily Temple (Downingtown Mtg), clerks the Annual Planning Committee. The PYM excitement and support we feel as we go down to DC enables us to work at this broader level and bring energy to other Yearly Meetings which are less populous, less integrated, or less structurally supported. For that, we are grateful and gladly share our Yearly Meeting's lively understanding of FCNL with others. We have work to do – there are those in our Yearly Meeting who have never heard of FCNL or don't know what they do – but we are like PYM beacons of light.

We end with deep gratitude for the help given by our excellent liaison, Bryn Hammerstrom and by PYM staff. Their support for our witness is invaluable.

First Contact Reconciliation Collaborative Report

1. **How does your group meet and how frequently?** Annually at Annual Sessions, timed in relation to the FCRC workshop. Also, organically (as needed, or by chance) in-person, conference call, “zoom”, and during events.
2. **Does the clerk have adequate support from the collaborative or group?** Yes, specific requests have been made leading to deeper internal collaboration and external networking.
3. **Are tasks delegated in the collaborative with good follow through?** Customarily, each Nanticoke-Lenape named ally has their own local/ specific community engagement. When working toward a shared goal we each apply our gifts generously and liberally with conviction.
4. **How does your collaborative remain spiritually grounded through its work?** By our monthly meetings’ and quarterly meeting, clearness is sought periodically. We “test” for examination our ascribed role of ally-ship – finding ways to decolonize ourselves. Reflection holds us with accountability toward releasing gifts into community. We spiritually engage with local Lenape Tribal Nation and concerns based in colonization afflicting indigenous peoples around the world.
5. **Let us know what you have been up to; what have you been doing over the past year?** We have been communicating and celebrating. See #6 and #7.
6. **What are some accomplishments you want to highlight?** a) Grant recipient of NJ Council for the Humanities; b) Nanticoke-Lenape invitation to multiple non-public events; c) networking within RSoF, across faiths, and in secular communities; d) continued personal invitation to N-L events ie. Spring and Fall Gathering, Tribal Prayer Circle Ministry, Cohanzick social; e) VIP Guest invitation at the N-L annual Powwow; f) accompanyship of N-L traveling ministry/ speaking engagements ie. New Hope Historical Society and screening of Promised Land at the National Museum of American Indians, DC; f) networking with non-natives, ie. Eco-Justice, QEW, N-L videographer.
7. **What events or projects have you successfully implemented?** a) Continued development and multiple deliveries of a workshop, in partnership with Kidsbridge, “Building Greater Understanding About Native American History: Decolonizing Classroom, Curriculum and Ourselves”; b) networking with Adam Mazo, director of Dawnland, featured by Independent Lens/ PBS toward a post documentary screening “Zoom” discussion; c) winter “Zoom” series Friendly Book Chat: Braiding Sweetgrass by Robin Wall Kimmerer; d) AS workshop co-facilitated with Young Friends, Toward Right Relationship with Indigenous Peoples; e) Pendle Hill planning committee for a 4-day conference.
8. **How has your work over the past year moved you closer to achieving your goals?** Diverse conversations of truths dissolve myths, stereotypes, and biases that perpetuate disregard of Indigenous Peoples. Focusing dialogue on issues identified by sovereign Lenape neighbours brings us closer toward inclusivity and equity, anew of colonized ways of learning and being.
9. **What progress has been made in goals that your collaborative has set?** a) Revelation of authentic voice of local Lenape Tribal Nations’ People brings us closer to Truths. By continuing the conversations, we hear stories of spiritual enlightenment and evidence of secular awareness. Just this year, NJ AG Gurbir Grewal resolved Tribal Nations reaffirmation/ official recognition by the state of three Lenape Tribal Nations. b) Indigenous peoples away from “home” communities throughout the Americas are forming identities (Indigenous Philly/ Indigenous 215) and through Lenape relationship sought the assistance of FCRC; c) social media

feed is more supportive, less dominating; counter balance is offered up by calling-out negative or ignorant comments, and at times by calling-in toward meaningful dialogue.

10. **What challenges have you had in making progress?** a) Internal; within the YM, the relationship with Indigenous Peoples is overwhelmingly identified to be under the care of the Indian Committee granting group. (How might a gift of money from a dominant group represent relationship building? How are Friends to decolonize their understanding when structural, perhaps legacy driven, domination resides?) b) the FCRC budget item of “gifting” calls for clarification of cross-cultural customary practices; c) the care of the sacred “Lenape: Quaker Wampum Belt” (1995) has yet to receive attention from PYM staff; the (living) belt is “stored” in a repository (a colonial practice) as a prisoner, denies each beads light, and its illumination is demanded upon request/ release. PYM staff is busy serving, yet this concern waits too; c) Lenape Tribal Nations sovereignty (governance of community) is diluted by the “Lenape Nation” (PA) identity of descendancy at best; d) cultural misappropriations of Lenape culture by Friends, and misuse of identification as a Friend.
11. **How is the work of the collaborative being shared with the PYM community?** a) PhYM News stories and calendar; b) personal emails gathered during events; c) ongoing outreach in the form of workshops, talks, and events.
12. **How can the Quaker Life Council help to support the work of your collaborative?** Thank you for the ask, see our response to #10; any work here would be helpful. Speak to the differences between a granting group and a collaborative; attend/ participate/ take personal or collective next steps in understanding the light and truths of allies ascribed by the Nanticoke-Lenape Tribal Nation; discern the unique dual pillars of US history – slavery and native people – racism, in the form of genocide, affected each Lenape Tribal Nation in various forms. [Note: Pausing the recommendation of MASC, examination and application of the FGC audit on Racism, leaves PhYM without access to information and resources toward redress with Indigenous Peoples, specifically the land grab of Penn. It is the hope of FCRC that PhYM will acknowledge our RSoF disregard toward the Lenape and meet with deeds of revelation. It is rightly ordered for our “land acknowledgement” (words) to be equally met in deed.]

Eco Justice Collaborative Report

The Eco Justice Collaborative remains faithful to its mission statement and to its responsibilities to Philadelphia Yearly Meeting. We fulfill part of that responsibility with this report of our activities and mission. Our name, Eco Justice and our mission statement reflects our most urgent concern, climate disruption. However, we also recognize that mitigation of climate change must include work for justice, both racial and economic.

We see that ecological destruction, income inequality, and racial injustice cannot be treated as isolated concerns. We may be called to focus on different aspects of the whole, but without awareness of that whole our work will fall short.

At the end of this report we have answered the questions you sent below,
Currently, we provide a newsletter and webinar each month

Webinars to date:

- December: IPCC Report and discussion of Paul Hawken's book, Drawdown and the Pachimama movement.
- January conversation about FCNL's legislative policy statement as it does, or doesn't, reflect our concerns about climate change and social and economic justice.
- March: Resilience: Disaster Preparedness and Mitigation." What are the major threats to our communities, and how do we prepare our Meetings and our communities for the effects of climate change?
- April: "Community Solar in Pennsylvania."
- The Eco Justice Collaborative, Keith Harvey and Beverly Ward of the American Friends Service Committee, Shelley Tannenbaum, General Secretary of Quaker Earthcare Witness, and Alan Wright, President and Founder of SosteNica to talk about how all our work is connected and how we can better fulfill our missions if we work together.

Workshops and events

"Solarize" workshops to train Friends and their allies who wish to organize a "solarize" campaign through their Meeting or in their community. Solarize is a well-respected tool to help individuals determine whether solar is right for them, reduces the costs through a group commitment to purchase from and installer and streamlines the permitting process. Friends in Media have recently completed a very successful solarize campaign.

Disaster Preparedness for Friends Schools - a workshop on what schools can do to prevent extreme weather impacts and steps they can take to be resilient in the event of flooding, extreme heat, loss of power, etc.

Caring for ourselves in times of extreme weather: We will cover the steps to create an in-house disaster management team which can help prepare and care for Meeting members in times of natural disasters. We will cover risk and needs assessment, dealing with floods, windstorms, droughts and extreme heat, understanding how to tap into local resources and possible mitigation efforts. This is a follow up on the

successful disaster preparedness training for Meetinghouses and other Houses of Worship. The focus is on training one or two members of Meetings to bring this information back to their Meetings.

Partners for Our Children's Future – A Visioning Workshop. This program brought together Meetings in PYM that have schools under their care or within their facility. How can Meetings support our schools as they strive to be models of sustainability? What are our shared challenges? What models do we already have in place? How can we work together?

The Land Legacy: Preparing for Community Solar. When William Penn granted land to Friends, he could never have imagined how it would be transformed by population growth and the industrial revolution. As we move away from the fossil fuels that are putting our future in peril, we need to find land for wind and solar. This workshop explains the promise and challenges of the new approach to producing local, safe, clean energy: community solar. Explore whether you or your community wants to consider devoting land and resources to a community solar project in the future.

From 100% Renewable Meetings to 100% Renewable Communities: An introduction to the national movement to transition to safe, renewable energy in line with the International Paris Agreement to prevent the worst impacts of climate change. Friends have taken leadership in this movement in counties around Philadelphia. Learn about the goals of passing local resolutions and how to encourage action on changing local energy policy to accelerate the transition away from polluting fossil fuels.

Ruth Darlington and Patricia Finley represent Philadelphia Yearly Meeting at Quaker Earthcare Witness. Ruth serves as co-clerk of FCNL Working Group and Patricia Finley serves as treasurer of that organization.

Pamela Haines was the lead author of *Toward a Right Relationship with Finance: Debt, Interest, Growth, and Security* is written published by Eco Justice Collaborative, through Quaker Institute of the Future.

"Climate, Race, and Justice: We're all in this together," Produced by EJC-FEIP, continues to be shown, along with facilitated conversations at monthly meetings and other churches and secular events.

A 2017 keynote address on money and community at Intermountain Yearly Meeting by Pamela Haines was the basis for a 2018 Pendle Hill pamphlet, *Money and Soul*, which has served as the basis for adult religious education programs in several monthly meetings in the past year. She gave the January Monday night lecture at Pendle Hill, on Money, Debt and Liberation, which was livestreamed and is now available at <https://www.youtube.com/watch?v=f7nP8eJ5vy8>

EJC has endorsed the concept of public banking. Pamela Haines and Rita Varley have been active in the campaign for a public bank in Philadelphia, hosting a community information session at the Friends Center, participating in a lobby day at City Hall, and presenting on public banking at a meeting of city church leaders sponsored by the Urban Coalition.

Our newest member, Liz Robinson has been working on advocacy in the PA legislature: Community Solar: Making Solar Accessible for All Pennsylvanians Fully 70% of Pennsylvanians cannot access solar energy. Either their roofs are too shady, they don't own their own homes or have access to capital. Community solar will not only solve this, it will bring the advantage of economies of scale, thus providing solar at an even lower cost. Legislation, HB 531, is now pending in Harrisburg which will enable community solar. The bill has very broad bipartisan support and is currently in the Consumer Affairs

Committee. The companion Senate bill is expected shortly. Please write or email your legislators and ask them to support community solar.

Coming EJC events in May and June 2019

May 18th, 10-4, Friends Center, Rufus Jones Room—Friends Caring for Each Other in Times of Extreme Weather. The Eco Justice collaborative invites Pastoral Care, Property, and Finance committee members and other concerned Friends to join Paula Kline, Ed.D., and Nora Wright, MSW, to talk about: **Resilience – Responding to disaster – Emotional and Spiritual Care in times of disaster.** Extreme weather puts our lives, Meeting property, and homes at risk. How can we protect our community and serve our neighbors in a very tangible way in times of natural disaster?

June 15th, 9:30-4:30, Friends Center, Rufus Jones Room—Bringing Light to Dark Times: Workshops on the Urgent Transition to 100% Clean Energy.

Morning Sessions, 9:30 AM – 12:30: 100% Renewable Meetings to 100% Renewable Communities. Getting to net zero and how to encourage action to create local energy policies.

Afternoon Sessions, 1:30 PM – 4:30 PM: Renewable Energy Opportunities.

Efficiency for your Meeting and Home

Solarize: How neighbors can work together to install solar

Community level renewable opportunities

1. How does your group meet and how frequently? **Except July and August, Eco Justice Collaborative meets each month in person or by phone. We connect as well, throughout the month on specific projects.**
2. Does the clerk have adequate support from the collaborative or group? **Yes, each member manages projects that are also supported by the other members.**
3. Are tasks delegated in the collaborative with good follow through? **Yes.**
4. How does your collaborative remain spiritually grounded through its work? **Eco Justice is convinced that our work can only grow out of deep internal spiritual reflection and worship.**
5. Let us know what you have been up to; what have you been doing over the past year? **Please see above.**
6. What are some accomplishments you want to highlight? **Please see above.**
7. What events or projects have you successfully implemented? **Please see above.**
8. How has your work over the past year moved you closer to achieving your goals? **We are not able to evaluate our impact, as yet.**
9. What progress has been made in goals that your collaborative has set? **Our work changes and develops continuously.**
10. What challenges have you had in making progress? **Publicity and connection with the yearly meeting membership is a continuing challenge.**
11. How is the work of the collaborative being shared with the PYM community? **Newsletters, webinars, and public events.**

12. How can the Quaker Life Council help to support the work of your collaborative?
We are happy to receive financial support for our work, which includes support for our connection with the national organization for the environment, Quaker Earthcare Witness. We are also grateful for your help publicizing our work. We do intensive work on a catastrophic problem. Our work concerns mitigation of the damage done to our planet from global warming and the need to address the injustice of our relations on race and economics in order to solve our most difficult challenges.

Patricia Finley

Ruth Darlington

Co-Clerks of Eco Justice Collaborative

India Friends Collaborative Report

I am glad to have the opportunity to report to the Life Council on what the India Friends Collaborative has been doing in the last year.

We met in January 2019 and decided to meet every six months.

Our main focus this year has been working with India Friends to develop a plan to improve the facilities and financial situation of three India Friends Schools. There are two Friends schools in Itarsi, Madhya Pradesh. One for boys and one for girls and there is a Friends Girls School in Sohagpur, Madhya Pradesh. Most of our efforts have focused on the Sohagpur School. It is in a precarious situation. Enrollment is down, their facilities are in great need of repair and they have little income.

Friends from Australia Yearly Meeting, Britain Yearly Meeting, and Philadelphia Yearly Meeting and Trustees of the school have formed a group to work together to put the school on more sound footing. We have met three times by zoom/video conferences. We will be meeting again on June 22.

It is a good to have so many Yearly Meetings involved and to work with them on this important effort. The India Friends Collaborative is not only maintaining links with India Friends – which is our central mission - but also creating links with three other Yearly Meetings and creating a spiritual bond with all of them.

Along with participating in zoom conferences we have extensively communicated with each other and our India Friends via email.

Last Fall Nathan Shroyer , a member of IFC visited India Friends in Madhya Pradesh and traveled to the Sohagpur school. Later that Fall, Jayant Singh, a member of New York Yearly Meeting and who partners with the IFC, also went to visit India Friends and the school. Jayant grew up in the area and attended the Itarsi Friends School. One of his sisters attended the Sohagpur school and is presently a Trustee of the School. It was very helpful to have members be there and see the facilities, meet some students and teachers and talk with the School's Trustees.

Randy Quinby and Phillip Donnelly are members of our Collaborative and also members of Unami Monthly Meeting. The Meeting has been involved in working with the small India village of Bhimkothi to make improvements. The Meeting has worked on a number of projects with the village. The main project has been to have a well dug for the village. This has been successfully completed.

Recently Phillip and Randy have not been able to communicate with the village. The person that they had been emailing to contact the village has not been responding.

I spoke on the phone to a Friend in India and asked her whether she knew a way that we could contact the village. She knows some people to contact and she volunteered to visit the village and let us know how it is doing. It is a long trip on a bumpy road. Her generosity is awe inspiring and not unusual.

Members of the India Friends Collaborative are grounded spiritually by our work together but even more so by our relationship with India Friends! The Inner Light shines brighter for both our Quaker communities!

I know the Life Council is very busy but if you do find time I would be glad to present a power point that will give you a clearer vision of what we do and the spiritual nature of it.

Submitted by

Jack Walz

Clerk of India Friends Collaborative

Middle East Collaborative Annual Report 2019

How does your group meet and how frequently?

We meet on the first First Day of the odd numbered months. We meet at the Monthly Meeting of a Collaborative member; most are able to attend the worship hour and then our conversation. The calendar of July 4 and Labor Day holidays usually mucks up our formula. So, July's meeting may well be smaller as we plan for Annual Sessions, perhaps. And September's meeting has recently been hosted by Sandy Rea and Stephanie Judson at their home in late August.

Does the clerk have adequate support from the collaborative or group?

Yes. Stephanie Judson and Deb Wood have been sharing duties as Recorder. Nadia Barclay has been our liaison to PYM Web needs and messages. Our 'regulars' i.e., Friends who most often attend number about 10; another 5 or 7 are closely connected but only able to join us on a less frequent basis.

Are tasks delegated in the collaborative with good follow through?

Yes. Minutes; subcommittees to look at special topics or events or procedures.

How does your collaborative remain spiritually grounded through its work?

We open and close every meeting with silent worship. Our meetings are typically following a worship hour at our host's Monthly Meeting. We open with check-ins about our work related to Middle East.

Let us know what you have been up to; what have you been doing over the past year?

We have been supporting one member who first travelled with Compassionate Listening to Israel-Palestine. Since returning she has been regularly attending not only MEC but also Christian-Jewish Allies (C-JA). Through that connection we are looking to expand faith communities with whom C-JA might share their curriculum, "Why Palestine Matters."

Meanwhile, we had three members present to the Adult Religious Ed class at Abington Meeting last November. From that experience, which Friends felt was quite successful, we have discussed details of how we might "take our show on the road." We have members who could share on a small handful of topics: the general presentation as at Abington; "Why Palestine Matters" intro; Sandy Rea and Stephanie Judson's presentation about Peace Delegation to Iran; Compassionate Listening

What are some accomplishments you want to highlight?

- Our recent Annual Session Workshops. Moving Beyond Fear (2017); Boycott Divestment and Sanctions (2018); Compassionate Listening (2018)
- Hosting speakers at Friends Center: Maxine Kaufman-Lacusta [author of book on non-violent resistance efforts in Israel/Palestine: *Refusing To Be Enemies.*] Jacob Bender, Executive Director of Council on American-Islamic Relations, Philadelphia who showed the movie he'd produced "Out of Cordoba."
- We have regular reports from members about their work in the Middle East region: Sa'ed Atshan hosting his students in Palestine; Arlene Kelly and her connections to Friends of Ramallah Friends Meeting (Quakers); Jim and Debbie Fine and their work in Iraq and, more recently, Jordan for the Mennonite Central Committee; Tony Manasseh and his views of events and

developments in Lebanon; Sandy Rea and Stephanie Judson reporting on travels to Israel/Palestine and Iran. Joan Broadfield and Deb Wood reporting on travels to Israel/Palestine with Compassionate Listening group.

- Older accomplishments include sponsoring 10 Young Adults [about half were Friends] in a two week trip in Israel/ Palestine (2010) and nudging Friends Fiduciary board member(s) at precisely the right moment that they then initiated divestment of FF's holdings of companies that benefit from human rights abuses in Palestine (2012)

What events or projects have you successfully implemented? See above in #6.

How has your work over the past year moved you closer to achieving your goals?

We just keep slogging away. It's not lickety-split movement. And, meanwhile, facts in so many places in the Middle East just keep getting more severe in human rights abuses, in American involvement that we disagree with, in violent solutions rather than non-violent / peaceful solutions that include justice and equality.

What progress has been made in goals that your collaborative has set?

I'm not sure that we have set goals. If I listed something when we/I applied to be a Collaborative as the Working Groups were being transitioned, then I forget what I listed.

What challenges have you had in making progress?

The whole picture in the Middle East keeps getting worse.

How is the work of the collaborative being shared with the PYM community?

I send minutes, news, and announcements of upcoming meetings to our "list serve" – that is three groupings of Friends who have signed up at various gatherings. We have a spot on the PYM Website, but I don't think it's used much.

How can the Quaker Life Council help to support the work of your collaborative?

- Maybe help me / us think about how to use the PYM website more/better.
- And, on the rare occasions we are scheduling a special event, help with promo and perhaps site (e.g., Friends Center) connections and communications.
- We do appreciate the support at Annual Sessions: not scheduling two workshops at same time (2018 and 2019); AV needs supplied; suitable space for our workshop, etc

THANK YOU THANK YOU THANK YOU

Sandy Rea, Clerk



Administrative Council Report to 2019 Annual Sessions

Query: How is Spirit leading us to be faithful servant leaders for our community?

By faithfully meeting regularly as a community of servants with deep love and respect for all in our midst and to secure a strong financial future for PYM's work going forward. (Strategic Priority 2 - Simplify and focus our governance and administration.)

The Administrative Council continues to meet with Quaker Life and Nominating Councils at the Arch Street Meeting House on the third Saturday of almost every month. During this time, we worship together and receive and engage together around the General Secretary's report and other matters of joint interest, before breaking into our separate sessions to continue our work. This shared time, which we have included for over a year now, is increasingly useful for the connection, grounding and vitality of each council.

It is with great respect and gratitude that we thank Bruce Haines for his stewardship of the role of the first clerk of the Administrative Council. Under Bruce's capable leadership, the Administrative Council held its first meeting in October 2015 and immediately began work to organize itself and map its responsibilities. It created new committees for the oversight of property, finance, governance and most recently development. It came into relationship with the granting and personnel committees and has made good use of Sprints for short-term projects. Among its first accomplishments were a conflict of interest policy and an evaluation process for the General Secretary. Under Bruce's energetic leadership, the School of the Spirit became an independent nonprofit corporation, Burlington Meeting House was returned to Burlington Quarter and the three councils began to meet regularly to be in fellowship and shared work.

Members, and Mission

A list and pictures of our members can be found on the Philadelphia Yearly Meeting Website at <http://www.pym.org/administrative-council/>. Our individual and collective ministry when we gather is to faithfully serve the Yearly Meeting, guided by Spirit. In particular, we are called to work in alignment with the seven strategic priorities of the Yearly Meeting (<https://www.pym.org/our-structure/strategic-directions/>), paying particular attention to fiduciary responsibilities assigned to the council as outlined in the PYM Governance Handbook.¹

¹ The Administrative Council's authority and responsibility shall include, but not be limited to: property, finance, budget preparation, audit, investments, development, grant-making, personnel and periodic strategic planning. The Council may appoint and lay down its own committees as needed, assigning

Communications

The Council posts minutes of past meetings after they are approved at the subsequent meeting and reports to the body in writing and in person at continuing and annual sessions.

Committees and Sprints

We operate as a meeting of the whole and have formed several committees and sprints. Current Council committees are: Governance, Finance, Property, Personnel, Development and Audit. Current or recent sprints include: PYM Sessions Minutes Sprint – Phase II, PYM Clerks’ Job Descriptions Sprint, and Development Sprint. PYM’s Granting Committee is under the Administrative Council’s care.

The PYM Clerks’ Job Descriptions Sprint completed their work and submitted recommendations that might make these positions both more manageable for those who serve and better meet the needs of PYM. Admin Council is reviewing input provided by QLC and Nominating Councils in order to prepare a seasoned recommendation at November sessions.

The PYM Sessions Minutes Sprint – Phase II submitted their final report with recommendations for training and support for Recording Clerks. The recommendations were based on input from a survey of Recording Clerks across monthly meetings. Responses were received from 49 current and past recording clerks. The sprint recommends multiple strategies to provide training and ongoing support to Recording Clerks. Members of the sprint are conducting a workshop at July Annual Sessions. The workshop outline and materials will be created so they can be used by monthly and quarterly meetings for training. Resource Friends and Thread Gathering will be used to create mentoring relationships for new and experienced Recording Clerks.

Governance

Governance has kept Council’s committees populated and provided nominations to the Nominating Council. It created a Sprint to review and revise the job description for PYM’s Clerk and another to create a charge for the Development Committee. It looked into ways to best conduct Council’s self-assessment and that work has been recently launched.

Development

Admin Council’s newest committee was formed this year to support the Associate Secretary for Advancement and Relationship in fostering a healthy philanthropic culture in the yearly meeting and to broadly thresh directions, challenges and opportunities.

Finances

responsibilities, and appointing committee members who need not be members of the Administrative Council but are asked to do related work. The Council holds committees and other structures under its care accountable to their charge.

PYM remains in secure financial condition. In December the Council received an “unqualified” (also known as “clean”) audit of PYM’s FY2018 financial reports. The audited FY2018 financials can be found on the website at <https://www.pym.org/finance/audits/>

Granting

Also reporting to Council in December, the Granting Committee has PYM’s nine granting groups under its care: Greenleaf, Aging Assistance, Committee on Friends Education, Indian Committee, Willits Book Trust, Membership Development, Travel & Witness, Quaker Buildings & Programs, and Fund for Sufferings. For the 2018 fiscal year, granting groups distributed 369 grants totaling \$961,220.

Personnel

In January, the Personnel Committee made its annual report to Council. The Committee did extensive work to establish new -policies, review updated job descriptions, updated the staff handbook, which Council approved, reviewed updates to the health coverage policy, and the process for performance reviews.

Based on listening sessions and consultation with staff, the Personnel Committee completed an update to the staff handbook that removed the Staff Voice policy. While discussions regarding the Staff Voice policy were at times difficult, they created an opportunity for staff and committee members to examine more deeply the factors contributing to a healthy, inclusive and anti-racist culture and implementing procedures that build and maintain that culture. These discussions have had a positive impact for staff.

Multicultural Audit Steering Committee (MASC)

At March 23, 2019, Continuing Sessions, tonya thames taylor, clerk of the MASC, presented the final MASC report and recommendation to engage Prototype Entities to conduct an audit of the PYM organization. Prototype Entities is a minority-led and owned consulting firm that concentrates on providing support to non-profits. The report and recommendation were received with gratitude for the extensive work completed by the committee, but the body did not reach unity on the MASC proposal. The body decided to evaluate the work of FGC’s Institutional Assessment on Systemic Racism of October 2018 and consider whether it would be useful to our yearly meeting. Administrative Council is considering actions to move this work forward.

Property

The Property Committee moved forward the work of conveying the historic Quaker Burial Ground in Millington, MD, to the Town of Millington.

Work on the Horizon

In addition to regular committee work and the business of PYM, Administrative Council plans to take up the following work this fall:

- PYM Governance structure evaluation - Establish a Sprint to develop a plan to review the effectiveness of the PYM governance structure.
- PYM Five Year Plan – Establish a Sprint to develop a plan to create a new PYM Five Year Plan. The current Five Year Plan for PYM (2015-2020) was approved at Annual Sessions in 2014. How are we doing in addressing PYM strategic priorities now that we are almost four years into implementing the new structure? What’s working well and how can we do better?
- Evaluate Administrative Council self-assessment results and implement changes to help the council work more effectively.

Conclusion

We are grateful to serve our Yearly Meeting and appreciate the trust that each of you has placed in us. We seek to contribute both spiritually and practically to a strong, grounded, and vibrant yearly meeting.

Faithfully, and in peace, Terri Whiteford, Interim Clerk, Administrative Council

ANNUAL REPORT

2018-2019

With the overall goal of building a sustainable stewardship organization, the work of ASMHT is guided by four strategic directions:

Financial
Sustainability



Public
Programming



Historic
Preservation



Governance and
Management

A year of continued growth and BIG IMPACT:



Named an International
Site of Conscience



Welcomed 1 new
Trustee

Chalkboards spur conversation
around Quaker testimonies



Trained 11 new
volunteers



Added 180 new
supporters to our
mailing list

Arch Street Meeting House

- an active place of worship
- a place where Quakers can see their story reflected
- a place where the Quaker story sparks curiosity and discovery in visitors of all ages.

More than 9,000 students visited ASMHT from 90+ schools!
Hear what they said:

Something that I found important was how William Penn spoke his mind and it inspired me to never stop chasing my dreams. I found this important because I was never really confident, so **William Penn changed me a little.**

George Sharswood Elementary School (Philadelphia Public School)

Arch Street Meeting House was **the most interesting thing** because of how Quakers worship and how they practiced their beliefs." Greenfield Elementary School (Philadelphia Public School)

"I will like to learn more about **William Penn** and how he had slaves even though he was a Quaker." Kennedy Crossan Elementary School (Philadelphia Public School)

"I learned that the Quakers like to be in church but quiet and they don't like yelling or screaming. **They like quiet.**" Holy Innocents Regional Catholic School



¡Come and See! 2019

www.fwccamericas.org

“How good it is to be with Friends from outside our smaller circles, and, when we are together, how the Spirit of God breaks through our human narrowness of vision again and again. And how full of joy that is. The importance of working through cultural limitations and power imbalances--I was impressed by the extent to which bilingualism and spiritual/cultural pluralism (including our ability to hear and speak different "languages" of the Spirit) has progressed since I first came into FWCC in the early 1990's. The importance of care with language, and the value of our Quaker practices of listening, waiting, and giving space for each other and for God. THANK YOU ALL WHO GAVE SO MUCH LOVE AND WORK!” –*a Friend after the FWCC 2019 Section Meeting*



The 2019 Section Meeting of the FWCC Section of the Americas was held March 21-24, 2019 at Lake Doniphan Conference and Retreat Center, in Excelsior Springs, Missouri, just outside Kansas City, MO, in the heartland of the United States. The theme was **¡Come and See! (John 1:46)** with explorations of “Who is my neighbor?” and “How can we all be Friends?” The 160 registered participants hailed from nine countries.

Each morning began with optional Bible study or unprogrammed worship before breakfast. The daily semi-programmed plenary worship was followed by home groups: small, intentionally diverse groups for fellowship, worship sharing and discussions.

Business sessions filled the afternoons. The Friends World Committee for Consultation was pleased to welcome the North Carolina Fellowship of Friends into affiliation with the Section of the Americas. On Saturday afternoon, we recognized the many contributions of the interpreters team to the life of the Section of the Americas. Their dedication to full inclusion of all Friends in the deliberations of the Section and the planning of our work has changed everything we do: how and where we plan events, how we make decisions, call Friends to service, write our documents and develop our vision for the future.

Friday evening, Friends had a choice of six workshops related to the theme, from using our authentic religious language to sustainability to human migration. On Saturday evening, the 15 interest groups ranged from a discussion of racism and colonialism led by a young adult Friend from Bolivia to a discussion of Christology co-led by Friends from Iowa YM (FUM) and Ohio (Conservative). You can

read about the Friends who brought the prepared messages in worship, Bible study and workshops on our website, www.fwccamericas.org/events. The next FWCC Section of the Americas meeting will be held in Florida, USA in 2021. The next World Plenary Meeting is scheduled for 2023 in Durban, South Africa.

New Faces in the Section of the Americas Office

Heather Gosse, our new bilingual Operations Manager, began October 3, 2018. Heather is a member of Monteverde Friends Meeting in Costa Rica. Nancy Martino, our new Advancement Manager, began on July 15, 2019. Please welcome them to Philadelphia Yearly Meeting sessions.

Traveling Ministry Corps

The FWCC Traveling Ministry Corps completed its second full year and trained the third cohort. The 10 Spanish-speaking ministers and 8 English-speaking ministers visited over 30 meetings in six countries in the Americas. Bill and Marty Smith, Moorestown (NJ) Monthly Meeting, were called to be with Friends in Arizona March 11 to 18, 2019. They led a series of workshops and conversations at three monthly meetings and Arizona Half-Yearly Meeting on Building and Sustaining Community, including issues of membership, committee structure, and welcoming young people. Clearwater Friends in Florida wrote after a TMC visit in December, "We were so blessed to have Geeta McGahey with us for our annual retreat. Her gifts of ministry are so evident and we thank you for sharing and supporting her in her ministry. Her presentation was thoughtfully organized, engaging and open to and adapted to Spirit moving among us. She offered Friends important considerations regarding how to build bridges and improve the atmosphere and outcomes of conversations with those with whom we disagree. What are the questions that we can ask of others that will move dialogue forward?" To invite a member of the TMC to visit your local Friends meeting, please find more information and the request form at fwccamericas.org/traveling-ministry

More FWCC Global Resources

Throughout 2018, FWCC published a number of case studies and videos highlighting the global Quaker response to climate change. <http://fwcc.world/sustainability-resources> The video "Quakers and Climate Change Around the World" published in October, focuses on three Friends from different theological traditions sharing their experiences of climate change and how their Quaker faith inspires them to take action. We published the video "**Quakers Coming Together to Care for the Earth**" in May 2019. This is the culmination of many months' work supporting a North American Quakers and Climate Disruption Group, bringing together voices from across the Quaker spectrum including those affiliated with Evangelical Friends of North America, Friends United Meeting and Friends General Conference. The group has benefited from the support of the Section of the Americas, and is currently planning a webinar series beginning July 29, 2019 to help support conversations on earthcare and stewardship at the local level.

The fifth annual **World Quaker Day** was October 7, 2018. The theme was ***Crossing Cultures, Sharing Stories***. To see the many ways that Friends marked WQD go to worldquakerday.org, and for more easy and fun ideas for commemorating World Quaker Day in 2019, visit fwccamericas.org/wqd.

The FWCC World Office now oversees the **Young Adult Friends Development Fund**, a successor to the Quaker Youth Pilgrimage at a global level. The first grants were made to young adult Friends gatherings in the Africa and the Europe and the Middle East Sections. More information about applying to the fund is available at fwcc.world

General Secretary's Report of the Staff Activity for the Past Year to 2019 Sessions

Business and Finances:

We upgraded our accounting software with a budget module and are standardizing our internal processes and using technology to automate tasks, all of which increases the capacity of our finance department. We are working to:

- streamline reporting from the accounting system so reports can be generated quickly and efficiently with less manual modification.
- extract historical data to create year-over-year comparative reports as well as -monitor trends and forecast how the year will end up.
- upload the approved budget at the touch of a button, saving us literally weeks of work.

Other highlights include:

- We evaluated our Operating Reserve status and it is holding steady. In 2018, after PYM met its Operating Reserve goal of \$1.2 million, the Finance Committee approved a rubric to apply on an annual basis to ensure the Reserve is not becoming underfunded or overfunded. In 2019 we reviewed it and found that the Operating Reserve is at 97% of six months of annual operating expenses for the fiscal year just ended (\$1.29 million) – an excellent result.
- For many years PYM has provided staff to support the distribution committees of the Tyson and Grandom Funds and received a fee for doing so. After several internal discussions about the value of staff time compared to the value of receiving the fee and additional conversations with members of both committees and Friends Fiduciary, we completed a transfer of staffing responsibility from PYM to Friends Fiduciary.
- In 2017, We accepted responsibility for managing the Anna T Jeanes Cremation Fund from which grants to offset the cost of cremation are given to PYM Friends. This had been managed by Green Street Meeting for the previous 100 years. Green Street is now gifting the last piece of the fund and that addition will permit more cremation grants.
- All of PYM's data is now in the cloud. This year we moved the library database, the constituent relationship management database and all of the staff files (including all of the archives back to the 1990's from servers to the cloud). Several years ago the accounting database was moved. This move provides security while decreasing expenses and eliminating our reliance on servers.
- The restoration work at Millington Burial Ground is complete. As reported and warmly received at 2018 Annual Sessions, PYM plans to give the old Quaker burial ground to the Town of Millington to preserve and use as an historic site and green open space. The town had asked PYM to make certain improvements and PYM engaged conservators to clean and reset the burial ground's small number of headstones and refurbish an historic wrought iron fence. That work was completed in early May with the reinstallation of the fence. Conveyance of the burial ground to Millington is on the agenda for these sessions.
- Burial grounds from the 1600's, one of which was Quaker, are likely to be disrupted by construction in the Schuylkill Yards project. PYM was briefly mentioned in a May 2 Inquirer story on the topic. The General Secretary has been invited into conversations with the construction company, which is also consulting Quaker burial ground scholars.

Fundraising:

As patterns of philanthropy change within the country and within the Quaker community, we are shifting the ways in which we engage in fundraising. There are three new initiatives we engaged in this year:

- The new **Legacy Fund** is constructed to provide support to the annual fund in perpetuity and honor the lives of donors by receiving contributions in their name. The first gifts to the fund were received this year and are on track to total around \$70,000.
- **Quakers Got Talent** debuted as a fundraising event. The evening featured younger PYM Quakers with incredible talent including slam poetry, singing and musical performance. There was also a silent auction and a live auction of a single handcrafted pair of natural pearl earrings by a world-renown jeweler from Sotheby's. Tickets were \$35 each, or pay-your-age. Two pre-show dinners also took place. This test-run yielded over \$10,000.
- Individuals have been invited and have stepped forward to contribute beyond their traditional gifts to cover the needs of specific projects.

Other highlights include:

- Periodic analyses throughout the year have consistently indicated a pattern of current donors generally matching or exceeding their prior years' giving. Lapsed donors from as long ago as the year 2000 have made gifts.
- We mail three appeals each year. This year's December appeal included a "no-ask" alternate version sent to 400 households that have requested not to be solicited so they still received the information about our community included in the mailing. The Spring Appeal featured donated illustrations by a Quaker professional artist. The final appeal will reach mailboxes September 1, a month before the end of our fiscal year.
- The 2018 Annual Report was mailed to all PYM donors for the first time. Donors were also advised that starting in 2020 an alphabetical listing of donors will be shared, and invited to inform PYM of their wish to be anonymous. The annual report was also sent as part of the annual covenant outreach mailing to monthly meeting treasurers. The mailing to meetings included a gift of the new *Faith and Practice*.
- At the close of the calendar year PYM reminds donors to make a gift to their monthly meeting in its final electronic appeal. This led to increased end of the year online gifts to meetings. In 2018 PYM collected about ¼ million dollars worth of on-line gifts on behalf of Monthly Meetings and gave the meeting the full value of those gifts. We absorbed all costs of these transactions.
- A Development Committee was established in the care of the Administrative Council.

Program, Events and Ministry:

- **Friends in Fellowship:** an event series that bring Friends—and friends of Friends—together for fellowship, refreshments, and networking.
 - The second year of this event series brought hundreds of Friends from across the yearly meeting together at six events. Two of them were at monthly meetings on a Sunday, two were at Arch Street Meeting House, one was a pop-up surprise, one doubled as a successful fundraiser.
 - The events featured: Malik Neal, the founder of the Philly Bail Fund; Cordell Carter of the Socrates program at the Aspen Institute; A panel discussion titled About Faith featuring PYM's Marcelle Martin, Steven Davison, Ayisha Imani, and David Watt; The Director of the Hagley Museum and a tour of William Brinton House; National Trail network talk with Steve Elkinton; A diverse roster of performers of younger Friends, headlined by Rachel Zatzoff, a Broadway star.
- **Friends in Business:** A semi-annual event for Friends who are in the field of business, and their Friends.
 - The Fall event hosted the Governor of Pennsylvania, Tom Wolf. Enrollment was at a record high of about 90 people; it was a tremendously successful evening.

- The Spring event featured the Friends Education Equity Collaborative and 50 people attended.
- **Outreach:** Staff worked with other Quaker organizations on several projects related to outreach:
 - **Pendle Hill:** PYM program staff helped frame and publicize the first Quaker Institute at Pendle Hill. The PYM Youth Religious Life Coordinator facilitated the workshop titled “Recognizing the Gifts of Young People in Community and Worship.”
 - **Friends Committee on National Legislation:** We are working with Christine Ashley at FCNL to imagine how our community might creatively and collaboratively use FCNL’s new Quaker Welcome Center.
 - **Friends General Conference:** FGC’s Spiritual Deepening Program has a focus related to welcoming newcomers and inclusion. PYM staff met with FGC staff, members of the Quaker Life Council (QLC) Program Committee, the PYM Membership Development Granting Group, and members from New York Yearly Meeting who are focused on outreach.
 - **Friends Journal:** We worked with QuakerSpeak to produce four videos that can be used as resources for monthly meetings around welcoming newcomers.
 - FGC and Friends Journal staff led sessions at the Outreach and Communications Thread Gathering
- **Sessions:**
 - Friends from over 50 meetings attended Continuing Sessions in the Fall (at Arch Street Meeting House) and Spring (in Reading PA)
 - Following the movement of the Spirit at the 2018 Annual Sessions, Spring Continuing Sessions included a morning action at Berks Family Detention Center.
 - Two Young Adults joined the Sessions Coordinating Committee which added some great flow between the action at March Continuing Sessions and the work of the larger committee.
- **Thread Gatherings:** These events bring Friends together for learning, community and skill-building on topics that are relevant to all meetings.
 - This year Quaker Life Council approved five official threads: Ministry & Care, Peace & Social Justice, Religious Education, Outreach & Communications and Governance & Stewardship.
 - Gatherings this past year included: Governance & Stewardship - focusing on historic meeting houses and burial grounds; Outreach & Communications - focusing on meetings’ outreach; Ministry & Care – focusing on everyday spiritual and emotional health of the meeting community through a multigenerational lens.
- **Resource Friends:** Friends who are invited to help our community thrive by providing support in specific areas of concern in our monthly and quarterly meetings. These are Friends who offer a diversity of gifts and extensive “how-to” knowledge.
 - We solidified the areas in which we will develop Resource Friends – they are the same areas that have been named as Threads (see above)
 - Friends identified to serve in religious education have begun to develop the practice area.
 - Resource Friends worked with and supported meetings which have a concern for Ministry and Care and for Social Justice
- **Bridge Contacts**
 - Bridge Contacts launched! Bridge Contacts are those identified by their meeting or other constituency to serve as a communications and relationship bridge between the activity in their meeting (or other constituency) and the activity in the yearly meeting and monthly meetings.

- Monthly/Quarterly Meeting Bridge Contacts now number over 30; a group of Bridge Contacts convened at Continuing Sessions to help shape the PYM program with Meeting and Quarterly Meeting input.
- **One Quilt One Yearly Meeting:** This initiative invites every yearly meeting constituency – monthly meetings, collaboratives, any group that identifies as part of our community – to complete a fabric square which will be sewn together in a single quilt.
 - The staff produced a video to share with meetings and others to encourage their participation. The project is being promoted with weekly Facebook updates, stories, and pictures about each meeting’s quilt square.
 - Many, many squares have been received by meetings and other Quaker groups (like our Young Adult Friends and Quaker schools) and the Quilt will be revealed at Sessions.
 - We continue to collect additional quilt squares as meetings send them!
- **Young Adult Engagement**
 - The Young Adult Friends winter retreat welcomed several new attenders, and four new people were added to its pastoral care and outreach committee.
 - Young Adult Friends worked collaboratively to plan for the action on closing the detention center for families in Berks County.
 - The spring retreat yielded the rich epistle on membership that is included as an advance report and would serve as an Adult RE class in any meeting.
- **Networking and meeting visitation in Youth Engagement.** The team is focusing on developing relationships with the meetings that are most successful at supporting youth work and religious education. As a result, over time, they will get to know the families and youth workers with whom to network to build a community of practice and enhance the support we are able to give each other as a yearly meeting community across meetings.
 - The Youth Engagement staff ran a retreat for youth with some of the youth staff at Newtown, providing quality programs and making space for spiritual community for the children and youth there, so people who are parents could participate in the retreat. This is an example of work that we did not previously have staff capacity to support.
 - *Tote Bag*, a monthly e-newsletter with resources for religious education and families was sent to over 1100 subscribers on April 1. Sent the inaugural and second issues of the "Tote Bag" e-newsletter with resources for religious education and families was sent to nearly 1200 email addresses.
 - PYM Staff facilitated an in-service about Quakerism and nurturing children’s spiritual lives for Goshen Friends School.
 - An online conversation with Youth Coordinators in Quarterly Meetings was organized and facilitated by PYM staff.
- **Youth Programs:** Programs for youth and families are held throughout the year. A sampling of the events are described here
 - *Young Friends (high school aged youth)* –The Winter Gathering was held at Greene Street meeting in Philadelphia. The young Friends explored the theme of activism, working with Just Act, a theatre-based catalyst for healing, change and activism to build a just world.
 - Middle School Friends (grades 6-8) - The Winter Gathering was held at Medford meeting in New Jersey. A highlight was exploring race with Friends from the PYM Social Justice Resource Friends. This workshop helped participants become more aware of their own cultural identity and views

about people from different backgrounds, and become more conscious of stereotypes and varying cultural norms.

- 40 youth (MSF and Young Friends), four youth programs staff and seven wonderful volunteers attended the retreat weekend at Camp Swatara with Caln Quarter. Staff led a workshop titled "Hand in Hand: Supporting young people and their spiritual journeys."
- Children and Families – The Winter Family Overnight was held at Camp Onas. There was twice the registration of last year's event. Throughout the year the C&F program is focusing on the theme, "Who is my neighbor?" and looking at the experiences of immigrants, refugees, and asylum-seekers through the lens of children's literature and age-appropriate resources and activities.
- Quaker Family Meetup event for PYM families was held at Princeton meeting featuring an afternoon of fellowship, play, worship sharing, and spiritual refreshment. And snacks.

➤ **A Selection of Other Events:**

- The Quaker College Fair, an annual event co-sponsored by PYM and Friends Association for Higher Education
- The Spiritual Formation Weekend Retreat designed all who are interested in a deeper communion with Spirit, spiritual formation, and/or spiritual nurture to refresh, renew, deepen, nurture, and learn sponsored by the Spiritual Formation Collaborative.
- 65 Friends attended the Legislative Policy Collaborative all-day event at Friends Center on May 4th that included speakers from FCNL.
- At the invitation of the organizers, PYM took part in a multi-faith news conference held at Friends Center following the shootings at the synagogue in Pittsburg and outside the church in Kentucky
- Princeton Meeting had a workshop on Quakerism, its past and its present facilitated by PYM staff.
- About 20 people participated in a conference call with Church World Service on Refugee and Migrant Justice on April 16.
- Aging as Friends – A one-day event featuring workshops on issues of aging for meetings was held in February

Communications:

We launched Salesforce just before the start of this fiscal year. This database provides an integrated approach to managing seven major areas of information we care for (demographics, electronic communications, donations, online giving, event and program participation, skills and gifts of PYM Friends and grantmaking) so we can know more about the patterns of the engagement of PYM Friends.

- Over 35 meetings and 500+ Friends provided updated demographic information, improving our ability to communicate.
- We've been able to use standard and specialized reports to more clearly understand giving trends.
- Reports to support mailings and fundraising appeals are pulled directly from the database.
- In the next year we'll gain fluency in using the database for communications and program tracking and increase what we can do with tracking all aspects of fundraising.

Other highlights include:

- We shifted from a monthly to a weekly email to PYM Friends and found that there is a higher open rate and higher click rate.
- We have instituted a continuous study of user experience of the website. As we learn we are renewing and re-designing parts of the website. We redesigned the website's home page so it now loads in 2 seconds, includes a more robust calendar and a reconfigured and well-populated news section. We updated the [PYM Grants web pages](#), making the structure much clearer, and easier to navigate.

- Completed six months of technical background work on the website so that when WordPress updates our website will still function.
- Faith IN Practice, our print newsletter, had two editions this year, fall and summer. Both are beautiful productions that feature artwork by Quaker artists and stories from monthly and quarterly meetings.
- We use traditional print mail to Friends to publicize events so that we are connecting with Friends directly and not relying entirely on the website and email communications. We designed and sent postcards for events including Thread Gatherings, Friends in Fellowship, Continuing Sessions and the YAF led action at Berks Detention Center for Families and an eco-justice initiative. We also designed and sent Valentine’s cards to children and Christmas cards.

Staff and Administration

Significant Staff Changes

- Our first Director of HR and Inclusion, Zakia Williams, joined PYM in August. She is managing the ongoing conversation about the ways in which we are shifting our culture to be increasingly inclusive and actively anti-oppressive. In addition she is managing our standard HR needs. We are finding that it is too much responsibility for a part time position and have partnered with contractors and AFSC to provide additional support.
- A one-year position, Transitional Meeting Engagement and Data Coordinator, started in August. Wendy Kane served in this role and was instrumental in helping us transition to our new database and transition into the full functioning of the new department “Advancement & Relationship.”
- As the Transitional Meeting Engagement and Data Coordinator position sunsets and the part-time position of Sessions Coordinator becomes vacant in August, we will begin seeking candidates for two new positions: Advancement & Relationship Coordinator (part-time) and Program & Resources Coordinator (full-time).
- We turned the annual staff chili cookoff into a retirement party for Carol Walz and, with a mix of joy and sadness, celebrated her 24 years of skilled and dedicated service to the PYM community as Director of Grantmaking. Nick Gutowski, who worked closely with Carol for years as the Grants Associate, was promoted to the position of Director and we are seeking a new Grants Associate.
- With the departure of our Controller in November we contracted with Your Part Time Controller to manage our accounting work while helping us to make the desired upgrades and automation of our software.

Other highlights include:

- We completed the process of updating all staff policies so they are in alignment with the governance and legal changes. It has been reviewed multiple times by staff, the Personnel Committee, consultants and lawyers. It was approved by the Administrative Council. We immediately started on another round of revisions that look at our policies with an inclusion and anti-racism lens.
- The onboarding process has become comprehensive and includes an individualized plan for each new employee with a focus on a) welcoming the employee and ensuring they have all the tools and support needed to get started and be successful in their job and b) building an inclusive and cohesive work environment. Onboarding is a key aspect of our staff and inclusion work because this is where employees begin to understand what we do, why we do it, and how we work together. We are continually strengthening and refining the process.
- The General Secretary and Director of HR and Inclusion recommended to staff that we eliminate the staff voice policy because its goals can be addressed more robustly with attention to culture and processes in staff and, additionally, because a separate policy can be restrictive and experienced as oppressive. After multiple opportunities to discuss discontinuing the policy that

staff approved the previous year, the staff agreed with that recommendation. The Personnel Committee and then the Administrative Council approved the decision.

- Staff re-established the role of a staff liaison on the Personnel Committee based on the work of an ad hoc committee that included one staff member from each department. The committee recommended the duties of the staff liaison and proposed that Meg Rose serve in the position. Staff approved both of those.
- The 1:00 Wednesday open-door staff check-in time is a weekly meeting where staff can hear about and discuss things that are happening in the yearly meeting or the office so their thoughts and ideas can be included. Some topics of discussion have included the clerks' letter to PYM, reviewing the budget practice, discussing social media, talking about staff position changes and the staff voice policy among many other things.

Inclusion and Anti-Racism:

This past year with the support of the Director of HR and Inclusion the staff stepped back into discussion and training around inclusion and anti-oppression, with a particular focus on anti-racism. Some staff members had been engaging in the work individually with the financial and time support of the yearly meeting but we were hesitant to do the work together, after some severely difficult experiences in recent years, without the care and structure that could be offered the staff role of Director of HR and Inclusion. As a result of this year's steady and cumulative discussions and experiences, together we have decided to engage in:

- Training for all staff: baseline anti-racism training that cultivates a shared understanding among staff. Basic terminology and discussion of power dynamics as well as the historical impact of inequity and racism are topics needed. Other requests include definition of racism and other "isms". Equality vs. equity, marginalization, oppression, systemic racism (impact and examples), and microaggressions.
- Training for supervisors: 2 layered training focused on (1) basic supervisory & management skills and (2) addresses how diversity impacts a supervisory relationship, managing bias, navigating differences etc.
- Deepen skills for staff with addressing issues when they arise: Develop an understanding and comfort-level with having conversations about race in inequity, acknowledging when it shows up at PYM and honoring individual experiences. With these skills staff wants to engage in a regular practice of noticing the "patterns of diversity" that show up in ourselves and our community.
- Anti-bias training for search committees: In order to move toward a more diverse staff we want support for identifying and resisting bias in the process of hiring new staff.

Other highlights include:

- The Operations Team (senior staff) has included an agenda item on inclusion and anti-racism for each monthly team meeting. It is a place where we discuss our own observations and experiences. Over time, the conversation gets deeper and more varied.
- See the point about onboarding above in the Staff & Administration section
- The General Secretary was appointed by the National Council of Churches to their newly re-established task force on ending racism.
- Based on the recommendation of the Multicultural Audit Steering Committee we are talking Prototype Entities to explore how they might meet our training needs and interests.
- We've begun drafting a Diversity Statement for ourselves.

Staff Visits

Monthly & Quarterly Meetings

Birmingham
Camden
Centre
Chester
Chester River
Concord Quarter
Darby
Greenwich
Gwynedd
Haddonfield Quarterly Meeting
Lancaster
Lansdowne
Medford Meeting
Monthly Meeting of Friends of Philadelphia
Mount Holly
Mullica Hill
Princeton
Providence
Reading
Solebury
Third Haven
Trenton
Upper Susquehanna Quarter
West Philadelphia
Western Quarter
Westfield
Wicomico
Woodstown
Yardley

Events & Organizations

Arch Street Meetinghouse Preservation Trust Board
Bucks Quarter Peace Fair
FCNL's Annual Meeting
FGC's Central Committee
Friends Center Board
Friends Fiduciary Board
Friends Historical Association
FWCC, Section of the Americas Section Meeting
National Council of Churches
Pendle Hill - Continuing Revolution
Pennswood Village
Philadelphia Interfaith Leadership Council
Upper Susquehanna Quarter Family Retreat
West Chester Friends School
Westfield Friends School

PYM Staff:

General Secretary, Christie Duncan-Tessmer, cduncan-tessmer@pym.org, 215-241-7210
Executive Assistant, Mary Walsh, mwalsh@pym.org, 215-241-7234

Associate Secretary for Program & Religious Life, zdutton@pym.org, 215-241-7008
Community Engagement Coordinator, Olivia Brangan, obrangan@pym.org, 215-421-7238
Young Adult Friends and Sessions Coordinator, Meg Rose, mrose@pym.org, 215-421-7228
Care & Aging Coordinator, George Schaefer, gschaefer@pym.org, 215-421-7068
Youth Engagement Coordinator, Melinda Wenner Bradley, mwennerbradley@pym.org, 215-421-7171
Young Friends Program Co-Facilitator, VACANT, YoungFriends@pym.org, 215-421-7171
Young Friends Program Assistant, Aeryn Luminkith, aluminkith@pym.org, 215-421-7171
Middle School Friends Program Facilitator, Elizabeth Croce, ecroce@pym.org, 215-421-7171
Middle School Friends Program Assistant, Colleen Hayes, chayes@pym.org, 215-421-7171
Children and Families Program Facilitator, Kimani Keaton, kkeaton@pym.org, 215-421-7171
Children and Families Program Assistant, VACANT

Associate Secretary for Advancement & Relationship, Grace Sharples Cooke, gscooke@pym.org, 215-421-7115
Transitional Meeting Engagement and Data Coordinator, Wendy Kane, wkane@pym.org, 215-421-7232
Communications Designer, Joyce David, j david@pym.org, 215-421-7230
Web Manager, Malcolm McAttee, mmcattee@pym.org, 215-421-7215
Gifts Processing & Data Entry Associate, Kimani Keaton, kkeaton@pym.org, 215-241-7213

Associate Secretary for Business & Finance, Linell McCurry, lmccurry@pym.org, 215-421-7205
Accountant, Celeste Richardson, crichardson@pym.org, 215-421-7206
Director of Grant Making, Nick Gutowski, ngutowski@pym.org, 215-421-7218
Grants Associate, VACANT

Director of Human Resources & Inclusion, Zakia Williams, zwilliams@pym.org, 215-421-7223
Office Administrator, Ashanta Washington, awashington@pym.org, 215-421-7211

Arch Street Meeting House Staff:

Executive Director, Lynne Calamia, lcalamia@historicismh.org, 215-413-1804 x101
Maintenance, Gary Jackson, gjackson@historicismh.org, 215-413-1804
Buildings and Grounds Assistant, Stephan Williams, swilliams@historicismh.org, 215-413-1804
Arch Street Meeting House Program & Rental Coordinator, VACANT
Director of Development, VACANT

Nominating Council Report to Annual Sessions 2019

Appointments

Administrative Council Clerk			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM ENDS
Terri Whiteford	Downingtown	Caln	2022

Administrative Council			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM ENDS
Harry Bryans	Downingtown	Caln	2021 (*2)
Roy Zatcoff	Camden	Southern	2022 (2)
tonya thames taylor	Fallowfield	Western	2022 (2)
Jonathan Evans	Westtown	Concord	2022

Quaker Life Council			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM ENDS
Kate Bregman	Central Philadelphia	Philadelphia	2021 (*2)
Ayesha Imani	Germantown	Philadelphia	2022 (2)
Bryn Hammarstrom	Wellsboro	Upper Susquehanna	2021 (*2)
Susan Kight	Camden	Southern	2022

Friends Committee on National Legislation			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM ENDS
Margaret Mansfield	Mount Holly	Burlington	2022
Emily Temple	Downingtown	Caln	2022
Stephanie Morgan	Trenton	Burlington	2020

Friends General Conference			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM ENDS
Laura Pickering Ford	Harrisburg	Caln	2022
Jeff Rosenthal	Central Philadelphia	Philadelphia	2022
Melissa Rycroft	Pennsdale	Upper Susquehanna	2022
Carter Nash	Harrisburg	Caln	2022 (2)
Carl Stanton	Chester	Chester	2022 (2)
Lynne Piersol	Swarthmore	Chester	2022 (2)
Lori Sinitzky	Green Street	Philadelphia	2022

Friends Peace Teams			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM ENDS
Elizabeth Bayardi	Wrightstown	Bucks	2022
Deb Wood	Westtown	Concord	2022
Roy Zatcoff	Camden	Southern	2022

Friends World Committee for Consultation			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM ENDS
Arley Johnson, Jr.	Mickelton	Salem	2022

Pennsylvania Council of Churches			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM ENDS
Carter Nash	Harrisburg	Caln	2022 (2)

Friends Fiduciary			
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NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM ENDS
Amy Taylor Brooks	Birmingham	Concord	2022 (2)
Susan Haines Cunningham	Moorestown	Haddonfield	2022 (2)
Deborah Frazer	Germantown	Philadelphia	2022 (3)
Robert Hayden, Jr	Swarthmore	Chester	2022 (3)

Releases

Administrative Council Clerk			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM ENDS
Bruce Haines	Providence	Chester	2019

Administrative Council			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM ENDS
Erika Juran	Harrisburg	Caln	2019
Linda Lotz	Haddonfield	Haddonfield	2019

Nominating Council			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM ENDS
Susan Kight	Camden	Southern	2019

Quaker Life Council			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM ENDS
Gray Goodman	Providence	Chester	2019

If you have questions about this report, please contact:

Melissa Rycroft, Clerk of Nominating Council at nominatingclerk@pym.org.

A SWEET LOOK AT THE 2020 BUDGET



Unrestricted Budget



Restricted Budget



PYM'S BUDGET SHOWS:

- The Unrestricted and the Restricted budgets
- The use of reserves (savings)
- A zero balance

**145
purple kisses**

Income from
contributions, grants
and bequests

**143
silver kisses**

Income from
investments,
programs and fees

**7
blue kisses**

Use of reserves
(savings)

**295
Total kisses**

Total Unrestricted
funds available



1 kiss = \$10,000

UNRESTRICTED BUDGET

Total funds available



Total budgeted for spending



Balance



Unrestricted Budget (for approval)	Kisses	\$
Total funds available	295	2,948,000
Total budgeted for spending	295	2,948,000
Balance	0	0

UNRESTRICTED BUDGET

**14
silver stripe
kisses**

Income from contributions, grants and bequests

**119
gold kisses**

Income from investments, programs and fees

**14
gold stripe
kisses**

Use of reserves (savings)

**147
Total kisses**

Total restricted funds available



1 kiss = \$10,000

RESTRICTED BUDGET

Total funds available



Total budgeted for spending



Balance



Restricted Budget (for information)	Kisses	\$
Total funds available	147	1,468,500
Total budgeted for spending	147	1,468,500
Balance	0	0

RESTRICTED BUDGET



**Please send
chocolate!**



FY 2020 PROPOSED BUDGET

Oct. 1, 2019 through Sept. 30, 2020

UNRESTRICTED FUNDS BUDGET FOR APPROVAL

RESTRICTED FUNDS BUDGET FOR INFORMATION

2020 Budget Notes by Line Item

The Administrative Council's Finance Committee has sent this Proposed Budget to Council for consideration and release to Annual Sessions at its July 20 meeting. It is in Sessions advance documents pending that approval. There is no material change from last month's draft budget.

Readers May Find These Definitions Helpful:

Unrestricted Funds -- Unrestricted income (no donor restrictions) comes from contributions, investments and fees.

Restricted Funds -- Restricted income comes from grants, gifts, and bequests where donors directed the use of income in writing. PYM must spend its restricted income according to donor intent.

Application of reserves -- PYM uses cash from reserve funds (that is, savings) to pay some of its expenses. Showing the use of reserves creates a fuller picture of PYM's available funds and how they cover PYM's expenses.

- The Capital Reserve, an unrestricted reserve, helps cover repairs at Arch Street. Unrestricted funds from Membership Development provide outreach grants to meetings.
- Restricted reserves budgeted for use in FY 2020 include mission-related spending by the Greenleaf Granting Group and grants made to the Arch Street Meeting House Preservation Trust (ASMHPT), as well as some other minor use of accumulated restricted income.

Zero Net Balance -- FY 2020 is budgeted at breakeven.

INCOME AND FUNDS AVAILABLE

Line 1, Support from Meetings

The Covenant is our single largest source of unrestricted income and PYM is deeply grateful for meeting support. The 2020 budget is flat with expectations for FY 2019. We hope that meetings that can afford to increase their Covenant amounts will choose to give more.

Line 2, Arch Street visitor donations /Arch Street Meeting House Preservation Trust fundraising

Unrestricted income includes visitor donations at Arch Street. Restricted income is what ASMHPT has budgeted for its own fundraising efforts.

Line 3, Grants and Other Gifts

ASMHPT has budgeted \$60,000 in restricted grants.

Line 4, Bequests

No bequests, either unrestricted or restricted, are in process for distribution to PYM in FY 2020.

Line 5, Support from Individuals

The Annual Fund contributes a significant part of PYM's unrestricted budget each year. The level of giving has declined in recent years because of the deaths of some of our major donors. Many living donors have increased the amounts they contribute, but more work needs to be done in community to build philanthropy overall, both within monthly meetings and at yearly meeting. PYM warmly appreciates a gift of any size.

Line 6, Total Contributions Income

In the unrestricted budget, contributions represent 50% of Line 11, Total Funds Available. In the restricted budget, contributions represent 10.5% of Total Funds Available. Combined, contributions income represents 38% of Total Funds Available in FY 2020.

Line 7, Funds Held at Friends Fiduciary

Friends Fiduciary pays a 4% distribution based on a three-year average of Quaker Growth & Income Fund unit value. Unrestricted income goes into the unrestricted budget. Restricted income is largely granting income that will be paid out in Line 16, Contributions to Others. It also includes some restricted program funding.

Line 8, Funds Held at Third-Party Banks

Third-party banks hold unrestricted funds for PYM as trusts (PNC) and as private foundations (BNY Mellon). Wells Fargo holds a restricted fund as a private foundation.

Line 9, Event and Program Fees

Unrestricted fees include fees from Annual and Continuing Sessions, from other programs and events, and from rental income and events at Arch Street. Restricted fees are associated with Friends Counseling Service.

Line 10, Administrative Fees, including fees charged on restricted-purpose funds

PYM charges its restricted-purpose funds an administrative fee based on their principal value at Friends Fiduciary. The fee is unrestricted income to PYM, per accounting rules. It was calculated on the Quaker Growth & Income Fund's unit value at June 30 and is level with last year.

PYM's restricted-purpose funds are largely granting funds. PYM follows foundation best practices: we view administrative costs as shared in the aggregate and we use a tiered fee schedule that charges a slightly lower fee to smaller funds. Administrative fees pay for PYM's grantmaking function and the administrative costs of managing restricted monies.

Line 11, Total Funds Available

Unrestricted total funds available of \$2.87 million derive 50% from contributions and 50% from investment income, program income and fees. Restricted total funds available of \$1.32 million are 10.5% from contributions and 89% from investment income, program income and fees. Combined funds available of \$4.2 million represent an increase of 3% over the FY 2019 Projection.

EXPENSES

Line 12, Staff Salaries and Wages

In FY 2020, PYM expects to have 19.5 full-time equivalent employees (FTEs) in the unrestricted budget and 3.9 FTEs in the restricted budget. Restricted funding for staff comes from restricted investment income (notably the Theodore Nitsche Fund, which supports Arch Street), from ASMHPT funding, and from restricted grants.

The total staff budget for FY 2020 is 15% above the FY 2019 projection, mostly because FY 2019 is running below budget. The Director of Grantmaking retired mid-year, and the work of other positions (Controller, Grants Associate, and General Secretary's Assistant) has been performed on a consulting basis. Consultant expenses are recorded in Line 18, Professional & Service Fees, rather than on Line 12, Staff Salaries and Wages. The General Secretary's Assistant is now a staff position again. A new Director of Grantmaking is in place and a Grants Associate should be hired before the end of FY 2019. These changes are reflected in the 2020 FTE count.

Line 13, Payroll Taxes, Benefits and Employee Travel

The benefits line also includes workers comp insurance, staff training and pension funding. The FY 2019 projection is slightly below budget. The total budget for FY 2020 increased 16% to account for estimated health care costs in calendar 2020 and a higher pension assessment.

Line 14, Total Staff Expenses

Combined staff expenses are budgeted at \$2.073 million, a 15.5% increase over the FY 2019 projection, which is running below budget, as described above.

Line 15, Volunteer Expenses

Unrestricted volunteer expenses are budgeted at \$20,000. This figure includes funding to cover the costs of PYM appointed representatives participating in other Quaker organizations.

Line 16, Contributions to Others

PYM uses a portion of unrestricted Chace Fund income to contribute to other organizations, mainly religious groups such as FGC, AFSC, FCNL, FWCC and the National Council of Churches. Unrestricted contributions also include a grant made to Burlington Quarter from the Louisa & Corson Poley Fund, per the Burlington Meeting House Agreement, and outreach grants made to monthly meetings from the Membership Development Fund, an unrestricted reserve fund.

Restricted contributions reflect the more than 400 grants PYM makes each year to individuals, meetings and nonprofit organizations.

Combined contributions to others are budgeted 4% higher year-over-year. The Greenleaf Granting Committee continues to make more grants from the Greenleaf Fund to meet the needs of elderly Friends across the yearly meeting.

Line 17, Event and Program Expense

The unrestricted budget covers a range of programs: Annual Sessions, Continuing Sessions, youth programs, other smaller programs, periodic publications such as *Faith in Practice*, and a Quaker Life Council “program envelope” to support collaboratives, programs and events.

Restricted expense includes Friends Counseling Service and spending from grants at Arch Street and various restricted program funds budgeted for Annual Sessions, youth, and other smaller programs.

Line 18, Professional and Service Fees

Unrestricted spending includes normal and typical fees for the audit, payroll services, banking services, credit card processing fees to support online giving to PYM and the monthly meetings, and routine consulting and legal work. Restricted spending is budgeted for ASMHPT.

FY 2020 spending in the category is budgeted lower than the FY 2019 projection. The current year includes consulting accountants to cover the controller position, a consultant who provided short-term support to grantmaking, and the General Secretary’s Assistant through June, as noted in Line 12, Staff Salaries and Wages.

Line 19, Development Expense

Unrestricted costs are for PYM and restricted costs for ASMHPT. FY 2019 expenses reflect ASMHPT’s use of outside support for fundraising, work that will be done in-house in FY 2020.

Line 20, Copying, Printing and Postage

Unrestricted costs are for PYM and restricted costs for ASMHPT.

Line 21, Rent (Friends Center Expenses and Other)

Unrestricted rent expense includes Friends Center rent, which will be slightly lower in 2020, and small storage charges. PYM is one of three equity partners in Friends Center with the AFSC and Central Philadelphia Monthly Meeting.

Line 22, Utilities

Unrestricted expenses for gas, electric and water at the Arch Street Meeting House and telephone service at PYM’s offices and Arch Street.

Line 23, Office Supplies and Support

Unrestricted expenses for office supplies and miscellaneous administrative expenses.

Line 24, Computer Support and Licenses

Unrestricted expenses for PYM information technology (IT) support provided by the AFSC, annual computer licenses and routine software licensing and support.

Line 25, Insurance

Unrestricted expense for property, liability and Directors & Officers insurance.

Line 26, Repairs and Maintenance

The cost of maintenance and repairs of the building, equipment and grounds at Arch Street Meeting House. This line includes non-routine repairs funded by the Capital Reserve Fund (see Line 30).

Line 27, Fixed Asset Depreciation

Depreciation is an unrestricted expense, calculated from depreciation schedules for Arch Street Meeting House and depreciable equipment and furnishings at PYM's offices.

Line 28, Total Expenses

Total expense is budgeted at \$4.41 million, a 7% increase from the FY 2019 projection, which is running below budget.

Line 29, Net Income Available Prior to Application of Reserves

Both unrestricted and restricted budgets show deficits because their total expense includes items that will be paid for using cash from reserves. See Lines 30, 31 and 32.

Line 30, Capital Reserve Funds for Repairs at Arch Street

Unrestricted repairs expensed in Line 25, but covered by Capital Reserve funds.

Line 31, Miscellaneous Spending from Reserves, Grants and Accumulated Granting Income

Unrestricted use of reserves includes Membership Development grants, unexpended grant funds from prior years, and use of other reserve funds for programs. Restricted spending is largely expensed in Line 16, Contributions to Others, and includes additional planned Greenleaf grants.

Line 32, Arch Street Meeting House Preservation Trust Reserves

Restricted spending from its own reserves by ASMHPT.

Line 33, Net Balance

Budgeted at zero in FY 2020.

Line 34, Number of Full-time Equivalent Employees (FTEs)

PYM expects to have 19.5 FTEs in the unrestricted budget and 3.9 in the restricted budget, for a total count of 23.4, three-quarters of an FTE more than in FY 2019.

Questions or comments?

Andrew Anderson, Treasurer

andrewbanderson@hotmail.com

Linell McCurry, Associate Secretary for Business & Finance

lmccurry@pym.org

215-241-7205

PROPOSED BUDGET	FY 2020	FY 2020	FY2020	FY2019
	Unrestricted	Restricted	Total	Projection
	Sept. 30, 2020 Proposed Budget	Sept. 30, 2020 Proposed Budget	Sept. 30, 2020 Total Budget	Sept. 30, 2019 Projection
All Periods are 12 Months				
INCOME AND FUNDS AVAILABLE				
1 Support from Meetings (Covenant)	1,130,000	0	1,130,000	1,130,000
2 Arch Street Donations/ASMHT Fundraising	20,000	80,000	100,000	75,000
3 Grants and Other Gifts	0	60,000	60,000	85,000
4 Bequests	0	0	0	0
5 Support from Individuals (Annual Fund)	300,000	0	300,000	300,000
6 Contributions Income	1,450,000	140,000	1,590,000	1,590,000
7 Funds Held at Friends Fiduciary	490,000	1,160,000	1,650,000	1,557,900
8 Funds Held at Third-Party Banks	375,000	15,000	390,000	367,000
9 Event and Program Fees	175,000	10,000	185,000	175,000
10 Administrative Fee on Restricted Funds	388,000	0	388,000	388,000
11 TOTAL FUNDS AVAILABLE	2,878,000	1,325,000	4,203,000	4,077,900
EXPENSES				
12 Staff Salaries and Wages	1,205,000	183,000	1,388,000	1,203,300
13 Payroll Taxes, Benefits, Employee Travel	610,000	75,000	685,000	590,000
14 Total Staff Expenses	1,815,000	258,000	2,073,000	1,793,300
15 Volunteer Expenses	20,000	1,000	21,000	15,000
16 Contributions to Others	50,000	1,068,000	1,118,000	1,072,500
17 Event and Program Expense	184,000	100,000	284,000	280,000
18 Professional and Service Fees	170,000	25,000	195,000	220,000
19 Development Expense	20,000	9,500	29,500	54,000
20 Copying, Printing and Postage	46,000	5,000	51,000	45,000
21 Rent	268,000	0	268,000	271,000
22 Utilities	43,000	0	43,000	40,000
23 Office Supplies and Support	25,000	0	25,000	24,500
24 Computer Support and Licenses	69,000	2,000	71,000	70,000
25 Insurance	32,500	0	32,500	32,500
26 Repairs and Maintenance	80,000	0	80,000	88,000
27 Fixed Asset Depreciation	125,500	0	125,500	125,000
28 TOTAL EXPENSES	2,948,000	1,468,500	4,416,500	4,130,800
NET INCOME AVAILABLE PRIOR TO APPLICATION OF				
29 RESERVES	-70,000	-143,500	-213,500	-52,900
30 Repairs at ASMH (Capital Reserve)	50,000	0	50,000	35,000
31 Other Misc Reserves (Grants & Granting Groups)	20,000	143,500	163,500	17,900
32 Arch Street Preservation Trust Reserve	0	0	0	0
33 NET BALANCE	0	0	0	0
34 No. Full-time Equivalent Employees (FTEs)	19.50	3.90	23.40	22.65

**Minute of Approval to Transfer the Millington Burial Ground to the
Town of Millington, MD
Annual Sessions July 2019**

Philadelphia Yearly Meeting approves the transfer to the Town of Millington, Maryland, through a quitclaim deed and for nominal consideration, of Philadelphia Yearly Meeting's interest in the burial ground sometimes known as "Millington Quaker Cemeteries."



Restored historic iron fence and cleaned and reset headstones at Millington burial ground.

Pages 2 and 3 are an informational report on Millington from Annual Sessions 2018.

**Property Committee of Administrative Council
Report on the historic Quaker Burial Ground in Millington, Maryland
Annual Sessions 2018**

PYM owns a small historic burial ground in Millington, Kent County, Maryland.

PYM intends to give the Burial Ground to the Town of Millington. No formal approval of that transfer is being requested at 2018 Annual Sessions. However, since formal approval will be sought in the near-to-intermediate future, it seemed appropriate to furnish Friends with some information regarding the Burial Ground.

Brief History of Ownership

Millington is small: the population was 306 in the census of 1860 and 642 in the 2010 census. Kent County is the least populous county in Maryland and predominately rural. Friends were instrumental in founding of the Town of Millington in 1787. They established Head of Chester Meeting (Millington is where the Chester River becomes navigable) as a preparative meeting of Cecil Monthly Meeting in Lynch, Maryland. The preparative meeting was laid down in 1847 and the meetinghouse was later razed. Cecil MM was laid down in 1926. Ownership eventually devolved on Southern Quarter, which struggled to maintain the site. PYM reluctantly accepted ownership in 2006. (PYM will not accept ownership of any other burial ground.)



Millington Burial Ground Viewed from Cypress Street

Proposed Transfer to the Town

In what appears to Administrative Council and its Property Committee as a “win/win” situation, the Town has expressed a strong interest in taking full ownership and responsibility for the Burial Ground. The Town will preserve it as both an historic site and green open space – essentially, a park for quiet contemplation. The Town already maintains another park.

Restoration Work at Millington

As a condition of accepting the property, the Town asked PYM to make certain repairs and improvements. These included refurbishing an iron fence that surrounds certain graves, cleaning and resetting the head stones, and relocating the few headstones outside the fenced-in area to that fenced area. Administrative Council approved using the Capital Reserve Fund for renovation costs. PYM has engaged Materials Conservation Co., LLC, to perform the work and we expect it to be completed in the fall. The Town plans to apply to the State of Maryland for a grant to cover signage, pathways, benches and additional fencing.

Who is buried at Millington

The earliest known burial was in 1802, the last in 1938. There are relatively few headstones. Most date to the last quarter of the 19th Century. We know of no inventory of burials, but Kevin Hemstock, a local historian and member of the Millington Town Council, has conducted substantial research on the Burial Ground and those buried there. (Millington was the site of a murder trial in 1892, where nine African-American men and boys were accused of murdering a white doctor. Kevin Hemstock's 2015 book, *Injustice on the Eastern Shore*, recounts that trial.)

Based on meeting minutes, public records, newspaper accounts, and family accounts, Kevin Hemstock believes that all of those buried in the Burial Ground were members of the original Quaker families and their descendants.

One Friend has inquired whether any slaves or former slaves were buried in the Burial Ground. The 1830 census recorded the population of Kent County at the time as 60% black, evenly divided between slaves and free blacks. By 1850, free blacks were purchasing property on the site of a former silkworm farm in Millington, next door to the Quaker Burial Ground. The neighborhood developed into a vibrant free black community. An historic African-American church and its burial ground lie less than 250 yards from the Quaker Burial Ground. The church remains active today. Kevin Hemstock has found no evidence of the burial of slaves, former slaves or African Americans in the Quaker Burial Ground, nor has he ever heard or seen stories that such burials might have taken place. Accordingly, we do not believe that there are any graves of slaves or former slaves in the Quaker Burial Ground.



Restoration Work in Progress

The Property Committee of Administrative Council:
Harry Bryans
Richard Morse
Linell McCurry (lmccurry@pym.org)

We as Friends are called to work and witness for justice, wholeness, and connection. We feel a hunger to be gathered in the Spirit despite great pain and brokenness within our body and in the wider world.

Worship Sharing: Questions of Race, Inclusion & Diversity

July 28, 2019

To Friends everywhere:

Greetings from the 339th Annual Sessions of Philadelphia Yearly Meeting of the Religious Society of Friends, held on the traditional land of the Lenni-Lenape at The College of New Jersey in Ewing, New Jersey, from July 23 to 28, 2019. We recognize Lenni-Lenape peoples past and present and honor ancient and contemporary spiritual connections.

How do we Center ourselves in Trust and Love? was the theme as Friends from meetings in Delaware, Maryland, New Jersey, and Pennsylvania were joined by Friends from other yearly meetings as well as traveling Friends from Bolivia, Costa Rica, Ireland, and Lebanon. We sought to deepen our spiritual ground, enhance our ability to listen, to be teachable, and to share with each other through our work, play, and worship. This year an Artist in Residence, Eric Anthony Berdis, shared his energetic spirit, warmly inviting friends to contribute their own creativity to a fiber art project, which he will later exhibit.

Our time together began with a retreat led by our Spiritual Formation Collaborative, which helped us to center ourselves in trust and love. On our first evening together, all ages of Friends gathered across generations to experience the Faith & Play story, “Listening for God.” During the waiting worship that followed, we wondered where and how else we listen for and find God in our lives. Vespers each evening created a space for reflection and community after a full day of activity.

Multi-generational worship began each day. During one “All Together Time,” Young Friends led us in an activity that helped us understand and practice Enthusiastic Consent. We were challenged to ask for consent – verbal, emotional, and uncoerced consent – before engaging in physical contact, such as a hug. This lifts up our testimony of equality, and respects the specific movement of Spirit within each individual. Friends received this teaching with deep appreciation, and some noted how the practice modeled a respect that we could bring to bear not just as we offer to hug someone, but also as we consider the challenging nature of our work. Friends recognize that even the youngest among us can lead us towards new knowledge and deep understanding.

This year, the facing bench was draped with a table skirt created through the “One Quilt, One Yearly Meeting” project, stitching together individual patches contributed by our monthly meetings, collaboratives, and Friends schools. Our clerk encouraged us to be vulnerable, to love more deeply, to lean into challenges, and to embrace our stumbling steps forward. Our

clerk repeatedly challenged us to not get stuck seeking perfection, but instead to work with the “good enough” of our broken world and our imperfect Religious Society of Friends. Valerie Brown, our keynote speaker also emphasized the importance of being vulnerable with each other in her interactive program that moved us to share.

Moving forward with business required us to revisit the impact of racism and the resulting trauma in our yearly meeting. We made space in our agenda to focus on concerns that arose during our meetings for business, specifically on racism and the sustainability of the Religious Society of Friends.

White privilege and white supremacy continue to exist within our yearly meeting. Individual hearts are at various points, including some who feel emotionally raw, but how has our organization changed since our called session on racism and the resulting minute of 2015? Several Friends rose in meeting to share the transformative work taking place within their monthly and quarterly meetings, specifically including reparations, food banks, training sessions, and community investment.

Philadelphia Yearly Meeting needs to address trauma inflicted on beloved souls in our Quaker family and to attack the roots of racism inside and outside our religious society. This is the cry of Spirit in our midst. Stories of heartfelt emotion and pain stemming from our history and our current practices moved Friends to share what is weighing on their souls. Friends lifted up prayer for Philadelphia Yearly Meeting, naming concerns that threaten our vision for the future.

Acknowledging the impact of racism has forced some of us to recognize personal presumptions, and the often invisible culture of privilege that is contrary to the leadings of Spirit. Philadelphia Yearly Meeting accepts accountability for the real hurt experienced by Friends of color.

We need to examine our traditions and structures. Young Adult Friends asked us to consider their concerns around the traditional structures of membership. The requirement of monthly meeting membership can be a barrier for those who wish to more fully participate in Philadelphia Yearly Meeting and the wider Quaker world. Might we discuss what membership means and how to welcome those who seek fellowship and service within our community?

Our Quaker Life Council united with a minute of concern from Haddonfield Quarterly Meeting: “Haddonfield Quarterly Meeting joins with people of good will everywhere in affirming the way of love. We denounce the normalization of hate and violence in society and within ourselves. We commit to working with others to build trust and understanding in our wider community.”

A Friend and pastor from Bolivia shared with us the dramatic effects of climate change in her country, and the water crisis that has emerged as a result. Bolivian Friends established a

Bilingual Friends Center where Young Friends connect those in need to safe drinking water. She asks Friends to be aware of the effects of climate change in our world, and to support the efforts of Friends and Young Friends in her country and elsewhere.

During their affinity time, Friends of African Descent met for an Mbongi, a Congolese word that means “the learning circle,” to discuss the Friends General Conference Institutional Assessment on Systemic Racism. Friends found unity to encourage Philadelphia Yearly Meeting to engage with the results of that assessment.

All of us live in the heart of God with the help of others. Friends desire to remain teachable as imperfect people. We continue to stumble forward as we seek to hold each other and invite you to hold us in trust and love.

Dear Friends Everywhere,

We need to raise our voices when things are not right, you have to know when things are not right. This week Ollie tried to chase a chicken at Snipes Farm, we watched "Mulan" for movie night, we went to game night with MSF and YF, we played on a slip and slide, and always have friendship. We also took pictures of our week, and here they are!

P.S. It was also really fun breakdancing with Pushed Learning!

Dear Friends Everywhere,

We need to rise our voices

when things aren't right/
you have to know when things
are not right. This week

Ollie tried to chase a
chicken at Shipes farm,
we watched ^{Phulan} for
movie night, we went
to game night with M.S.F
a y.f, we played on a slip-
and slide, and always have

friendship. We ~~also~~ also took
pictures of our week, and here
they are!

In Peace, PYM
Children

Sessions 2019

Thank Edy
and Megan

P.S.

It was also
really fun break-
dancing with pushed
learning!

ERICA: Dear Friends Everywhere,

We are the Middle School Friends of Philadelphia Yearly Meeting. We gathered at The College of New Jersey in Ewing, New Jersey from July 24th to July 28th, 2019 for Annual Sessions. We grew as a community and expanded our knowledge by learning about the LGBTQIA+ and people of color communities. We learned about microaggressions and how to work as a community by talking about our disagreements and vulnerabilities with Pushed Learning Media.

GIANNA: We made connections, shared different thoughts, and played fun games during mealtimes. During meals, we had very meaningful conversations about LGBTQIA+ terminology and preferred gender pronouns. MSF feels that preferred gender pronouns are so important to one's identity as well as being a basic human right. We leaned into the discomfort of talking about LGBTQIA+ issues and microaggressions. We are very happy with the growth we had during these difficult conversations.

We enjoyed outdoor activities and ultimately, worked through small challenges that resulted in everyone feeling included. We learned how to fix the slip n slide and we were brought together through this challenge.

We found beauty in community and friendship. We all created a family-like bond... James Bond.

WILLIAM: We worked together and guided each other to design Vespers for the wider community. During the Vespers planning experience, we expressed what was important to us through writing and speaking. In our written pieces for Vespers, we hope our spirits were shared with our audience. This week, the spirit moved through the community making deep and meaningful friendships amongst us.

When we think of what MSF means to us, we think of: community, friends, Elizabeth, food, family, home, deep conversations, Frank, music, dancing, and acceptance.

Love,

PYM Middle School Friends



Young Adult Friends (YAF) Epistle on Membership to 2019 Annual Sessions

To All Friends Everywhere:

Greetings from a gathering of Philadelphia Yearly Meeting Young Adult Friends, together on Lenni-Lenape land at Haverford Friends Meeting for our spring retreat, April 26–28, 2019.

Issues surrounding our structures of membership have long weighed on the hearts of young adults—among others—in the PYM community. Among YAFs, it has never been a requirement to hold a formal membership affiliation in order to serve in clerking roles. While we were together, we made time to think through these concerns: to share our stories about membership and belonging, and to be in dialogue with our recently appointed presiding clerk, Chris Lucca. We know this exploration to be one of many, as Britain Yearly Meeting and New York Yearly Meeting have been grappling with similar questions on membership. Just across the road, our recording clerk was part of an intergenerational group at the Haverford Corporation, holding a simultaneous discussion.

Chris and Karen joined Eric Peterson, Jeff Rosenthal, Paul Sutherland, Young Adult Engagement Coordinator Meg Rose, Maeve Sutherland, Nora Griffin-Snipes, Catherine Campbell, Maura Wise, Eleanor Barba, Sophy Jarka-Sellers, Carl Stanton, and Rachel Griffin-Snipes for the conversation. We began with our individual relationships with membership, all of which have been shaped by our experiences as white Friends. While we seek here to highlight the way we see membership functioning to uphold exclusion in our Yearly Meeting, we know that we have all benefited from privilege, and cannot begin to speak to the experiences of Friends of Color. Amongst those in the room, we heard examples of the ways membership has both functioned and failed to function in lives of Young Adults. Some present shared an easy step into a meeting as adults, while some had never felt led to pursue membership, or had done so only to serve on a Yearly Meeting committee. One YAF told a story of offering three different affiliations (the YAF community; their childhood meeting, where their membership is formally recorded; and the meeting they most often attend) in a PYM business meeting, and being pressed by a recording clerk who wanted to place them in one single category of belonging. Above all, we demonstrated that a simple model of monthly meeting membership, in which one belongs to a singular community for life, is no longer useful, if it has been considered so in the past.

We collectively articulated a few key needs: in the life of our individual congregations, in Young Adult Friends, and in the Yearly Meeting. First, we are doing substantial work in all these

contexts, to support all these bodies, and we need a structure to acknowledge and appreciate that work. Second, we need the governance of yearly meeting councils and committees to allow for our participation, despite the complexities of many Friends' histories with recorded membership. Third, we need affirmation of the validity of our Quaker faith, not merely in spite of our transience and (relative) youth, but because we are a vital part of the PYM body, and we are struggling to be heard.

We asked the question: what is membership, actually? We appreciate its real value as a milestone, and as a shared, public commitment to Quaker life. In some cases, however, such as the requirement for committee service, membership can be devalued, turned into a mere check-box, without rooting in our spiritual journeys. In one past situation, a YAF nominated to be an elder valued their membership in their home yearly meeting too highly to be willing to give it up and check the box in Philadelphia. We place this hurdle to the detriment both of those wishing to serve amongst us, and to the body deprived of their service. Compared to many other religious communities, Quakers attain membership by a fairly arduous process, one that might look fundamentally different for Friends without privileges tied to race, class background, education, and underlying knowledge of Quaker ways. We invite Friends to distinguish between a bureaucratic form of membership, and spiritual membership, representing a faithful commitment. For some, the former is simply burdensome, and for others, especially those already marginalized, that burden makes our communities less accessible. When barriers of membership intersect with other ways voices are marginalized, they contribute doubly to maintaining a status quo that we know is failing.

We cannot create the diverse, inclusive, welcoming, beloved community that we all long for, while holding up structures that exist as checkboxes, simply because that is the way things have always been. This call to rethink bureaucratic membership may sound frightening in the abstract, and those present for our conversation heard and acknowledged that. But what rose among the group was the recognition that if we are being asked to serve on a committee or a council, it is because we have been seen and known, and because that of God within us has been at work. We understand Quaker process, in its most authentic form, to be a remarkable, radical concept. We trust that there is a Spirit guiding us, to which everyone in the room has access, and which, if heard, can guide us to Truth. When we can trust that our process reflects the Spirit, we will also be able to trust our nominations process, to bring the right people into the service of our community. We have a vision that belonging to the body can have its basis in contributions and relationships, not only in process for process' sake. We wonder if membership could look more like asking, "How fares the truth with thee?" Friends can then hear, from all their multiple communities, "we know you, and the Spirit is within you, and we acknowledge you."

In Spirit,

Young Adult Friends, Philadelphia Yearly Meeting

Dear Friends everywhere,

We the Young Friends of Philadelphia Yearly Meeting gathered together at The College of New Jersey located in Ewing, New Jersey from Wednesday, July 24th, through Sunday, July 28th, focusing on this year's theme; "How do we center ourselves in trust and love?"

Throughout the week, the Young Friends were able to build a more unified and trusting group through a variety of activities. We started our week with a multi-generational gathering where we were able to connect with Friends on a more spiritual level through storytelling. In this activity, we had community members tell a spiritual story, that all Friends present appreciated. Following this, the Young Friends came together to discuss guidelines for this gathering that promoted a safe and loving environment for all Friends.

On Thursday, we enjoyed a program by Pushed Learning, a hip hop activism group who gave us a personal perspective on being queer and a person of color in our modern society. Later in the day, Young Friends came together as a community to create a presentation about enthusiastic consent which we later shared with the wider body. Our day was filled with getting to know all members of our Quaker Community. During late night, a time where friends can choose to stay up an additional two hours, some of the members of Young Friends discussed theology. Everyone who participated commented on its deep spiritual meaning.

At various points throughout the gathering, Young Friends assembled themselves for a variety of affinity groups. Some of these were: Mantis shrimp (LGBTQIA+), board games, swimming, and nap time. Friends appreciated the diversity of choices within affinity groups, as it was accommodating to all. The Friends who participated in Mantis Shrimp wanted to emphasize how this group served as a vehicle for trust within the LGBTQIA+ community.

Committees played an essential role in this year's annual sessions. We met on several occasions to discuss a variety of issues and current events that are facing our community. To begin with, our Outreach Committee continued our work on connecting with Baltimore Yearly Meeting, composing an email to propose a combined gathering, and writing another email expressing our hope for a pen pal system between BYM and PYM Young Friends. Furthermore, Outreach Committee is also in the process of creating an official Young Friends Instagram page to form new connections with the Quaker body online. The Program committee focused on creating themes and topics for our winter and Christmas gatherings. Additionally, the Nurture Committee played a huge role, not just within the Young Friends community, but across the wider body as well, writing worship sharing questions for everybody in attendance at sessions.

The Native Justice committee spent their time preparing for Peace Fair, where we hope to talk to the Lenape representative about our land acknowledgements. After years of research, The Native Justice committee would like to convey that we as Young Friends will no longer be following the tradition of the sweat lodge; as it is cultural appropriation We encourage Friends

everywhere to consider the damage that our participation creates, and inflicts on the Native American community. We implore you to envoke change within your own body.

On Friday we were able to experience a workshop led by Eric Burdis, the Artist in Residence for PYM. In this workshop, Eric provided a safe and trusting space for all Young Friends to enjoy. With this foundation, we as the Young Friends community were able to experience trust falls. This activity brought our community even closer together. It was interesting to observe the way Friends were more reserved in the beginning, but as time and trust developed the Young Friends were able to become more comfortable in each other's presence.

We started our "sleep in Saturday" by doing just that, sleeping in. We traversed many miles to a nearby park, where we spent a good portion of the morning hiking and enjoying nature's beauty. After enjoying the park, we dispersed into our Worship sharing groups where we reflected on trust and the light within. In the afternoon, we watched a beautiful film by our lovely clerk, Julia Carrigan. Following our film viewing, we visited the local Starbucks. Where we as a group trusted one another by talking about the upcoming presidential election. It was so wonderful to see the openness that each individual expressed throughout the gathering. In the evening, we listened to the keynote speaker, Valerie Brown. It was so refreshing to hear her wisdom and perspective that she was able to share with the whole body.

This morning, we had a business meeting discussing this epistle, packed our bags, and evaluated the gathering. And now we are here reading this to you in hopes that you appreciate both our inner light, and your own as well.

Finally, The Young Friends would like to thank the Yearly Meeting for receiving our epistle and giving us this opportunity to come together. Overall, Young Friends had an exhausting yet rewarding week. Friends appreciate this beautiful campus, and our gracious hosts, The College of New Jersey. Young Friends are so thankful for all of the wonderful adults in this community who helped us during this gathering. We look forward to our gathering next month, and next year's annual sessions.

With Love,

Young Friends of Philadelphia Yearly Meeting



Philadelphia Yearly Meeting (PYM) Anti-Harassment Policy and Procedures

Distinction between policy and procedure Policy is a set of overall principles determined by a governance committee or council. Procedure is a set of processes developed by those responsible for implementing a policy or an aspect of a policy.

This Document Does Not Apply to Harassment Involving PYM Staff Members To address incidents related to harassment involving members of PYM staff, readers should refer to the PYM Personnel Handbook.

Contents

Background and Context, for this document (page 2) PYM Anti-Harassment Policy (page 2) Overall Anti-Harassment Procedures (page 3) PYM Staff and/or the Pastoral Care Team Response to a Reported Incident of... (pages 3-5)

Background and Context, for this document

Regarding our commitment to environments that are free of discrimination and harassment, the following policy and procedures specifically concern PYM's understanding of and response to harassment. The first procedure is applicable to all incidents of harassment in any event or program that is PYM-sponsored or PYM-run. The remaining procedures are applicable to all incidents of physical harm or non-consensual touch, with an emphasis on smaller events especially for PYM youth programs. Those responsible for implementing our harassment policy should use their discretion as to which set(s) of procedures to follow. Note that this document contains only the first set of procedures.

Harassment is unwanted behavior generally involving the exercise of formal or informal power by someone over another person. What one person might consider an innocent comment or behavior could be experienced as harassment by another person, particularly if the behavior is repeated. Sexual harassment includes any unwelcome or offensive sexual comments, advances, requests of sexual favors and other verbal or physical conduct of a harassing nature directed to a person.

Does this mean that we must refrain from offering hugs to friends, or making comments about a friend's appearance? No, but we should be sensitive to the possibility that another might be made uncomfortable by such behavior.

Philadelphia Yearly Meeting embraces the practice of enthusiastic consent. We expect everyone who participates in any program or community space planned by or sponsored by PYM to follow this practice. Enthusiastic consent requires that we go one step beyond simply asking before we touch someone or before we say something that we think might be sensitive. We also need to pay close attention to the body language of our interlocutor. Even if someone says yes, their body language might be saying no, or they might seem reluctant. If someone seems reluctant even though they are saying yes, we take this into account before following through on what we have requested. We wait for consent that is enthusiastic, that clearly states in words and body language that, for example, someone wants a hug or to talk about a sensitive topic.

PYM Anti-Harassment Policy

Philadelphia Yearly Meeting (PYM) is committed to co-creating environments for staff, volunteers, committee members, and program participants which are free of discrimination and harassment. Demeaning actions, words, jokes or comments based on an individual's gender, sexual orientation, race, color, creed, religion, national origin, ancestry, citizenship, ethnicity, ability, age, gender, gender identity, veteran status or any other reason prohibited by law or central to one's identity will not be tolerated.

Overall Anti-Harassment Procedure

PYM program staff have appropriate training, and at Continuing and Annual Sessions PYM program staff also assemble a Pastoral Care Team with appropriate experience. In the event that there is an incident that is reported outside of a PYM program, there is a Pastoral Care Team appointed by the Quaker Life Council which can provide support.

If you feel harassed by the comments or behavior of another person in the course of a PYM event or program, and if you feel able, you can tell this person clearly that you find their behavior objectionable and ask them to stop it.

If someone tells you that they have been offended or embarrassed by something you did, please simply apologize and be mindful so as not to repeat the objectionable behavior. Intention is different from impact; always be respectful and open when your impact was different than you intended.

If you feel unable to confront the person or find that they repeat the objectionable behavior despite your request to stop it, please approach a member of PYM program staff or a member of whatever Pastoral Care Team has been identified to you or is available. It could be a special event-specific Pastoral Care Team or the Quaker Life Council Pastoral Care Team.

If you witness or are told about a situation involving possible harassment, first check in with the person who appears to have experienced the harassment. If they feel uncomfortable about the behavior, encourage them to confront it or report it.

If the harassment involves a person(s) who is under the age of 18 or an active participant in a PYM youth program, please refer to the separate nonconsensual touch and physical harm procedures, which follow this procedure.

PYM Staff and/or the Pastoral Care Team Response to a Reported Incident of Harassment

Informal procedure:

You may simply want an opportunity for a confidential discussion of the incident with a member of program staff or the available Pastoral Care Team and help with how to handle it. If this discussion is sufficiently helpful, and you are able to stop or avoid further objectionable behavior, no further steps will be taken unless it is determined that the nature of the complaint is serious enough to warrant further action, such as a formal procedure.

Formal procedure:

You may want a formal investigation and more assistance in dealing with the perceived harassment. Program staff and/or Pastoral Care Team members will initiate the formal procedure in any case which it deems sufficiently serious. In this event, both the complainant and the alleged harasser will be notified of such a decision. All meetings between program staff and/or Pastoral Care Team members and the complainant and/or harasser will be recorded usually through detailed notes.

In a formal procedure the following steps will be taken: 1. The complainant will be asked to submit a written, signed complaint. This complaint may be brief, but it should include a) name(s), b) a description of the objectionable behavior, c) the context, d) and your feelings.

2. When such a complaint is received, a) two members of program staff or the Pastoral Care Team will meet with the complainant in confidence, discuss the alleged harassment with you, b) and then proceed with a thorough investigation of the complaint. c) Such investigation will always include, but not necessarily be limited to, a meeting of the investigators with the alleged harasser, which will be recorded usually through detailed notes.

3. The investigating members of program staff or the Pastoral Care Team will reach a decision as to the merits and gravity of the complaint and how to handle the situation. If it is determined that harassment did indeed occur, possible consequences include: a) Asking the harasser to acknowledge and stop the offending behavior; b) Requiring the harasser to stay away from the person who experienced the harassment for the duration of the program, c) Requiring the harasser to attend the program with the accompaniment of an elder, d) Requiring the harasser to leave the program, e) Refusing to accept the harasser at future program.

The investigating team will communicate its decision and the action taken to the individual who submitted the formal complaint and to the Associate Secretary for Program and Religious Life. Any decision to exclude a harasser from future programs may be appealed to the General Secretary.

Complaints will be treated with confidentiality and discretion. Confidentiality will extend both to the charging party and to the person accused of harassment, as well as to all documentation resulting from the investigation. A brief report will be made of any formal investigation and the reports will be maintained by the Associate Secretary for Program and Religious Life. The Associate Secretary for Program and Religious Life is required to submit a general incident report using the form in Appendix A. See Appendix A for the report form. 1. Every effort will be made to protect persons making bona fide complaints from any kind of retaliatory action. 2. If a report is not made, PYM may be unaware of the facts and therefore unable to take appropriate action.

MANAGING SERIOUS CONFLICTS NOT BASED ON HARRASSMENT

Conflicts not involving harassment are normally handled through less formal means. From time to time a conflict within a program might prove resistant to less formal methods, have an explosive or particularly harmful nature, and/or require the kind of investigation described above.

Please note that PYM program staff also use a separate and more detailed set of procedures (referred to earlier on pages 2 and 3) emanating from this policy in cases of nonconsensual touch or physical harm during youth program events and other smaller events.



Agenda: Meeting for Worship for Business

Draft as of: July 23, 2019

Thursday Morning

Welcome and Introductions	Christopher A. Lucca, Presiding Clerk	[20]
Appointment of the Epistle Committee	Christopher A. Lucca, Presiding Clerk	[5]
Nominating Council	Melissa Rycroft, Nominating Council Clerk	[25]
PYM Finances	Andrew Anderson, Treasurer and Linell McCurry	[45]
Treasurer's Report	Assoc. Secretary for Business & Finance	
Fiscal Year 2020 Budget (approval)		
Administrative Council Report	Terri Whiteford, Interim Clerk, Admin Council	[60]
Granting Committee	Ken Park, Clerk, Granting Committee	
Millington Burial Ground conveyance	Harry Bryans, Property Committee	
Minutes	Kri Burkander and Jim Herr	[15]
Announcements	Staff	[5]
Worship		[5]

Thursday Evening

Welcome and Introductions	PYM Presiding or Alternate Clerk, TBA	[15]
An Opportunity to Speak Out of Spirit on Questions	Christopher A. Lucca, Presiding Clerk	[60]
Of Race, Inclusion & Diversity:		
<i>We as Friends are called to work and witness for justice, wholeness, and connection. We feel a hunger to be gathered in the Spirit despite great pain and brokenness within our body and in the wider world. We want to invite Friends to share the concerns that are on our hearts. We settle now for a time of worshipful reflection — a period of worship sharing. Friends are invited to share what is weighing on their hearts and lift up prayer for beloved community, naming those concerns which most threaten that vision.</i>		
Minutes	Kri Burkander and Jim Herr	[10]
Announcements	Staff	[5]
Worship		[5]

Friday Morning

Welcome and Introductions	PYM Presiding or Alternate Clerk, TBA	[20]
Quaker Life Council Report		[90]
QLC Committees	Anthony Stover, QLC Assistant Clerk	
State of the Meeting Reports	Julia Carrigan, Marge Dawson, SotM Sprint	
Collaboratives	Cathleen Marion, Bryn Hammarstrom, Sue Dietz, QLC members	
Threads, Resource Friends	Zachary Dutton, Assoc Sec'y for Program & Religious Life	
Final Statement	Anthony Stover QLC Assistant Clerk	
Young Adult Friends	Catherine Campbell	[15]

Reports from Affiliated Organizations		[30]
Friends General Conference		
Friends World Committee on Consultation		
Pennsylvania Council of Churches		
Minutes	Kri Burkander and Jim Herr	[15]
Announcements	Staff	[5]
Worship		[5]

Friday Evening

Welcome and Introductions	PYM Presiding or Alternate Clerk, TBA	[15]
Discerning Our Collective Next Steps and	Christopher A. Lucca, Presiding Clerk	[60]

Living Into Our Need To Act

¹²Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ. ¹³For we were all baptized by one Spirit so as to form one body—whether Jews or Gentiles, slave or free—and we were all given the one Spirit to drink. ¹⁴Even so the body is not made up of one part but of many.

¹⁵Now if the foot should say, “Because I am not a hand, I do not belong to the body,” it would not for that reason stop being part of the body. ¹⁶And if the ear should say, “Because I am not an eye, I do not belong to the body,” it would not for that reason stop being part of the body. ¹⁷If the whole body were an eye, where would the sense of hearing be? If the whole body were an ear, where would the sense of smell be? ¹⁸But in fact God has placed the parts in the body, every one of them, just as he wanted them to be. ¹⁹If they were all one part, where would the body be? ²⁰As it is, there are many parts, but one body.

²¹The eye cannot say to the hand, “I don’t need you!” And the head cannot say to the feet, “I don’t need you!” ²²On the contrary, those parts of the body that seem to be weaker are indispensable, ²³and the parts that we think are less honorable we treat with special honor. And the parts that are unpresentable are treated with special modesty, ²⁴while our presentable parts need no special treatment. But God has put the body together, giving greater honor to the parts that lacked it, ²⁵so that there should be no division in the body, but that its parts should have equal concern for each other. ²⁶If one part suffers, every part suffers with it; if one part is honored, every part rejoices with it.

²⁷Now you are the body of Christ, and each one of you is a part of it.

How are we led to move forward?

Minutes	Kri Burkander and Jim Herr	[10]
Announcements	Staff	[5]
Worship		[5]

Saturday A.M.

Welcome and Introductions	PYM Presiding or Alternate Clerk, TBA	[20]
General Secretary Report:	Christie Duncan-Tessmer, General Secretary	[30]
Culture Change: Not just rearranging deck chairs		
PYM’s Strategic Directions Status Update	Christopher A. Lucca, Presiding Clerk	[10]
Addressing Racism in our Monthly Meetings	TBA	[25]
First Reading of the Epistle	Epistle Committee	[40]
Reports from Affiliated Organizations		[30]
American Friends Service Committee		
Friends National Committee on Legislation		
Friends Peace Teams		
Minutes	Kri Burkander and Jim Herr	[15]
Announcements	Staff	[5]
Worship		[5]

Sunday A.M.

Worship		[50]
Welcome and Introductions	PYM Presiding or Alternate Clerk, TBA	[20]
Quarterly Meeting Clerks' Report	TBA	[15]
Additional Business as needed	Christopher A. Lucca, Presiding Clerk	[30]
Second reading of the Epistle	Epistle Committee	[30]

Youth Enter

Hearing of all of the Epistles		[30]
Children		
Middle School		
Young Friends		
Young Adult Friends		
General		
Minutes	Kri Burkander and Jim Herr	[15]
Announcements	Staff	[5]
Worship		[15]

April 2019

A Letter to Philadelphia Yearly Meeting of the Religious Society of Friends
from the Former Clerks

Dear Friends,

As the six living former Clerks of Philadelphia Yearly Meeting, we offer this letter of loving encouragement to our Yearly Meeting. Over the course of our Yearly Meeting's three hundred and thirty-eight year history, we have experienced times when Friends were troubled and exercised about public actions and weighty concerns in Annual Sessions. Nevertheless, we endured and continued with our faith, vision, and love for one another. We have a robust and proven spiritual tradition and we are called to understand and practice it today, even in the face of discord.

It is our experience that our community has been in a state of contentiousness and unfriendliness that has separated us in what seem to be *secular* ways. Several factors have contributed to this condition: tensions regarding a vision for undoing racism; adjustment to new structures; abuse of social media; the unfamiliarity that many Friends seem to have with Quaker decision-making practices in large groups; and hurtful behavior that has gone unaddressed. Some Friends stay away either out of frustration or because our public conflict is uncomfortable.

It can be hot and messy when we do not manage conflict well. When we are challenged, it is essential that we stay in relationship with one another while seeking the way forward and resolving individual differences. Love still abides in and with us. We can, in all humility, love one another even when there are painful differences.

We unite in encouraging each of us to stay in relationship, to hear one another, and to move forward with love and respect. Our Yearly Meeting is a *spiritual* community; with God's help, we can transform these struggles into something new—strong, penetrating and effective to address all matters before us, including our concerns with racism.

Our decision-making is a *spiritual* process that calls us to hold our meetings for business in a spirit of worship, seeking and being open to the leadings of the Spirit. We know that together in waiting worship and with Divine assistance many things are possible; we will be astonished at what unfolds. It takes all of us: we who pray, we who listen, we who heal, we who witness for peace and justice, and we who have voice and vision are needed now. Now is a time for us to join together, humbly finding our way, sharing kindness, and uniting as a community in Spirit-led witness. On the following page, we suggest some of the shared practices that can be useful to us as we travel with one another for Truth.

In tenderness and love,

Arthur M. Larrabee (1991 – 1995)
Martha B. Bryans (1995 – 1999)
Arlene Kelly (1999 – 2002)

Gretchen Castle (2002 – 2005)
Thomas Swain (2005 – 2012)
Jada Jackson (2012 – 2015)

Reminders of Good Business Meeting Practices

When we as a spiritual, deliberative body understand and adhere to our shared practices and discipline, Friends decision-making processes work well.

1. Be present in a spirit of worship, holding the meeting, each speaker and the clerks in the Light.
2. Seek the good of the meeting as a whole and God's truth for it; be prepared to change your mind and to let go of personal preferences and ego.
3. Listen carefully to the person speaking, particularly holding in the Light those people and ideas with which you disagree. Consider an attitude of curiosity rather than an attitude of judgment.
4. Challenge yourself to trust the Light that is given to others; be open to new truth, revelation and insight; be teachable.
5. Seek and wait for the clerk's recognition before speaking; address the clerk or the meeting as a whole, not individual Friends. Not everyone who wishes to speak will be recognized.
6. Speak in the hope of serving the meeting's search for Truth. Your personal opinion, or your feelings on an issue, are relevant only to the extent that they help in that search.
7. Share the truth that is given to you. After you have spoken, release what you've said to the meeting. Releasing is as important as what you have to say.
8. Let your speaking be simple and concise. Debate and appeal to emotion are out of place in a meeting for business.
9. When tensions arise, consider how they might be used creatively in the search for Truth. While we belong to a community committed to loving fellowship and unity, we know experientially that the "third way" we seek often emerges from engaging tensions.
10. Participate with clerking consciousness, thinking about the meeting and the process through the eyes of the clerk.
11. Respect the authority of the clerk and the elders. We have given them special responsibility to guide us in supporting the meeting and our decision-making. When the clerk is standing or speaking, deference to the clerk is expected.
12. Acknowledge, with gratitude, the opportunities we have to do the work of the Spirit in community.

Philadelphia Yearly Meeting

Changes in Membership, 1990-2018

SUMMARY BY YEAR	Prior Year		Births	Applications	Deaths	Transfers Out	Releases	Net Change	Total Members	# of Adults	# of Minors	# of Assoc		
	Total Members	Adjustments												
12/31/1990	12,837	(35)	45	131	349	181	159	100	120	(35)	12,767	10,425	2,143	199
12/31/1991	12,767	(53)	35	144	373	183	170	142	144	(87)	12,627	10,312	2,055	260
12/31/1992	12,627	21	45	150	335	180	145	181	71	(47)	12,601	10,248	2,188	165
12/31/1993	12,601	(24)	45	96	336	184	152	149	100	(108)	12,469	10,108	2,194	167
12/31/1994	12,469	(4)	28	88	258	187	138	167	166	(284)	12,181	9,853	2,166	162
12/31/1995	12,181	14	38	107	221	168	116	128	87	(133)	12,062	9,745	2,135	182
12/31/1996	12,062	(24)	18	99	251	161	142	100	140	(175)	11,863	9,559	2,149	155
12/31/1997	11,863	(16)	23	114	285	173	99	113	74	(37)	11,810	9,518	2,132	161
12/31/1998	11,810	(8)	20	109	271	164	111	77	79	(31)	11,771	9,493	2,095	183
12/31/1999	11,771	(12)	12	113	298	153	119	59	59	33	11,792	9,503	2,094	195
12/31/2000	11,792	21	14	86	292	155	94	62	75	6	11,819	9,491	2,070	258
12/31/2001	11,819	2	21	89	303	179	101	59	50	24	11,845	9,491	2,055	299
12/31/2002	11,845	(7)	30	150	295	149	130	50	49	97	11,935	9,550	2,073	312
12/31/2003	11,935	4	13	84	257	160	88	71	100	(65)	11,874	9,523	2,058	293
12/31/2004	11,874	13	15	91	244	173	97	69	83	(72)	11,815	9,528	1,954	333
12/31/2005	11,815	(16)	16	63	235	154	75	59	79	(53)	11,746	9,488	1,840	418
12/31/2006	11,746	(16)	17	60	240	160	78	73	55	(49)	11,681	9,479	1,788	414
12/31/2007	11,681	12	3	74	212	131	92	64	78	(76)	11,617	9,498	1,722	397
12/31/2008	11,617	16	9	53	205	155	66	83	85	(122)	11,511	9,515	1,626	370
12/31/2009	11,511	(13)	7	57	159	119	79	84	120	(179)	11,319	9,470	1,431	418
12/31/2010	11,319	(1)	12	51	147	127	54	48	41	(60)	11,272	9,516	1,355	393
12/31/2011	11,272	(43)	3	36	123	99	46	33	88	(104)	11,125	9,483	1,317	325
12/31/2012	11,125	(145)	7	54	178	117	42	39	32	9	10,989	9,486	1,183	329
12/31/2013	10,989	(18)	7	29	116	111	38	53	49	(99)	10,872	9,383	1,146	343
12/31/2014	10,872	(123)	4	37	132	109	42	32	104	(114)	10,635	9,307	993	335
12/31/2015	10,635	(48)	91	35	106	134	38	36	65	(41)	10,546	9,265	916	365
12/31/2016	10,241	(12)	4	32	117	101	47	38	34	(67)	10,162	8,995	836	330
12/31/2017	10,161	90	1	27	102	89	29	58	26	(72)	10,179	6,059	516	205

Membership Statistics 2018

SUMMARY BY QUARTER	2017		Births	Applications	Deaths	Transfers Out	Releases	Net Change	2018 year-end census					
	Total Members	Adjustments							Transfers In	Resignations	Total Members	# of Adults	# of Minors	# of Assoc
Abington	1,173	0	0	3	23	15	2	0	11	(2)	1,171	809	58	24
Bucks	1,548	2	0	4	26	13	6	3	0	8	1,558	1,090	143	42
Burlington	420	(2)	0	0	1	2	2	0	0	(3)	415	87	6	3
Caln	614	0	0	3	9	5	7	4	3	(7)	607	518	28	9
Chester	749	(2)	0	1	5	2	2	1	0	1	748	337	41	25
Concord	1,042	82	0	0	6	6	3	2	2	(7)	1,117	477	39	4
Haddonfield	873	(1)	0	4	4	13	2	3	6	(16)	856	530	23	29
Haverford	657	0	0	1	2	4	0	1	0	(2)	655	291	46	0
Philadelphia	1,185	(1)	0	4	14	5	3	2	3	5	1,189	513	37	57
Salem	455	2	1	1	2	5	1	1	1	(4)	453	188	11	0
Southern	267	2	0	0	1	1	0	0	0	0	269	206	2	2
Upper Susquehanna	355	2	0	2	4	5	1	5	0	(5)	352	322	19	3
Western	823	6	0	4	5	13	0	36	0	(40)	789	691	63	7
Total PYM	10,161	90	1	27	102	89	29	58	26	(72)	10,179	6,059	516	205

Resignations are initiated by the member. Releases are initiated by the Monthly Meeting.

Statistics completed based on information received as of July 28, 2019.

Members under the age of 21 are counted as "Minors." Associate membership is a special category described in Faith and Practice for under age 21 only.

For 2011, # of Adults, Minors, and Associates were estimated based on percentages of each reported by meetings -- total actual reported #s were 6764, 939, and 232, respectively.

Collection Reflection:

An Incomplete Collection of Some Anti-Racism Work and Possibilities lifted up in PYM Compiled from Suggestions Heard between Winter 2015 and Spring 2019

Friends in Philadelphia Yearly Meeting tested and affirmed the work of our clerks and our elders, since being tasked during Annual Sessions in July 2014, to help discern a way forward in addressing many -isms including-racism, sexism, genderism and classism. Friends also heartily affirmed that as a Yearly Meeting we:

- Commit to increase our consciousness as Friends about the intersection of privilege and race in our culture and spiritual community. We know our knowledge is often limited by our own experiences and that we have much to learn from each other and from outside resources.
- Commit to move forward with our entire community. The yearly meeting is the community of all our individual Friends and monthly meetings and this work needs to be done with the involvement of all of us.
- Commit to integrate this work into what we do in an ongoing way at the yearly meeting level. We want this work to become part of the fabric of what we do whenever we get together as yearly meeting members and attenders.

approved in January 2015

Good news about PYM's commitment to the January 2015 minute on addressing racism is that we have a wealth of ideas and possibilities about the ways in which our yearly meeting responds to the call. Inspiration about what we can do and what we have done have come from our governance structures, such as the Councils and their committees, monthly and quarterly meetings, staff, a PYM retreat for Friends of Color, the Undoing Racism Group, consultants, the FGC Institutional Assessment on Systemic Racism and PYM business sessions.

Many of the ideas that have been shared are collected and presented below in the following fashion.

1. Each idea is presented in only a few sentences with recognition that several books could likely be written on each one.
2. Some ideas come with examples of action that has been taken.
3. Finally, note that the perspective of this document is primarily on the ways in which the extended community of Friends that is the yearly meeting can support anti-oppression work in the yearly meeting, monthly & quarterly meetings and individuals. Monthly and quarterly meetings have come under the weight of this calling and more suggestions and examples can be shared from their experience (see box below).

They items are listed in the order in which they are presented in the organizing table that is at the end of this document. The table organizes the suggestions into categories by who they are meant to support (individuals, monthly/quarterly meetings or PYM) and by what type of action they suggest (learning & resources, building relationships with self and others, structural change).

In the fall, queries will be sent to meetings to ask about our strategic directions, governance structures and the 2015 minute addressing racism. Please share ideas about additional ways our community might take steps against racism and oppression and examples of steps your meeting or individuals have taken. Additionally, meetings are encouraged always to share their stories on the PYM website by going to www.pym.org and scrolling down to the button "Add a New Story." Alternatively you can contact our General Secretary at 215-241-7210 or cduncan-tessmer@pym.org.

1. **Publicize or make available anti-racism trainings for individuals:**
 - **Examples:** These could be trainings offered by PYM to individuals or trainings offered publicly such as those offered by Training for Change, Crossroads, People's Institute for Survival and Beyond, Beyond Diversity 101, Amanda Kemp, etc which can be publicized through PYM for individual Friends to consider
2. **Ensure individuals understand the definition and impact of structural racism:** To create change the changemakers need to understand the landscape of the environment.
3. **Provide online bank of resources** including books, articles, websites, videos, movies and trainings.
 - **Examples:** PYM's and FGC's websites both include resources. The UCC and Lutheran denominations have fantastic resource sections of their websites.
4. **Provide spiritual formation opportunities for individuals and meetings:** Commitment to deepening one's spiritual life expands one's capacity for complicated growth and change and provides a context and reason for doing so. The work of spiritual formation is also the work of being a Friend and it doesn't need to be directly related to anti-racism to increase one's capacity to engage in the work of anti-racism.
 - **Example:** There is a [collaborative that supports Spiritual Formation](#) in place that can be accessed by individuals and meetings. The work of some monthly meetings fit in this category.
5. **Publicize or make available anti-racism workshops for meetings:** Offering a set of workshops on a range of relevant topics by experienced facilitators that meetings could arrange to offer.
 - **Example:** URG offered a series of workshops at Sessions in 2015 which they then made available to meetings. Social Justice Resource Friends may also be available to facilitate workshops.
6. **Curate "Resources Subscription":** Similar to the way in which [Birchbox](#) mails a selection of make-up samples to subscribers on a monthly basis: A collection of adult and children's religious education curricula, resources and tools could be packaged and mailed on a regular basis (quarterly?) to monthly meetings. Each package could include suggested resources from a variety of places such as Fellowship of Friends of African Descent, Undoing Racism Groups, a monthly meeting, etc. All meetings would get the same resources at the same time and could choose which ones suit their needs.
7. **Provide curricula for adult and youth religious education:** Most meetings have some form of education for adults and for children if they have children. The Yearly Meeting could provide anti-racism curricula to be used in these environments.
 - **Example:** monthly and quarterly meetings have done this in a variety of ways. FGC has an online workshop on the topic. Some Friends who write curricula for youth have been getting a ball rolling.
8. **Practice recognizing patterns of diversity:** We are trained to act and react in ways that maintain racism, sexism, ageism, heteronormativity. Learn to recognize when we are engaging in those patterns and identify them to ourselves and others.
 - **Example:** PYM senior staff include this in their monthly team meeting and the rest of the staff is taking steps towards doing it as well. FGC staff does it in their staff meetings. New England Yearly Meeting has a committee that helps the yearly meeting notice it's patterns.
9. **Integrate learning into every PYM event:**
 - **Examples:** PYM Sessions have included facilitated learning in large or small groups as part of the business plenary and workshops. PYM's youth programs and Young Adult Friends often include learning or reflecting on anti-racism.

- 10. Post ground rules for addressing racism at PYM sessions and events:** A short description of “ground rules” that support our community in listening, identifying racism and learning together may be posted or otherwise made available at all PYM gatherings.
- **Example:** we post guidelines on having difficult conversations about racism at Sessions. Amanda Kemp’s work on “Say the Wrong Thing” provides support for difficult conversations.
- 11. Provide initial orientation and annual training for the members of the councils and the officers of the yearly meeting:** Those in leadership positions in the yearly meeting need to have a high leadership level of understanding of racism and anti-racism.
- 12. Provide architecture for creating small groups:** Meeting in small groups to learn, discuss, challenge and grow around anti-racism affords needed support to sustain this work and keep it front and center. Groups can be racially mixed or not.
- 13. Provide architecture for building relationships across diverse families and households:** Since home is the base of operations for most people, deliberately building relationships between families and households that are different from one another, with the explicit invitation to explore difference in our lives, may be a rich opportunity for understanding, growth and conflict.
- 14. Provide resources and support for conflict transformation:** If we are doing this work faithfully we will encounter conflict. Engaging in this conflict can trigger our supremacist, societal reactions. In order for us to navigate these conflicts and reactions we need to provide support for meetings and individuals.
- **Examples:** QLC’s Discernment Team offers a step in this direction with its work and [report](#). The Social Justice Resource Friends are ready for deployment.
- 15. Review and offer programs used by other faiths:**
- **Examples:** The Episcopalian [Becoming Beloved Community](#) or the UCC [Sacred Conversation on Race](#) programs.
- 16. Provide architecture for meetings to engage in relationships with different congregations:**
- **Example:** Some meetings do this independently in various ways. It could be that the Yearly Meeting encourages every MM to do it or that the YM works with the middle judicatory of a black church, like AME or AME Zion to encourage relationship between the two faiths at the middle judicatory and congregational levels.
- 17. Support communities of color in meetings’ neighborhoods:** Encourage and support meetings in being in relationship with their neighbors who are not middle class and white.
- **Example:** A New Jersey meeting has a long-standing relationship with a black church with whom they celebrate New Year’s. A Philadelphia mostly-white Episcopal Church has partnered with a mostly-black Episcopal Church for events, worship and learning.
- 18. Support Returning Citizens and their families:** Welcome individuals who have been incarcerated into the community of your meeting. Learn what shifts in your beliefs and actions are necessary for them to feel genuinely welcomed.
- 19. Provide Support for Friends of Color:** This suggestion is from the retreat for FoC and their families and doesn’t give specifics. The lead for what it means must come from Friends of Color.
- 20. Develop partnerships between PYM and organizations run by Friends (or others) of color:** Friends can follow the lead of people of color who are serving neighborhoods and other people of color. This is often suggested to include a commitment of both time and money.
- **Examples:** Green Street Meeting provides relationship, volunteer and financial support to EMIR; QLC has worshipped and retreated at the Ujima Peace Center and supported it financially.

21. **Provide affinity spaces by race at PYM gatherings:** When we are doing the work of addressing racism Friends need space to process, emote and be in fellowship with others of the same race.
 - **Example:** We provide these dedicated spaces at annual sessions.
22. **Articulate the interpersonal standards and expectations for engaging in anti-racism work in the community:** Different individuals and people with different experiences and backgrounds have differing understandings and awareness of what is acceptable. For example, anger is understood to be authentic and an expression of integrity for some people, while it's seen as rude and bullying by others.
23. **Provide a supportive system for those in isolated environments:** Many PYM meetings are the only meeting available within their geography. If one of those meetings has only one or a couple FoC, they may feel isolated. That sense of isolation may be true for FoC in meetings that are near many other meetings as well. PYM could actively provide support for those Friends so they experience being in the community, not isolated within it.
24. **Provide architecture for truth telling of experience:** A step of healing is understanding and holding as true the things that have happened and that we have done.
 - **Examples:** Several meetings have created a model of doing research and holding events to share what they've learned about their history and their complicity. Others have told their own story in various ways.
25. **Provide positive supportive eldering on issues of race:** Our current elders experience their role as centering and grounding the community. In addition we could provide experienced elders on race, racism and inclusion.
26. **Develop and implement a racial harassment policy and complaint procedure for PYM Friends**
 - **Example:** PYM and FGC both have such statements. PYM's is new and is posted as an advance document.
27. **Develop sets of queries to guide individuals, meetings and PYM governance:** Queries are a foundational tool for Friends and can be used to help guide Friends on their path toward ending racism.
28. **Conduct a multicultural audit for meetings and PYM:** Identify the ways in which we are welcoming, identify the places where we are in a growing space and where we need to get to a growing space in being welcoming through a comprehensive, outside-facilitated audit.
 - **Example:** FGC's Institutional Assessment on Systemic Racism ; Chestnut Hill United Church completed an audit in 2008
29. **Engage in active ministry that addresses racism in the world - in meetings and in PYM:** Structural racism shapes many of our institutions which target people of color. We could be engaged in work that deconstructs racism in areas such as the criminal justice system, the schools, the environment, immigration and more.
 - **Examples:** Several collaboratives and many meetings are doing work in the four specific areas referenced above and others. Young Adult Friends have led the yearly in ministry on immigration.
30. **Audit staff policy and procedure for inclusivity:** A review of the policies and procedures that guide staff is needed to identify how they could be written to encourage inclusion.
 - **Example:** This is in process; the Personnel Committee and staff have started this work.
31. **Develop accountability structure and process:** An identified body that has the authority and responsibility to hold our community and our practices accountable for being inclusive and anti-racist.
32. **Develop an anti-racism guiding query:** The query would be applied to all decisions made in business meeting.
 - **Example:** FGC Assessment, which provides the query: "How does this decision support FGC in its goal to transform into an actively anti-racist faith community?"
33. **Increase the racial and age diversity of governance structures and leadership**

- 34. Collect demographics of PYM Friends that include age and race:** having this data will help our effort to increase the diversity of our governance structures
- **Example:** PYM has plans in the works for a census drive in PYM in the fall which will include these demographics
- 35. Invite speakers who represent a diverse mix of race, gender, age, etc to present at PYM events**
- **Example:** review of recent yearly meeting sessions demonstrates this
- 36. Review yearly meeting community policy and procedures and other barriers to participation by Friends of color:** Consider the intentional and unintentional consequences and impact on Friends of color.
- 37. Develop local Peaceforces:** Train, support and employ a “peaceforce” consisting of police officers and community based peacekeepers, none of whom are armed.
- 38. Develop and Support a Peace Center:** This is a space that provides safe havens and educational, cultural and recreational opportunities for young people in our communities, based on what they say they need.
- **Example:** Ujima Peace Center, founded by Fellowship of Friends of African Decent. Their vision is to have many peace centers in many neighborhoods.
- 39. Provide training to police:** Consistent, ongoing training that is community-based as well as academic that focuses on sub-conscious bias and deescalating potentially dangerous situations without violence.
- 40. Disarm communities, including police:** this is a long term goal that requires a cultural shift from our current reliance on violence to solve social problems that will keep us all safer in the long run.

PYM Discernment and Expectations

Preparing for Annual Sessions in the following ways will help us listen better as we seek unity wherever the spirit leads.

Read advance documents provided by the Yearly Meeting

An important part of the process of corporate discernment takes place earlier, in the committees of PYM, which are charged with seasoning an issue before it is brought to sessions for consideration. Advance material might include background information - or information regarding the process, resources, and methods used to season and develop recommendations. If available prior to the start of sessions, reports are provided electronically after online registration and posted on the PYM website. Reports are made available in hard copy on the resource table on the day of sessions.

Before Annual Sessions, Friends need to read and reflect on the information provided to form thoughtful questions or insights that help lead the PYM body to unity.

Listen attentively and be spiritually receptive during sessions

All those attending PYM sessions should seek to release whatever preferences or opinions they may have about an issue before it is considered. Friends should be open to the leading of the spirit, as they would in a meeting for worship. The goal of this decision-making process is to discern God's will for PYM regarding the topic under consideration. Unity, rather than unanimity, is the goal. We consider ourselves to be in unity when we share in the search for Truth, when we listen faithfully for God, when we submit our wills to the guidance of spirit, and when our love for one another is constant.

The Quaker business method is a discipline that requires all present to be focusing on worship and discernment of the matter at hand. All members share responsibility for maintaining a spirit-led meeting, for the wise use of the allocated time, and for a steadfast search for Truth.

When led to speak, be brief without repeating messages of other Friends

Friends who feel led to speak ask to be recognized by the clerk by raising their hands. An usher will bring a microphone to you. When offering spoken ministry, try to sum up what you have to say in as few words as possible. Speak simply and audibly. Each contribution should be heard in silence. Audible indications of approval or disapproval of spoken ministry are not part of Quaker practice.

After each contribution, allow a pause for reflection. If you have tested your ministry and feel that the PYM body needs to hear it in order to reach unity, then follow your leading to raise your hand and be called on to speak.

The clerk listens for the sense of the meeting in the insights Friends offer and determines when to propose it to the group. After the sense of the meeting is proposed, members may offer suggestions for its improvement. The clerk then tests the sense of the meeting by asking whether the group can unite with it. If so, the meeting records the sense of the meeting—the decision—in a minute that is immediately read back to and approved by the meeting.

Session Minutes

In March 2108, PYM agreed to return to the practice of documenting, reading aloud, and approving minutes during sessions. The traditional practice creates a sense of spiritual unity within the PYM body and eliminate delays in communicating information and decisions.

PYM session attendees play an important role in ensuring that we have sufficient time for discussion and discernment during sessions. Faith and Practice reminds us, "the meeting community itself uses defined processes to reach clearness in decisions and to guide the actions of the meeting. Spirit-led decision making is central to the life and health of the meeting."

Exercise self-discipline when minutes are read for approval. Refrain from expecting to hear any specific comment included. Reflect on whether the minute is good enough and adequately captures the essence of the deliberation and sense of the meeting. Do not expect the minutes to be precisely as you would have drafted them. If you are clear that a change is necessary, raise your hand and wait to be called on by the clerk.

The PYM Sessions Minutes Sprint team was tasked by the Administrative Council in 2018 to develop and distribute training and orientation materials that can be used by monthly meetings, quarterly meetings, as well as at PYM Sessions. The Minutes Sprint plans to invite monthly meetings to participate in identifying the training and orientation materials needed and will solicit input on best practices in use today and ask for input on draft materials.