

**336<sup>th</sup> Annual Sessions  
Philadelphia Yearly Meeting  
July 27 – 31, 2016  
Muhlenberg College, Allentown, PA  
Friday, July 29, 2016 – Morning Session**

Worship

The 336<sup>th</sup> Annual Sessions of Philadelphia Yearly Meeting of the Religious Society of Friends reconvened Friday morning at 9:30 am in Seegers Union Building of Muhlenberg College, Allentown, PA. The announced theme of our 2016 Sessions is “Be Transformed!” At the appointed hour, we settled into Meeting for Worship and prepared ourselves for our business.

Welcome and Introductions

At 9:45 am, Clerk Penny Colgan-Davis (Germantown MM), greeted us. Alternate Clerks Tom Hoopes (Valley MM), Alison Anderson (Central Philadelphia MM), and Amy Keitzman, (Central Philadelphia MM, West Philadelphia Preparative Meeting) introduced themselves. The Co-Recording Clerks were Marty Smith (Moorestown MM) and John Lavin (Birmingham MM). Becky Tallerico was the speech-to-text provider.

The Presiding Clerk read Letters of Introduction for visitor, Margaret N. Musalia, from Vihiga Yearly Meeting of Kenya, and from Western YM, whose sessions Margaret had recently visited. Five first-time yearly meeting attenders introduced themselves. Those from outside of PYM introduced themselves: Nia Tenorowitz (Intermountain YM); Carol Anne Ferlauto (Chatham Summit, New York Yearly Meeting) and Earlham School of Religion; Tim Barner and José Santos Woss, staff of FCNL, Washington DC; and Keith Harvey of AFSC’s Northeast Region.

Trevor Johnson (West Philadelphia Preparative Meeting) read the epistle from Baltimore Yearly Meeting. Through a difficult and painful time, Friends grappled with racism and the exploitation of the earth. Friends were challenged to be in balance and community as they faced these challenges.

Melanie Doughty-Snipes (Fallsington MM), George Shaffer (Abington MM), and Amy Duckett Wagner (Fallsington MM) led us in singing *Leaning on the Everlasting Arms*.

Treasurer’s Report

The Treasurer’s Report was given by Ron Ploeg (Willistown Meeting). The Treasurer reported on PYM’s General Fund spending for the first nine months of FY 2016 through June 30. Income year-to-date is tracking budget. Expenses are below budget. Lower volunteer and program

expenses reflect the transition to the new PYM structure. Utility spending is well under budget because of the warm winter.

Next came an informational report: “How Much Money Does PYM Have?” The Treasurer illustrated PYM’s assets with various configurations of 547 chocolate coins. The big picture of 547 chocolate coins represents PYM’s cash and investments of \$54.7 million. But 99% of our assets are either restricted (449 chocolate coins), gated (65 chocolate coins) or earmarked savings (26 chocolate coins). He concluded that PYM is not as rich as it might first appear because only 1% of our assets are free to use and this amount fluctuates throughout the year.

Lastly, the Treasurer presented the FY 2017 General Fund Budget for decision. On the income side, funds available of \$3.04 million is budgeted to increase 1.2% from expected 2016 levels. A goal is to increase direct financial support from individual Friends to 20% of yearly meeting membership. On the expense side, total expenses of \$2.94 million are budgeted to increase 4.3% from expected 2016 levels, which are currently below budget. PYM has budgeted volunteer spending to return to normal pre-reorganization levels and budgeted utility spending for a normally cold winter. We are again expecting a surplus in the next year.

### **Questions and Comments**

In response to a question about where our donations go, the Treasurer said that they go into the General Fund. Another Friend wondered if the financial activity sheet showed the most recent distributions from Fiduciary Corporation; the answer was “yes” and that PYM has three months of operating funds. There were expressions of appreciation for the clarity of the Treasurer’s presentation. Ron then explained that income for PYM comes from covenants, contributions for tours at Arch Street Meeting House, investment income, and administrative fees. A Friend reminded us that those who have gone before have left us financially well-endowed and we should think about giving to PYM. Another Friend wondered where our reserve funds are kept, and the Treasurer explained that they are held in separate accounts at Friends Fiduciary and can be transferred to the general fund only as needed for their intended purpose and only as approved by the Treasurer (new safeguard procedure adopted after the financial crisis). One Friend cautioned that we need to think a little more creatively about interpreting the guidelines for distributing the Restricted Funds. We need to take a look at the origin of our various trust funds to inform us in our decision making. One Friend felt uncomfortable in attempting to circumvent original trust designations.

In response to a question about the budgeting process, the Treasurer explained that the Administrative Council, recognizing the need to handle functions previously handled by the Financial Stewardship Committee and Financial Oversight working group (FOWG), this year used the authority granted to it under the new structure to form a Finance Committee with the Treasurer serving as Clerk. Among other things, the Finance Committee works with staff to

prepare a budget for initial approval by the Administrative Council before bringing it to Annual Sessions for final approval. Work on the budget begins in March or earlier each year and includes sending it to Monthly Meetings for feedback before Annual Sessions.

The Treasurer noted that projected increased expenses for payroll and benefits were due to projected increases in healthcare costs. When a Friend asked about Fixed Asset Depreciation in the expense budget, Ron explained that taking this expense is a GAAP (General Accepted Accounting Principle) requirement even though it is not an immediate cash expense. After the financial crisis, PYM adopted the practice at the end of each fiscal year to transfer cash in the amount of depreciation expense to the Capital Reserve so that these funds would be available to fund future capital expenses without impacting the operating budget. Another Friend wondered how decisions were made about spending surpluses. Ron explained that years ago we made a decision to fund a 6-month Operating Reserve in accordance with best practices for non-profits, to help us weather future financial crises should they occur. The Operating Reserve is at 88% of our goal, and we need to continue replenishing these reserves a while longer until our goal is fully met. The Treasurer explained that a decision this year on disposition of the cash surplus was made by the Administrative Council and that next year a recommendation will come from the newly created Finance Committee. In addition to replenishing the Operating Reserve, the decision this year for the first time included allocating \$75,000 to a new Strategic Project Reserve for use by the Quaker Life Council (\$50,000) and staff (\$25,000) to fund strategic projects. The Treasurer made the point that once the Operating Reserve is fully funded, if we continue to see cash surpluses at the end of the year, we will be able to allocate more money to fund Quaker projects. There was a question about how the income from Covenants and Annual Fund are used; they both go into the General Fund and both are important. The Annual Fund reflects individual commitment and giving to the Yearly Meeting. The most flexible line in the Income budget is from individual contributions. In response to the question about the relationship between administrative fees and administrative expenses, the Treasurer explained that administrative expenses are spread throughout the budget, covered by the 1% administration fee PYM charges the restricted funds to account for and administer them. Much appreciation was expressed for the fiscal discipline and good stewardship of our financial resources. **Friends approved the budget for FY 2017 as presented.**

#### American Friends Service Committee (AFSC) Report

The AFSC report was presented by Lucy Duncan, Director of Friends Relations, and Keith Harvey, Northeast Regional Director.

#### Mission/Nonviolence

AFSC's mission is to build the foundation for lasting peace by partnering with diverse communities, healing and restoring relationships, and transforming unjust systems. It does this

by working at the grassroots with strategic efforts that build alternatives and disrupt current injustice.

AFSC works in 37 US cities and 14 countries around the world. Its global reach gives the organization a distinct perspective for its work in the US and that work in the US informs its work globally. The work is guided by those most impacted, focused on key issues, supporting the rising generation of young leaders for nonviolent social change, and changing the narrative on militarism and violence.

AFSC believes that violence is not only immoral, it is counterproductive if one is seeking peace and that there is a double standard that has been applied to war and nonviolent alternatives to war. No matter how many failed military adventures in the past, the US always seem willing to call for military action as new situations arise and yet more effective responses exist. In the 2011 Book of the Year, *Why Civil Resistance Works*, Erica Chenoweth and Maria Stephan looked at 323 efforts from 1900 and 2006 to end an occupation or topple a regime. To their surprise— and counter to the prevailing narrative—nonviolent resistance was more than twice as likely to end occupation or change oppressive regime: 46% to 20%, and more stable political outcomes were achieved with nonviolence.

### **Working with youth**

In the AFSC Freedom School, using a curriculum developed and taught by the People's Institute for Survival and Beyond, AFSC has been able to hear from young people about the issues that impact their daily lives. For example, the 67 Sueños project was born out of the recognition that the majority of migrant youth were not being included in the national debates about their future. AFSC's goal has been to raise those/our underprivileged migrant youth voices to expand the debate and the legislative possibilities. The Urban Youth Participation Program, implemented in Guatemala by AFSC, has prioritized youth citizen participation and equality between women and men.

AFSC's Palestine program, including Palestinian Youth Together for Change, has facilitated gatherings of youth from all parts of Palestine, with a priority of confronting the fragmentation imposed by the occupation/the state of Israel.

### **Changing the narrative on peace and violence**

In 2012 AFSC worked with its sister organization Friends Committee on National Legislation to develop a Quaker framework for US foreign policy. The two gathered Quaker academics, practitioners, peacebuilders, including a Friend who works at the Pentagon (and is "out" as a Quaker among her colleagues), and in April 2013 published "Shared Security." Since then the concept has been picked up by peace building partners in the UK, Switzerland, Sweden, Germany, Thailand, Jordan.

In addition, AFSC recently completed a project to help make the theory of changing the narrative feel more real by seizing an opportunity in New Hampshire and Iowa. The New Hampshire staff had organized efforts in the past to train volunteers to go to campaign events to make sure candidates were held to account and made to answer tough questions. This year the staff saw a chance to scale up the work and coordinate with Iowa by selecting key issues to put before presidential candidates from both major political parties, including corporate lobbying policies that benefit the corporations but not the people. The project was called “Governing Under the Influence.”

AFSC recently published a report, “Mixed Messages: How the Media covers Violent Extremism,” in which it analyzed the way the media portrays violent extremism, framing Muslims as extremists, rather than as complex individuals, providing recommendations on how to improve its coverage.

### **AFSC’s Centennial**

AFSC will celebrate our 100<sup>th</sup> birthday in 2017. Their Peace Works website will include stories from the past, and there will be a summit on April 20-23 in Philadelphia, with an exhibit of its work and issues. In addition, there will be local events, at the Friends General Conference Gathering and a special issue of Friends Journal in April 2017.

### **Engaging Friends**

Friends Relations staff have created 11 ways for Friends to engage with AFSC and all are invited to participate. Friends can read blog posts at Acting in Faith, watch QuakerSpeak videos co-sponsored by AFSC, participate in monthly Calls for Spirited Action, use AFSC’s Testimonies booklet for First Day School, borrow 39 Questions for White People, find out 5 things you can do on various issues, participate in Acting in Faith w/AFSC at FGC, join a Quaker Network (QPIN or QNEMI), use the Let your Life Speak cards, or participate in the Quaker Social Change Ministry, which is a spirit-guided social change model focused on accompaniment.

There were expressions of appreciation for the work of AFSC.

### **Friends Committee on National Legislation (FCNL) Report**

The FCNL report was presented by Mary Lou Hatcher (Lehigh Valley MM) and accompanying FCNL Representatives. Mary Lou Hatcher spoke on behalf of our nine nominated PYM representatives to FCNL. At this time of hostile partisan political rhetoric, Friends were invited to be encouraged by some of the successes of the past year and the structures FCNL has in place to make them possible.

First, FCNL was able to seize the moment when, during the negotiations with Iran, the PYM/FCNL network was already highly organized and responsive in reaching out to swing Senate votes in all four states in the PYM catchment area. FCNL sent a video of thanks for that work and donated the Pivot to Peace banner to PYM.

Second, relentless persistence is another way FCNL can measure success. PYM Friends are indefatigable in their efforts to find ways to address climate disruption. This past year FCNL lobbied to keep US pledged monies in place for the United Nations Green Fund and continued to work with a growing bi-partisan Congressional group on the Gibson Amendment calling for acknowledgement and action on climate disruption. PYM Young Adult Friend, Joey Hartmann Dow (Lehigh Valley MM), who has served this past year in FCNL's new Advocacy Corps program was relentless in her engagement with PA Senator Toomey's office – he has not changed his stance *but* Joey has met with numerous of his staff – leaning forward and saying “convince me that I shouldn't be concerned about this issue” who knows where those seeds will sprout?

In both the Iran Deal and in Protecting Climate Disruption Funding PYM/FCNL Reps called on a Rapid Response phone and email chain, to reach Friends known to be concerned about these issues and engage their active involvement in contacting legislators and allies.

And thirdly, working with allies is another way of working toward success. José Woss, FCNL's Legislative Associate for Domestic Policy spoke of PYM and FCNL's leadership in bringing a broad spectrum of young adults to DC to lobby on behalf of reducing mass incarceration through sentencing reform.

Building out “people structures” is a way of building for success.

Here at home, FCNL Representatives are excited by the establishment of the new Legislative Policy Collaborative – making it easier for more PYM Friends to engage in this work. It led a day-long Collaborative gathering of about 50 Friends from across our yearly meeting on federal and state legislative issues this past February and the ways PYM's web presence can connect Friends with each other.

FCNL hosted a FCNL's Capitol Campaign event on site at Friends Center this past April and, in addition to expanding its Young Adult Program, is opening new space on Capitol Hill for civil conversation. The Capitol Campaign is also about building advocacy work *across* the country through supported and trained regional Advocacy Teams. Harrisburg Monthly Meeting is at the center of one of these initiatives, inspired by the work and memory of Friend David Johnson, who died earlier this year. Their focus is on Sentencing Reform.

In all of these ways FCNL is building its community and building its people structures to support more effective engagement on issues of deep concern to Friends.

Friends are asked to consider the following immediate opportunities: engage in civil dialogue, in the manner of Friends, during these next months of vitriolic public debate; check out FCNL's new Toolkit for Social Media engagement; touch base with your monthly meeting to assure you have an FCNL Meeting Contact who can receive Action Alerts, offer FCNL as a resource to young adults in your meeting community and in the surrounding community, and join in FCNL's #LoveThyNeighbor campaign.

Following the FCNL report we saw a video that showed how the work of PYM Friends had an influence on the legislation for the Iran Nuclear Agreement.

Melanie Doughty-Snipes, Ann Duckett Wagner, and George Schaffer again led us in *Leading on the Everlasting Arms* as the children and youth groups entered the space.

#### Young people and adults reporting back

Children and Young People's Reports: The Fishers talked about and wrote about feelings, went on a scavenger hunt, caught some sunlight, and used their five senses to guess what was in a box. The Fells reported that they played some games, found the way to reach unity, reacted to something special in another person, and made dream catchers. Middle Schoolers talked about where they found the Light, watched a movie, and learned how to recognize "ism's." High School Friends played games and finished a business session.

We adjourned, intending to reconvene at Saturday evening 6:45 pm to attend to business.

Submitted by,

Recording Clerk, Marty Smith (Moorestown MM)

Recording Clerk, John Lavin (Birmingham MM)

Presiding Clerk, Penny Colgan-Davis (Germantown MM)



**FY 2017 PROPOSED BUDGET (Revised)**

*Oct. 1, 2016 through Sept. 30, 2017*

**General (Unrestricted) Funds**  
*2017 Budget Notes by Line Item (Revised)*

**FY 2017 HIGHLIGHTS – What’s new and different**

**Staff expenses on Lines 11 and 12 were increased to comply with the new overtime pay ruling.** On May 18, the Department of Labor issued updated regulations on overtime pay, effective Dec. 1, 2016. The United States has two classes of employees: exempt from overtime and non-exempt. The DOL raised the salary threshold for non-exempt employees from \$23,660 per year to \$47,476 per year. Employees earning less than \$47,476 must be paid in cash for all hours worked up to 40 hours per week and time and one-half for all hours in excess of 40 hours per week. There is no pro rating of part-time employees. Federal law makes no allowance for compensatory time in lieu of overtime pay. The ruling affects PYM’s youth team, as well as other employees. The general fund budget now includes additional cash costs (including associated payroll tax and benefit expense) of \$12,500 for non-youth staff employees. Expected cash costs of approximately \$44,600 for the youth staff will be covered by restricted program income as a transitional measure for FY 2017 only.

Well before the new overtime ruling, the General Secretary had begun working with youth, families and their communities to consider our youth programs and how they can best meet our needs. Friends are invited to a Youth Programs Visioning Session on Saturday, Oct. 1, 2016, from 11 AM to 3 PM at Arch Street Meeting House. Visit *The PYM Calendar* at [www.PYM.org](http://www.PYM.org) for more information.

**Support from monthly meetings has been budgeted as flat.** See Line 1.

**Support from individuals has been budgeted to increase by \$10,000.** See Line 4.

**PYM has budgeted a smaller bottom line of \$98,500.** See Line 27.

**FY 2017 HIGHLIGHTS – What’s the same**

**Another balanced budget** – FY 2017 is expected to be PYM’s sixth balanced budget in six years.

**Burlington Meeting House** has only the cost of insurance in this budget. BMH does not use general funds (though it is included in PYM’s audit). The BMH Trustees have the care and management of the property, supported by income from BMH-associated restricted funds, through June 30, 2017. The BMH Trustees and PYM’s Administrative Council will decide on next steps before that date.

**A 4.5% Distribution Rate from Friends Fiduciary** on PYM-owned general funds has been elected again. See Line 6.

**Restricted funds**, where income is restricted by purpose, are not in the general fund budget.

**INCOME AND FUNDS AVAILABLE**

**Line 1, Support from Meetings**

Many monthly meetings, responding to last year's request, increased their level of giving by 1.5% or more (much more in some cases!) or have expressed an intention of increasing their covenants soon. PYM is deeply grateful for this response. We have budgeted flat income for FY 2017 because we know it creates pressure on monthly meetings to ask for an increase year after year. We trust most monthly meetings can sustain their giving. And we hope meetings that can readily do more may choose to do more.

**Line 2, Arch Street Visitor/Property Support**

Visitor contributions at Arch Street.

**Line 3, Bequests**

Hard-to-predict bequests have a placeholder number in the budget.

**Line 4, Support from Individuals**

We have increased the budget for support from individuals by \$10,000, which can be met if 100 new households give \$100. Or if 200 new households give \$50, or if 400 new households give \$25. Only 20% of PYM members today make a direct financial contribution to the yearly meeting. Our fiscal sustainability and our capacity to expand service to Friends and meetings depend upon increased household giving.

**Line 5, Contributions Income**

Contributions income represents 55% of Total Funds Available.

**Line 6, Funds Held at Friends Fiduciary**

Of our general funds held at Friends Fiduciary, PYM is trustee for 25% of them and Friends Fiduciary for 75%. PYM will take a 4.5% distribution on funds where it is trustee. Friends Fiduciary will pay its standard distribution rate. We project lower income in FY 2018 as Friends Fiduciary's lower distribution rates flow through our fiscal years. For many years, PYM has reinvested distributions in the Capital Reserve Fund and that continues in FY 2017. We will also be reinvesting Operating Reserve distributions until that fund reaches its goal of \$1.2 million.

**Line 7, Funds Held at Third-Party Banks**

Third-party bank trustees hold approximately \$9 million in funds for PYM and pay distribution rates between 4.5% and 5.0%. Since the distributions are based on portfolio values as of certain dates, say, December 31 or September 30, they are harder to predict and we are estimating flat income.

**Line 8, Event and Program Fees**

Also includes some pass-through fees from monthly meetings for background checks.

**Line 9, Administrative Fees, including on Restricted Funds**

FY 2017 administrative fees on restricted purpose funds are based on their principal value in Friends Fiduciary's Consolidated Fund on June 30, 2016. The estimate is held flat until that is calculated.

**Line 10, Total Funds Available**

Budgeted to increase by 1.2%.

**EXPENSES**

**Line 11, Staff Salaries and Wages**

New Department of Labor regulations issued in May require that employees earning less than \$47,476 be paid in cash for all hours worked up to 40 hours per week and time and one-half for all hours in excess of 40 hours per week. We have increased staff wages by \$9,500 to cover expected costs (and associated payroll taxes and benefit expenses in Line 12 by \$3,000) for affected staff, excepting youth staff. Total estimated cash costs for the youth staff of approximately \$44,600 will be covered by restricted program income as a transitional measure for FY 2017 only. See Page 1 highlights. Line 11 also includes a modest cost of living increase, effective Oct. 1, and an allowance for the use of flexible short-term project-based staffing.

**Line 12, Payroll Taxes and Benefits**

Increased by 15.1%, largely to cover estimated increases in health care premiums for calendar 2017; 2017 rates will not be known until the fall. This line also includes pension, staff travel and training.

**Line 13, Total Staff Expenses**

Budgeted to increase 4.6%.

**Line 14, Volunteer Expenses**

Budgeted at normal spending levels. As the new PYM structure takes shape, 2016 spending is lower than expected. We have budgeted increased numbers of background checks for monthly meetings, offset by pass-through fees, and higher levels of volunteer activity around youth programs.

**Line 15, Contributions to Others**

Contributions made to outside organizations, mainly to other religious groups such as FGC, AFSC, FCNL, FWCC and the National Council of Churches with general funds provided by the Chace Fund.

**Line 16, Event and Program Expense**

Event and Program Expense is budgeted to increase 3.0% in FY 2016. Annual Sessions remains the largest expense. We now have some experience with Continuing Sessions – two single-day sessions for every Friend of every age and every meeting to come together to thrive in the Light together. This line also includes the Quaker Life Program Envelope, funding under the Quaker Life Council to support collaboratives, programs and events as the Spirit moves among us. Youth programs and communications (*Faith in Practice*, *PYM Today Online*, PYM website) are also here.

**Line 17, Professional and Service Fees**

Professional and Service Fees should decline in FY 2017. FY 2016 includes planned work to evaluate Arch Street's capacity and planning for fundraising. This line includes fees for audit, payroll services, bank services, credit card processing, consulting and legal work.

**Line 18, Copying, Printing and Postage**

We have budgeted increased printing and mailing expenses to bring thousands of Friends and our meetings into relationship around Continuing Sessions, Annual Sessions and other leadings.

**Line 19, Rent (Friends Center Expenses and other)**

This line includes the Friends Center rent budget and charges for record storage. PYM is one of three equity partners in Friends Center with the AFSC and Central Philadelphia Monthly Meeting. Friends Center has moved to multi-year budgeting in an effort to give the partners added visibility.

**Line 20, Utilities**

Utilities at Arch Street Meeting House are budgeted higher for a normal winter in 2016-2017.

**Line 21, Office Supplies and Support**

Includes all office supplies, copier contracts, printers, etc.

**Line 22, Computer Support and Licenses**

Includes PYM computer support provided by the AFSC, annual computer licenses and routine accounting software support.

**Line 23, Insurance**

Property and liability insurance, including insurance for Burlington Meeting House.

**Line 24, Repairs and Maintenance**

Includes maintenance contracts for cleaning, equipment and grounds at Arch Street.

**Line 25, Fixed Asset Depreciation**

Calculated from depreciation schedules for Arch Street and depreciable equipment at PYM's offices. It does not include the Burlington Meeting House.

**Line 26, Total Expenses**

Budgeted to increase by 4.3% from projected total expenses in FY 2016.

**Line 27, Net Income Available**

In dealing with its 2012 financial crisis, PYM exhausted its reserves. To “refill the granaries” and reach our goal of \$1.2 million in the Operating Reserve fund, we have needed to budget a surplus, providing cash that could be transferred to that fund each year. The Operating Reserve now stands at just over \$1 million or 86% of goal. Three-year budgeting also requires a planned surplus so that the budget is clearly sustainable with flat or only slightly increased income *and* increased expenses over the following two years. We are now at a point where FY 2017 expenses can be budgeted at 97% of expected funds available, leaving net income available of \$98,500.

**Line 28, Number of Full-time Equivalent Employees (FTEs)**

PYM increased its employees by one FTE to 21.8 this year without increasing its 2016 budget. One position at Arch Street was moved from part-time to full-time, providing additional and needed support, reducing overtime expense at Arch Street, and gaining additional flexibility in scheduling.

**Line 29, Average Total Expense per Month**

Total expenses on Line 25, divided by 12.

*Questions or comments?*

Ron Ploeg, Treasurer

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**FY 2017 Proposed Budget  
General (Unrestricted) Funds**

PYM Annual Sessions 2016

		Fiscal Year Sept. 30, 2016 Projected	Fiscal Year Sept. 30, 2017 Proposed Budget	Dollar Variance Project. FY 2016 to Budget FY 2017	Percent Variance Project. FY 2016 to Budget FY 2017
<b>All Periods are 12 Months</b>					
<b>INCOME AND FUNDS AVAILABLE</b>					
1	Support from Meetings	1,238,000	1,238,000	0	0.0%
2	Arch Street Visitors/Property Support	11,000	11,200	200	1.8%
3	Bequests	20,000	20,000	0	0.0%
4	Support from Individuals	390,500	400,500	10,000	2.6%
5	Contributions Income	1,659,500	1,669,700	10,200	0.6%
6	Funds Held at Friends Fiduciary	444,350	455,000	10,650	2.4%
7	Funds Held at Third-Party Banks	354,470	355,000	530	0.1%
8	Event and Program Fees	200,980	213,000	12,020	6.0%
9	Administrative Fees, including on Restricted Funds	346,230	347,500	1,270	0.4%
10	<b>TOTAL FUNDS AVAILABLE</b>	<b>3,005,530</b>	<b>3,040,200</b>	<b>34,670</b>	<b>1.2%</b>
<b>EXPENSES</b>					
11	Staff Salaries and Wages	1,235,540	1,237,000	1,460	0.1%
12	Payroll Taxes and Benefits	449,740	529,500	79,760	15.1%
13	Total Staff Expenses	1,685,280	1,766,500	81,220	4.6%
14	Volunteer Expenses	16,950	32,800	15,850	93.5%
15	Contributions to Others	35,500	35,500	0	0.0%
16	Event and Program Expense	337,900	347,900	10,000	3.0%
17	Professional and Service Fees	101,800	89,300	-12,500	-12.3%
18	Copying, Printing and Postage	61,200	68,800	7,600	12.4%
19	Rent	262,000	270,800	8,800	3.4%
20	Utilities	52,050	59,000	6,950	13.4%
21	Office Supplies and Support	19,100	20,000	900	4.7%
22	Computer Support and Licenses	51,000	48,100	-2,900	-5.7%
23	Insurance	41,000	42,000	1,000	2.4%
24	Repairs and Maintenance	41,200	46,000	4,800	11.7%
25	Fixed Asset Depreciation	115,000	115,000	0	0.0%
26	<b>TOTAL EXPENSES</b>	<b>2,819,980</b>	<b>2,941,700</b>	<b>202,940</b>	<b>4.3%</b>
27	<b>NET INCOME AVAILABLE</b>	<b>185,550</b>	<b>98,500</b>	<b>-87,050</b>	<b>NA</b>
28	No. Full-time Equivalent Employees (FTEs)	21.80	21.80	0	0.0%
29	Average Total Expense per Month	234,998	245,142	16,912	4.3%

**Three-Year Budget Framework 2017-2019**  
**General (Unrestricted) Funds**

PYM Annual Sessions 2016

<b>All Periods are 12 Months</b>		<b>Sept. 30 FY 2016 Projected Budget</b>	<b>Sept. 30 FY 2017 Proposed Budget</b>	<b>For Information Sept. 30 FY 2018 Budget</b>	<b>For Information Sept. 30 FY 2019 Budget</b>
<b>INCOME AND FUNDS AVAILABLE</b>					
1	Support from Meetings	1,238,000	1,238,000	1,238,000	1,238,000
2	Arch Street Visitors/Property Support	11,000	11,200	15,000	22,000
3	Bequests	20,000	20,000	20,000	20,000
4	Support from Individuals	390,500	400,500	400,500	400,500
5	Contributions Income	1,659,500	1,669,700	1,673,500	1,680,500
6	Funds Held at Friends Fiduciary	444,350	455,000	445,000	445,000
7	Funds Held at Third-Party Banks	354,470	355,000	355,000	355,000
8	Event and Program Fees	200,980	213,000	220,000	230,000
9	Administrative Fees, including on Restricted Funds	346,230	347,500	347,500	347,500
10	<b>TOTAL FUNDS AVAILABLE</b>	<b>3,005,530</b>	<b>3,040,200</b>	<b>3,041,000</b>	<b>3,058,000</b>
<b>EXPENSES</b>					
11	Staff Salaries and Wages	1,235,540	1,237,000	1,255,000	1,277,000
12	Payroll Taxes and Benefits	449,740	529,500	541,000	560,000
13	Total Staff Expense	1,685,280	1,766,500	1,796,000	1,837,000
14	Volunteer Expenses	16,950	32,800	25,000	25,000
15	Contributions to Others	35,500	35,500	35,500	35,500
16	Event and Program Expense	337,900	347,900	350,000	350,000
17	Professional and Service Fees	101,800	89,300	89,500	90,500
18	Copying, Printing and Postage	61,200	68,800	69,000	70,000
19	Rent	262,000	270,800	282,500	295,500
20	Utilities	52,050	59,000	60,000	61,000
21	Office Supplies and Support	19,100	20,000	21,000	22,000
22	Computer Support and Licenses	51,000	48,100	49,000	50,000
23	Insurance	41,000	42,000	43,000	43,000
24	Repairs and Maintenance	41,200	46,000	49,000	51,000
25	Fixed Asset Depreciation	115,000	115,000	115,000	115,000
26	<b>TOTAL EXPENSES</b>	<b>2,819,980</b>	<b>2,941,700</b>	<b>2,984,500</b>	<b>3,045,500</b>
27	<b>NET INCOME AVAILABLE</b>	<b>185,550</b>	<b>98,500</b>	<b>56,500</b>	<b>12,500</b>
28	No. Full-time Equivalent Employees (FTEs)	21.80	21.80	21.80	21.80
29	Average Total Expense per Month	234,998	245,142	248,708	253,792

Philadelphia, Pennsylvania  
3-5 March 2016

### **Change the Story, Change the world: A Report from the 2016 AFSC Corporation Meeting from the Friends Relations committee**

From across the country, Friends gathered at Friends Center in Philadelphia for the annual meeting of the American Friends Service Committee Corporation. The theme for our time together was “Change the story, change the world: Telling the truth about militarism in US communities and around the world.”

Many Friends arrived early and attended pre-meeting workshops with Reverend William Barber II of the Moral Mondays movement and with AFSC's Friends Relations staff on the Quaker Social Change Ministry pilot program. The first formal session, after dinner, began with music and hip hop by City Love; the entire assembly joined in to sing "I believe in you."

Many of us were challenged by the message that there is as much work to be done for racial justice and equality now as there has ever been. Whether in Ferguson or in Gaza we are still faced with racism, imperialism, and a militarized system of oppression that profits from inequity and runs counter to our vision of shared security based on peace and nonviolence. Throughout the programs, workshops, and sessions we were challenged to “change the narrative.”

In our Thursday evening program, Reverend William Barber II described the work of the "Moral Mondays" movement in bringing ethics to bear on unprincipled politics. Rev Barber described the impact of the Black Lives Matter movement as a sign of a “third Reconstruction” taking place in the United States. But along with hopeful signs of progress, we are faced with a reactionary response to expanding civil rights and a recycling of George Wallace's racially coded language of "states' rights," "cutting taxes," "reclaiming America." Rev Barber challenged us to reclaim moral and religious language and continue the work of the Quaker abolitionists and all those who struggled during the Civil Rights movement.

In the business of the Corporation, Clerk Phil Lord opened the Friday session with silent meeting for worship. Our roll call revealed us to be a widely geographically represented group, from most US yearly meetings and many more monthly meetings. New bylaws were approved by the Corporation that would allow the date of the next Corporation Meeting to be combined with the centennial celebration of AFSC and its work towards peace and justice over the last 100 years. The hard work of the Nominating Committee was noted, particularly the work of Jane Kroesen, the outgoing clerk. We also heard from Friends Relations Committee who thanked outgoing members for their work on building up the work of the committee over the last few years.

In the General Secretary's report, Shan Cretin spoke to us about two "overarching strategies" of the AFSC. One is a focus on transformative youth leadership, a process that starts with youth trainings, moves into youth development and youth leadership, and ends up with civic engagement and youth organizing.

The other strategy for AFSC is based on the need to change the narrative around war and militarism. In the past, AFSC has focused on relief efforts after war and conflict through feeding programs and rebuilding efforts. Shan called us to go beyond relief work and change the narrative around war to prevent future wars and build a culture and understanding of shared security. In the DPRK (North Korea) for example, AFSC has engaged with farmers to find simple solutions to increase crop yields in the face of the destabilizing effects of famine. Because of AFSC's work in the DPRK, we are uniquely situated to counter the call for a military response to North Korea and elevate the voices of its people.

Our workshop sessions carried forward this theme with a sobering look at the challenging work in our midst. Staff from regional and international programs showcased a variety of projects. We were invited to witness the psychological trauma of Palestinian children being arrested and taken alone, in the dead of night, and subjected to brutal interrogations and imprisonment. We were invited to 'humanize, not militarize,' working toward a truly just, and shared sense of security in policing across race and cultures.

In our Friday evening program, a panel discussion titled, "When I See Them, I See Us: Policing In a community under occupation," we saw how similar struggles for justice can mutually support each other. The panel featured Ahmad Abuznaid of Dream Defenders, Joshua Saleem from AFSC's St. Louis office, and Tabitha Mustafa with AFSC's New Orleans office. The panelists explored the intersectionality of Black liberation movements in the US and the movement to end the occupation of Palestine. In places like Ferguson and Palestine, where policing has become a tool of racialized violence, the same weapons and tactics are used, including teargas canisters stamped with "made in USA." Israeli and US police also receive the same militaristic training. As allies in a shared struggle, they are seeing that theirs is a movement "to defend and advance humanity through our very existence."

Clerk Phil Lord noted this as the final meeting prior to the 100th anniversary of AFSC in 2017. As we near our 100th anniversary, American Friends Service Committee invites your voice and partnership in our peace and justice work for the next 100 years.

Dan Seeger, clerk of AFSC's Friends Relations Committee



**Power to the peaceful**



# **Our mission**

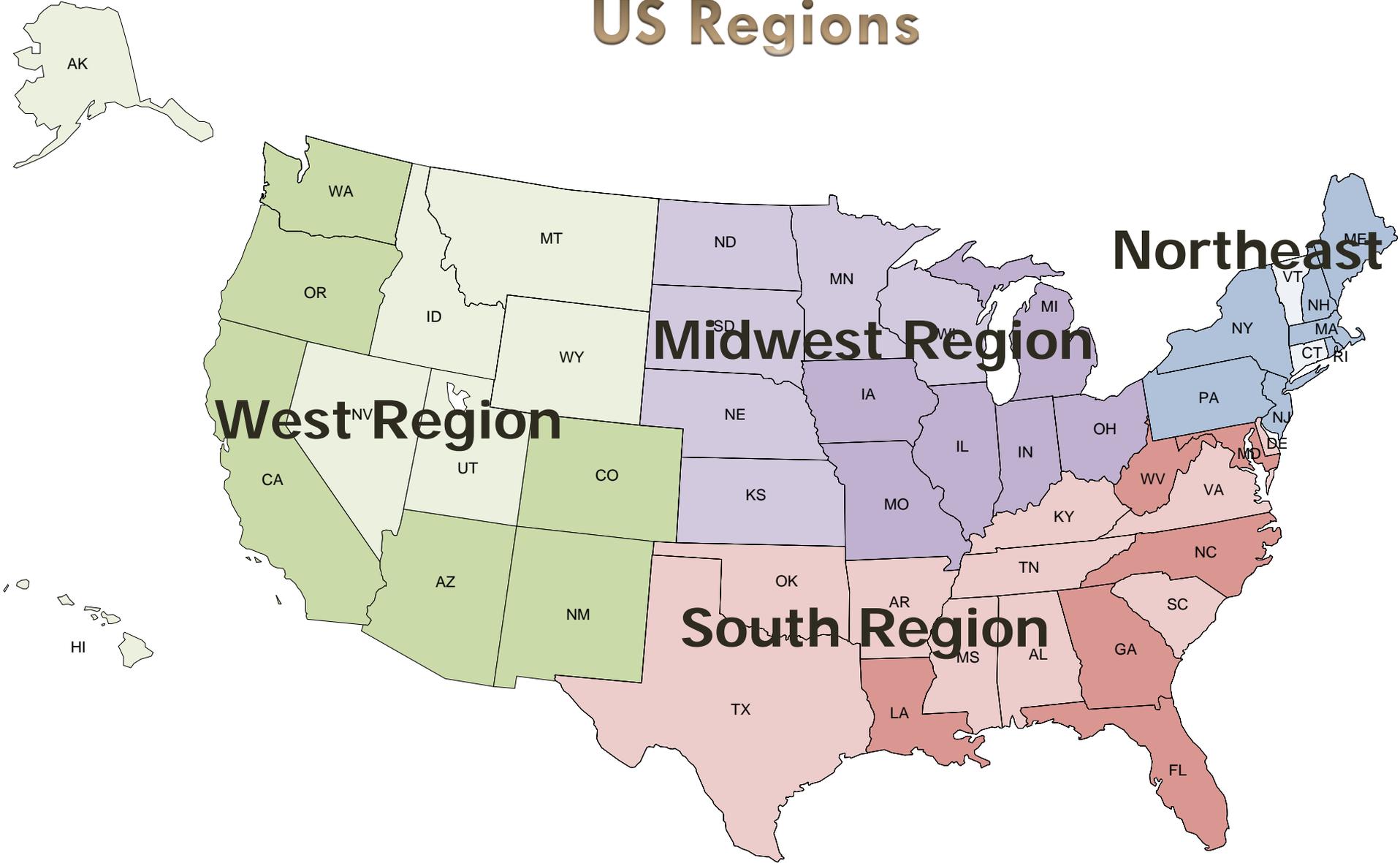


**Build the foundation for lasting peace**  
**...partnering with diverse communities**  
**...healing and restoring relationships**  
**...and transforming unjust systems**

# Global reach



# US Regions



# How we work



- **Guided** by those most impacted
- **Focused** on key issues
- **Supporting** the rising generation of young leaders for nonviolent social change
- **Changing** the narrative on militarism & violence

# Nonviolence



From 1900 to 2006, nonviolent movements were successful 46% of the time—more than twice as successful as violent uprisings.



# THE STAFF



# AFSC Northeast in Action



# Youth Leadership



# Changing the Narrative

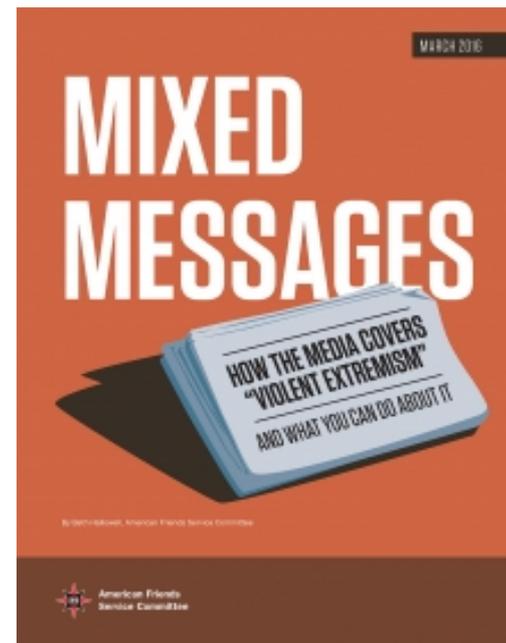


## Shared Security

*Reimagining U.S. Foreign Policy*

A Working Paper of the American Friends Service Committee  
and Friends Committee on National Legislation

April 2013





# Celebrating 100 years



# How we'll celebrate



- Summit
- Sharing stories: Peace works
- Forums
- Local events
- Special issue of Friends Journal
- Plenary at FGC Gathering

# Centennial summit



April 19-23, 2017

Re-igniting a movement  
against militarism

- Workshops, academic symposium, alumni reunion, exhibit, art events, keynotes

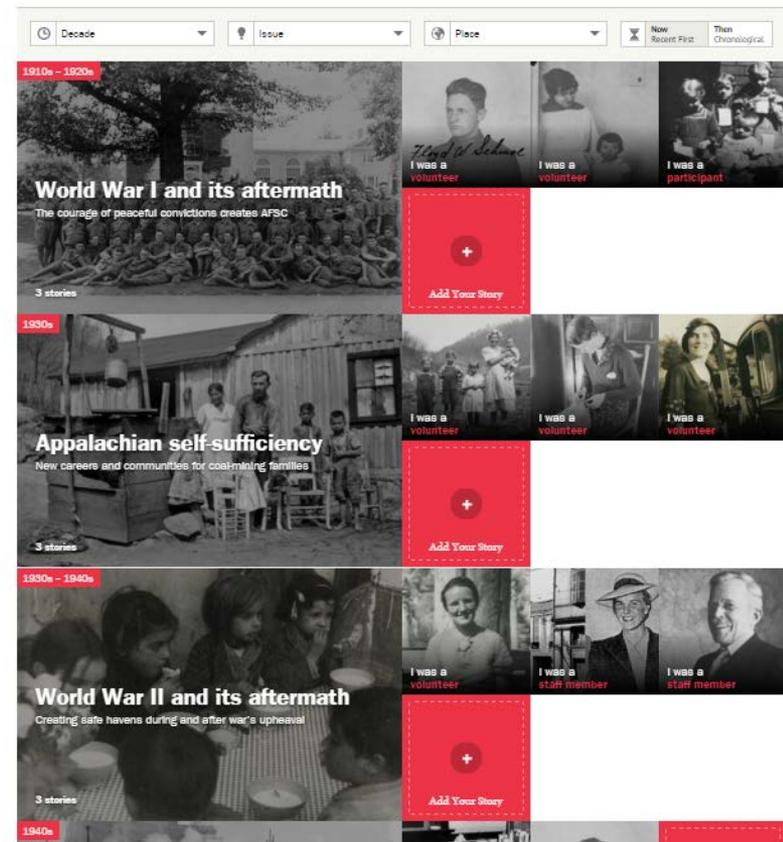


# Peace Works

- ✓ Chronicles eras of AFSC's work
- ✓ Offers a way to connect and remember
- ✓ Share your story or invite someone else to share



Explore AFSC's history and share stories



# Exhibit



Endcap graphic wraps around ends of the wall panels



## IMMIGRANT RIGHTS

### IMMIGRANT RIGHTS

Immigrant rights are the rights of people who have moved to a new country. These rights are often different from the rights of people who were born in the country. Immigrant rights are important because they help people who are new to a country to live and work. They also help people who are new to a country to become citizens. Immigrant rights are also important because they help people who are new to a country to contribute to the economy. Immigrant rights are also important because they help people who are new to a country to become part of the community.

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1 Elevation - Endcap  
SCALE: NTS

2 Elevation - Wall Panels  
SCALE: NTS

# 100 YEARS OF PEACE & JUSTICE WORK



In the NE Region  
Centennial Exhibit -  
Philadelphia, New  
York and Boston



Re-engage with our  
alumni (former  
staff and  
committee and  
supporters of our  
work)

# Partnering with Friends



# Partnering with Friends



# 11 ways to engage



- Acting in Faith ([afsc.org/friends](http://afsc.org/friends))
- QuakerSpeak
- Calls for Spirited Action
- Testimonies booklet
- 5 things you can do
- 39 Questions for white people
- Let your life speak story cards
- AFSC staff member visits
- Acting in Faith w/AFSC at the FGC Gathering
- Join a Quaker network (QNEMI or QPIN)
- Quaker social change ministry

# Quaker social change ministry



- Faith based small group social justice ministry for collective action
- Groups come together, form a covenant, share spiritual practices, tell stories
- Rooted in accompanying communities most impacted by injustice, following their lead
- Creates sustainable groups for the long haul
- Working to create beloved community
- New cohorts forming in the Fall

# Quaker social change ministry



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“A COMMUNITY CAN USE ALL THE  
SKILLS OF ITS PEOPLE.”  
- MAORI PROVERB



## **Friends Committee on National Legislation (FCNL) PYM Representatives Annual Report to Philadelphia Yearly Meeting in the 2015- 2016 year**

### **PYM Appointees to FCNL in the 2015-16 Year:**

Lance Billingsley, Camden MM  
Joan Broadfield, Chester MM  
Burt Dallas, Radnor MM  
Joey Hartmann-Dow, Lehigh Valley MM, YAF Fellowship  
Paul Indorf, Swarthmore MM  
David Johnson, Reading MM, through April 2016  
Mary Lou Hatcher, Lehigh Valley MM  
Margaret Mansfield, Mt Holly MM  
Lynn Oberfield, Providence MM

### **Our Purpose:**

Our nine PYM Appointed Representatives attend FCNL's General Committee in November of each year, representing PYM in FCNL's governance. Within the Yearly Meeting we are charged with making FCNL's bipartisan work with the United States Government visible to PYM Friends and more effective through Friends' active civic engagement locally and in Washington, DC.

We maintain and coordinate a network of monthly meeting FCNL contacts; our goal is to have a contact in every meeting. Through these contacts and through a growing presence on the PYM website, we promote our monthly meetings' participation in FCNL's Legislative Priorities Process every two years and Policy Statement Revisions every ten years. We offer lobby and advocacy training at Annual Sessions, and to meetings and quarters upon request, and activate a Rapid Response to strategic, timely legislation. Our workshops offered at PYM Sessions in July, 2015, were entitled "Working for Justice in a Highly Polarized Congress." Several of our representatives also serve on FCNL Committees.

### **A SUMMARY OF OUR PAST YEAR'S SPECIFIC EFFORTS:**

#### **Designing and receiving approval for a PYM Legislative Policy Collaborative:**

As part of PYM's restructuring we are now operating as the Legislative Policy Collaborative. We anticipate that the new structure, and the multiple communication resources offered by the Yearly Meeting, will make our work more accessible to YM Friends.

We hosted a Collaborative Training Day in February 2016 where 40-plus Friends from across PYM were able to share ways in which "working with Government" is vital to their witness and their spiritual growth and faithfulness, learn and practice some skills on effective lobby strategies, and work in small groups on issues of specific concern. Multiple staffers from PYM and FCNL were present at the event both as participants and to offer technical and spiritual support.

**Engaging Young Adult Friends:**

As in past years we recruited and offered fiscal support to YAFs attending FCNL's Annual Meeting and Spring Lobby Weekend. We offered mentorship to FCNL's Advocacy Corps member, Joey Hartmann Dow. We are appreciative of the vitality, courage and vision that YAFs bring to this work.

**Strategic Legislative Efforts:**

In an era of suffocating national partisanship, we were excited to be prepared for the strategic opportunity that the "Iran Agreement" presented last August. When the Agreement, an initiative that Friends believed was a vote for diplomacy verses isolation or militarism, was in jeopardy in the U.S. Senate, PYM Friends joined others along the Atlantic Seaboard to effect key swing votes. We provided critical support and advocacy both in DC and through local senate offices. Within that month, emails, phone calls, leafletting at community events, and letters to the editor helped shift the constituent responses from 4 to 1 against the Agreement to an even vote. Six lobby visits helped convince Senators Booker, Casey, and Coon to vote in support of diplomacy. We continue to advocate for environmental legislation by supporting a Call to Conscience on Climate Change, though congressional attention is passive at best and often hostile to this critical issue. Through her role in the FCNL Advocacy Corps, Joey Hartmann Dow's work on Climate was creative and relentless.

We are encouraged by the growing alliances across our nation on issues of Race and Equality and are giving attention to current legislative opportunities to address mass incarceration through support of the Smart Sentencing Act.

**Gratitude and Encouragement:**

As we complete this report we note the growing fragility of nation states across the globe and the devastating consequences such instability has for ordinary people everywhere. We are grateful for the growth in FCNL's witness, for PYM's generous participation, and for Spirit's encouragement and push.

If you have questions about this report, please contact:

Margaret Mansfield

[mmansfield14@gmail.com](mailto:mmansfield14@gmail.com)



## Friends Committee on National Legislation

A Quaker Lobby in the Public Interest

### 2016 Report to Yearly Meetings

As Friends, our faith and experience convince us to work for the peaceful, just, equitable, and sustainable world we seek. Above all, we seek to remain open to where God leads us. The Friends Committee on National Legislation (FCNL) has carried on this witness of the Spirit through action on Capitol Hill for nearly 75 years.

FCNL is strengthening our civil dialogue and lobbying by our community. We are investing in programs to expand our work with young adults and local lobby leadership. We are seeing results such as the introduction of bipartisan proposals to address climate change (H. Res 424) and build peace through the Genocide and Atrocities Prevention Act (S.2551). Our expanded programs to train and support Friends and others building relationships with their members of Congress have helped grow the power of our Quaker lobbying community. This broadening and deepening of our outreach is made possible by our capital campaign, "The World We Seek: Now Is the Time."

FCNL brings the concerns, experiences, and testimonies of Friends to bear on policy decisions in the nation's capital. We are governed by a General Committee of 178 Quakers, representing 25 Yearly Meetings and four Quaker organizations. We are sustained by the advocacy, prayers, and financial support of tens of thousands of Friends and like-minded people across the country, in every state and nearly every congressional district. Thank you for your support and leadership.



Students from Moses Brown School lobby Senator Jack Reed (RI) for the Genocide and Atrocities Prevention Act.

### Living our Faith through Action

FCNL's 17 registered lobbyists meet on Capitol Hill with lawmakers and their staff, and we work as partners with citizen advocates across the country. In 2015, 1,314 Friends and supporters of FCNL made more than 593 personal visits to congressional offices, in Washington and in local districts, on FCNL priority issues. Our network also sent 120,516 issue-related messages to Congress and had 101 letters to the editor published that support our advocacy priorities.

In November, we welcomed more than 400 Quakers and other friends in the FCNL network to Washington for our annual Quaker Public Policy Institute, focused on the importance of the Genocide and Atrocities Prevention Act. Delegations from 38 states lobbied more than 200 congressional offices over the course of two days. As a direct result of FCNL constituent lobbying, three key members of Congress joined as co-sponsors and this legislation (S.2551) was introduced to the Senate on February 12, 2016.

## **The World We Seek: Now is the Time Capital Campaign**

FCNL is building a sustainable future through our capital campaign, which will strengthen the foundation for FCNL's lobbying and programs. FCNL and the FCNL Education Fund are undertaking an effort to build the capacity of our programs and our financial health by raising \$15 million to secure future advocacy. The capital campaign is supporting the next generation of advocates, creating a Quaker Welcome Center on Capitol Hill, re-vitalizing the Friend in Washington Program, and expanding FCNL's lobbying and grassroots network.

## **Thank you**

Thanks to the General Committee, appointed by Yearly Meetings, and our close network of Friends and supporters, FCNL continues to make progress in Washington.

Our faith and experience convince us to work for the peaceful, just, equitable, and sustainable world we seek. Above all, we seek to remain open to where God's spirit leads us. We greatly appreciate and acknowledge the significant impact of the financial support and activism of individuals and Quaker meetings, churches and yearly meetings. Please keep us in your prayers.



Eric Ginsburg  
North Carolina Yearly Meeting (Conservative)  
Clerk, FCNL General Committee  
March 2016

## **FCNL's Executive Committee and Education Fund Board**

Eric Ginsburg, Clerk, North Carolina Yearly Meeting (Conservative)  
DeAnne Butterfield, Assistant Clerk, Intermountain Yearly Meeting  
David A. Bantz, Recording Clerk, Alaska Friends Conference  
Constance Brookes, FCNL Treasurer, Philadelphia Yearly Meeting  
Becky Steele, Ed Fund Treasurer, New England Yearly Meeting  
A. T. Miller, Personnel Clerk, Philadelphia Yearly Meeting  
Diane Randall, Executive Secretary, New England Yearly Meeting  
Scott Duncan, Clerk of the Development Committee, Philadelphia Yearly Meeting  
Deborah Fink, Clerk of the Field Committee, Iowa Yearly Meeting (Conservative)  
Mary Lou Hatcher, At-large member, Philadelphia Yearly Meeting  
Mark Kharas, At-large member Ed Fund, New England Yearly Meeting  
Beth Henricks, Clerk of the Capital Campaign Committee, Western Yearly Meeting  
Karen Putney, Clerk of the Nominating Committee, Southeastern Yearly Meeting  
Kelly Schoolmeester, Clerk of the Policy Committee, Southern Appalachian Yearly Meeting  
David Snyder, Clerk of the Annual Meeting Planning Committee, Lake Erie Yearly Meeting  
John Wilkin, Clerk of the Finance Committee, Northwest Yearly Meeting

## What We Achieve Together:

We seek a world free of war and the threat of war

We seek a society with equity and justice for all

We seek a community where every person's potential may be fulfilled

We seek an earth restored

### Iran: Diplomacy Works

FCNL was a leader in mobilizing congressional support for the diplomatic agreement with Iran, which is keeping Iran from developing nuclear weapons and preventing war. Our lobbying intensified as Congress prepared to vote on the agreement. We helped organize faith parties in Washington, D.C. to lobby for the Iran deal. Our powerful combination of Hill lobbying, grassroots advocacy, organization of other faith groups, letters to the editor in all 50 states, and media outreach helped achieve results: 42 senators supported the deal, enough to block the vote. *Congressional Quarterly* called FCNL's Kate Gould "the Quaker lobbyist behind the Iran deal fight," joining the *Wall Street Journal*, *CNN*, and *U.S. News and World Report* in recognizing FCNL's pro-diplomacy leadership. [fcnl.org/iran](http://fcnl.org/iran)

### Climate Change: A Bipartisan Way Forward

Breaking the partisan gridlock that is blocking action on climate change is a central focus of FCNL's advocacy. Our work has directly led to the introduction of a Republican-sponsored resolution committing members to discuss and address climate change. FCNL worked with Rep. Chris Gibson (NY) and other sponsors to build support for the resolution. Speaking at the Climate Justice Rally on the National Mall in September, FCNL's Jose Aguto called it "a crack in the partisan dam, behind which lies a great river of climate solutions." Our lobbying in Washington is supported and reinforced by the members of FCNL's Advocacy Corps, who are organizing in districts across the country for bipartisan climate action. [fcnl.org/climate](http://fcnl.org/climate)

### Mass Incarceration: Ease Harsh, Discriminatory Sentencing

As a result of harsh sentencing laws, the U.S. is the world's leader in incarceration, with 2.2 million people behind bars. FCNL is building support for federal legislation to reduce mandatory sentencing lengths, give judges more sentencing discretion, and limit solitary confinement. This effort was the focus of our Spring Lobby Weekend in March 2016 that brought a record 400 young adults to Washington, D.C. to lobby for bi-partisan legislation. [fcnl.org/incarceration](http://fcnl.org/incarceration)

### De-Militarizing U.S. Police Forces

President Obama announced that the federal government will stop giving certain military equipment to local police departments. Even before the highly publicized killings by police in Ferguson, New York and Baltimore focused national attention on U.S. policing, FCNL was laying the groundwork to get military equipment off Main Street. We collaborated closely with Rep. Hank Johnson (GA) on the Stop Militarizing Law Enforcement Act, legislation that includes many of the provisions in the president's executive order. [fcnl.org/militarism](http://fcnl.org/militarism)

## **Ending Endless War**

The 2001 Authorization for the Use of Military Force (AUMF) has given two presidents a blank check to justify new wars, deadly drone attacks around the world, detentions at Guantanamo Bay and U.S. airstrikes in Iraq and Syria. FCNL lobbyists in Washington and around the country continue to lead efforts to repeal this law and insist that Congress debate and vote on every war. Last year, we convinced more than 200 members of Congress to vote (at different times) for repeal of the AUMF. As Congress considers a new authorization against the Islamic State, we continue to press members to first repeal the existing law, which allows the president to act virtually without limit. [fcnl.org/endingwar](http://fcnl.org/endingwar)

## **Building Structures for Peace**

FCNL has led efforts to persuade the U.S. government to invest in diplomacy, peacebuilding, and other means to prevent wars before they start. U.S. support for peacebuilding efforts in Kenya, the Central African Republic and elsewhere show the power of nonviolent approaches to problem-solving. Yet the U.S. infrastructure to carry out this work is precarious and underfunded. U.S. foreign policy needs to pivot to peace. FCNL is helping to secure funding for peacebuilding and build support for permanent authorization of these programs. [fcnl.org/peacebuilding](http://fcnl.org/peacebuilding)

## **Cutting the Pentagon and Nuclear Weapons Budgets**

While Pentagon spending has declined from its height during the Iraq War, the U.S. government still spends almost as much on the military as it did during the Cold War and Vietnam War. FCNL's current lobbying focuses in two areas: eliminating the loophole that lets the Pentagon avoid spending caps and opposing congressional efforts to fund the Pentagon by cutting domestic spending. We are working to close the loophole that lets the Pentagon avoid spending restrictions and to cut nuclear weapons spending through the SANE Act. This legislation would eliminate \$100 billion in nuclear weapons spending over the next decade. [fcnl.org/budget](http://fcnl.org/budget) & [fcnl.org/nuclear](http://fcnl.org/nuclear)

## **Building Life-Long Lobbyists**

People of all ages work for change with FCNL. Through advocacy events in Washington, D.C. and programs to sustain and support grassroots organizers in their local communities, we are making change together. In 2014 we began a dramatic expansion of our work with young people. We launched the Advocacy Corps to cultivate young adult leadership and to promote grassroots engagement. We visited more than 60 colleges and universities around the country to build diversity and recruit social justice advocates. We're seeing the results in advances on climate action and ending endless wars, and we are well on our way to raising the money to endow these programs through our Capital Campaign. [fcnl.org/advocate](http://fcnl.org/advocate)

## **There's More!**

Check out our website to find out why Americans for Indian Opportunity gave their "Spirit of Indigeneity Award" to FCNL, how our lobbyists organize congressional visits and participate in the Interfaith Immigration Coalition, why our staff are working with a coalition of faith groups on a constitutional amendment to address campaign finance reform, the details on an interfaith initiative to stop lethal drones, and more. [fcnl.org/successes](http://fcnl.org/successes)