
7.17.21 Quaker Life Council Minutes

Seventh Month 17, 2021 (using Zoom format)

**JOINT SESSION OF THE PYM QUAKER LIFE, ADMINISTRATION, AND NOMINATING COUNCILS
(10:00-11:00 A.M.)**

Clerked by PYM co-clerks Jean-Marie P. and Frank Barch, this session of 26 participants discussed membership, the General Secretary's report, and Annual Sessions. Melissa Rycroft reported on the Membership & Belonging Sprint (a preview of the report to Annual Sessions). This has been a tender process to explore possible new ways of recognizing membership as a Quaker. New insights really opened the sprint's understanding. The key factor is aligning with a positive sense of community. The application process should be a spiritual activity followed by mentoring. They recommend at-large membership under PYM (and maybe even quarterly meetings in the future).

Christie Duncan-Tesmer reported on next year's plans, strategic directions, staff insights, and various councils' deliberations. This includes active engagement in PYM (and building awareness of PYM), greater diversity by inclusion of marginalized groups (including kids), appreciating the essential roles of monthly meetings, and re-opening in healing ways from the pandemic.

For the Annual Sessions happening this next week we were enjoined to listen deeply.

QUAKER LIFE COUNCIL, by Zoom, 11:15 a.m.-1:00 p.m.

Follow-up actions and decisions **are shown in bold.**

PARTICIPANTS –Marge Dawson, Sue Dietz, Steve Elkinton (recording clerk), Robert Greene (part), Bryn Hammarstrom (part), Tom Hughes, Susan Kight, and Anthony Stover (clerk).

Ex Officio Members –Christie Duncan-Tessmer (General Secretary), Zachary Dutton (Assoc. Sec. for Program & Religious Life), and Jean-Marie P. Barch (PYM Co-Clerk).

Absent – Kate Bregman.

We started and closed with centering worship.

WELCOME – Anthony welcomed us all and hoped we were each staying cool this hot summer.

REPORT FROM CLIMATE CHANGE SPRINT (Attachment A: revised report) – Robert appreciated our various comments, and he explained how the document had been shortened and tightened up. It is a roadmap for all of us to follow, with a fair amount of detail, including appendices and “playbooks.” Only the brief opening statement is on the table for PYM approval. He wants to enhance PYM’s advocacy, nimbleness, and our serving as models and examples. In the face of these challenges, we need to care for each other.

Christie then provided an overview by PowerPoint of the Climate Change proposal. It illustrated activism, education, carbon footprint reduction, smart purchasing and investment, and mourning loss/instilling hope. We as individuals, families, meetings, and the PYM community as a whole are called upon to work on this. We are supported by many types of resources as well as accountability mechanisms.

Robert especially thanked Steve for his help in editing the earlier document. Discussion today addressed the PowerPoint, the part requiring PYM approval, how witness stewards are appointed, and why the collaborative wishes to transition into a more formal committee. One Friend suggested some additional minor editing before the document is formally distributed. Anthony pointed out that we are just approving the opening report/statement. **And we approved the Climate Change Sprint report for presentation to Annual Sessions.**

REVIEW OF DRAFT QLC ANNUAL REPORT FOR 2020-21 (Attachment B: draft annual report) -- Anthony thanked Steve for help assembling it and Zachary who provided valuable editing for this report. Christie displayed the draft on the screen. Sue and Zachary took turns reading it. After several suggestions and wording edits, **we approved the QLC annual report for presentation to Annual Sessions.**

QLC REPRESENTATIVE TO GOVERNANCE COMMITTEE (Attachment C: GovComm’s charge) -- Anthony alerted us that we need a representative for the Governance Committee, someone who is not this Council’s clerk. We will discuss nominations at a future meeting.

MINISTRY & CARE COMMITTEE REPORTS (Attachments: D Committee’s Annual Report and E Spiritual State of the Yearly Meeting Report) – Jean-Marie offered these two reports. She read the

Committee's annual report concerning the truth and transformation process and compiling the combined Spiritual State of the Yearly Meeting Report (from 64 groups!). **We approved this Committee's annual report.**

YPAC AND M&C NOMINATIONS (Attachments – F and G Nominee Bios) – Anthony went over the list of candidates who have been interviewed and vetted. **We approved for the Ministry and Care Committee, all serving to 2024: Ginny Sutton (Westtown Meeting), Dona Sorce (Third Haven Meeting), Tom Corl (Third Haven Meeting), Nancy Donnelly (of Unami Meeting), Barbara Zucker (Richland Meeting), Tom Paxton (Kendal Meeting) starting later in 2022, and Rebecca Heider (Chestnut Hill Meeting).** (Connie Webster has already been approved for this Committee.)

For the Youth Programs Advisory Committee, also serving to 2024, we approved Ted Quinn (Westfield Meeting), Heather Levenson (Moorestown Meeting), Edy Nolan (Princeton Meeting), and Rae Dole (Providence Meeting).

Note – There will be no QLC meeting in August. Our next meeting will be Saturday, September 18, 2021.

These QLC minutes were read, revised, and approved on July 17, 2021.

Anthony closed the meeting with hopes that 100% of QLC can give generously to PYM by the close of its fiscal year on August 31. He will also compile and send letters of appreciation to Kate Bregman and Bryn Hammarstrom who have each faithfully served nine years on this Council! He welcomes any ideas and thoughts.

Jean-Marie added some recent wisdom from the Ministry and Care Committee on the importance of pastoral care. Steve added comments on the power of generating loving kindness.

Addendum to Minutes

A minute of religious service and reports from the Program Committee, our collaboratives, and the Friends Counseling Service were each received via email subsequent to this meeting and included as attachments to them below.

ATTACHMENTS

A Climate Change Sprint's Report, page 5 to 34

B QLC Annual Report for 2020-21, page 34 to 37

C PYM Governance Committee's Charge, page 38 to 40

D Ministry and Care Committee's Annual Report, page 41

E Spiritual State of the Yearly Meeting Report for 2020-21, page 42 to 43

F Nominee Biographies for Ministry and Care Committee, page 44

G Nominee Biographies for Youth Programs Advisory Committee, page 45

I Minute of Religious Service for Eileen Flannagan, page 46 to 47

J Program Committee Report, page 48 to 50

K Collaborative Reports, page 51 to 74

L Friends Counseling Service Report, page 75

Attachment A – Climate Change Sprint Report

PYM’s Corporate Witness on Climate Change Report of the Climate Change Sprint, June 2021

Summary

This report is prepared for the Philadelphia Yearly Meeting’s Quaker Life Council by the Climate Change Sprint. Its purpose is to be presented for consideration by Friends at Annual Sessions 2021. It is a response to the yearly meeting’s minute committing the entire Yearly Meeting to intensify and expand its commitment to addressing the existential crisis caused by climate change in response to God’s call to us.

As people of faith, seekers of the truth and stewards of Creation, we must act with urgency to prevent further suffering and protect and respect the planet

Section 1 discusses the spiritual and moral foundations of committing to a climate change witness.

Section 2 of this report notes the history of response to climate change by the Yearly Meeting and its members.

Section 3 discusses the full scope of activities that Friends are called to make in response to this existential crisis and the commitments to action for each area of activity.

Section 4 identifies the resources, leadership and accountability practices to support us in our ministry

A major purpose of this Report is to energize all of us to actively undertake this leading and ourselves become resources to halt the decimation of life in this world. We respectfully pray that all Friends heed this urgent call.

Section 1

Why Take Action? Our Spiritual and Moral Basis for Responding to Climate Change

Throughout our history, Friends have responded to that of God in every person by working to relieve suffering—of the imprisoned, the poor, the enslaved, the refugee.

The suffering from climate change is already disastrous, and it will become catastrophic in the very near future unless we take transformative action in this determining decade. Friends have borne witness to how God has called them to live in the world, and that witness is expressed in our testimonies of peace, simplicity, community, equity, stewardship, and integrity. As the climate crisis causes untold suffering, especially among the most vulnerable to and least responsible for global climate change, as it undermines civil society and peace and ultimately threatens all life on Earth, all our testimonies demand that we act now.

A Call to Action

As members of the Religious Society of Friends of the Truth, we witness to the truth of our times. Racial injustice, social injustice, and the climate crisis are inextricably linked, and steps must be taken to repair the resulting damages and mitigate continuing damage. We must take swift, critical action to reduce climate change (mitigation) and counter the worst adverse impacts of climate change (adaptation).

Now we are facing an existential crisis that requires more than individual actions. Scientists tell us that what we do in the next decade will determine the fate of humanity. Many people already suffer and call us to act. Future generations depend on us to act. Integrity demands that, knowing the consequences of inaction, we must act now to address the climate crisis, both as individuals and as a community.

The Human Cost and Deep Inequity of the Climate Crisis

Many people around the world are already experiencing an unlivable situation because of climate change. The effects of extreme weather, eroded landscapes, and severe pollution are being seen in our lifetime. And, the effects of climate change are not being felt equally. This means communities of color are often subjected to the harshest conditions and the least relief. In the city of Philadelphia, a neighborhood's air quality and proximity to toxic sites can vary widely depending on its racial makeup and wealth—a pattern seen across the U.S.

Heatwaves or winter storms can become deadly for those without access to utilities, housing, or adequate medical care, and these events are becoming more frequent and more deadly because of climate change. Around the world, extreme weather events are destroying homes and forcing mass movement and migration. PYM's commitment to addressing climate change is part not just of our testimony on Stewardship for the natural world, but also of our work for Equality—a society where all people can live full lives without fearing for their health and safety. If we can heal our relationships, maybe we will have a chance to restore our planet and the life on it.

Our Natural World and the Need for Stewardship

Human activity, especially the lifestyle in developed countries, is largely responsible for global warming, loss of habitat and biodiversity, and other adverse impacts on the natural systems that we and the rest of creation depend on for our very existence.

Our faith and testimonies call us to be stewards of Creation. We are called to use the earth's

resources responsibly and with consideration for the needs of the rest of the earth's creatures and of future generations. Just as we are the one species capable of destroying the planet's life support system, we are also the one species capable of undoing that damage. Our responsibility for the climate crisis and our ability to reverse it gives added urgency to our call to be good stewards of Creation.

The Urgency of this Moment

Friends have a long tradition of respecting science as our best source of understanding about the world we live in. During the 20th century, leading scientists began to recognize that understanding any whole requires more than studying its parts in isolation, because this ignores the importance of relationship for understanding its contribution to the whole of life.

We are concerned today with "abrupt climate change." An abrupt climate change is one that takes place so rapidly and unexpectedly that human or natural systems have difficulty adapting to it." (Wikipedia.) In 2018, the Intergovernmental Panel for Climate Change (IPCC) warned that we must reduce our carbon emissions by 50% by 2030 and to net zero by 2050. Unfortunately, the rate of global emissions has continued to increase. We are not yet on track to achieve the necessary reductions we need to limit the temperature increase to 1.5 C. Moreover, global warming is not our only threat. We must address, as well, loss of biodiversity and agricultural viability; international civil unrest due to racial and economic inequality; and increasingly hazardous extreme weather.

PYM Role

Although Friends are relatively few in number, our reputation for advocacy based on ethical and moral principles and our historical support for peace and justice give Quakers authority in public forums. We must not hesitate to exercise that voice.

History will judge us harshly if we do not speak out on climate change, an issue threatening the future of humanity.

PYM gains much from the expertise, experience, and perspective of other faith communities and of secular organizations working in climate advocacy. PYM needs to establish its spirit-led, faith-based voice in addressing climate-related issues in the world in collaboration with similarly led people and groups.

Section 2

History of Response to Climate Change by Philadelphia Yearly Meeting

PYM Friends have a rich history of addressing climate change and the environment, beginning with a query on concern for the sanctity of life on Earth and reverence for all creation that was adopted in 1972:

Are you concerned that our increased power over nature should not be used irresponsibly but with reverence for life and with a sense of the splendor of God's continuing creation?

Since then, the Yearly Meeting has approved seven minutes recognizing our commitment to caring for the earth. And individual Friends and Monthly Meetings have taken action in response to their own concerns about climate change and environmental justice. *A detailed history of this work is found in Appendices 1 and 2.*

Section 3

Identifying Climate Change Action that is Needed

The entire Yearly Meeting is under the weight of this urgent concern. That means that each of us is asked by our religious community to carry it into all of our life and work in the yearly meeting, the quarterly & monthly meetings, and individually.

This section describes five areas of action that are necessary to our yearly meeting's ministry: Education, Activism, Carbon Footprint Reduction, our Finances, and Mourning Loss & Instilling Hope. All the actions described are necessary, and the effort of all Friends is needed. Each action area is followed by recommended specific commitments.

Education Action Area

Despite increasing coverage of climate change in the news, the level of knowledge in the general population and among Friends on the issue is very uneven. Gaining support for action requires that people understand what is causing climate change, what the current and potential future impacts of climate change are, and what changes in our economy and society are needed to address climate change.

Education should promote understanding of changes needed in all levels of society, so that individuals, households, and meetings can take effective action to address climate change.

There are two distinct tasks as part of a robust, change-oriented education and training program:

1. Provision of educational materials which have an action-oriented focus, stressing what meetings and individual Friends can do to both mitigate and adapt to climate change and are suitable for delivery to monthly meetings and other groups of Friends.
2. Delivery of education content to Friends and Friends Meetings

Important topics for climate change education include:

- The scientific understanding of the process of climate change and its effects, both historically and prospectively, if action is not taken.
- The economic, racial, and social justice dimensions of climate change. The impacts of burning fossil fuels and of climate change are unevenly distributed across groups and communities in our society and among populations internationally.

- The ethical, moral, and theological basis for addressing climate change, and more generally, for addressing the adverse impacts that humanity is having on the natural world. This must include stewarding God’s Creation and the moral obligation to protect the most vulnerable of humanity, that is, to address equity and justice in all that is done.
- Changes required to mitigate further climate change and to ensure successful adaptation to the already changing climate.
- Training for taking action to move these changes forward and scale up available solutions. Training will include specific techniques for influencing public opinion and political debate, including drafting letters to the editor, calls and lobby visits with office holders, and in the fundamentals of direct action campaigns.

PYM Commitments for Education:

1. Provision of educational materials

Resource Library:

- Training programs and educational materials and tools can be referred by Friends to an electronic resource library.
- These should include resources relevant to individuals and groups of all ages.
- Materials will be organized in modules that can be delivered (“taught”) in a variety of locations, for example, religious education settings for youth and adults in monthly and quarterly meetings, households and young adult Friends retreats.
- Materials will have an action-oriented focus, stressing what meetings and individual Friends can do to both mitigate and adapt to climate change.

2. Delivery of education content to Friends and Friends Meetings

• Programs & Events:

- All PYM programs and events will be organized with an attention to how this witness is relevant to them.
- Specific programs and events, such as Thread Gatherings, can be offered through PYM to all Friends and meetings.
- Programs, events and trainings offered by others outside of PYM will be publicized to PYM Friends.

- **Trainings:** The yearly meeting will provide opportunities training for Friends on specific techniques and skills for effecting change. These may be developed within our community or provided by other organizations and trainers.

- **Communications:** The availability of the education content, programs and trainings will be publicized to Friends with a variety of PYM communications channels

Monthly & Quarterly Meetings Commitments for Education:

- **Programs & Events:** Religious Education, forums and special events can be offered with a focus on climate change for Friends in the meeting and people in the meeting’s

neighborhood. Additionally, there are many learning and training opportunities offered by other organizations which the meeting can publicize and attend together.

- **Resource and Story Sharing:** Friends in the meeting can create opportunities to share with one another their own learnings, experiences and the resources that support them.

Individuals & Households Commitments Education

Friends are urged to become familiar with these resources for understanding why and how to take effective action and to identify when and how they will learn together

Activism Action Area

The YM will witness to the existential crises of our time, using our moral authority to advocate for a swift and just transition to promote environmental justice and climate action. To that end, we will hold a vocal and public witness.

There is a vital need for the voices of Friends to be heard loud and clear in the corridors of political and economic power. Without changes on those levels, we are all doomed to an increasingly and catastrophically damaged world. While individual actions (what we eat, how we travel, how we heat and power our homes, etc.) can have an impact on climate change, significant progress in reversing climate change will happen only if we take action at the level of our government, economy and society. Therefore, this PYM witness calls for public engagement on the issue of climate change. This can take the form of activism through advocacy for public and corporate policies and through the form of activism known as non-violent direct action.

- **Advocacy.** PYM advocacy must focus on both state and local governments in the states where PYM meetings for worship are located (PA, NJ, MD, DE). The Friends Committee on National Legislation (FCNL) addresses US national policy. PYM will collaborate with FCNL to mobilize Friends within PYM on national policy campaigns.
- **Nonviolent Direct Action.** Friends may also feel that the urgency of an injustice compels them to take part in public, transgressive action, ranging from public assembly to civil disobedience. In some cases, groups providing outside pressure can act in tandem with groups lobbying for change.

Friends have a long history of using non-violent direct action to address social and economic injustice or to promote peace and this witness is a place to extend that history.

PYM Commitments to Activism:

- **Provide leadership in Activism:** The yearly meeting will provide benchmarks, expectations and models of engaged activism for PYM Friends and meetings.
- **Speak out for the PYM corporate body:** The Presiding Clerk and the General Secretary of

the Yearly Meeting have the authority to speak on behalf of the yearly meeting and will use this responsibility to support our witness on climate change. They will collaborate with those in our yearly meeting and the larger community who have specific and relevant expertise.

Appointed groups within the YM that have missions aligned with this ministry may also speak for their group. The YM and groups within it will join other organizations in witness through sign-ons, participation in their campaigns, and sharing news of the organizations' work.

- **Facilitate participation in public witness:** The YM will use its communication channels to share opportunities for meetings and Friends to engage in public witness, such as advocacy, non-violent direct action, and demonstration.

In the four-state PYM area, Earth Quaker Action Team (EQAT) is a strong example of a group grounded in Quakerism and carrying out focused, well-organized direct-action campaigns. EQAT is an organizing home for Quakers of all ages, including Quakers taking part in direct action for the first time.

Friends can also continue to collaborate with and support the non-violent direct action of non-Quaker organizations in the four-state PYM area, such as POWER, Sunrise Movement, Philly Thrive, NJEJA, and others. Concerted support from PYM Friends could powerfully bolster their campaigns for transformation.

Monthly & Quarterly Meetings Commitments to Activism:

- **Speak out for the meeting:** Each meeting can share publicly the work they engage in and speak publicly to local, regional and national climate change concerns.
- **Facilitate participation in public witness:** Meetings can encourage Friends to participate beyond words in demonstrations and direct action
- **Advocacy:** It is extremely important that meetings band together with others who are in the same Congressional District and state legislative districts to develop advocacy teams to address the crucial issues being decided at the state and Federal levels.

Individuals & Households Commitments to Activism

Often the voices of individuals, as voters, investors and consumers joined together can have a cumulative effect on policy makers and businesses. Friends can join their individual voices together to advocate for specific changes, through making their beliefs known in concerted efforts in support of campaigns for change and through participating in direct actions.

Carbon Footprint Reduction Action Area

As a faith community we are called to live into our witness by living our lives and conducting our business as examples in the world. We begin our witness at home and in our communities by reducing our carbon footprint, at least to the level called for by the IPCC, 50% reduction in carbon emissions by 2030 and net zero by 2050. Such action is a step but not a solution. Our individual steps will not make us safe. We need to address the reason we are dependent on fossil fuels. It is crucial that we look at emissions as a systems problem. Though we as individuals are responsible for our demands for energy, those demands for energy did not create the systems that drive our fossil fuel dependence. The fossil fuel industry manipulated demand for its product by ensuring that the primary transport available would be run by fossil fuel by buying up and removing mass transit rail all over the country and lobbied as well for an ever-expanding highway and street system. Because of their obstructive lobbying, railroads and mass transit do not have the same subsidies as fossil fuel run transport. Today the fossil fuel industry also lobbies at state and federal levels to interfere with clean energy infrastructure, subsidies, and rebates. Public demand for fossil fuel is by design. This is why structural change is so essential. In order to address the root of this crisis we must work on a larger scale than the individual and the local community.

PYM Commitments to Carbon Footprint Reduction:

- The YM will reduce the carbon footprint of our operations at all levels: facilities, events, travel, materials used, etc.
- The Education and Activism Action Areas will include a focus on individual and systemic change in our carbon footprint
- Among the curated resources will be tools to help MMs assess their carbon footprint and move toward net zero emissions. These may include information about how to receive energy audits and engineering analysis, train and support “green teams” to analyze buildings and facilities and plan for energy improvements, and how to sponsor joint buying arrangements to take advantage of volume discounts.

Monthly & Quarterly Meetings Commitments to Carbon Footprint Reduction:

- Meetings can reduce the carbon footprint of operations at all levels from property management, to travel, to materials used, etc.
- They can assess their carbon footprint and set goals to move toward net zero emissions.
- Meetings’ work in the Education and Activism Action Areas need to consider personal and systemic approaches to changing our carbon footprint

Individuals & Households Commitments to Carbon Footprint Reduction: Friends can also take actions to reduce their carbon footprints and those of their communities, such as

their workplace, school and neighborhood. Their work can extend to education and activism focused on systemic changes that will decrease our communal carbon footprint

Finances Action Area

A component of our commitment to addressing climate change involves greening our purchasing, investments, and related financial systems. Meetings, individual Friends, and families are actively encouraged to align their own spending and investments with the agenda of addressing climate change.

PYM Commitments to Finances and Climate Change:

- **Investments:** Investment decisions will incorporate the promotion of a sustainable environment to have a greater social and environmental impact.
- **Budget:** The preparation of the annual budget will consider the financial needs of this ministry.
- **Philanthropy:** PYM is asked to add an environmental focus to the distribution of its funds through contributions and grants when possible.

Monthly & Quarterly Meetings Commitments to Finances and Climate Change

- **Investments:** Meeting investment decisions can incorporate the promotion of a sustainable environment to have a greater social and environmental impact.
- **Budget:** The preparation of the meeting's budget can consider the financial needs of this ministry.
- **Philanthropy:** The meeting can add an environmental focus to the distribution of contributions and grants when possible and applicable.

Individuals & Households Commitments to Finances and Climate Change: Individuals and families can also consider ways and means to shape their financial activities to address climate change.

Mourning Loss and Instilling Hope Action Area

For many, the seeming inevitability of climate change and further environmental destruction bring forth a sense of hopelessness. How can individuals and small groups counter the fossil fuel industry and global, extractive, growth-based capitalism to preserve a livable planet? In addition, many Friends feel a deep sense of loss from the changes taking place in nature. Many of the things we have experienced and loved in nature (large flocks of birds migrating south, a profusion of monarch butterflies, moths swarming outside the porch screen, choruses of toads in the yard, ice on a pond thick enough to skate) will not be available to future generations.

Their loss is just as real as the loss of a loved one. Add to that our understanding that our own way

of life is largely responsible for the crises we face today, and it is not surprising that many of us are dealing with despair. Even while we know that urgent action is required, we cannot be sure that we can do enough fast enough to avoid catastrophic climate change. We do not have the luxury of saying that our work may not be completed in our lifetime, because transformation to prevent the worst impacts of climate change must happen in this decade.

To avoid paralysis, Friends in mourning, fearful of what may come, or disheartened by the difficulty of meaningful change, need support to find hope and a renewed spirit for action. As part of its corporate commitment to addressing climate change, we must engage in space for mourning and fear, and also to encourage hope in the face of climate change. As a community, we need to find ways to mourn what has been lost while celebrating and protecting that of nature which remains.

PYM, Monthly and Quarterly Meetings and Individuals and Households Commitments to Mourning Loss and Instilling Hope:

In all of the work we do, from programs to finances to relationships, and in addition to that work, we need to ensure we are creating space to experience the depths of feeling and the presence of God.

There are many resources for work within the Quaker community (Quaker Earthcare Witness, FWCC, and FGC included) and in the work of others, including Johanna Macy and Pachamama Alliance

Section 5

Resources, Leadership and Accountability

The work laid out for us in this document requires support to be successful. This section identifies the resources, leadership and accountability structures that will care for our faithfulness in the work.

The Yearly Meeting

Resources in our Yearly Meeting

One resource is our organization itself

The governance of PYM, including clerks, councils, committees, collaboratives, granting groups, representatives appointed to represent PYM to Quaker organizations, and Bridge Contacts, must all consider the way in which their responsibilities and decisions can be exercised with attention to our ministry on addressing climate change.

Annual and Continuing Sessions will reflect and deepen our commitment to action against climate change through the content and logistics of the program, logistics and business sessions. An activity to focus our minds and spirits on this ministry will be included in the agenda every time.

A primary resource is the commitment and activity of Friends whose skill comes in a continuum of expertise.

PYM Friends and Groups Our yearly meeting includes 13 quarterly meetings, more than 100 monthly meetings, 10,000 people and many committed groups which are based on identity, such as Young Adult Friends, and based on ministry, such as our collaboratives. Each of these people and each of these groups is under the weight of our yearly meeting wide, minuted concern for climate change. Each of them will act in every way they can in each of the five named areas of action. They are supported and encouraged and expected to live up to this commitment by their relationships with one another, the yearly meeting and God.

PYM Climate Action Network PYM and its EJC will build and maintain a Climate Action Network to facilitate connection among Friends and meetings and to mobilize action both online and off. The Climate Action Network is a concept already in development

Climate Advocates: While all Friends are expected to become active in this ministry, many already are skilled and active. These Friends can be gathered together to serve our community as educators and climate advocates for each of the five action areas. For example some could focus on state and local level climate advocacy for Pennsylvania, New Jersey, Delaware and Maryland.

Climate Advocates is a new concept that needs to be developed

Resource Friends: A group of experienced Friends who can speak to the important topics for climate change education will be identified, supported and managed along with other Resource Friends. They can be available to meetings and PYM groups. (see the Governance Handbook for more details)

Resource Friends is a concept already in use and two Climate Change Resource Friends are already in place.

EcoJustice Collaborative: Through years of service of carrying this witness for PYM, the Eco-Justice Collaborative (EJC) and its members have shared their deep understanding of the issues, approaches to these issues, and advocacy for transformation and change. They have tools, knowledge, wisdom, programs, resources and events which are in place to support our yearly meeting to take further steps in this witness as a community.

Staff: PYM staff provides expertise, support and continuity of relationship as foundational support for our community's work. Their steady and consistent service focuses on providing and building capacity for community engagement through a skilled and wide variety of communications, connection-building, programs and events. The staff is positioned to be able to support the work of all of the people and groups listed above.

Relationships with Other Organizations: Many Quaker, faith-based and secular organizations are formed specifically to engage in this ministry. While our yearly meeting has a unique voice in the world, we do not need to base all that we say only on our own experience and expertise. When we join with others we are able to strengthen all of our capacity and to amplify the essential message. Partnerships also are a key ingredient in managing the experience of mourning and loss as well as finding our resiliency.

Other key resources include:

Communications: The PYM staff-managed communications channels, including the website, email, print, and social media, will connect Friends and meetings with information, resources and tools to support their work. These communication channels will also provide Friends and meetings with information about the witness and related activity within the PYM community. All Friends can contribute to the content that is shared through communications.

Resource Library: A curated library of resources to support the work of the yearly meeting, monthly and quarterly meetings and individuals will be maintained. This is a concept already in development

Bridge Contacts: The network of Bridge Contacts will be used to share information and resources related to this ministry. Bridge Contacts is a concept already in use

Property: Managers of PYM properties will consider how the properties could be used to support biodiversity and surrounding communities.

(Note that the following two sections on accountability and leadership are still in process and need to be considered in light of the parallel work by other groups such as clerks and the anti-racism governance sprint)

Accountability in our Yearly Meeting

There are multiple approaches to accountability that can be managed by the yearly meeting.

- **Benchmarks** of what we hope to accomplish for the yearly, quarterly and monthly meetings and for individuals and households.
- **Queries** can direct us to pay attention to what we're doing - good old fashioned Quaker approach. Maybe also a checklist?

- **Reports** shared on an identified and regular basis by the yearly meeting, by monthly and quarterly meetings and by individuals and households.
- **Opportunities to share experiences** on a regular basis Friends will support, inspire and compel one another by sharing their stories of success, frustration and dreaming.

Leadership in our Yearly Meeting

Eco-Justice Collaborative's Leadership:

The EJC will provide continued leadership in the same manner it has been doing as it looks to PYM Friends to join with them.

- What EJC it isn't classified as a collaborative? Rather, it is exactly as it describes itself but is named/categorized differently. Possibly a committee under both Admin and QLC? It doesn't function 100% as a Collaborative currently which is another reason to change it's status.
- EJC Role: provide leadership, expertise, content and continuity for activity in all of the Action Areas of our ministry on climate justice. For context:
 - EJC Mission (from EJC webpages): engaged in projects to support Friends in their quest for a nation and economy that serves justice and the commonwealth of life.
 - EJC Activity (from EJC webpages): home for Friends acting on their leading in the intersection of racial, economic, and climate justice. We organize events, prepare written materials, advocate for policy change and the adoption of responsible energy practices. We act as an incubator for new projects focusing on creating a just transition to a stable climate and a caring and equitable economy.

Climate Change Advisory Group

The membership:

- Members should be individuals who can articulate their lived experience of the impact of climate change (we want leadership that is impacted). They should also be people who are experienced as grounded in Spirit and can connect the work of climate change to religious and Quaker roots both verbally and experientially. They should also be people who approach work in a systematic way, considering possibilities and impacts from a variety of perspectives with attention to effectiveness. They should be comfortable with the governance structure of our yearly meeting.
- It is populated in an ex officio manner.
 - A member of EJC
 - A member of the Clerks Group
 - A Quaker member of a non-pym NVDA group (eqat, power, etc)

- A Quaker member of an advocacy group (FCNL, IP&L, etc)
- A Quaker educator – maybe from Friends Environmental Education Network (FEEN)
- A Quaker involved in and/or impacted by environmental racism
- A staff member
- Possibly: Someone who has a deep skillset for this work who is not a Friend or part of PYM to provide an additional perspective and outside accountability

The responsibilities:

- Provides verbal and written reflections on a semi-annual or annual basis which include response to activity that has happened or been suggested etc. opinions and facts both welcome. Reports provide guidance about priorities, what is missing, what is awesome, what is hard, etc. Reports to the YM directly and independently of or without filtering by councils, etc. Similar to the Treasurer role
- Recommends benchmarks and activity on our climate witness, to be approved by the body
- Provides approval for resources, statements etc suggested or drafted by others
- NOT: Speaking to or working directly with meetings (that's EJC); creating content of any kind; directing staff

The commitments of the members include:

- Gather quarterly to manage the responsibilities
- Attend YM sessions and YM wide accountability gatherings
- Be available in case of time-imperative needs like statements and timely approval of suggested resources

Clerks Group and Councils

These Friends are responsible for integrating this witness into all of the things they are responsible for in the YM

Monthly & Quarterly Meetings

Resources in our Monthly & Quarterly Meetings

- Accessing the resources offered by our yearly meeting community that are listed above
- Accessing the resources available in the meeting's local community
- A resource library with information relevant to the meeting's locality
- The meeting's property can be a support to biodiversity,
- Expertise among the Friends in the meeting.

Leadership in our Monthly & Quarterly Meetings

Meetings are asked to consider ways in which they can keep these existential issues in the minds and hearts of their members on an ongoing basis.

To allow meetings to be faithful to these tasks, it is recommended that Monthly Meetings identify a consistent practice or structure to carry the concerns and regularly raise them up for the meeting. In many meetings this might well be entrusted to a new Committee responsible for liaising with all the parts of our yearly meeting community engaged in this work, and leading action of the monthly and quarterly meeting. In other smaller meetings an individual could lead this work.

This can include making regular announcements about issues from the Climate Action Network, requesting visitation from Resource Friends, EJC or Climate-Aware Friends involved in climate issues, and promoting both ministry at or after meetings and participation in programs from our yearly meeting that address climate change and environmental justice.

Additionally, each meeting committee needs to be under the weight of this concern.

Meetings are asked to consider how their relationships with other Quaker bodies and other faith and secular organizations can carry the ministry of addressing climate change

Accountability in our Monthly & Quarterly Meetings

- **Of Meetings:** Meetings are asked to hold themselves accountable on these tasks by having semi-annual reports to their Quarterly Meeting and the Quaker Life Council of the Yearly Meeting to be shared across the Yearly Meeting, and also to provide the means to share their activities through the Climate Action Network.
- **Of Friends in the Meeting:** Meetings are asked to provide an accountability structure for individuals and households in the meeting by determining a way they can report to the meeting. A summary of those reports might be shared along with the report of the meeting's activity.

Individuals & Households

Resources, Leadership and Accountability for Individuals & Households Friends are encouraged to make good use of the resources, programs, and expertise available in our yearly meeting and their own monthly meetings and local community

Friends are encouraged to develop goal for themselves and their households and families and to identify how they will meet those goals and to whom they will report the goals and their progress and blocks to their progress.

FINALLY WE PRAY that you reflect seriously on the vital nature of this leading and to dedicate yourselves to continuing joint action with Friends and others to prevent the increasingly grim

future that inevitable if persons of good will do not acttogether decisively and persistently.

Respectfully,

The Climate Change Sprint:

William Cozzens

Ruth Darlington

Christie Duncan-
Tessmer, Staff

Patricia Finley Robert

Greene, ClerkO

Kathryn Metzker

Christy Tavernelli

Shelly Xia

APPENDIX 1

History of Response to Climate Change by PYM: Details

Minutes

From 1998 to 2015 the Environmental Committee and now the Eco Justice Collaborative, put forward to the yearly meeting in sessions, seven minutes on environment and climate. They were all approved. In January 2020 Eco Justice Collaborative introduced a new minute on climate and climate justice to 50 Friends. The 2020 minute reviewed the science behind the climate crisis and the attendant injustice and inequality visited on vulnerable populations.

Because of Friends' commitment to our testimonies and to our grounding in faith and justice, the Eco Justice Collaborative called on the yearly meeting to come under the weight of climate change as a yearly meeting priority/witness. The history of all the minutes is in Appendix 2.

Work of the Eco Justice Collaborative

The members of the PYM Eco Justice Collaborative emphasize 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. Traditional Quaker testimonies highlight both the connections among these concerns and the imperative to act. In pursuit of justice and a world with a future, the Eco Justice Collaborative of Philadelphia Yearly Meeting is engaged in projects to support Friends in their quest for a nation and economy that serves justice and the commonwealth of life. We serve as a home for Friends acting on their leading in the intersection of racial, economic, and climate justice. We organize events, prepare written materials, advocate for policy change and the adoption of responsible energy practices. We act as an incubator for new projects focusing on creating a just transition to a stable climate and a caring and equitable economy.

Formation of Earth Quaker Action Team

In 2009, a panel hosted by the Yearly Meeting led to a discussion about what meaningful impact members could make on the issue of climate change.

Following this discussion, some concerned Friends formed Earth Quaker Action Team (EQAT), a nonviolent direct-action group to target corporations playing a major role in the climate crisis. This group, now in its second campaign, has operated independently of the Yearly Meeting organization but continues to have active participation and leadership from area Friends.

APPENDIX 2

A review of PYM minutes on climate change

Since 1997, when the climate concern first came to the fore through the involvement of the Earthcare Working Group's involvement with the National Council of Churches, there have been ebbs and flows of energy directed toward it, both in the body and in its infrastructure. Over the following decade and a half, the Yearly Meeting as a body has approved six separate minutes which indicate our commitment to the care of the earth and environment as an expression of our faith. Our sense is that as a community we don't have a way of moving forward and carrying through on minutes that we approve. We share below a review of the six minutes as a way to help us remember what we have committed to and to find our way forward. The actual minutes are at the end of the story.

A Summary

The first minute was approved at Interim Meeting in January of 1998. It stemmed from a number of monthly meeting minutes which prompted extensive intervisitation. It lent support, spiritual and financial, to the involvement of the (then) Environmental Working Group (EWG) with the inter-faith climate campaigns of the National Council of Churches and Pennsylvania Council of Churches to develop faith-based support for US ratification of the Kyoto climate treaty. It also lent support to EWG's efforts among Friends in the US for FCNL to include lobbying on energy and environment as one of its priorities.

In June of 2000, Interim Meeting approved a minute on the need to address global climate change. It supported the interfaith climate campaigns more specifically, as well as EWG's project to promote the purchase of renewable electricity by monthly meetings and households when market competition in retail electricity was established. Friends Center Corp was one of the earliest regional institutions to switch to renewable electricity, and a number of monthly meetings followed suit. The 2003 Minute was intended to further this project. EWG's efforts to track monthly meetings had limited success, while the idea to systematically find out how many Friends' households switched - we knew many did but far from most - gained little traction.

The US withdrawal from international climate negotiations in 2001 and the War on Terror deflated the interfaith climate campaigns but helped establish FCNL's program on energy and environment. Our YM's climate activities shifted from inter-faith involvement to supporting FCNL's program in our YMan and through Quaker Earthcare Witness.

In the fall of 2004, climate scientists of the IPCC (Intergovernmental Panel on Climate Change) reported that rising GHG emissions were having more rapid effects on atmospheric and oceanic temperatures and regional ecosystems, especially at higher latitudes and elevations, than anticipated in the 1997 IPCC Assessment. They said global average temperature might increase by more than 10 degrees F, with devastating effects on civilization and biodiversity, if the economy continued with Business As Usual. This led the Peace and Concerns Standing Committee to propose a Called Session on Climate Change, which then united on the 2005 Minute.

Planning the Called Session included a framework for EWG to ask that monthly meetings discern a response to the 2005 Minute. About 40 monthly meetings approved their own minutes. These were posted at the 2006 Annual Sessions as a backdrop for considering a proposed 2006 minute intended to more fully integrate the concern for climate change in the work of our YM.

This minute was substantially approved as proposed, except that the actions were recorded in a passive voice, so the responsibility to implement them was unspecified. It fell to the Peace and Concerns Standing Committee to ask other standing committees for responses to the 2006 Minute. There were never reports by the other standing committees to Interim Meeting as the proposed minute had called for, and the proposal to create alternate queries was folded into a Faith and Practice Revision process that is still under way.

The 2009 Minute was proposed spontaneously from the body at Annual Sessions. In effect, it seemed to support the FCNL Network's project that asked Friends to communicate with senators about energy legislation and international negotiations to reduce GHG emissions. However, the Minute made no reference to the information packets that the Network had prepared for every monthly meeting it wanted to be picked up by someone at Session.

The Minutes

On transforming our society's relationship with the earth

approved at the January 1998 Interim Meeting Session

The world is God's creation. How we treat the earth and all its creatures is basic to our relationship with God, and of fundamental religious concern to the Society of Friends. What we are learning about the destructive effects of affluence and technology in our society gives new urgency to Friends historic testimonies on peace, simplicity, equality and stewardship. Reducing negative human impacts on the earth's air, water and soils, and right sharing within the human family and with all God's creatures, have become ecological necessities.

We unite in urging individual Friends and monthly meetings to seek Divine Guidance in considering the limitations and actions this concern requires of us. We encourage the Environmental Working Group to pursue, with other Friends' organizations and other faith communities, ways of bearing witness to the ecological and spiritual imperative that our society transform its relationship with the earth.

On the need to address global climate change

approved at the June 2000 Interim Meeting Session

Protecting God's Earth and its fullness of life is of fundamental religious concern to the Religious Society of Friends. The links between human activity, the dramatic rise in atmospheric greenhouse gas concentrations, and the rise of average global temperature are now of sufficient concern to lead us to action. Climate change is apt to affect everyone and everything: food, water, air quality, sustainability, social and economic justice, and international diplomacy.

Because the United States use much more energy per capita than any other nation, our policies to curtail greenhouse gas emissions will be crucial. We must consider not only the kind of fuels used directly but also the energy embodied in all material goods we use. Our nation has long set a standard for others with its high levels of consumption; we must now provide an example by taking responsibility for the consequences for past and current behavior.

Involvement by religious communities in education and advocacy will be needed if policies to address global warming are to succeed in politics or in practice in the U.S. We unite in urging individual Friends, monthly meetings, and other Friends' organizations to seek Divine Guidance in understanding how to:

- Reduce our own use of energy and material resources;
- Support strong international agreements for reducing greenhouse gas emissions
- Participate in a transition to less damaging technologies in our industries, agriculture, buildings and transportation.

These are essential steps to protect life on Earth as God creates and sustains it.

On energy stewardship in Meeting facilities and households:

approved at the January 2003 Interim Meeting Session

We affirm that protecting God's earth and its fullness of life is of fundamental spiritual importance to the Society of Friends. Scientists are increasingly clear about prospects for calamitous future effects on climate unless greenhouse emissions are curtailed. Our nation's irresponsible uses of energy are unjust, contribute to anger and violence, and if not changed will result in great violence. At present, our nations' political process seems incapable of adopting policies appropriate to these realities. It is therefore incumbent upon us, as individuals and as meetings, to do whatever we reasonably can to reduce greenhouse emissions and promote conservation through our actions as consumers of energy, goods, and services.

An important way of doing this is to buy renewable electricity. Anyone, including those who live in an apartment, retirement community or other facility that provides electricity for its residents, can now do this by purchasing certificates. Most of the energy industry is resisting change, and governments are only requiring the industry to change very gradually. This means consumer demand is essential if investments in new generating capacity are to be directed toward less polluting, renewable sources. Every purchase of renewable electricity provides both an incentive for companies to invest in renewable energy and added support for more sustainable energy policies.

An equally important way of reducing greenhouse emissions is to revisit and strengthen our commitment to energy conservation in our buildings. In many cases, reducing energy just by investing in greater efficiency provides a net economic benefit. But we must also recognize that the best available technologies to produce and use energy will not be sufficient to restore the earth's ecological integrity. We must also adopt less energy intensive lifestyles. Other industrialized nations have already demonstrated that this is possible.

We therefore ask Friends to prayerfully consider what we, as individuals and as a faith community, can reasonably do:

- To pay more for electricity that is produced from less polluting renewable sources
- To consider ways of reducing energy use by replacing less efficient equipment with more efficient equipment for lighting, heating and cooling, refrigeration, and other purposes;
- And to use only the electricity and fuel we truly need.

On incorporating the concern about climate change into the body of our Yearly Meeting's work in the world

approved at a June, 2005 Called Session on Climate Change.

Friends at this session unite behind the desire that Philadelphia Yearly Meeting incorporate this concern about the rise of global climate temperatures and its dangerous implications for life on our earth into the body of its work in the world. We feel ready with divine assistance, to assume the challenges of being prophetic witnesses to protect our earth.

We call upon the Yearly Meeting, in all its manifestations, to seek ways to hold our members lovingly accountable to live in God's world in a more environmentally sustainable fashion and to join other like-minded groups and organizations in supporting this concern.

On incorporating the concern about climate change into the life of our Yearly Meeting

approved at the 2006 Annual Session

We charge ourselves to examine all of our facilities and programs so as to continually ask, as a religious community, how we can live in God's world in a more environmentally sustainable fashion. Toward fulfilling our commitment to the earth we call for:

- The appointment of an ad hoc working group to review the General Queries and the Monthly Meeting Checklist in Faith and Practice and propose a set of Alternate Queries and an Alternate Checklist that incorporate climate change and energy concerns more explicitly and centrally.
- A charge to all Standing Committees and the working groups under their care to explore the implications of climate change and energy concerns for their work.
- Support of a renovated Friends Center to become a living witness to our stewardship of energy and the environment.
- Urging Monthly Meetings to encourage and support all members and attenders in seeking other ways to "let our lives speak" to the challenges of climate change, increased energy prices, prevention of deadly conflicts, promotion of social and economic justice, and protection of the earth.

On the need for bold action to curb global warming

approved at the 2009 Annual Session

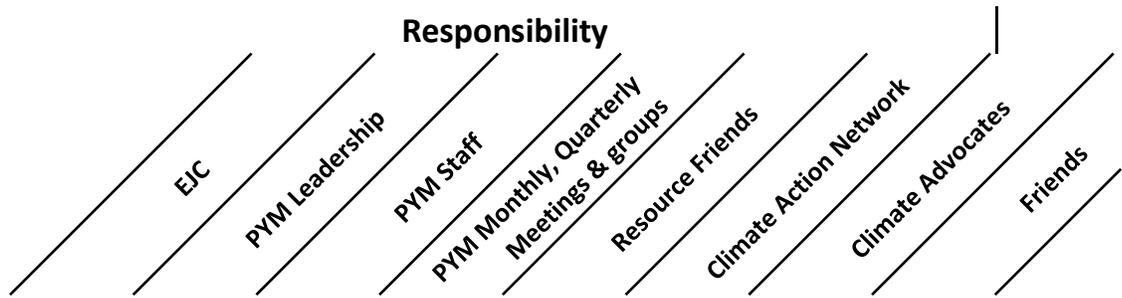
Philadelphia Yearly Meeting Friends have been convicted of our responsibility for the ecological deterioration of our planet and the urgent need for bold action to ensure the survival of the community of life on Earth. The United States faces a decisive opportunity to lead in the work to curb global warming, as an energy bill is being considered in the Senate at this very moment. As we feel called to change our own lives, we feel called also to reach out to our leaders, so that we can bring the healing the planet desperately needs.

We urge all PYM Friends to actively engage our Senators in the states of Pennsylvania, New Jersey, Delaware and Maryland, to convey to them our deep concern for the integrity of creation and the urgent need to pass an energy bill that will authentically protect it. Let us share with our Senators our deeply felt desire for a bill that will set our country in a clear direction to abandon our dependency on fossil fuels, particularly coal and oil, and expand the availability of alternative, safe and sustainable energy sources.

We also invite Friends in our sister yearly meetings throughout the United States to diligently reach out to their respective senators in their home states with the same message. The effects of energy bill currently under consideration will be felt for the next several decades and beyond. As we discharge the responsibility placed on us, let's do our work prayerfully. Let's answer to that of God in our leaders with compassion for all, knowing that, as we act faithfully now, we will be given strength to continue in the path of a just and caring relationship with the whole of creation and with each other.

APPENDIX 3
Action Matrix

The following chart provides an example of a structure that could be used to identify tactics and/or benchmarks and who is responsible for them.



- Lobby visits										
Demonstrations										
- Public speaking										

Activism: Nonviolent Direct Action

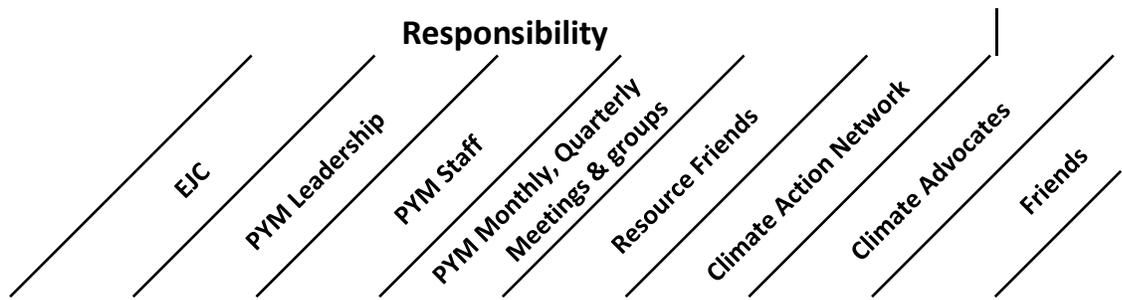
potential campaigns										
action opportunities										
Participate										

Finances

Analyze PYM investments										
PYM Investment decisions										
Analyze PYM spending										
purchasing decisions										
Responsible Investing (SRI)										
guidance for Friends										
workshops for meetings &										

Carbon Footprint

"greening" resources									
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directory of energy auditors										
for audits and engineering										
for Meeting "green teams"										
in the use of IPL's "Cool										
energy use and saving										
or subsidized financing for										
meeting energy improvements										
and "carbon footprint"										
Celebrate success!										

Mourning Loss and Instilling Hope

workshop material										
Train workshop facilitators										
Publicize & promote										
Conduct workshops										

Attachment B – QLC Annual Report

(Draft dated July 13, 2021)

OUR REALITY

This was a pandemic year. The world was (and remains) besieged by the Covid-19 virus. This has been a unique year of uncertainty, distancing, grieving, and new ways of coping. All year we met by Zoom each month, getting to know each other through our facial expressions, our ministry, and even our backgrounds. We were short in number, well under the 15 maximum needed to fully operate the Council – and two of us felt obliged to leave the Council part way through the year. Even so, at our best we were grounded in the Spirit.

The world, our nation, and the communities around us anticipated and lived through an unusual, divisive, and high-stakes election year. Our secular body politic is frayed, beset by misinformation, paranoia, and vitriol. This was the context for our work together this year.

The Quaker Life Council currently oversees seven committees – Governance, Agenda, Sessions Coordinating, Youth Programs Advisory, Ministry and Care, Friends Counseling Service Advisory and Program. This is a large span of responsibility, and it is hard to recruit people who can focus on this full span of work when they may also have a passion for specific ministries. This structure only works with open and frequent communication.

So, as we moved through this year, our major challenges were communications (how come more people don't know what we are doing – and why don't we hear from them?), capacity (we need more members representing more local meeting communities), clarity of governance (who's on first?), and lack of time (too many topics get tabled for future meetings).

OUR STRUGGLES

We labored to better understand the many entities for whom we have oversight responsibility. Our lessened numbers meant that much of the best interaction occurred through staff, keeping many boats afloat.

The significant donation approved last year for the Ujima Friends Peace Center was delayed by a temporary loss of Ujima's tax exempt status, insensitivity, and miscommunication. It took several months to resolve – creating both bitterness and a follow-up clarification of yearly meeting process and policy.

We learned painfully from this that we are in community with one another and should trust one another more – especially Council members and committee clerks. We need to anticipate when a sensitive issue arises – especially where racial wounding may occur -- who might be hurt and reach out to them. We are all Quakers – Black, white, indigenous, and people of Color. We are all “we,” there is no “them.”

One of our members who resigned submitted a profound and helpful letter that was considered by all three Councils. One key observation was:

Our yearly meeting has been through a great deal of pain over the past six years. We have literally been torn asunder because of repeated incidences involving lack of transparency, racial insensitivities, and the appearance of informal power structures that are not accountable to the body. This I believe has resulted in a decline in PYM participation, spiritual vibrancy, and trust within the community. . . . While none of this may have been intentional, it does not make it less hurtful to the individuals involved or make it less damaging to our community. Friends, we have to do better.

OUR PROGRESS

Annual sessions using Zoom in July, 2020, turned out to be a success. Not knowing the progress of vaccinations or incidence of the coronavirus for this year, the decision was made to hold Continuing Sessions and Annual Sessions in 2021 also by Zoom. Several groups working under the wing of QLC – especially the Sessions Coordinating Committee and all the staff who support us – have made these Zoom-based sessions fruitful.

We also welcomed a new set of co-presiding clerks. They have been wonderful facilitators of joint council sessions each month and have also visited our deliberations at key moments when matters pertaining to them occurred. We are deeply grateful for their service and creativity.

We received a series of reports from the Ministry & Care Committee about how the request for a yearly-meeting-wide truth and reconciliation process gradually shifted into a “truth and transformation” process. This will require years of effort and sensitive training. The key to healing past wounds is that the truth must be fully heard, even when it hurts.

The Program Committee has been revived and is working well. It has been especially busy this year supporting and nurturing collaboratives and sprints.ensuring that PYM’s collaboratives and other programs not otherwise assigned a committee such as bridge contacts, resource Friends, and our relationship with young adult Friends are well cared for.

We reviewed our Council’s mission and clarified some of our procedures for nominating members of our committees and receiving reports (this is really an ongoing process of discernment). We gave attention to our yearly meeting’s three areas of deep concern: racial justice, climate change, and membership

We applauded the good work of the Ministry & Care Committee as it condensed more than 60 State of the Meeting reports from monthly and quarterly meetings into one state of the

yearly meeting report.

Each month we meet regularly with members of the Administrative and Nominating Councils on agenda items pertinent to all three councils. At special called sessions in January and April we embarked on a facilitated exploration of ways that our councils could work better together. We tried to take a realistic look at the yearly meeting's situation as a "mature nonprofit" (now 340 years old!). We started with the questions,

- Whom do we serve?
- What do they need?
- And how do we meet those needs?"

The resulting discussion highlighted three themes:

- a) Balancing Council time between doing the work and self-assessment,
- b) Encouraging monthly and quarterly meetings to initiate actions, not being topdown, and
- c) Encouraging diversity in race, age, and gender orientation.

To the theme of balance (a) we sought to evaluate how our joint council sessions and Annual (and Continuing) Sessions function for us. Such balancing depends on each clerk's planning and how each council member carries out their assigned work. To point (b), local meetings are not likely to initiate anything if they don't feel that Philadelphia Yearly Meeting is relevant to them. Too many of us are still unclear about our current communications and use of resources. "Pruning is always a painful process" – and the yearly meeting's recent reorganization may have left hurt that still needs to be healed. And to point (c), the yearly meeting reflects its constituent monthly meetings – some are healthfully diverse and others are not. In each step along the way -- as our struggle over the Ujima gift recently illustrated -- we must be sensitive and listen deeply.

OUR SUPPORT

The Quaker Life Council is blessed to have the devoted support of competent and caring staff. We especially enjoy their reports and appreciate all they do behind the scenes to help with nominations, agenda-building, and preparing presentations. We will miss Zachary Dutton, Associate Secretary for Program and Religious Life, when he moves on at the end of the year – he leaves big shoes to fill.

A report by Grace Sharples-Cooke, Associate Secretary for Advancement and Relationship, updated us on PYM website services, communication advances, and other ways to build our yearly meeting community. (This has been a challenge in the pandemic era.) We all agreed that, "Open and rich communications are important for the vibrant health of the yearly meeting and our spiritual lives as Friends."

GOING FORWARD

We rejoice in the maturing and discernment of the yearly meeting's three big issues: racial justice, climate change, and membership & belonging. Each of the groups tasked with this work has truly dwelt in the Spirit as they moved forward to help us all. Our depleted numbers did not impede their inspiring work.

And, in closing, we have observed that in recent years our Quaker Life Council has often been obsessed by crises and not been especially strategic. So, as we move forward into a new year of operations, hopefully with a fuller slate of members, we will continually ask ourselves:

- How can QLC be more strategic and build better relationships?
- How do we set effective priorities that guide our sub-activities? and
- How can we do this work while staying deeply grounded in Spirit?

Respectfully submitted by Anthony Stover of Germantown Meeting, Clerk, on behalf of these Council members who have served part or all of the past year:

Kate Bregman, Central Philadelphia Meeting

Julia Carrigan, Mikleton Meeting

Marge Dawson, Merion MM

Sue Dietz, Medford Meeting

Melanie Douty-Snipes, Fallsington

Meeting

Robert Greene – Princeton Meeting

Steve Elkinton, Chestnut Hill MM

Bryn Hammarstrom, Wellsboro Meeting

Tom Hughes, Reading Meeting

Ayesha Imani, Germantown Meeting

Guinevere Janes, Media Meeting

Susan Kight, Camden Meeting

Attachment C – Governance Committee Charge

The Governance Committee is subservient to the three councils jointly and ensures they function in a healthy and consistent manner. Each Council holds specific responsibilities, which allow the body of the yearly meeting to act as the body is led by divine guidance. The Governance Committee is a resource and advisor which keeps the councils aware of good practices and of how they are operating. The Committee offers support when a council or its parts are floundering.

PYM Governance Committee responsibilities:

- Serves as a resource to councils seeking thought partners or collaboration regarding any issue or aspect of governance;
- Develops and offers tools (such as checklists) support and intervention to ensure governance responsibilities are practiced and are functioning well;
- Advises and assures that each council has a process for orienting its incoming members, engaging all its members, as well as staying in contact with its committees to provide nurture, guidance, or restructuring as needed.
- Assures that each council assesses its efforts on a regular basis using an effective tool and then adopts changes based on what the group learns.
- Provides generative attention to discern, solve and learn from problems, trends, opportunities, from varied perspectives so that each council is serving our community to the best of its ability.

Composition of Governance Committee:

Ex Officio Members

- A representative from the Presiding Clerk's team, which they appoint
- Treasurer
- A representative from each council (not the clerk), which the council appoints
- A representative from Young Adult Friends, which they appoint
- General Secretary
- Associate Secretaries for Finance and Programs

At Large Members:

- One Friend who carries an understanding of the perspective of an "external" Quaker organization, appointed by Administrative Council (e.g., Friends Fiduciary, a Friends School, etc.)
- One Friend who carries an understanding of the perspective of monthly/quarterly meetings, appointed by Administrative Council (e.g., a QM Coordinator, etc.)

Accountability:

The Governance Committee is accountable to the Administrative Council.

Committee Member Requirements:

- Council Clerks are not members of the Committee. They may be invited to attend or choose to attend as the committee work needs them.
- Members must be consistent attenders and not rotating representatives.
- Members must be actively engaged in the yearly meeting community.
- Members must have a deep understanding of good governance generally and in the Quaker context. In the case of the Young Adult Friends representative, a person who is interested in gaining an understanding of governance and doesn't have it yet would be welcome.
- Ex officio members may appoint an alternate from the group they represent to sit on the Governance Committee.
- Ex officio members regularly share the work of the Governance Committee with those they represent.

DEI STATEMENT

Friends acknowledge the universal shared Light expressed in a world of great diversity – race, ethnicity, gender, culture, age, sexual orientation, abilities, skills, experience, and values. In human diversity we see strength and we trust that the unique qualities of each person can contribute to the greater good. We honor the inherent equality, dignity and worth of all human beings. Philadelphia Yearly Meeting continues to work toward those ideals, and it is part of our basic understanding that we must grow toward a deeper sense of revelation and realization of every person's full humanity.

We firmly believe that collaborative inclusion of committee members with varied pasts and perspectives generates seasoned insights that better serve our community. We are committed to equitable treatment of all and eliminating discrimination in all forms in our committee's practices and policies. By cultivating and nurturing diversity, equity, and inclusion in our committee, we share opportunities to contribute to and benefit from the PYM Governance Committee's success.

Attachment D – Ministry & Care Committee Report

This year's work for Ministry and Care Committee of Quaker Life Council has focused on two major tasks: the Spiritual State of the Yearly Meeting Report and the Truth and Reconciliation concerns assigned to us by Quaker Life Council.

In order to develop the Spiritual State of the Yearly Meeting Report, the M&C considered what queries might assist the monthly meetings in examining their year. All Monthly Meetings were invited to respond and we received 64 reports from 58 distinct entities, several of which were quarterly meetings. We continue to find that meetings profit from being invited to submit their reports early in the year, and notice that some monthly meetings have a well-developed practice of considering the spiritual state of their meeting at the close of the year. We note as well that some meetings find being provided with queries helpful and supportive to their process while others seem to profit from seeking their own queries from other sources. We were able to reassure meetings that the queries provided were not intended to be proscriptive but were to be used as they found them useful.

The most significant portion of our effort and work this year has been devoted to looking at the request from Quaker Life Council to develop a Truth and Reconciliation process for the yearly meeting to use particularly focused on instances of racial wounding and available for use as other conflicts arise. Several months were spent looking at the Truth and Reconciliation process as it has been applied in other situations and concluding that we needed to develop something different for the use of Phila YM. Our first attempts at this process met with some concerns from QLC which we used as part of the basis for revision of the process. We do not have the power or authority to mandate reconciliation. We know that deep listening has the potential to be transformative. These considerations have led us to develop and support a process for the yearly meeting to use in which deep listening forms the foundation on which transformation is built. We have offered a thread gathering program in which we presented this concept and taught some of the concepts and skills Friends needed to support it. Now that we have completed work on the Spiritual State of the Meeting Reports for this year, we are returning to this Truth and Transformation work, preparing a presentation/training for the runway to annual sessions, and looking at next steps in training and supporting monthly meetings to take up this method where it would be useful to them. We are also developing materials which can be available to monthly meetings for additional support which will primarily be provided by Resource Friends.

Respectfully submitted, Jean-Marie Prestwidge Barch, Clerk, on behalf of the committee

Attachment E – Spiritual State of the Yearly Meeting Report

The Covid-19 pandemic, political strife, a heated Presidential election, and the social uprising following the murder of George Floyd by Minneapolis police are key events that touched everyone in 2020.

PYM is comprised of large, medium, and small urban, suburban, and rural meetings. Monthly meetings handled the pandemic's stay-at-home orders and social distancing requirements somewhat differently, but nearly all monthly meetings moved meetings for worship, social gatherings, adult religious education classes, and committee meetings to Zoom in March 2020 for a minimum of two or three months.

Sustaining a Covenant Community

To many, worship on Zoom proved to be surprisingly deeply meaningful. The technology helped keep us together as a community. The mosaic of faces on the screen helped us feel less lonely. We could see and hear everyone clearly. Friends who had moved away and who we hadn't seen in years rejoined our community thanks to the technology. We found we could have zoom meetings for worship more often during the week. Some meetings added midweek meetings, or even offered worship every day.

Unfortunately, Zoom didn't work for everyone. Some Friends didn't find Zoom worship meaningful or didn't have the technology or the ability to join Zoom sessions. Other Friends were exhausted from being on Zoom all week for work or school and just needed a break. Some meetings were able to offer alternative worship experiences or paused and then went back to worshipping in the meetinghouse as soon as they felt comfortable to do so.

We experienced a great longing to be together in community. Some meetings held socially distanced, masked meetings out of doors, even throughout the winter. Other meetings felt comfortable worshipping in their meetinghouses while being sure to follow the pandemic guidelines. A few meetings had trouble reaching unity about mask-wearing and meeting indoors. A few smaller meetings joined together in meeting on Zoom and felt closer as a result. Mid-week worship was kept going on zoom and added to the schedule of a number of meetings.

Many meetings held multiple types of worship - in-person outdoor or indoor, as well as zoom - each week. A few meetings have begun experimenting with hybrid meetings, following the lead of Pendle Hill and their daily hybrid meeting. There is a great concern not to abandon those who have been worshipping with us from a distance with us once we can safely all worship in the meetinghouse.

The experience of being able to keep in close contact during the pandemic, the election season, and the social uprising was very important. Quite a few meetings reported feeling stronger as a community after having been through all of that together. Hanging out all together on Zoom after worship for a period of Joys and Concerns, or in breakout rooms, was new for some meetings, and deepened a sense of community.

Meetings reached out to their members, particularly to those not attending worship. More reaching out will need to be done to bring Friends back into the fold once meeting in person is once again allowed.

Meetings employed a broad number of strategies for adult religious education – sessions with speakers or videos, as well as reading groups. The topics included Quakerism, peace, climate change, racism, white privilege, social justice, environmental concerns and justice, gun violence, and hunger.

Many meetings expressed concern for their children and Young Friends. Since many events had to be cancelled, efforts were made to keep children engaged. Several meetings have a Quaker School under their care. Collaboration, use of meetinghouse space, and financial support were offered to help keep the schools open.

Living into our Social Witness

The murder of George Floyd by the Minneapolis police sparked a social uprising across America. There were demonstrations against police brutality and white supremacy across the country. It seemed as if there was a widespread awakening in the white community to the reality faced daily by black and brown people.

While quite a few meetings have been working on becoming anti-racist for years, this year we see many more reports of meetings focusing their energy on learning to be anti-racist. Meetings have been holding reading/study groups, taking the AFSC e-course “Radical Acting in Faith for White People,” organizing and attending demonstrations and vigils, and showing films for the Meeting as well as the wider community.

Meetings stayed involved with their local communities, supporting activities such as food pantries, community refrigerators and other feeding programs. Meetings supported and participated in local interfaith initiatives such as POWER and Heeding God’s Call to End Gun Violence. Meetings also support Earth Quaker Action Team, American Friends Service

Committee, Friends Committee on National Legislation, and work with immigrants and refugees.

Our Spiritual State

The pause in being able to gather physically has created, for some Friends, a deeper quiet, an opportunity for deeper listening, and a shift in priorities.

We see and hear that there is a thirst for transforming ourselves, our meetings, our communities, our Yearly Meeting, and our world into one that is anti-racist and not one dominated by white supremacy.

There is a thirst to know how to communicate with each other and resolve conflicts in a deep, spirit-led way.

The past year has revealed both the durability and elasticity of our connection and the deep importance we hold in one another’s lives.

Prepared by Karen Lightner, member of the Ministry and Council Committee of the Quaker Life

Council

Attachment G – Biographers for Ministry & Care Committee

Ginny Sutton, term ending in 2024

Ginny currently serves on the Ministry and Council Committee of Westtown Meeting. She worked as a social worker for many years, traveled in the ministry in Ohio Yearly Meeting, and traveled with the Worship and Ministry committee at Friends General Conference in the '80's. There is another Ginny Sutton who is much older with whom this Ginny need not be confused.

Dona Sorce, term ending in 2024

Dona serves as clerk of the Pastoral Care Committee at her meeting, Third Haven. Dona has been involved in the spiritual formation collaborative with PYM and is also active with a Quaker Advocacy group in Maryland called Quaker Voice of Maryland, working on advocating around state legislative issues. Dona works for the state of Maryland, Department of Housing and Community Development.

Tom Corl, term ending in 2024

Tom serves as Assistant Clerk of his meeting, Third Haven. He is a long-time member of Third Haven's Worship and Ministry Committee and has served on their Pastoral Care Committee.

Nancy Donnelly, term ending in 2024

Nancy is a member of Unami Monthly Meeting. She is the former head of United Friends School and brings experience with service both on the Pastoral Care and Worship and Ministry Committees of her meeting.

Barbara Zucker, term ending in 2024

Barbara is very active in Richland Meeting. She is excited about the idea of being able to bring more information about what the yearly meeting does and can do for others in her meeting. She feels connected to Abington Quarterly Meeting as well, and appreciates the quarterly meeting and yearly meeting's support, including grants and advice when there has been a need from outside the meeting.

Rebecca Heider, term ending in 2024

Rebecca serve as the clerk of Chestnut Hill Meeting's Worship and Ministry Committee, which has mainly been focused on holding things together during the pandemic.

Connie Webster, term ending in 2024

Connie is a member of Sadsbury Meeting and a former member of the Quaker Life Council. She brings experience serving in pastoral and worship care in her local meeting for many years. She brings a wealth of knowledge and experience of the spiritual and religious life of local meetings to the work of the Ministry & Care Committee.

Tom Paxson, term ending in 2025

Tom is a member of Kendal Monthly Meeting. For many years he served as Clerk of Illinois Yearly Meeting, he brings experience with pastoral care in his meeting, and is a retired Philosophy professor.

Attachment H – Biographies for Youth Programs Advisory Committee

Tedd Quinn, term ending in 2024

Ted helps to run the small religious education program at Westfield Meeting. He works as a teacher at Moorestown Friends and has three kids.

Heather Levenson, term ending in 2024

Heather is a member of Moorestown Meeting, and serves as the clerk of the Moorestown's Religious Education Committee. Heather works as a tax accountant and carries a passion for outreach to families and children in the meeting.

Edy Nolan, term ending in 2024

Edy is involved in pastoral care and religious education in her local meeting, Princeton, and she brings experience volunteering in the Children and Families Program with the yearly meeting.

Rae Dole, term ending in 2024

Is a member of Providence Meeting and rising first-year student at Warren Wilson College. During their years as an active and beloved member of the Young Friends community, Rae served on the Discernment Committee. Since 2019, they have served as co-clerk of YPAC. They are *nominated to continue their service as an at-large member*.

Attachment I – Minute of Religious Service for Eileen Flanagan

Good Morning, Friends

To the Presiding Clerks of Philadelphia Yearly Meeting:

Although the attached minutes pertaining to the religious service of Eileen Flanagan received from Chestnut Hill Meeting and Philadelphia Quarterly Meeting, arrived too late to consider at our recent Council meeting on July 17, 2021, we have received these minutes by e-mail, reviewed them, and forward them on to the body of Yearly Meeting with our sincere endorsement.

Warmest Regards,

Anthony Stover
Clerk, Quaker Life Council, PYM

To: Philadelphia Yearly Meeting of the Religious Society of Friends

From: Philadelphia Quarterly Meeting

Dear Friends:

Philadelphia Quarterly Meeting met on 18th day, 7th month, 2021 and approved a request to endorse Eileen Flanagan's minute of religious service. We forward her minute to you and request your endorsement as well.

Eileen is a member of Chestnut Hill Monthly Meeting, which provides strong spiritual and practical support for her ministry. Eileen's ministry has involved travel in the United States and internationally in the course of research for her writing and giving talks and training to various groups. She and her support committee anticipate that will continue to be the case over the course of the next three years. She is currently in Montana protesting the Line 3 pipeline in support of the Indigenous Water Keepers.

We are grateful for Eileen's faithfulness in fulfilling the call to religious service and ask you to hold her and her work in prayer.

Gratefully,
Kathleen Karhnaak-Glasby
Clerk, Philadelphia Quarterly Meeting

Renewed Minute of Religious Service for Eileen Flanagan
Approved in Meeting for Worship with Attention to Business, 20 June 2021

Chestnut Hill Friends Meeting recognizes that our longtime member, Eileen Flanagan, has been called by the Spirit into a prophetic ministry of healing humanity's separation from the earth, each other, and the Divine. Her ministry includes writing, public speaking, and teaching about effective activism, as well as her own activism. Grounded in her commitment to discernment of Divine guidance and tested by her faithful public action for environmental justice, her ministry is an expression of the prophetic call to return to the Divine and to see and care for the most vulnerable among us.

We have received the blessing of her ministry in our own community. We support her call to minister to others, with prayer; by providing a committee for support and accountability; and by receiving donations and grants to Chestnut Hill Meeting to be released to Eileen for the costs of this work. Eileen and her committee

will report annually. At the end of the third year the meeting will revisit its commitment to support this ministry.

We commend Eileen to all, in the hope that she will be kindly received wherever she serves.

Attachment J – Program Committee Report

The first topic in this report is to explain what the ‘Program Committee’ is. It was created out of the reorganization design back in 2014. In my opinion, the name is the most non-descript generic name that we could possibly come up with. The plan is to find a new name that better describes the work we are doing in the near future.

The Program Committee is responsible for nurturing and supporting the many spirit-led groups operating within our Yearly Meeting. Part of this work is making sure these groups get the financial and administrative support they need. Another part of our work is helping these groups navigate the bureaucracy of the Yearly Meeting. The Program Committee is under the stewardship of the QLC. The groups we support are:

1. Collaboratives – These are groups of Friends working together across the Yearly Meeting on a common cause. The current collaboratives include Eco-Justice, First Contact Reconciliation, Legislative Policy, Middle East, Spiritual Formation, Anti-Racism, India Friends, and Nuclear Disarmament.
2. Bridge Contacts for Monthly Meetings, Quarterly Meetings, and Worship Groups. These are people serving as communication liaisons between Yearly Meeting activities and Monthly Meetings.
3. Resource Friends – These are Friends that have particular expertise that they are willing to share with others. The most recent example is for people willing to help with the technical issues around opening up Hybrid Meetings. Other groups we would like to establish include Religious Education, Ministry & Care, Anti-Racism, Climate Change/Eco Justice.
4. PYM Representatives to other Quaker Organizations with attention to how to hold them, build community with them, and set expectations from PYM. These include AFSC, FCNL, FGC, FWCC, Friends Pension Plan, and Quaker Earthcare Witness.
5. Thread Gatherings (5 of them planned for the coming year).
6. Young Adult Engagement (18-35 yr olds).

Who we are:

1. Andrew Anderson – Meeting of Friends of Philadelphia
2. Olivia Brangan – Wrightstown (Staff)
3. Kate Bregman – Central Philadelphia
4. Sue Dietz – Medford Meeting
5. Zachary Dutton – Central Philadelphia Meeting (Staff)
6. Bryn Hammarstrom – Wellsboro
7. Jamie McVickar – Downingtown Meeting
8. Steve Olshevski – Radnor Meeting (Clerk)
9. Betsy Crofts – Newtown Meeting
10. John Marquette – Lehigh Valley Meeting
11. Wendy Kane – Newtown Meeting

The priorities in the past year have been:

1. Understanding our role. The past year has been one of reorganization for this committee. I became Clerk last Fall and many new members joined at the same time. Staff is helping us understand all of the many groups we are supporting. As we develop a clearer understanding, our intention is to update the QLC Corollary Handbook with a refreshed description and clarification of duties.

2. Keep the spiritual fires burning in the spiritual movements we are supporting/nurturing. There is a lot of great work being done. Our focus has been on the collaboratives; understanding their needs and providing the needed support to keep their spiritual energy burning brightly. Highlights include:
 - a. Spiritual Formation – This committee has been bringing spiritual formation work to us for 21 years. The biggest challenge was converting a 9-month in-person program to be delivered virtually. In addition, they offered a weekend retreat last October, a session leading to 2020 annual sessions, and continue to offer full 9-month sessions and introductory sessions for monthly meetings.
 - b. Eco-Justice - Since January 2020, EJC has been working intensively with the PYM leadership, council clerks, general secretary, and PYM clerks. At least twenty MMs have approved the minute to make the climate crisis a meeting-wide concern. In addition, there was a broad outreach to help members understand the importance of addressing this concern through newsletters, webinars, forums, and political advocacy for stewardship of the Earth, along with a compendium of written materials and resources to support our climate minute.
 - c. First Contact Reconciliation – The focus of this collaborative is to bring Spiritual listening, engagement with local Lenape Tribal Nations/ Peoples as well as “Indian Country” truths and share Friends’ labors of espousing historical t/Truths (sometimes painful), healing, and acts of social engagement/ justice through speaking engagements, deep listening to indigenous voices, consulting with Friends groups and building relationships between us.
 - d. Legislative Policy – Conducted a very successful virtual workshop in April titled Pathways to Ending Gun Violence: Legislative Solutions. More than 120 people registered for this event that gathered Friends from more than 30 meetings of PYM. The seminar shared information on how to make progress on the issue of gun violence and trained Friends on how to lobby legislators for change. Nine members represent PYM on the FCNL General Committee in the annual meeting.
 - e. Middle East – there are four foci for 2021 - Further support intersectionality efforts connecting Palestinian rights issues to Black Lives Matter movement, Familiarize and clarify how we may support Boycott Divestment and Sanctions, further connect Why Palestine Matters curriculum to a wider audience of PYM Friends, and connect to FCNL and legislative priorities for the new congress. They presented two virtual workshops for the PYM Runway to Annual Sessions 2021
 - i. The Middle East Conflict as a Global Issue of Injustice was presented in May.
 - ii. The presentation of a film as a beginner of examination of the injustices in the Israel-Palestine, on the ground realities. Wrestling with Israel – Palestine: Equality, Rights, Justice, and the Future.
 - f. Anti-Racism (ARC) – created in May of 2020 this collaborative is full of energy in addressing racism within our Yearly Meeting. They conducted interviews with 82 meetings and worship groups across PYM to ascertain what their m/wg was doing in terms of antiracism work. Thus far, they posted one resource list on our website and hope to have a second one, focused on antiracist actions to take, published shortly. They offered a report to Spring Continuing Sessions 2021. Two Friends represented ARC on the Addressing Racism Panel Discussion. Two Friends provided eldership for the Anti-Blackness Thread Gathering. Many attended the Truth and Transformation Thread Gathering as well as other PYM events. The next steps include creating a Thread Gathering to be held between Fall and Spring Sessions, taking part in the Collaborative Fair as part of the Runway to Annual Sessions, and reaching out to other Collaboratives to imagine how we can work together on antiracism.

- g. India Friends - Indian Friends are a tiny minority of a small minority. It means a great deal to them to be connected to the worldwide Quaker community. The focus is to work with other international Yearly Meetings to improve the facilities and funding of Quaker schools in India and to ensure that Quaker values continue to be inculcated to a new generation.
 - h. Nuclear Disarmament is currently in need of Friends with the energy around this concern to help move this forward.
3. Determining how this committee can provide the best value for the members of the Yearly Meeting. This is more a strategic goal, exploring what Yearly Meeting can do to make the spiritual life of Friends across Monthly Meeting boundaries, as fulfilling and fruitful as possible, and in so doing, show real value to all members of the Yearly Meeting. One assumption here is that there are Friends working on leadings within their monthly meeting that feel called to take this leading to the next level. The Yearly Meeting needs to be in a position to recognize that and support setting up the support structure necessary to allow that concern to take light among us.

Acknowledgment of staff

One final note: the committee wants to acknowledge the dedication and service provided by Zachary Dutton and Olivia Brangan in recognizing the importance of the Program Committee to the life of the Yearly Meeting and providing excellent help and guidance to the members of this committee. The success we have is due to them taking a stand for the importance of this work.

Respectfully submitted – Steve Olshevski, clerk of Program Committee

Attachment K – Collaborative Reports

Antiracism Collaborative Annual Report

Prepared by Wanda Wyffels, Clerk

May 31, 2021

1. How does your group meet and how frequently?

We currently meet via Zoom, once a month.

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

That's a definite yes; we truly work as a collaborative. As clerk, I'm the face of the Collaborative, but the work is done by all of us as we are able.

3. Are tasks delegated in the committee with good follow through?

Yes. Although I write the agendas, the convening of the meetings and minute taking is shared. Our work, such as the interviews we did, was accomplished by dividing up the meetings with 9 people on the collaborative doing the work. There are 2 people working on resource lists. A group was formed to talk with the DEI Sprint to determine our way forward together. A group was formed to work on a Thread Gathering between Fall & Spring Continuing Sessions. Some people are reaching out to other Collaboratives to ask about working together. And we all take part in visioning in each meeting to decide what we want to do in the future.

4. How does your collaborative remain spiritually grounded through its work?

We open and close each meeting with worship. I believe we all share a calling to do this work and we encourage and hold each other accountable on our individual as well as collaborative paths.

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

6. What are some accomplishments you want to highlight?

7. What events or projects have you successfully

implemented? This answer addresses # 5, 6, & 7

This past year has been a whirlwind of activity from our approval last May 16th to now. We have our site up and running. On it, we have our initial letter of contact with meetings, info about who we are, a glossary of terms, a resource list, the 2016 minute from Fellowship of Friends of African Descent, Queries from the 2020 Friends of Color & Their Families FCG Pre-gathering, a suggestion list from a White Privilege Conference, our report to Spring 2021 Continuing Sessions, and our survey results.

We conducted interviews with 82 meetings and worship groups across PYM to ascertain what their m/wg was doing in terms of antiracism work. As you can

imagine, this was a lot of work and we hope by publishing the results meetings can find new ways to work on antiracism.

Thus far, we have posted one resource list on our site and hope to have a second one, focused on antiracist actions to take, published shortly.

We offered a report to Spring Continuing Sessions 2021 of our work. Two of us represented ARC on the Addressing Racism Panel Discussion. Two of us provided eldership for the Anti-Blackness Thread Gathering. Many of us attended the Truth and Transformation Thread Gathering as well as well as other PYM events. We have begun the process of:

- Creating a Thread Gathering to be held between Fall and Spring Sessions.
- Taking part in the Collaborative Fair as part of the Runway to Annual Sessions.
- Reaching out to other Collaboratives to imagine how we can work together on antiracism.

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

Since we were just approved May 16, 2020, #8 is answered in #9 below

9. What progress has been made in goals that your collaborative has

set?First, here are our stated vision, mission, and goals:

The **vision** the Antiracism Collaborative holds is of a time when Meetings within PYM have become/are

welcoming and safe for all people, including people of all races and ethnicities, so that all will be nurtured and grow.

Our **mission** to achieve this vision is to provide accompaniment and support to meetings who seek further work on antiracism.

Our **goals** to achieve this mission are to:

1. Develop relationships with other groups and individuals within PYM concerned with antiracism.
2. Create and update resources on the Anti-Racism Collaborative pages of PYM's website.
3. Visit meetings to invite others to join us in learning and doing anti-racism work.
4. Provide or assist meetings with classes, programs, and workshops on antiracism.
5. Continue our own learning and encourage others to continue theirs.
6. Making sure there is someone within each quarter that receives our updates/materials.

Goal #1 is currently being worked on. Thus far, contact has been made with the Eco-Justice Collaborative. At our last meeting we have assigned people to contact the Middle East Collaborative, First Contact Reconciliation Collaborative, and India Friends Collaborative. Although it wasn't included on our list thus far, we will also reach out to the Legislative Policy Collaborative. As of now, we haven't fully formed our idea of how to work with the other collaboratives, and it remains to be seen as we make these contacts, but our hope is that we can gather and work together on antiracism.

Goal #2 is ongoing. We will continue to provide resource lists. Our list #2 will be focused on action. **Goal #3** began during the interviews and as meetings begin to open up their physical doors we will visit meetings to invite them into antiracism work or encourage their continuing work.

Goal #4 has yet to be realized. We see the survey info as a start but are still working on this goal.

Goal #5 is a continuing process. We email each other when we find a workshop or program on antiracism, have read or watched a book or article or video that was powerful to us personally, and sometimes mention these during our meetings.

Goal #6 still needs to be organized. We have a start with the contacts through the interviews and with PYM adding us to the News/Events emails on occasion, but we need to focus on this goal in our next meeting.

10. What challenges have you had in making progress?

We had wanted to be able to reach all the meetings/working groups with our interviews and there are a few that are still in process to add to the 82 we already posted on our website, but we have decided to stop the work so we may move on to other projects.

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

- We participate in PYM events as asked, e.g. Panel Discussion, and are planning a Thread Gathering right now.
- We take part in Sessions as asked.
- We write news blurbs as asked for the News/Events emails sent by PYM.
- We share our work on the PYM website (<https://www.pym.org/anti-racism-collaborative/>).
- We attempted to reach out to all meetings/worship groups with our interviews and posted the results on our site so everyone could see the work being done around PYM for ideas of what they wish to do.
- We posted a resource list on our site and are currently working on a second one.
- The DEI Sprint joins our meetings.
- We are currently reaching out to other collaboratives to do shared work.

12. How can the Program Committee of the Quaker Life Council help to support the work of your collaborative?

Our representative, Sue Dietz, is a valued working member of our collaborative and she has offered much support to our work. If anything is needed in the future, we would reach out to her with our need and she would bring it to you.

Eco Justice Collaborative Annual Report

May 2021

1. *How does your group meet and how frequently?*

Eco Justice Collaborative meets at least once a month by Zoom. We connect as well, throughout the month on specific projects. We convene subcommittees/sprints for continuing projects such as the Climate Action Network (CAN), EJC Web page design, webinars, and newsletters.

When necessary, we have additional called meetings of the whole group.

2. *Does the clerk have adequate support from the collaborative or group?*

Since we started having two clerks, the work is easier. One clerk does not have to be the only contact and given the nature of our work the clerks support each other and more can be done. Each member of EJC is an important collaborator and each member manages projects that are also supported by the other members.

3. *Are tasks delegated in the committee with good follow through?*

Often there are multiple concurrent projects with members crossing over to assist on another project. The members of EJC are passionate about the work they are doing and concerned with the existential urgency of the climate crisis. Given the nature of the work, success is not always possible but follow through is never a problem.

4. *How does your collaborative remain spiritually grounded through its work?*

The members of EJC are clear about the difficulties we are facing and would not be capable of continuing their work without the courage that that comes from reliance on a spiritual force. Our work can only grow out of deep internal spiritual reflection and worship. Many of us are grieving for the state of the earth and the condition of the people who are exploited, oppressed, and abused.

Without the support of our spiritual practices, we would have less hope. Without spiritual grounding we would soon burn out. The members of EJC recognize that much of the work Quakers do in the world arises out of compassion for suffering. This compassion or love comes from of our worship and our attention to the Light.

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

A major focus of our work is to find ways to connect, communicate, and convene Friends who want to work with us. We connect through our Traveling Ministry and presentations on multiple climate and justice issues. In the last two years our webinars have been an effective tool to convene Friends, provide education and build community. Our newsletter and event alerts are now published by PYM and

reach a larger number of Friends.

We are dabbling in social media when we can and have opened a Facebook page with over 160 likes and post to it several times a week. During the pandemic, our Traveling Ministry visited MMs online, providing education on the growth dilemma and the financial drivers of climate change and inequality. We developed a EJC presentation which has been presented at FWCC, QEW, two meetings and one Quarter. This past year there has been an intensive effort to support the Regional Greenhouse Gas Initiative (RGGI). We embarked on educational campaigns, with webinars, newsletter stories and alerts.

Additionally, we distributed letters of support for RGGI to the PA governor, signed by twenty meetings. When needed we published calls to contact representatives in our monthly newsletter.

Webinars we produced, recorded, and made available online are:

- Connections between Immigration and Climate Change
- Regional Greenhouse Gas Initiative (RGGI) & Community Solar
- The Climate Justice Work of Five Monthly Meetings in PYM
- A Critique of Michael Moore's Film on Climate Justice Organizations
- Green Investing November 16, 2020
- Why the Crises We Face Make Financial Reform Essential
- A Clean Energy Future: How We Get there at the Local Level
- And though no recording is available we produced a webinar on Project Drawdown, the 2018 Intergovernmental Panel on Climate Change (IPCC) and the Pachamama Alliance. A member of the collaborative gives workshops on Project Drawdown and Pachamama when asked.

Friendly Households: a Mini Transition initiative is being implemented at Old Haverford Friends Meeting and one other meeting is exploring implementation. Members of EJC have embarked on a campaign to educate and support public banking at the local and national levels. We are pleased to see that a green public bank has been established in Philadelphia.

One of our members developed a program on resilience and adaptation in response to extreme weather. This program is available on request. Program covers: Resilience, Developing a meeting Preparedness Plan, Responding to Disaster, Emotional and Spiritual Care.

6. *What are some accomplishments you want to highlight?*

Since January 2020, EJC has been working intensively with the PYM leadership, council clerks, general secretary, PYM clerks, and now the Climate spring. We have contacted most of the MMs and we know that at least twenty MMs have approved our minute to make the climate crisis a meeting-wide concern. We are finding ways to be more effective advocates at the local/township, state, and national levels. Since our last report, we have created a compendium of written

materials and resources to support our climate minute.

7. What events or projects have you successfully implemented?

The success we seek is a spiritual turning of Friends as they take responsibility for healing the earth and the corrosive human relationships that are exacerbated by racism and poverty. We are now seeing some of that turning by Friends in PYM. We are beginning to establish an expanded and effective Climate Action Network including a dynamic web presence. In addition to our webinars, we took part in the panel discussion on climate change as lead-up to Continuing Sessions. FWCC invited EJC to present our work on the climate change in PYM.

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

The work of the last year has been difficult but encouraging. Climate change and justice issues are systems problems that require larger perspectives on world problems. Our work has helped increase awareness among PYM Friends of the interconnectedness of the climate crisis and social and racial justice issues. This understanding has strengthened the work on all these fronts. Quakers are small but far-reaching in their influence and impact. Our talent is our ability to think and build paradigms, and to see clearly the actions that are needed. When Quakers organize, they are powerful.

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

Increased membership in the collaborative itself, as well as the growing numbers in attendance at our webinars and in our workshops, is evidence that increasing numbers of Friends in PYM are being led to work on the climate crisis. We have been able to connect Friends to one another for collaboration, provide tools for action, and connect PYM Friends to the wider Quaker community working on earth care. This building of community is crucial to the essential work of transformation that lies before us. The specifics of our work changes and develops continuously but the members of EJC are powerful, intelligent, and effective. With or without resources, EJC grows stronger and more effective each year.

10. What challenges have you had in making progress?

The year 2020 through the first half of 2021 has been difficult because of the pandemic. We are looking forward to in-person contact with our community. Publicity and connection with the yearly meeting membership are continuing challenges but recent developments to distribute our newsletter to a larger readership through the Peace & Justice network and weekly PYM updates has been encouraging. We are also making progress on a Climate Action Network and a dynamic Eco Justice web site.

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

We connect continuously through our newsletters, webinars, online public events, and for the last two years, our Traveling Ministry.

12. *How can the Program Committee of the Quaker Life Council help to support the work of your collaborative?*

We would like to be in closer contact with QLC, especially as we move forward with climate and climate justice as Yearly Meeting witness. We appreciate the work of the Climate Sprint and believe that close coordination with QLC would be helpful.

During the pandemic we were not able to use the funds the QLC funding group awarded us. We appreciate your trust and support. Thank you!

Acknowledgments: We are incredibly grateful for the liaison work of Andrew Anderson who kept communication open between EJC and PYM leadership team. Olivia Brangan has been a close and invaluable friend to and collaborator with EJC. We are as well, deeply appreciative of Zachary Dutton's leadership and his critical and organized response to our goals. T.J. Jourian, Malcolm McAtee, and Shelly Xia have been enormously helpful, guiding us through the technical issues related to the Climate Action Network.

ECO Justice Collaborative

Bruce Birchard Burt Dallas Ruth Darlington Patricia Finley Pamela Haines Paula Kline Stephen Loughin O Love Margaret Mansfield Kathryn Metzker
Steve Olshevski Liz Robinson Rita Varley
Richard Whiteford

First Contact Reconciliation Collaborative

Annual Report 2019 – 2020

December 2020

Loving works by “members” of the First-Contact Reconciliation Collaborative are represented with those ascribed by Lenape Tribal Nations’ leaders as allies and/ or those in accompaniment or companionship with Indigenous concerns. With humility, we acknowledge that the Philadelphia Yearly Meeting region is primarily existent within Lenapehoking, ancestral & contemporary land of the Lenape Peoples/ sovereign Tribal Nations; yet Friends also occupy homelands of the Nanticoke Indian Tribe and the ancient territory of the (removed) Susquehannocks.

Glory be of our maker – Yahweh, Allah, God, Spirit, Creator... This report from the First-Contact Reconciliation Collaborative represents approximately 18 months of Spiritual listening, engagement with local Lenape Tribal Nations/ Peoples as well as “Indian Country” truths, as well as Friends’ labours of espousing historical t/Truths (sometimes painful), healing, and acts of social engagement/ justice. We pray too that PYM corporate structures held by staff, interns, councils, clerkships, all currently serving, those yet to rise, youth, and those who have transitioned may seek clearness and speak to our condition righteously; if/ when there is confusion may we gather with open hearts and minds toward growing together.

Some reoccurring local concerns include recognizing (authentic Tribal Nation) Indigenous sovereignty; common and unique cultural features of Indigenous Peoples; patterns of dismissive predominant cultural appropriations and stereotyping; steadfast predominant cultural lifeways/ defensiveness; and grief/ remorse driving spiritual “blocks.”

First Contact Reconciliation Collaborative has created and stewards [their PYM web page](#) ; rising 2021 FCRC co-representative contact is Arla Patch (Doylestown MM,) arla@arlapatch.com, along with s. boone o’Scheyichbi, aliibiondi@gmail.com.

Peacemakers, locally and worldwide, are engaging in acts that redress practices of colonization - conquering then remaining, settling permanently, maintaining political paternalistic cultural oversight/ genocide (defined by the United Nations.) Those in relationship with PYM’s First Contact Reconciliation Collaborative are instrumental in the following joyful noise:

Listening to Authentic Indigenous Voices

DAWNLAND and *DEAR GEORGINA*, online screenings, documentaries of truth-

telling by individuals of four Maine Indian tribes - Maliseet, Micmac, Penobscot and Passamaquoddy - known collectively as the **Wabanaki**, "People of the Dawnland";

Protecting Tribal Lands and Sacred Places: Current Threats Across Indian Country, National Congress of American Indians;

The Untold Story, National Congress of American Indians, conversation on racial equity;

Native American Presidential Forum, Aug 2019, where a hand-full of Democratic Presidential candidates were greeted by panels of Indigenous leaders who individually posed relevant background and inquired of candidates "how Tribal Nation sovereignty, Treaty rights, and human rights would manifest in their Presidency." Recordings are available through [Four Directions](#);

History of the Lenape in the Lower Delaware Valley, Historical Society of PA;

Working Toward Right Relationship with Indigenous Peoples Conference, Pendle Hill Planning Committee members (due to the pandemic, the conference turned into a webinar series of six sessions over 12 weeks, Summer – Fall 2020):

Sovereignty and Tribal Government Relations in the United States and Canada with Jerilyn DeCoteau and Will David <https://www.youtube.com/watch?v=IBHf9QqO-BE&feature=youtu.be>

Implementing the United Nations Declaration of the Rights of Indigenous Peoples with Sheryl Lightfoot and Jennifer Preston (non-native) <https://www.youtube.com/watch?v=yj0Pj0Q1k0>

Cultural Appreciation vs. Appropriation/ Misappropriation with Dan and Mary Lou Smoke, Freida Jacques, Rev. J.R. Norwood, and Trinity Norwood <https://www.youtube.com/watch?v=a1gnEwy5WRo>

Truth and Healing with Marie Wilson, Denise Altvater, Esther Anne, and Penthea Burns <https://www.youtube.com/watch?v=ltXpUvV0AJk>

Solidarity, Guidance for Engagement with Kenneth Deer and Chief Dennis Coker <https://www.youtube.com/watch?v=B-rpugmPEhc>

Healing from Intergenerational Trauma with Elicia Goodsoldier and Cante' Waste Win (Good Hearted

Woman) Zephier https://www.youtube.com/watch?v=g_1btw5Mvwu;

Dawnland Signals: [Tribal Sovereignty](#) and [Land Acknowledgments](#);

Everyday Decolonization: How to Rebalance Power for Equity & Justice in Your Organization, Edgar Villanueva, author of Decolonizing Wealth;

Leadership Summit: Indigenous Rights and Environmental Justice series, Edgar Villanueva;

Using Books to Engage Young Children in Talk about Race & Justice hosted by EmbraceRace; *“raising inclusive, empathetic children who are able to think critically and compassionately about race and racial justice... raising inclusive, empathetic children who are able to think critically and compassionately about race and racial justice”*;

Rethinking Thanksgiving, SU4RJ - Showing-Up for Racial Justice.

Consultations

Byberry Monthly Meeting (Mary Ellen and Susan), acknowledging Indigenous children interned in the burial grounds and working with their families/ relatives;

*New York Yearly Meeting Indian Committee co-clerks (Buffy and Liseli,) collaboration toward workshops with Central Philadelphia Monthly Meeting;

Parent of a high school student carrying a concern of mascotry (Atlantic County,) school’s leadership seen as elusive, parent desires anonymity, guided to FCRC web, ongoing;

Former students and faculty carrying a concern of mascotry (Unionville, Chester County, PA) leadership leaning-in by altering the logo, taking up the concern despite (some) push back within the community, selection committee offers two potential new mascots/ imagery names, providing (exemplary) [youtube video](#) identifying intentions, benefits for both options, voting will be the rising 8th-12th graders, resolve/ announcement expected Jan 2021;

Member of Philadelphia Cricket club, carrying a concern for inappropriate Indigenous club logo, small group of club members taking up informal conversations, guided to FCRC web, subsequently FCRC declined news media interview request, ongoing;

**Medford Meeting “75 Things” Group carrying a concern of local Regional HS district with multiple indigenous mascotry, ongoing;

Abington Friends outreach for historic truths of “Quakers dealing with the Lenni Lenape”, sovereign Lenape Nations removed...toward a land acknowledgement and Minute being developed by MM, sensing resistance for change/ decolonizing, further educational materials available on FCRC web, ongoing;

Kendal, Land acknowledgement for southern Chester County (Lenapehoking);

***Quaker Religious Education with Melinda Wenner-Bradley; how First Day School lessons might be more inclusive *How do we approach this topic (education lacking truths/ perspective of Indigenous Peoples) in youth religious education programs? How do we address the history of colonizer settlement, including of oppression of Native people by Quakers? What resources are helpful, and how do we assess bias in resources about indigenous people?*

Kendal, Monday Talks, Land Acknowledgement to open their reading of the Haudenosaunee Thanksgiving Address (Words that Come Before All Else,) engaged in discussion...invitation to return as way opens, ongoing;

Birmingham Friends First Day School facilitators (Chester County) seeking inclusion of Indigenous Peoples of their region and native plants, mitigate historic mistruths, biases, stereotypes, focus on Hannah Freeman (Lenape) b./d. Chester Co;

Chestnut Hill Friends, Addressing Racism Committee seeking to understand the practice of land acknowledgements, advices due to PA history and current resistance voiced within their committee, ongoing.

Public Speaking Engagements

Annual Sessions 2019, *Candling One's Self* 2-hour workshop;

Tri-Quarter Gathering 2019, *Tribal Realities*, by Jeremy Newman, a unique documentary of the Nanticoke Lenape Tribal Nation;

FCRC sponsored workshop [*Call to Action*](#)(s) Oct. 2019, Friends Ctr, Phila., introduce sacred Treaty of Amity Wampum Belt; truths to conciliations - decolonizing harms of predominant culture by addressing Columbus Day/ Indigenous Peoples Day, Thanksgiving Day/ Truthgiving Day, mascotry, Doctrine of Discovery, and healing;

*Central Philadelphia Monthly Meeting host co-facilitation of NYYM Liseli Haines & Buffy Curtis, with PYM FCRC -boone & Trinity Norwood (Nanticoke-Lenape,) series of sessions – *Roots of Injustice, Seeds of Change* workshop; “Indigenous Allies” talk (land acknowledgement, rematriation, appropriation, myths, mascots,) *Two Rivers* documentary [Mar 7, 2020; last in-person public engagement];

Spring Continuing Sessions 2020 – Out of worship, vocal ministry/ Land acknowledgement prayer;

RACE BASED MASCOTS: A Prime Challenge to Decolonize, PYM Annual Sessions 2020 (virtual) FCRC Workshop(boone and Arla Patch);

PYM (virtual) Annual Sessions Land Acknowledgement Prayers for Plenaries (Climate Change, Membership and Belonging, Treasury, Addressing Racism,) and Opening Program, with follow up interviews by Grace Cook for PYM News posts;

PYM (virtual) Fall Continuing Sessions Land Acknowledgement Prayers for Meeting for Worship (Nov) and Meeting for Worship with Attention to Business (Dec);

"[TWO VOICES: Healing Our Shared History](#)" co-presenters Rev. Dr. JR Norwood (Nanticoke-Lenape) and Arla Patch, hosted by Monty4Heritage & One Montgomery and Princeton University Tiger Challenge Team;

**Talk with Medford Meeting "75 Things" Group carrying a concern of local Regional HS district with multiple high schools supporting indigenous mascots (racism);

***Quaker Religious Education (QRE) Philadelphia et al, guest speaker; shared various educational resources written by Indigenous Peoples/ communities, Indigenous authored books for young adults and children, historic roots of dismissiveness, need for healing, resourced FCRC website; participants noticed that they might become more aware before facilitating and acknowledge why, why we "teach" what we "teach"; there is interest to cycle back together;

Abington Friends seeking historic truths of Lenape removed, sensing resistance led to a talk by Coalition of Natives and Allies who collaborate with FCRC, Friends acknowledged their discomfort and desire to continue learning;

Kendal (at Longwood) Monday Topic guest speaker for a Land Acknowledgement to open their reading of the Haudenosaunee Thanksgiving Address (Words that Come Before All Else,) also introduced the sacred Treaty of Amity Wampum Belt, engaged in discussion...invitation extended to return in the near future;

Woodbury Friends Meeting seeking "Winter book chat"; planned for Jan 2021, *The Boy, the Mole, the Fox, and the Horse* by Charlie Mackesy;

Barnegat Friends Meeting seeking local Indigenous history, extending Black Lives Matter (BLM) to include Black Indigenous People of Colour (BIPOC,) post 2018 intros.

Additional Relationship Building

Network with newly formed [Coalition of Natives and Allies](#) (CNA,) seeking

PA legislation to abolish the inappropriate/ dismissive use of Indigenous mascotry/ logos;

FCRC Hosted Indigenous Peoples Day 2019 planning committee meeting; 3rd Annual Indigenous Peoples Day

Philly, October 2019, Penn Treaty Park;

The Land Remembers: Native Peoples Through the Land, Paula Palmer, encouraging non-Native people to explore how their personal stories intersect with Native peoples through the land they know and love, hosted by Haverford College;

By special invitation, attend Nanticoke-Lenape Tribal Nation's non-public gathering, 2020 Mid-winter Social;

One Book: One Community winter 2020, "*Strong Medicine*" *Speaks* by Amy Hill Hearth, met 4 times during Jan and Feb, segueing from 2019 OBOC read by Robin Wall Kimmerer to discussing what moves us toward becoming "indigenous with the land;"

[*Virtual 24-Hour Vigil for Justice*](#), Interfaith Philadelphia;

Mashpee Wampanoag Land Case (US District Court) [petition](#) signatories;

Toward Right Relationship, *Roots of Injustice, Seeds of Change* pilot virtual workshop;

Bending the Arc for Justice Together: Call for Solidarity and Action by La Convivencia, Princeton University; Braver Angels, Bridge the Divide – Training for a Polarized Society;

Crafted/ published/ posted to the FCRC [Call to Action](#) web page, *Guidelines for those Seeking Healing Relations with Indigenous Peoples: Lessons of Lenapehoking*; a "living document" drafted in coordination with Nanticoke Lenni-Lenape Tribal leadership and east coast Yearly Meeting Friends of shared spirit;

Salem Quarter Friends accept (non-public) invitation to the Nanticoke Lenni-Lenape (Fall) Gathering Oct 2019 at their Cohanzick Tribal Grounds;

Medford Friends' Climate Change Group and Ad Hoc Committee for the Outdoor Gathering Space host Dale Hendricks of London Grove Meeting (southern Chester County, PA) *Wonderful Life! Soil, Plants, Carbon and Climate in Relationship*;

Joint Indian Affairs Committees - burgeoning support/ clearness group of **east coast Yearly Meetings'** fellow Indigenous-ascribed allies and those in accompaniment toward right relations – PYM (FCRC), NEYM, NYYM, BYM, SEYM, Canada Friends, and a few Friends in the mid-west and western US;

[Healing Ancestral Trauma: What is Epigenetics and Why Does it Matter?](#) with Erva Baden “*Understanding these histories, and our own inherited patterns can open new doors to understanding, healing, and justice.*”

Lovingly submitted on behalf of First Contact Reconciliation Collaborative,
boone o'scheyichbi, contact representative
Philadelphia Yearly Meeting [First Contact
Reconciliation Collaborative](#) Minute of Religious
Service: Nanticoke Lenni-Lenape Tribal Nation
pronouns: kin/ they/ them
Phone: 609-221-7247 (US East Coast
Hours preferred) Email:
aliibondi@gmail.com

Legislative Policy Collaborative

Annual Report

October 2020 – September 2021

The Legislative Policy Collaborative works to coordinate lobbying and education on the national legislative priorities set by the Friends Committee on National Legislation (FCNL), a Quaker lobby group based in Washington. Our collaborative includes ten Friends, nine of whom are appointed by PYM as representatives to the FCNL General Committee.

In addition to our ten members, the LPC has a list of monthly meeting contacts who are organized into a Rapid Response Network. We are always happy to learn of new monthly meeting contacts.

Although this year the Coronavirus Pandemic ruled out physical gatherings and the fellowship and energy that can come with meeting in-person, we discovered that Zoom meetings and virtual lobbying allowed us to continue our work and expand our outreach, even as we learned new ways to communicate, educate, worship, and discern. The LPC has had a busy and active year.

In November 2020, under the theme of *Fierce Love*, all LPC members attended FCNL's 2020 virtual annual meeting and lobbying sessions. Although we missed being in Washington, the virtual meetings provided significantly greater access, allowing more than 800 Quakers and friends from across the nation to gather and hear from inspiring speakers, participate in workshops, learn about advocacy, and engage in worship.

In our business sessions the General Committee approved FCNL's budget, heard reports from standing committees, set legislative priorities for the 117th Congress, and continued discussions and discernment on Diversity, Equity, and Inclusion.

In years past, a highlight of FCNL's annual gathering has been the short walk up to Capitol Hill offices to lobby our congressional representatives and senators. In 2020 such walks were not possible, but our virtual lobby training showed us how even from our homes we could make our voices heard. Last November we lobbied our elected officials to ask that they support legislation that would take a small step in addressing the crisis of racism, police brutality, and the militarization of police. There were more than 220 virtual lobby visits, representing 44 states and the District of Columbia, speaking to the crisis of police violence and militarization, and lobbying to pass the George Floyd Justice in Policing Act.

We spent the winter months planning our highly successful April 2021 virtual workshop *Pathways to Ending Gun Violence: Legislative Solutions*. More than 120 people registered for this event that gathered Friends from more than 30 meetings within PYM. Similar to FCNL's Annual Meeting, the virtual platform doubled our numbers and drew Friends from meetings located in PYM's outer geographic reaches.

In his Pathways workshop keynote address, Peter Murchison, a member of Wilton Friends Meeting (CT), shared the emotionally wrenching story of his nephew Daniel, who was killed in his first-grade classroom at Sandy Hook Elementary School eight years ago. As Peter spoke, we noted his humility, his encouragement to seek our own ways of working to stem gun violence, and his call for finding ways to talk with those who would take a different stand. He reminded us that what can look like anger can be a deep fear, a need for perceived safety in an unsafe and changing world. Yet, because guns are idolized, he called gun rights "not a crisis of the second amendment, but rather a crisis of the second commandment." The number of guns in the U.S. and the deaths caused by them constitute a moral crisis.

Peter's remarks were impactful in their emotional honesty and set the tone for the panel discussion that followed with gun violence prevention groups working at the local, state, and federal levels. The panelists from Heeding God's Call, CeaseFirePA, the Pennsylvania State House of Representatives, and the Friends Committee on National Legislation addressed the most difficult arguments to counter in talking about gun rights and gun violence as well as actions that they and workshop participants can take. These actions include vigils, contacting other faith groups in our communities, gun buy-backs, tee shirt displays depicting those who have died by guns, and more. An effective way to be heard is to organize a visit to your representative's offices. We drew hope from these examples of how to put our faith into action.

The Pathways workshop concluded with Jim Cason, the FCNL Associate General Secretary for Strategic Advocacy, who provided us with training on how to lobby our members of Congress and senators. Pennsylvania State Representative Joe Webster underscored the importance of contacting legislators, noting that as constituents, we have a lot more power than we may realize.

Equally exciting, portions of the Pathways Workshop were recorded and are available for meetings to access for forums and discussion groups.

As part of PYM's 2021 Runway to Annual Sessions, we facilitated two virtual programs in May with FCNL. The first workshop – The Roots and Branches of

Quaker Advocacy – focused on how advocacy and Quakerism are intertwined and how the experiences of early Friends continue to inspire legislative action, and how the Spirit is leading us to witness today.

Our second Runway to Annual Sessions program – F/friends in Unlikely Places: Engaging with Those Who Don't Agree with You – was equally timely, coming in a period when we are reminded daily how deeply our nation is divided. Drawing on theoretical, strategic, and spiritual frameworks from Quaker tradition, F/friends were equipped with new skills for communicating across political divides and practicing seeing that of God in others, especially those with whom we disagree.

In July 2021, right before Annual Sessions, we will participate in the Collaborative Fair, to share the work of the Legislative Policy with interested participants of Philadelphia Yearly Meeting. We will also share our work and annual report in the final workshop of the Runway to Annual Sessions as Representatives to the Friends Committee on National Legislation.

Looking ahead to the autumn of 2021, FCNL will hold its Annual Meeting in November, although it remains to be determined whether we gather in Washington, continue in an all-virtual mode or a hybrid combination.

Regardless of when we are able to return to “normal,” the LPC will continue its work by planning our Spring 2022 workshop, encouraging YAF to participate in FCNL’s legislative work, and drawing strength from our spiritual well to engage Congress on issues of peace and social justice.

The LPC wants to thank PYM for its spiritual and financial support. Through this support, members of the LPC are able to contribute to guiding the good work of FCNL and in turn, sharing with PYM members how to direct the energy of their Spirit towards legislative change.

Respectfully submitted,

Members of the Legislative Policy Collaborative

Sylvia Bronner, Co-Clerk,

Haverford Deborah Hejl,

Co-Clerk, Gwynedd Emily

Abels, Downingtown

William Cozzens, Germantown

Mary Lou Hatcher, Rising Clerk of the FCNL General

Committee, Lehigh Valley Joe Laird, Downingtown

Margaret Mansfield,

Providence Stefanie
Morgan, Trenton
Lynn Oberfield,
Providence Steve
Olshevski, Radnor

Middle East Collaborative

Summary of July 2019 to November 2020 (Addendum and update included through May 2021)

At the invitation of Sue Dietz, on behalf of the PYM Quaker Life Council, the following report is a summary of the work of PYM Middle East Collaborative in the last 18 months.

Middle East Collaborative of Philadelphia Yearly Meeting is composed of members and attenders at various PYM monthly meetings, all of whom share an interest in the Middle East region. We wish to educate PYM Friends about the region and current issues and make suggestions for individuals' actions to support peace with justice and equality in the region.

Middle East Collaborative (MEC) meets on the first Sunday of every other month: January, March, May, July, September, November. Additionally, we have typically presented a workshop or two at PYM Annual Sessions. While our meetings have been virtual [Zoom] since May 2020, our consideration of issues relevant to the Middle East region has not waned.

In a typical 90–120 minute meeting, we check in with each other, have brief reports on various topics and then go on to one or two major items for discussion. Brief reports in the recent past have included:

- Ramallah Meeting and Ramallah Friends School
- Israel / Palestine
- Lebanon including Aug 2020 explosion, economic crisis, and Brummana High School and Brummana Friends Meeting in the hills east of Beirut
- Iraq – development projects under care of Mennonites; Chaldean school.
- Armenia/Azerbaijan – recent conflict
- Luke 10 – ecumenical efforts to send aid to Iran in face of US sanctions
- Iran – assassination of military commander; COVID and sanctions;

We have members whom we support in their connections to Ramallah, Iraq, Iran, Lebanon, Syria, Israel, and Palestine.

Friends on our committee carry out their own social action work and help us make direct connections to a number of organizations:

- Christian-Jewish Allies of Philadelphia
- Mennonite Central Committee
- Jewish Voice for Peace
- Friends Committee on National Legislation
- United Nations and UNRWA
- Luke 10

- AFSC and their campaigns in support of justice in Palestine
- Quaker Palestine Israel Network
- Ramallah Friends Meeting and school.
- Al-Bustan Seeds of Culture in Philadelphia

Recent minutes of our meetings have listed resources for Friends through which they may investigate deeper analyses of topics discussed at that meeting. At our most recent meeting we listed four foci for 2021:

- Further support intersectionality efforts connecting Palestinian rights issues to Black Lives Matter movement
- Familiarize and clarify how we may support Boycott Divestment and Sanctions
- Further connect Why Palestine Matters curriculum to a wider audience of PYM Friends
- Connect to FCNL and legislative priorities for new congress

Thank you to PYM and the Quaker Life Council for all your support and encouragement. Olivia Brangan has been tremendously helpful numerous times in numerous ways. Kate Bregman cheers me on individually and us collectively on a regular basis.

In the Light, Sandy Rea, Clerk

5/22/2021 **Addendum** at request of PYM/Olivia Brangan

Since December, MEC has met in January, March, and May. Discussions included:

- Christian Zionism
- Weaponizing Anti-Semitism with focus on the new book by our virtual member and Texas Friend Alex McDonald, [When They Speak Israel](#).
- Brumanna High School – The Quaker school in Lebanon and the severe challenges it faces as Lebanon deals with governmental, economic, and political crises.
- Continued reports from our liaisons to Christian-Jewish Allies group in Philadelphia as Why Palestine Matters curriculum is presented to another faith community. Stay tuned.... Friends of PYM may be offered this course.
- How the Biden administration might move in relation to the “nuclear deal” / JCPOA from which Mr. Trump pulled US support in 2018.
- Updates on Iraq after the US shelling in early March of alleged ISIS sites near Erbil. Two MEC members worked in Erbil for four years and remain in close touch with former Iraqi and international colleagues there.

MEC proposed and has been accepted to present two virtual workshops for the PYM Runway to Annual Sessions 2021. On May 13, 2021 members Tony Manasseh and Leila Barclay, both Lebanese Quakers who grew up in Lebanon, presented [The Middle East Conflict As a Global Issue of Injustice](#). Their conversation combined with commentary and questions by Friends attending (via Zoom) led to a detailed

and rich exchange about the current picture in Lebanon and nearby countries in the region, Israel, Palestine, Syria, and Jordan.

Our second workshop is set for Thursday evening June 17, 2021. We hope to present a film as a beginner of examination of the injustices in the Israel-Palestine, on the ground realities. **Wrestling with Israel – Palestine: Equality, Rights, Justice, and the Future.** Friends are encouraged to register for this workshop via the www.pym.org website. The title was selected in advance of the 11 day conflict between Israel and Palestine of May 10 to May 21, 2021. Our considerations that evening will surely include this most recent, violent engagement.

Thank you, Sandy Rea, Clerk, PYM Middle East Collaborative

Spiritual Formation Collaborative

Annual Report
2020

October 2019 to September

1. How does your group meet and how frequently?

The entire group meets every other month on the second Saturday currently via zoom. If we are doing a 9- month program, a team of 3-5 people designing and running the program will meet much more frequently. For example, we are providing a midyear retreat for Abington Meeting and will meet 4 times this month

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

All members of the group support the clerk and take turns working on different programs. The collaborative is also a great spiritual support to all of its members, including the clerk.

3. Are tasks delegated in the committee with good follow through?

Members volunteer to be a part of a team for each project. The team is headed by one of the group who tracks what needs to be done and prepares agendas for the team meetings

4. How does your collaborative remain spiritually grounded through its work?

It is our custom, when we meet as an entire group, to spend 30-60 minutes praying together and checking in on our spiritual lives and well-being. If a member requests it, we hold that member In the Light. Team meetings also begin and end with prayer. And before a program begins, team members meet and pray for an hour and then pray throughout the program. It is also our custom to team each facilitator with an elder who holds both the facilitator and the group being facilitated In the Light.

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

- On October 11-13, the collaborative offered a weekend retreat entitled Seeking Connection to Self, Spirit, and Spiritual Companionship to 19 people from a variety of Meetings. This is an annual retreat to encourage others to become leaders, offer spiritual formation to their meetings and serve others who want spiritual enrichment.
- Pre-session retreat for summer session; the SFC identified a speaker for summer sessions, Marcelle Martin, and assisted with recruitment and eldering during the retreat.
- Offered introductory SF sessions to both Haddonfield and Abington Meetings.
- Started the nine-month program for Abington meeting.
- Transformed the 9-month Spiritual Formation program to a virtual program and are offering the program to Abington meeting in this format
- Held a virtual retreat for SF facilitators

6. What are some accomplishments you want to highlight?

One of our biggest accomplishments is converting the 9-month in-

person program into a virtual one. This has taken many hours of planning.

7. What events or projects have you successfully implemented?

This is the 21st 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. The program and the collaborative continue to grow and pray for guidance.

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

Our goal is to continue our work and expand our reach throughout PYM. We seem to be moving toward that with the Retreat programs. We are optimistic that attendance will grow. We also intend to broaden and diversify the membership of our collaborative.

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

The restrictions of Covid have been a setback, but we continue to be available to Meetings and individuals, offering opportunities for spiritual deepening.

10. What challenges have you had in making progress?

The biggest challenge this year has been COVID and the required social distancing. Much is accomplished through spending physical time with Friends and networking during breaks and meals. Zoom really cuts down on this. One Meeting decided to wait another year before having the Collaborative bring the Spiritual Formation program to the Meeting. Another Meeting decided to go ahead, so we are experimenting with our first online Meeting and asking for lots of feedback from the group. They know they are the guinea pigs for this experiment. The planning time has greatly increased for our group.

- 11. How is the work of the collaborative being shared with the PYM community?** We share in 4 ways: any Meeting or Quarter who wants the Spiritual Formation for its membership can have it as long as there are 12 people who will commit to the program and the clerk of the Meeting and the worship and ministry committee support it. The Meeting also has to provide a small care committee to work with us to deliver the program. The second way we share the program is that annually we hold a weekend retreat for anyone who wishes to facilitate a spiritual formation program in his/her own Meeting. Past attendees share what they have done in their Meetings to further the spiritual life of the Meeting. We also include others who have been unable to take the 9-month program but want to attend a spiritual formation program or who wish to know more about the program. The third way is through the PYM website on our web page where one can find everything we have developed for the program. Finally, we will also send a team to any Meeting that wishes an hour introductory session.

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

Continue to support us with a budget and send anyone you think would like to join the collaborative would be helpful. If you would like to hold us in the light when we begin programs that would also boost us spiritually.

Attachment L – Friends Counseling Service Report

Friends Counseling Service offers professional therapeutic counseling services to individuals, couples, and families in Philadelphia Yearly Meeting which are affordable and grounded in the Quaker spirit. Services also include consultation to Friends and meetings regarding substance use and abuse, addictions treatment, and other behavioral challenges. FCS providers are licensed mental health professionals and active Friends.

- Services are provided by licensed counselors, members of the yearly meeting, for a fee of \$95 a session;
- Counselors are paid \$70 for each session;
- Counselor reimbursement rate is 40% below the customary fee;
- Friends who are unable to pay this fee are provided a financial subsidy by FCS;
- Subsidy is based on a sliding scale of household income;
- The minimum fee asked of those receiving subsidy is \$20; those Friends who can afford the usual and customary fee (\$125) help to defray the cost of the subsidy provided to those that cannot.

FSC Subsidy is also provided through an endowment and contributions:

- The Arlene Kelly Fund, managed by Friends Fiduciary Corporation
- The John Martin Trust Fund contributes \$15,000 annually to the FCS
- Monthly meetings are asked to contribute funds to offset subsidy received by their Meeting members.

Currently, there are seven FCS psychotherapists serving Friends in the yearly meeting. Several of these clinicians are planning to retire in the next few years, so we are actively seeking new clinicians. Janaki Spickard Keeler, LCSW serves as coordinator and Jess Purvis provides administrative support.

Due to COVID-19, the FCS counselors moved almost entirely online, with one counselor seeing some clients outside and socially distanced. The shift to online services opened up services to individuals and families who live far from the current clinicians, and we are excited to be able to reach areas of the yearly meeting that had previously not been able to access counseling services. As pandemic restrictions ease, we intend to continue to offer some telehealth opportunities.

The Friends Counseling Service Advisory Panel, the oversight body that sets policy for the counseling service, was launched this year. The current members are Jean-Marie Prestwidge Barch, Robert Greene, Sallie Jones, and Danielle Havelin. Janaki Spickard Keeler and George Schaefer serve in an *ex officio* capacity.

This year, FCS sponsored two online series on mindfulness meditation led by FCS counselor Deborah Cooper and a class on how to get better sleep led by Sarah Whitman, who formerly served as psychiatrist for the counseling service.