

PYM Explained

The Weaving of
Friends, Meetings,
and Ministries

PHILADELPHIA
 YEARLY
MEETING



Content

4 OVERVIEW

- ▶ The Yearly Meeting Starts with Friends and Their Meetings
- ▶ Sessions: Where Friends Come Together as a Yearly Meeting Community
- ▶ Connecting Across the Yearly Meeting: Creating Our Weaving

8 ENDURING STRUCTURES OF OUR COMMUNITY: THE WARP THREADS

- ▶ *Faith and Practice*
- ▶ Governance
- ▶ Staffed Operations
- ▶ Strategic Directions
- ▶ Non-Profit Organization
- ▶ Property
- ▶ Finances

26 CONNECTING STRUCTURES OF OUR COMMUNITY: THE WEFT THREADS

- ▶ Collaboratives
- ▶ Bridge Network
- ▶ Communities of Practice
- ▶ Yearly Meeting-Wide Witness
- ▶ Programs & Events
- ▶ Communications
- ▶ Gifts and Skills Collection

42 PROGRAMS & SERVICES

- ▶ Aging Services
- ▶ Youth Programs
- ▶ Peer Groups
- ▶ Young Adult Friends
- ▶ Granting
- ▶ Professional Services

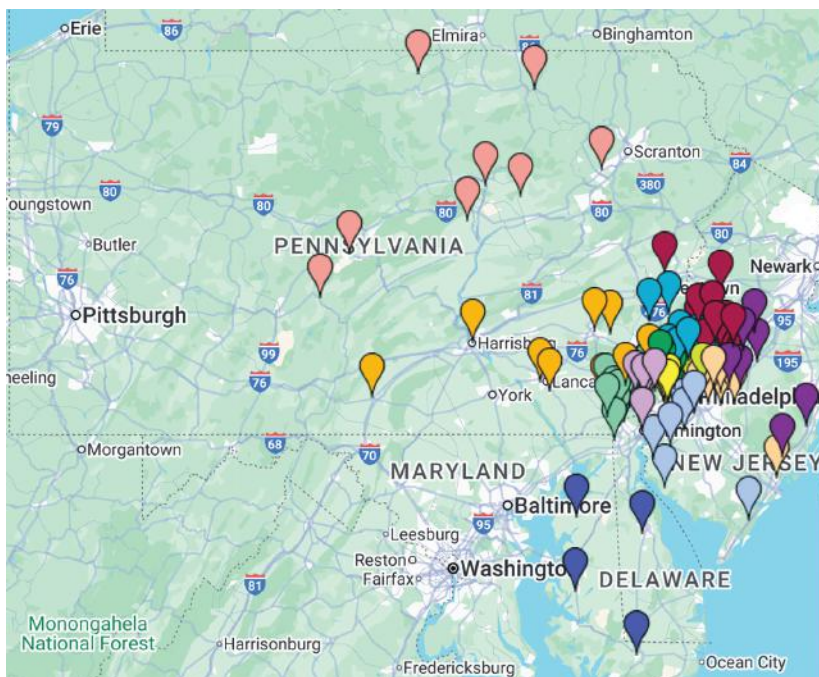
52 CONTINUING RESOURCES FOR CONNECTING

- ▶ Resources for Connecting

Philadelphia Yearly Meeting

Is The Weaving Of People, Meetings, and Ministries

Philadelphia Yearly Meeting is an interconnected spiritual community of 100 local meetings and around 10,000 Friends, in a four-state region. Each person, meeting, and ministry is a vital fiber in the fabric of our shared spiritual life.

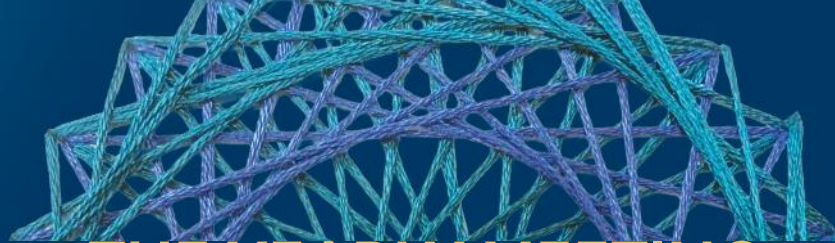


“

Philadelphia Yearly Meeting is an extended network of Friends. This community exists to hold and amplify, deepen and nurture the experience of Spirit, and everyone's talents and involvement help make that happen. Friends throughout the yearly meeting are invited to share gifts, to bring truth, capacity, and strength into the life of the community, as led by the Inner Light. The yearly meeting increasingly sees itself as a network of connections to enable those with particular interests, concerns, and gifts to be linked to others with a similar focus.

”

— Faith and Practice,
Philadelphia Yearly Meeting (2017)



THE YEARLY MEETING

The Yearly Meeting Starts with Friends and Their Meetings

To illustrate the interconnectedness of Philadelphia Yearly Meeting, consider Friends in a local monthly meeting. These Friends, not in isolation but in community, understand that Quaker faith is a shared experience of worship, discernment, care, and action, all rooted in their connection to the Inward Light. When Friends and meetings come together, we amplify, deepen, and nurture the experience of Spirit.

When Friends from a meeting in New Jersey start a ministry and Friends from Philadelphia and the Eastern Shore of Maryland join them, that is the yearly meeting.

When a meeting in Upper Susquehanna Quarterly Meeting invites a meeting from Caln Quarter to join its adult religious education class; that is the yearly meeting.

When a Friend sits with someone from another meeting to hear their faith story; that is the yearly meeting in action.

This book illustrates the yearly meeting and the many ways that Friends and meetings take part in its work and life, with each thread helping to weave our community together.



Creating Our Weaving

From Individual to Community, All Woven into the Faith We Share

A MONTHLY MEETING is the local spiritual home for Quakers. It is the congregation of Friends who care for each other and gather regularly for worship and to make decisions in the manner of Friends. By tradition, they often meet for business about once a month (hence, “monthly.”*)

A QUARTERLY MEETING is a regional gathering of several monthly meetings. Quarterly meetings provide mutual support and fellowship, a forum for sharing concerns that are larger than a single monthly meeting, and a link between the monthly meetings and the yearly meeting. It usually meets four times a year (hence, “quarterly.”)

A YEARLY MEETING is the broadest community of Friends, consisting of all the monthly and quarterly meetings within a defined area. Yearly meetings traditionally meet for business and community once a year (hence, “yearly.”)

AN INDIVIDUAL FRIEND typically becomes a member of the Religious Society of Friends through becoming a member at a monthly meeting. Everyone who is a member of a monthly meeting is also a member of their quarterly and yearly meeting. At PYM, we also have at large membership, where an individual can apply for membership through the yearly meeting directly. While there are some resources and opportunities that are restricted to members, all who are active in a meeting are a Friend in PYM.

PHILADELPHIA YEARLY MEETING includes meetings from South Jersey, much of Pennsylvania, Delaware, and the Eastern Shore of Maryland. In our yearly meeting there are 13 quarterly meetings and over 100 monthly meetings. There are about 10,000 members although fewer than that attend meeting on Sunday mornings.

The history can be found in Philadelphia Yearly Meeting’s Faith and Practice.

**See page 20 for a list of monthly meetings.*



THE YEARLY MEETING

SESSIONS

are the gathering points where the entire Philadelphia Yearly Meeting community comes together as one body. People across the PYM region unite in worship, discernment, and fellowship, seeking the guidance of our God. This is where we make decisions, lift up shared priorities, and reflect on the spiritual condition of our community. It is where the yearly meeting takes shape.

Business takes place in worship in the manner of Friends and is always open to all Friends in our constituent meetings.

The yearly meeting business sessions hold specific responsibilities. They define the direction and priorities of the body, maintain Faith and Practice, approve budgets and key appointments such as clerks, and endorse shared witness. This body defines our purpose, priorities, and our corporate witness. It is in sessions that Philadelphia Yearly Meeting discerns the Light together, and where all other structures and programs find their grounding.

Sessions are also about community. We spend time with lifelong friends and meet new ones. We share meals, sing, learn, play, and watch our children grow up together. There is something for everyone.

The full span of the responsibilities of sessions appears in the Governance Handbook on pym.org.

“Any fundamental decisions regarding the structure, programs, and witness of the yearly meeting are made by the yearly meeting in annual or continuing sessions. All members of its constituent Friends meetings are also members of Philadelphia Yearly Meeting of the Religious Society of Friends. They are encouraged to attend the annual, continuing and other sessions of yearly meeting and participate in worship, fellowship, and decision-making with other members of the yearly meeting.”

Faith and Practice, Philadelphia Yearly Meeting (2017)



Where Friends Come Together

HOW Sessions Works

Sessions are hybrid, with business and community programming offered in person and online. Annual Sessions happen in July each year over several days in a residential setting. Continuing Sessions, which take place in the fall and spring, are one-day gatherings on the second Saturday of November and March. The presiding clerk creates the business agenda. Staff and an appointed committee plan the programming and logistics. Friends of every age from every meeting are welcome and expected to take part.

HOW Friends and Meetings Connect at Sessions

ATTEND SESSIONS

Come to Annual Sessions. Join Continuing Sessions. Bring Friends from your meeting with you.

PREPARE

Read the advance materials and talk about them in your meeting. Come ready for worship with attention to business.

CONNECT

Find a new friend or a new part of your spiritual journey during Sessions.





THE YEARLY MEETING

Weaving Connections Across the Yearly Meeting

We use weaving as a metaphor for our yearly meeting. A weaving starts with vertical foundational threads, called the warp, which provide strength and hold the structure. The horizontal threads, called the weft, move over and under the warp, bringing the design to life.

In this image, the warp threads are the enduring structures that give Philadelphia Yearly Meeting a stable foundation. These include our book of *Faith and Practice*, our governance, our staff, and more.

The weft threads that create the pattern are representative of our community life in PYM. These threads include relationships, gatherings, and shared work, held in the experience of the Living Presence. Together they form the pattern of our shared life.

Together, Warp and Weft Make the Weaving of our Yearly Meeting

Examples of these structures have developed over time, sometimes as long as centuries, under the care of Friends. The pages that follow illustrate many warp and weft threads of PYM. Each section describes either an enduring structure that supports us (*warp*) or a way that Friends and meetings connect (*weft*). These are followed by a section that describes the programs and services available to Friends and meetings through the weaving of our yearly meeting.



Reflection From a Clerk of PYM

Philadelphia Yearly Meeting of the Religious Society of Friends is both an institution and a community. **The institution holds steady; the community moves.** The institution nurtures action; the community acts, whether it's protests or potlucks.

The community comes together for worship, fellowship, and spirit-led action. It offers religious education for everyone, children and adults, support for those in need, and spiritual grounding for an extended family of Friends.

The institution provides a sheltering structure: solid but not staid, firm but not frozen. It hires people, manages money and property, and makes grants. It keeps us moving toward the big picture of how we as a people are called.

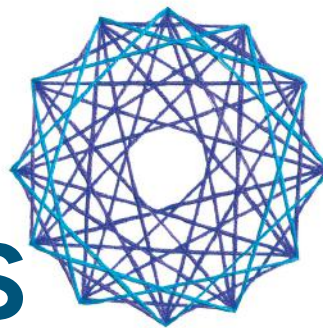
I picture individual Friends and Monthly Meetings heeding our various calls to action, holding those supportive strands with one hand while with the other reaching out into the wider world. However disparate our actions in intent or outcome, Friends and meetings find a strengthening coherence in connection to one or more of the institution's core principles.

There is joy in being part of this community!

Selden Smith

State College Meeting
Rising Clerk, 2024-2026

ENDURING STRUCTURES of Our COMMUNITY



*The warp threads of
our weaving*

In the weaving metaphor for our PYM community, the warp threads are the enduring structures that provide stability for our community. These are the elements that hold steady over time allowing all the colorful, dynamic connections of our yearly meeting to be woven into a coherent tapestry. The warp ensures that the Spirit-led work of Friends can take place in a supportive and sustainable context.

Our community is supported by these structures, but not every Friend and meeting is directly active in them. We rely on Friends who have the experience, training, and gifts to manage these structures on our behalf, and we invite them into service either through our nomination process or through employment. They are guided by the movement of Spirit in the PYM body and Quaker process, and also by laws,

regulations, and commitments. Everyday operations are managed by these Friends. When there are major decisions about the direction of our community that we need to make at Sessions, the Friends we have asked to serve prepare us, allowing us to be well informed and open to Spirit.

Each enduring structure is a distinct and essential part of the framework that supports Friends' work and ministry across the yearly meeting.

The enduring structures include:

- ▶ Faith and Practice
- ▶ Governance Structure
- ▶ Staffed Operations
- ▶ Strategic Directions
- ▶ Non-Profit Organization
- ▶ Property
- ▶ Finances





FAITH & PRACTICE

“Faith and Practice of Philadelphia Yearly Meeting of the Religious Society of Friends is thus intended to be a guide, and not a rule, for our members, attenders and others who seek to understand how Friends in our yearly meeting express our faith in our lives, our communities and our organizations.”

– Faith and Practice
Philadelphia Yearly Meeting (2017)

Philadelphia Yearly Meeting's *Faith and Practice* is a foundational guide that expresses our Quaker faith and provides practical direction for how we live and organize our religious community.

Its role is best understood as an evolving document that articulates who we are and how we strive to walk in the Light as a yearly meeting. It gathers the accumulated wisdom of PYM Friends into a publication we can all reference.

Our book of *Faith and Practice* contains several types of counsel and instruction to nurture and govern our community.

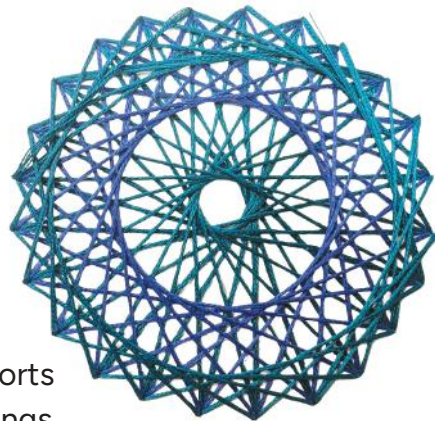
It offers *advices*, which are inspirational promptings distilled from early Friends' writings to encourage faithful living.

It includes queries and extracts that connect us with our Quaker heritage and prompt reflection on our own faith and actions. It also provides guidelines and procedures for the practical aspects of our community life. everything from how to welcome new members, conduct marriages under the care of a meeting, to how we make decisions in business meetings.

The current version of Faith and Practice was approved by the body in sessions in 2017 after a many-year process of revising, writing, discerning and testing.

It is available for purchase through QuakerBooks and is entirely online at pym.org/faith-and-practice.

GOVERNANCE



The Governance of Philadelphia Yearly Meeting is an enduring thread that supports the interconnected community of meetings, Friends, and ministry. The governance follows the movement and call of the Spirit throughout our community, and as expressed in our sessions. Between sessions, appointed groups move the work of the yearly meeting forward, ensuring that resources and attention are in place to allow us to live up to the Light as we've been called, and to thrive far into the future. **Governance invites wide participation and careful care of spiritual and material resources, guided by the Light.**

Governance Groups in PYM

The current governance structure was approved at Annual Sessions in July 2014, after years of discernment work throughout the yearly meeting.

Clerks and Officers: The Presiding Clerk guides business sessions so the community can listen, learn, and share to reach unity. Recording Clerks prayerfully record the proceedings and decisions, preserving our shared memory and our minutes. The Treasurer oversees PYM's financial activities and cares for the engagement with our financial health.

Councils care for and continue the yearly meeting's work between sessions (see page 6). There are three councils, which often meet jointly:

- ▶ **The Administrative Council** provides a strong foundation for healthy structure and keeps assets and operations in line with the direction set by the body.
- ▶ **The Quaker Life Council** supports the spiritual life of the yearly meeting, creating conditions for faith to grow and meetings to thrive.
- ▶ **The Nominating Council** identifies Friends to serve on governance groups. Matching the gifts and leadings of individuals with the needs of the community.

Committees are formed and supported by councils to take on much of the detailed work to meet their responsibilities.

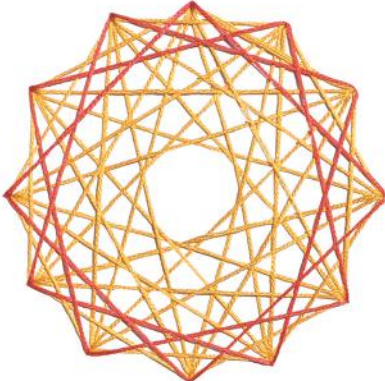
Granting Groups are specially formed committees to review applications and approve funds in line with guidelines and requirements (see page 48).

Elders spiritually ground yearly meeting and its participants in the Light, so we are prepared to be in alignment with the Spirit as a community.

Climate Witness Stewards help PYM, our meetings, and Friends remain faithful to our commitment to address climate change.

Representatives to Related Friends' Organizations are appointed by PYM in sessions to serve on the governing bodies of other organizations. They share what is important in our yearly meeting to affiliated organizations and bring news back to PYM for our community to know.

The responsibilities of governance bodies appear in full in the Governance Handbook on pym.org.



STAFFED OPERATIONS

Much of the yearly meeting's ministry is done by PYM Friends on behalf of our community. Additionally, Philadelphia Yearly Meeting also relies on a dedicated staff to maintain daily operations, comply with legal requirements, and serve as connectors, facilitators, and help with the communication of messages across the yearly meeting.

PYM staff manage logistics and administration so that the practical work of our body continues and Friends and meetings can live in fullness. They support Friends in many ways, such as organizing events and programs, providing information and resources, and coordinating efforts among meetings across the region. Staff do this work with and for the body of Friends, in a spirit of service.

Rather than leading ministry on behalf of the yearly meeting, **staff create the conditions that allow the ministry of all Friends to be sustained and continue.**

Primary Staff Functions

PROGRAMS AND RELIGIOUS LIFE

Staff coordinate programs and events, including youth programs, retreats, and other gatherings that deepen the faith and fellowship of the community. They care for Friends of all ages to find opportunities to learn, steward, and worship together through PYM-sponsored activities. See the sections on Connecting Structures (*see page 26*) and Programs & Services (*see page 42*) for examples of the work these staff support.

COMMUNICATIONS

Staff share news and stories from across our community, keep the website and publications current, and help information travel so Friends and meetings remain connected. By telling our shared story and publicizing opportunities, they share in strengthening unity across our yearly meeting (*see page 38*).

GRANT-MAKING

Staff support the work of granting groups and disburse funds approved by those groups. They make certain all grants align with legal requirements and the original intent of donors (*see page 48*).

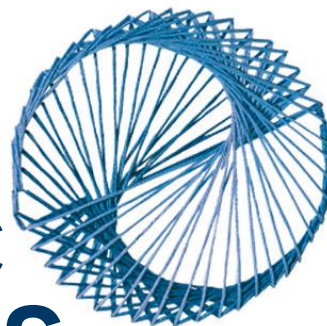
FINANCE AND DEVELOPMENT

Staff manage PYM's assets and invite financial support for its ministries and operations. They assist meetings with their own business, finance, and fundraising needs (*see page 24*).

ADMINISTRATION

Staff direct and manage PYM's operations and provide support for programs and ministry. They work closely with yearly meeting governance (*see page 14*) to support in continuation of the direction set in session, translating decisions into action and ensuring that the work of Friends is completed faithfully.

STRATEGIC DIRECTIONS



Our **strategic directions** articulate a shared vision and the long-term priorities for our yearly meeting. They are a steady part of our warp, helping carry the yearly meeting's work forward as a community grounded in Spirit.

In 2014, after a process of listening and discernment, Philadelphia Yearly Meeting in session **approved a set of strategic directions to guide our work.**

Five Strategic Directions

CONNECTING

We support an interconnected community of Friends, meetings, and ministries across our region so we can support one another in living as a Spirit-led faith community.

BELONGING

We continue to create and be an inclusive, welcoming yearly meeting where everyone, of every age, background, race, gender, ability, and experience, knows they belong and are cared for.

WITNESSING

We live our Quaker faith through collective action and ministry, faithful to the Divine's call for us to work as one for justice, peace, and sustainability, as one faith community.

COMMUNICATING

We develop and share the PYM story, offering clear and truthful messages about Quakers in our region and beyond, providing information within our community of Friends and with the public.

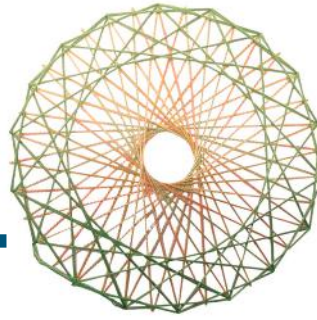
FUNCTIONING

We simplify, support, and continue to be clear about meetings and council roles in PYM to support the processes that serve our structure and our faith.

These five strategic directions shape how PYM carries its work. They do not take the place of our faith and testimonies, but they gather our shared effort around what we understand matters most for the life of our community. They keep the larger purposes in view while we tend to the work that meets each day's needs. This guidance steadies us through change and leaves room for new leadings. In following the Strategic Directions with care and under the Spirit's guidance, we become more fully the community we are called to be.

PYM MEETINGS Abington Meeting, Arney's Mount Meeting, Atlantic City Area Meeting, Barnegat Meeting, Birmingham Meeting, Bradford Meeting, Bristol Meeting, Buckingham Meeting, Burlington Worship Group, Byberry Meeting, Camden Meeting, Central Philadelphia Meeting, Centre Meeting, Chambersburg Meeting, Chester Meeting, Chester River Meeting, Chestnut Hill Meeting, Concord Meeting, Cropwell Meeting, Crosslands Worship Group, Crosswicks Meeting, Darby Meeting, Downingtown Meeting, Doylestown Meeting, Elklands Meeting, Exeter Meeting, Fallowfield Meeting, Fallsington Meeting, Foulkeways Worship Group, Frankford Meeting, Germantown Meeting, Goshen Meeting, Green Street Meeting, Greenwich Meeting, Gwynedd Meeting, Haddonfield Meeting, Harrisburg Meeting, Haverford Meeting, Hockessin Meeting, Horsham Meeting, Huntingdon Meeting, Kendal Meeting, Kennett Meeting, Lancaster Meeting, Lansdowne Meeting, Lehigh Valley Meeting, Lewes Worship Group, Lewisburg Meeting, Little Egg Harbor Meeting, London Grove Meeting, Makefield Meeting, Medford Meeting, Medford Leas Worship Group, Media Meeting, Merion Meeting, Mickleton Meeting, Middletown Meeting (Langhorne), Middletown Meeting (Lima), Middletown Preparative Meeting (Media), Mill Creek Meeting, Millville Meeting, Monthly Meeting of Friends of Philadelphia, Moorestown Meeting, Mount Holly Meeting, Mount Laurel Meetinghouse, Mullica Hill Meeting, New Garden Meeting, Newark Meeting, Newton Meeting, Newtown Meeting, Newtown Square Meeting, Norristown Meeting, North Branch Meeting, Old Haverford Meeting, Pennsdale Meeting, Plumstead Meeting, Plymouth Meeting, Pottstown Area Worship Group, Princeton Meeting, Providence Meeting, Quakertown Meeting, Radnor Meeting, Rancocas Meeting, Reading Meeting, Richland Meeting, Sadsbury Meeting, Salem Meeting, Schuylkill Meeting, Seaville Meeting, Solebury Meeting, Southampton Meeting, Springfield Meeting, State College Meeting, Swarthmore Meeting, Third Haven Meeting, Towanda Meeting, Trenton Meeting, Unami Meeting, Unity Meeting, Upper Dublin Meeting, Valley Meeting, Wellsboro Meeting, West Chester Meeting, West Grove Meeting, West Philadelphia Meeting, Westfield Meeting, Westtown Meeting, Wicomico River Meeting, Willistown Meeting, Wilmington Meeting, Woodbury Meeting, Woodstown Meeting, Wrightstown Meeting, Yardley Meeting

NON-PROFIT ORGANIZATION



In addition to being a faith community, Philadelphia Yearly Meeting is organized as a 501(c)(3) non-profit corporation.

Operating as a tax-exempt non-profit organization provides continuity and stability in practical matters. It allows PYM to steward resources responsibly and take actions that an informal group could not easily do, such as:

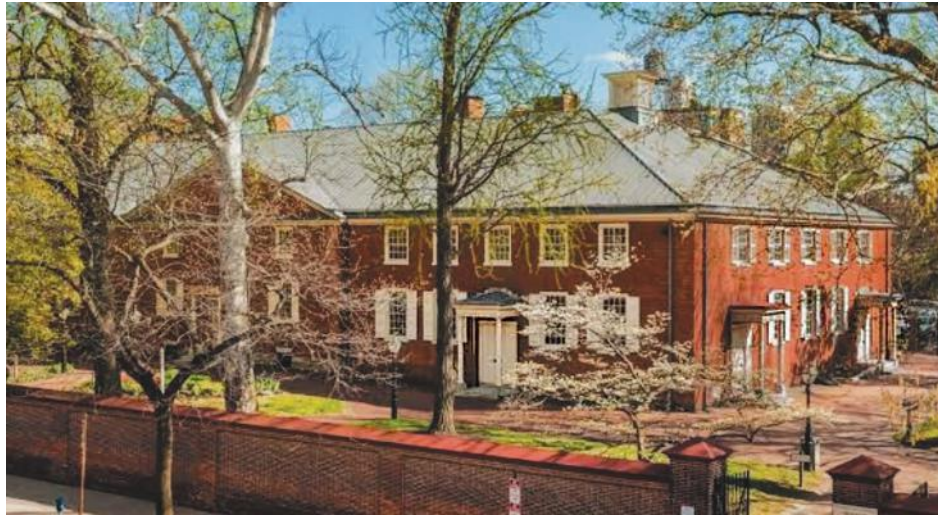
- ▶ Own property
- ▶ Open a bank account
- ▶ Maintain trust funds and investments
- ▶ Enter into contracts
- ▶ Carry insurance
- ▶ Hire staff
- ▶ Receive grants or tax-deductible donations
- ▶ Protect individual members and volunteers from personal liability when acting on behalf of the yearly meeting

In addition, monthly and quarterly meetings (and some schools) receive their tax-exemption status through PYM's group tax exemption.

Being organized as a non-profit ensures we have the legal and financial capacity to carry out the work to which we are collectively called, from gathering for Sessions to funding programs and initiatives.

By taking care of these structural necessities, the nonprofit framework frees Friends to focus on worship, witness, and fellowship, knowing the support is in place for our community's long-term well-being.

PROPERTY



Arch Street Meeting House

Friends have been gathering at Arch Street Meeting House since 1804. Many Friends feel deeply connected to our shared history that is held and expressed in this building. It is owned by the yearly meeting and serves as PYM's home *meeting*. In addition to Sessions, many programs and events are held here.

Arch Street Meeting House also operates as a museum and historic site, where visitors can meet Quaker history and learn about our faith, community, and witness. It is a highly visible form of outreach, the most-visited Quaker historic site in the world, and a well-respected institution.

There is an active Friends meeting at Arch Street. The Monthly Meeting of Friends of Philadelphia has worshipped in Philadelphia since 1682 and in this building since it was built in 1804. All are welcome to worship with them on Sunday morning!

In 2011, the building was named a National Historic Landmark. That same year, Philadelphia Yearly Meeting formed the Arch Street Meeting House Preservation Trust as a supporting organization, of PYM. The Trust's purposes include fundraising for historic preservation and opening the site to the public to share the history and impact of Quakerism in the American story. Because of its status as a supporting organization the Trust is eligible to apply for grants from a wider range than PYM is. It supports PYM by simultaneously expanding programs and decreasing the yearly meeting's financial responsibility for building and its activities.

The Administrative Council appoints members to the Trust's board (*see page 15*).

Friends Center

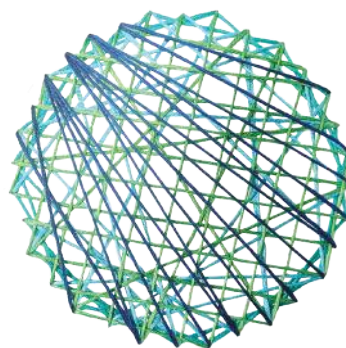
Friends Center is the home of PYM staff offices and serves as a Quaker hub for peace and justice in Philadelphia. PYM uses this building for programs and events, and as a visible presence of Quakerism in the city. The center's campus includes a LEED Platinum office building, which provides space to justice-oriented organizations and a childcare center, and the Race Street Quaker Meetinghouse, a historic landmark. A third building on the campus is now owned by Friends Select School.

Friends Center is jointly owned by Philadelphia Yearly Meeting, American Friends Service Committee and Central Philadelphia Friends Meeting. These three organizations formed the Friends Center Corporation to care for the building and its activities.

The Corporation's board members are appointed by each of the three partners.



FINANCES



INCOME

The community and ministry of PYM is supported by our financial assets. These assets come primarily from four sources.

COVENANTS

These are the financial contributions from PYM meetings. They are part of the covenant we share as meetings, sustaining the work of our structure and continuing the yearly meeting as one community.

GIFTS FROM INDIVIDUALS

Friends and friends of the yearly meeting are invited to donate to PYM.

GRANTS

At times, PYM programs and projects receive funding through grants*. Arch Street Meeting House Preservation Trust (see page 22) can independently apply for a broader range of grants than PYM because it is classified as a supporting organization of PYM.

INVESTED FUNDS

Financial contributions to the yearly meeting, given by Friends as early as the 1700s, continue to support our community today through income earned by investing the funds.

- ▶ **Restricted Investments:** Much of PYM's invested funds are restricted by the donor for specific purposes. The income from these funds must be used as the donor has directed. They are budgeted and reported separately from the rest of our budget to maintain clarity in how they may be used.

The majority of these funds support grant-making. Other restricted funds support programmatic work such as religious education or peacemaking.

- ▶ **Unrestricted Investments:** Some invested funds were given to PYM for general use. Income from these funds supports our operations each year and is shown in the budget under "Distributions on Funds." There are no unrestricted invested funds that aren't used each year.

PYM gives away about one million dollars each year, in grants. One percent or less of the corpus of these funds covers the administrative costs of the granting program, reflected in the budget under "Admin fee."

**The Tyson Memorial Fund helped fund this publication.*

RESERVE FUNDS

PYM maintains reserve funds for specific purposes. As of 2025, there are three funds:

- ▶ The Operating Reserve is roughly equal to six months of unrestricted expenses and is available for necessary, unbudgeted needs.
- ▶ The Capital Reserve, funded from the unrestricted budget, helps us respond to planned and unplanned property needs, and is used primarily for upkeep at Arch Street Meeting House.
- ▶ The Strategic Reserve provides additional financial support for projects tied to our strategic directions (*see page 18*).

INVESTMENTS

When PYM is the trustee of funds, they are invested through Friends Fiduciary Corporation (FFC). FFC invests in alignment with Quaker values while maintaining strong returns, and engaging as an active shareholder to influence corporate practices.

Philadelphia Yearly Meeting's structure continues through the generosity of Friends and the trust placed in us to care for gifts offered across generations. Our resources follow the guidance of the Inner Light and reflect our shared faith, commitments, and stewardship.

BUDGET DEVELOPMENT

The PYM budget is approved annually by the body at Sessions. The Finance Committee, appointed by Administrative Council and clerked by the Treasurer, supervises the budget and financial policies. Staff prepare the budget, which is affirmed by the Finance Committee and Administrative Council before approval at Sessions. The budget and financial decisions are guided by policy which is recommended by the committee and approved by Administrative Council.



CONNECTING STRUCTURES of OUR COMMUNITY

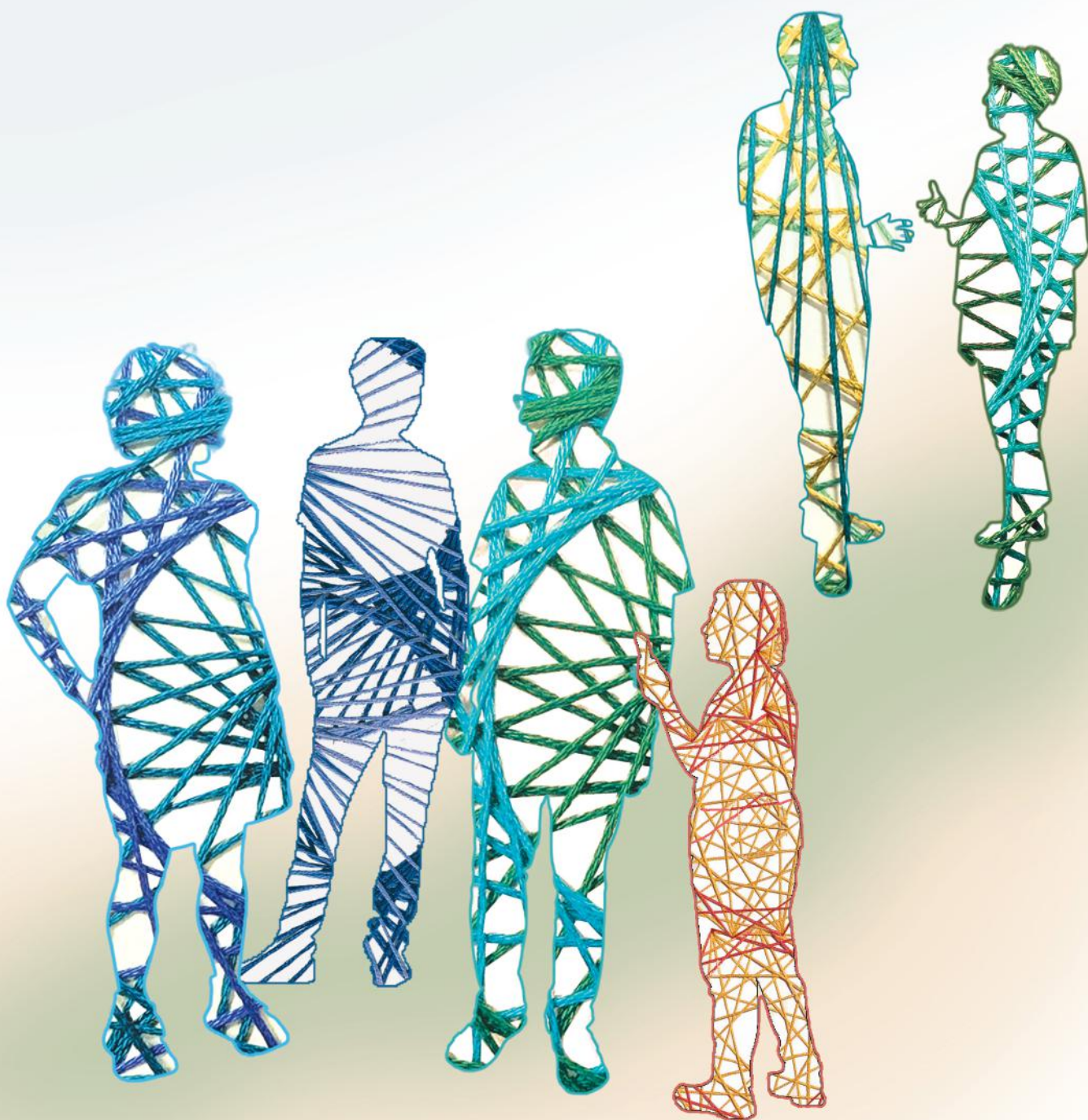
The weft threads of our weaving

The weft threads of a weaving are those that move over and under, back and forth to create the pattern. In our weaving metaphor for the yearly meeting, these weft threads represent all of our Friends and meetings who come together in worship, in care, and in shared work. Their interactions and interdependence create the dynamic pattern that is the Life of our yearly meeting.

Our faith expects us to experience the Divine in everyday life and also to share that experience with one another, so we can have an expanded involvement with the Holy. The possibilities of what our community can comprehend and create are compounded by the inclusion of each of us; and each of us is blessed and challenged by the expansive opportunities of connection.

The connecting structures include:

- Collaboratives
- The Bridge Network
- Communities of Practice
- Yearly Meeting-Wide Witnesses
- Programs & Events
- Communications
- Gifts and Skills Collection



COLLABORATIVES

A collaborative is a group of Friends who come together around any interest they share, from a ministry with a focus on social justice to creative arts to fellowship. Collaboratives are a vital expression of Friends' faith in practice.

Collaboratives invite PYM Friends to join in their leadings together, making use of PYM resources such as communications and staff support. Shaped by their own goals and interests, they come from the experience of their members and are not acting on behalf of the yearly meeting. This part of the network of Friends, meetings, and ministries, that *is* the yearly meeting offers space to follow the movement of the Spirit with flexibility and agility.

In 2025 PYM Collaboratives Span a Range of Interests and Concerns

Examples of Collaboratives:

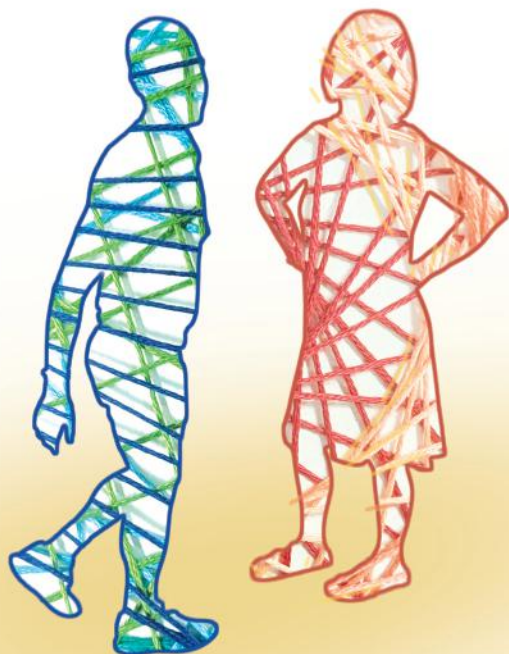
- ▶ Addressing Racism Collaborative
- ▶ Eco-Justice Collaborative
- ▶ First Contact Reconciliation Collaborative
- ▶ Friends Ending Gun Violence Collaborative
- ▶ India Friends Collaborative
- ▶ Middle East Collaborative
- ▶ Spiritual Formation Collaborative

HOW Collaboratives Work

Friends can form a collaborative whenever a group of Friends with a shared concern or joy chooses to move forward together. This can begin, for example, as an interest held by several people on a particular topic, such as religious education or restorative justice. To be recognized as a PYM collaborative, the group brings their idea to the Quaker Life Council (see *page 15*), which formally approves and cares for all collaboratives. Collaboratives are offered resources such as communication tools and staff support. Collaboratives are not part of PYM's governance but are independent in nature. The direction they take and the work they do are entirely the choice of the participants. The only constraints are that they must be inclusive and within the testimonies and policies of the yearly meeting. The possibilities for new collaboratives are wide-ranging, there could be one for bicycling, creating curricula for children, developing tools for outreach, knitting, upskilling Quaker practices, or holding dance parties.

PYM welcomes these initiatives as signs of the Spirit moving among Friends.

HOW Friends and Meetings Connect through Collaboratives



JOIN

Become a member of a collaborative that matches your ministry or interest.

ATTEND

Go to an event hosted by a collaborative or invite the collaborative to visit your meeting.

START

Gather a group together that shares your interest. As long as participants are from more than one PYM meeting, you can talk with the Quaker Life Council about coming under the care of the yearly meeting as a collaborative.

CONNECTING STRUCTURES

BRIDGE NETWORK

The Bridge Network connects meetings. Each meeting appoints a Bridge Contact who stays in touch with the other Bridge Contacts. An ideal Bridge Contact is a Friend who is familiar with the meeting's activities and enjoys connecting with others. The Bridge Contact also pays attention to what is happening across the yearly meeting and helps build connections between their meeting and the wider community of Friends, meetings, and ministries. This helps link their meeting with the broader yearly meeting.

If someone in the meeting feels led to work on ending gun violence, the Bridge Contact might ask, "Who else is doing this?" They use the Bridge Network to connect that Friend with others.

Examples of the Bridge Network in Action

- ▶ A Bridge Contact connects a meeting member to the Friends Ending Gun Violence Collaborative.
- ▶ A Bridge Contact reports to business meeting on yearly meeting activity and shares events and programs that would be of interest to their meeting at announcements.
- ▶ A Bridge Contact connects a young adult in the meeting to the Young Adult Friend (YAF) Program (*see page 47*) and a family to the youth programs (*see page 43*), so they can meet others in the yearly meeting.
- ▶ A Bridge Contact shares with the Bridge Network that their meeting needs a resource to explain worship to visitors.
- ▶ A Bridge Contact lifts up to the Bridge Network that their meeting had an amazing First Day School event.

HOW Bridge Network Friends Work

Each meeting names a Bridge Contact in the way that works best for them and informs PYM staff. Once named, they are invited to the network.

Bridge Contacts stay aware of what is happening across the yearly meeting using the PYM communications such as the calendar, news, and newsletters (see *page 48*), and regular contact with the Bridge Network. The Bridge Contacts make the connections amongst their Friends with the rest of the community. The Community Engagement Coordinator supports the Bridge Network and the Friends involved with it.

HOW Friends and Meetings Connect through The Bridge Network

SERVE

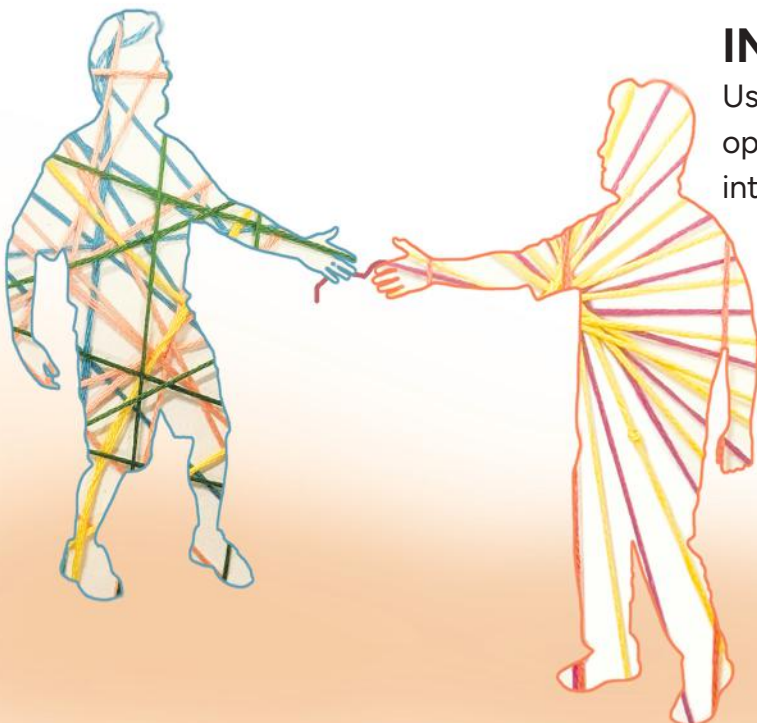
Be a Bridge Contact! Or make sure someone is serving in this role for your meeting.

CONNECT

Link people to ministry and shared work.

INVITE

Use the Bridge Contact to bring opportunities and connections into the meeting.



COMMUNITIES OF PRACTICE

A Community of Practice is a network of Friends who care about a shared area of meeting life, and want to learn and grow together, in community and with Spirit. These groups include experienced Friends, those who are just becoming curious, and everyone in between.

Philadelphia Yearly Meeting's Seven Communities of Practice

The five threads of concern that weave through all our meetings:

- ▶ Communications & Outreach
- ▶ Governance & Stewardship
- ▶ Ministry & Care
- ▶ Peace & Social Justice
- ▶ Religious Education

And the two yearly meeting-wide witnesses (see page 34):

- ▶ Addressing Climate Change
- ▶ Addressing Racism

Within Philadelphia Yearly Meeting, we also use the word *Thread*. It reminds us that this kind of work runs through all our meetings and ties us together. Whether someone says *Thread* or Community of Practice, they may be naming the same thing. It is a way to describe how Friends connect through shared attention and shared responsibility.

Common Threads That Connect Us

HOW Communities of Practice Work

Communities of Practice bring together Friends who carry a concern or interest in a particular area of ministry that is held by all meetings. Participants may be brand new to the work, recognized as elders, or anywhere in between.

Quaker Life Council (see *page 15*) names these groups based on concerns that are shared across meetings and the witness held by the yearly meeting community. Events, updates, resources, and tools like PYM Connect are organized by Community of Practice areas. PYM welcomes these initiatives as signs of the Spirit moving among Friends.

HOW Friends and Meetings Connect through Communities of Practice

JOIN

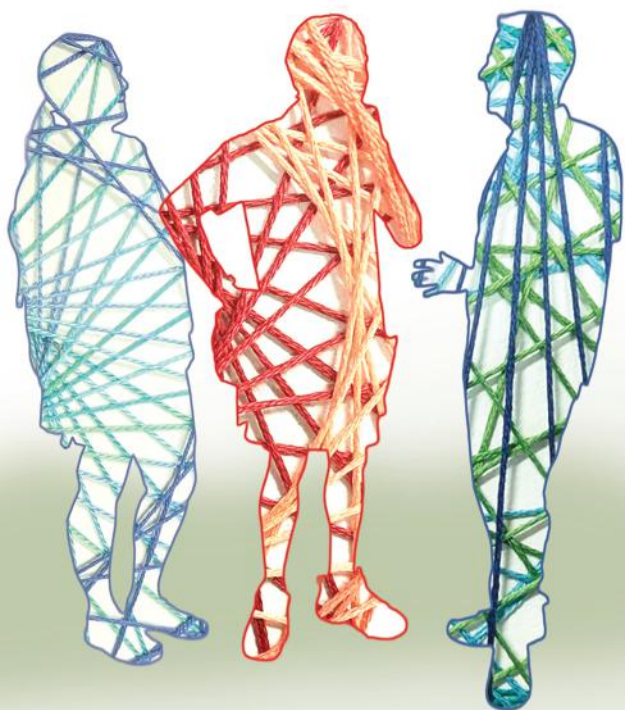
Friends use PYM Connect to post questions, share ideas and resources, and stay connected with others who care about the same work (see *page 38*).

ATTEND

Thread Gatherings are events held by Community of Practice areas. Friends share wisdom and support one another. The content comes from the community, and everyone contributes to the learning.

ACT

Friends use the connections they build through Thread Gatherings or PYM Connect to start book groups, develop resources, plan events at their meetings, or explore other forms of faithful work together.





CONNECTING STRUCTURES

YEARLY MEETING- WIDE WITNESS

A Yearly Meeting-Wide Witness is a shared ministry that emerges through Spirit-led discernment and is approved by the body of Philadelphia Yearly Meeting. It is a commitment that includes Friends, meetings, and households, all responding to the call of the Universal Spirit to live our faith in the world together. These collective commitments reflect the belief that transformation happens when we act as one body. We take up this work by listening for Spirit's guidance and moving together with intention.

Philadelphia Yearly Meeting names a witness only when Friends across the yearly meeting find unity and shared spiritual energy. These commitments are intentionally few and deeply held. Once a witness is named, every person, household, and meeting is asked to carry it forward with care, guided by the Inner Light.

The Yearly Meeting Currently Holds Two Corporate Witnesses

Addressing Racism (*approved 2015*): Friends commit to increasing awareness of racism and privilege within both the culture we live in and the spiritual community we shape together. The work includes examining structures, shifting practices, and integrating anti-racism into every part of our life as a yearly meeting.

Addressing Climate Change (*approved 2021*): As an expression of our testimony of stewardship, Friends commit to care for the Earth and take part in climate witness. The work of this commitment continues across five focus areas, approved by the body:

- ▶ **Activism:** Public witness and advocacy
- ▶ **Education:** Learning and sharing about climate concerns
- ▶ **Carbon Footprint Reduction:** Changes in personal and collective practices
- ▶ **Finance:** Aligning spending, donations, and investments with climate values
- ▶ **Mourning Loss and Instilling Hope:** Making space for grief, reflection, and renewal in the face of climate disruption

HOW Wide Witnesses Work

Each Yearly Meeting-Wide Witness is discerned and approved during Sessions. Once united, the commitment is held by the full body, not by a single committee or working group. It is shared work, supported across generations and geographic areas. Everyone contributes by listening, acting, and remaining faithful to what is asked of us.

HOW Friends and Meetings Connect through a Yearly Meeting- Wide Witness

EXPAND

Friends expand the impact of the witness by taking action on anti-racism or climate justice. Meetings share with one another what is working and how they are growing in the ministry. The calendar on pym.org includes opportunities to connect.

COMMIT

Meetings and households commit by using the Climate Action Playbook to create a personalized or community-based guide for action.

PARTICIPATE

Friends participate in the ongoing ministry by joining the conversation on PYM Connect, an online space where Friends ask questions, share ideas, and support one another in this shared witness (see *page 32*).



The playbook is available at pym.org/climate-playbook..

PROGRAMS & EVENTS

A wide range of programs and events support spiritual growth, deepen Quaker understanding, build community, and support collective witness. They include workshops, intergenerational service days, youth programs, and more. Whether designed for learning, worship, reflection, fun, or action, these events help Friends connect across meetings and bring our faith more fully into the world.

HOW Programs & Events Work

Programs and events are hosted by staff, PYM groups, local meetings, and Quaker organizations that invite broad participation. The community calendar at pym.org invites all of these groups to post their events. For example, meetings often welcome other Friends and the public to attend, and organizations like Pendle Hill and the American Friends Service Committee regularly share events on the calendar.

The most common way to participate is by showing up. Friends also contribute as planners, volunteers, or leaders by facilitating workshops, helping with logistics, offering spiritual support, or holding the gathering in prayer. Some roles are informal, while others involve working with a committee or staff.

Throughout the process, Friends listen for the guidance of the Spirit and trust that the work remains rooted in faithfulness and grounded in the Light. When a meeting sees a need or a group feels led to organize something, there are ways to bring the idea forward and receive support. Whether through presence, participation, or initiative, each form of engagement helps strengthen the yearly meeting.

HOW Friends and Meetings Connect through Programs & Events

ATTEND

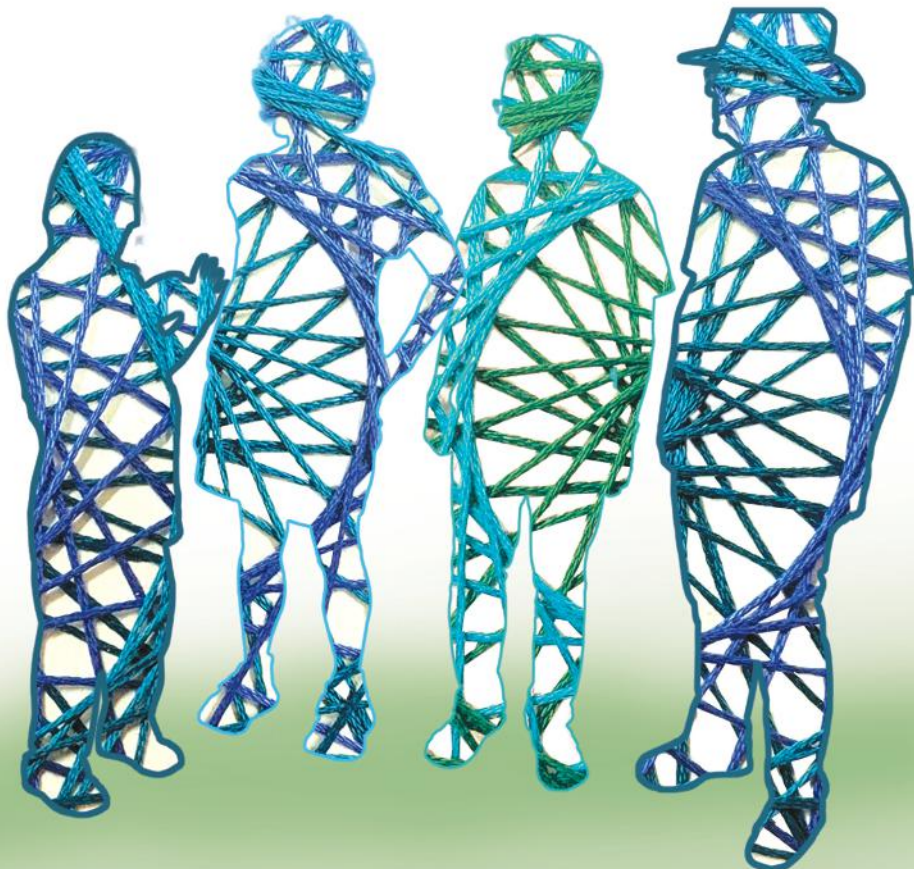
Check out PYM's calendar and watch for the Thursday emails to learn what is happening. Then go join in and maybe bring a Friend from meeting along with you.

COMMUNICATE

Post your meeting's open events on the website so others know about your offering and can join you (*see page 38*).

CONTINUE

If you are at an event and want to continue a conversation or explore a topic further, connect with others in the relevant Community of Practice in PYM Connect (*see page 38*).





CONNECTING STRUCTURES

COMMUNICATIONS

Sharing News, Events, and Resources

PYM Friends stay informed, amplify ministry, and strengthen our experience of belonging across meetings through our communications. The work we do reflects God's presence and our communication makes it accessible to all Friends. Communications tools help celebrate collective activity and invite wider participation in the spiritual life of the yearly meeting. Meetings, PYM groups, and Quaker organizations are encouraged to contribute and help sustain the weft of this shared network of communication and care.

Our Unified Communication Channels

News

Stories in the news feed on the PYM website highlight any development of interest to the wider Quaker community. Friends submit stories and photos on the PYM website.

Calendar

Discover events such as worship opportunities, workshops, monthly or quarterly meeting programs, youth retreats, collaborative offerings, and more on the website. Meetings and PYM groups submit their upcoming events for inclusion on the calendar.

PYM Newsletters

Email newsletters are distributed to keep Friends connected to the shared life of our yearly meeting. The newsletter is sent every Thursday with recent happenings, announcements, and events. Meetings and PYM groups may request to have content featured.

Resources

The website has a growing collection of helpful opportunities to support our faith and work together. Friends will find articles, videos, lesson plans, and more created or shared by Friends. They cover everything from First Day School to clerking, community care, and living into anti-racism. Meetings and PYM groups are invited to share resources they have developed so others may benefit. Additional materials are available through the PYM Library.

PYM Connect

Friends connect with one another on our secure online community platform. There are discussion boards and groups aligned with communities of practice, witnesses, and peer groups. Friends use PYM Connect to ask questions, exchange ideas, and share stories from their meetings. Participation is open to all PYM Friends.

Additional information on communication channels on page 52.

HOW Communications Work

Philadelphia Yearly Meeting's communications are shaped by Friends and supported by staff (see page 16). News, events, and resources are submitted by meetings, PYM groups, and Quaker organizations, creating a shared landscape of updates and stories. Staff curate and support this content across platforms. While the website and newsletters are accessible to everyone, PYM Connect is a secure space specifically for Friends within our yearly meeting.

HOW Friends and Meetings Connect through Communications

DISCOVER

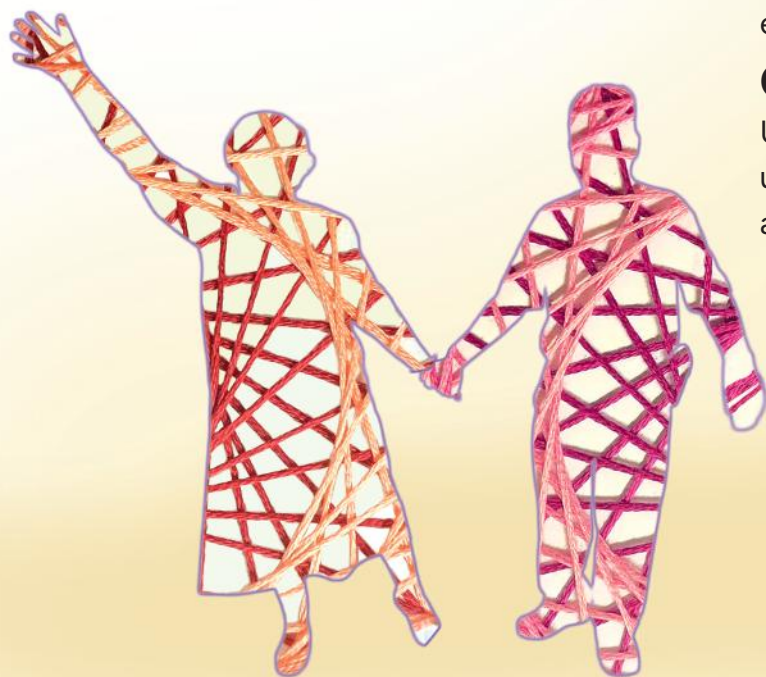
Read stories on the PYM news feed, subscribe to newsletters, and find out what Friends are doing across the yearly meeting.

POST

Share content through your meeting, PYM group, or Quaker organization: news updates, events, and resources!

CONTRIBUTE

Use the calendar, browse the resources, and utilize PYM Connect to nourish relationships and support one another.



GIFTS & SKILLS COLLECTION

The Gifts and Skills Collection honors and gathers the diverse gifts and talents Friends bring. Friends self-identify the ways they feel led to serve within in our community. By collecting this information in one place, we connect individuals with Spirit-led opportunities to express their ministry. At the same time, PYM can call on Friends with particular gifts when needs arise.

HOW The Gifts & Skills Collection Works:

A Friend can identify their gifts and skills by filling out a simple form on the PYM website. The form lists areas of experience or leading that are also needed or expressed in our meetings as part of the weft. For example, someone might indicate skills in conflict resolution or explaining Quakerism to seekers.

The compiled Gifts and Skills catalog is maintained by PYM staff, who can create reports as needed for projects or meetings. Participation is voluntary, though Friends are encouraged to take part as an act of ministry.

The Gifts and Skills Collection is a way of saying,
"Here I am; use me as way opens."

HOW Friends and Meetings Connect through the Gift & Skills Collection

COMPLETE

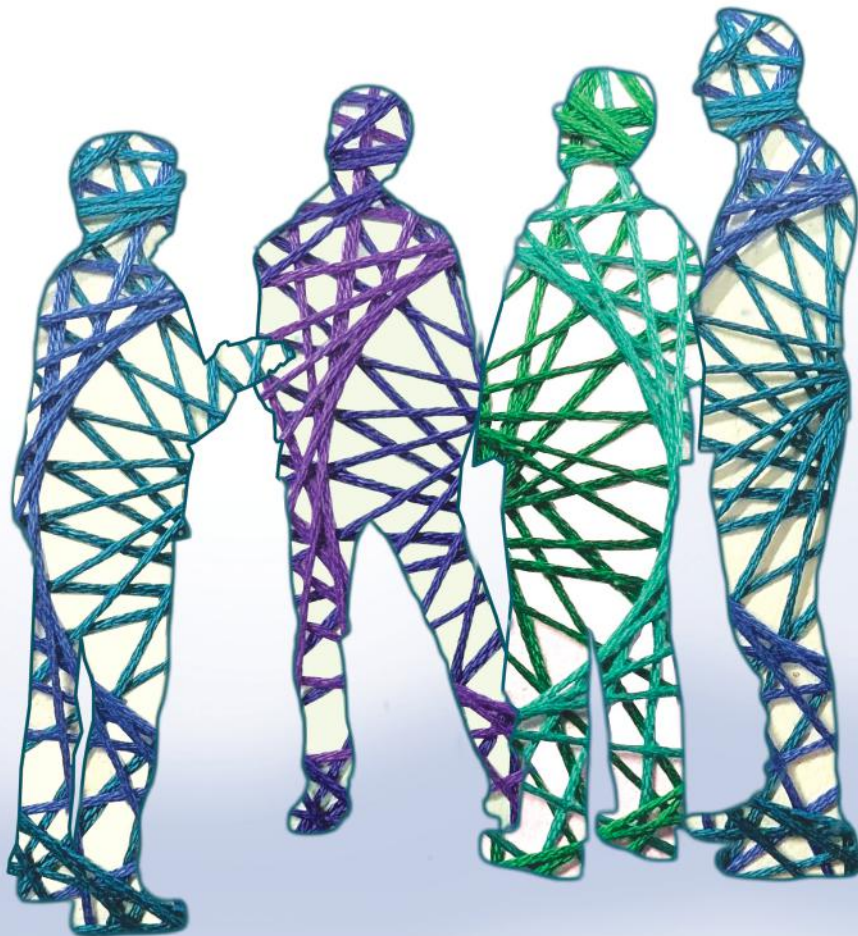
Fill out the survey.

USE

Have it ready for your meeting clerks and Nominating Committees. Meetings and councils may request a report of the gifts and skills of Friends in the yearly meeting.

HEED

Listen and trust that Spirit will guide Friends and their offerings to where they are most needed.





PROGRAMS & SERVICES

Our community includes several offerings that are long-standing programs, carry staffed support, or both. These do not fit fully within our enduring structures or our connecting structures, yet they are recognized by many Friends across Philadelphia Yearly Meeting.

These programs and services include:

- ▶ Aging Services
- ▶ Youth Programs
- ▶ Peer Groups
- ▶ Young Adult Friends Peer Group
- ▶ Granting
- ▶ Professional Services



AGING SERVICES

The yearly meeting offers care and practical guidance for aging Friends, and for individuals, families, and meetings, in the manner of Friends. This work attends to the whole person and their life journey.

Support includes:

- ▶ **Help for meetings** in responding to the needs of Friends in their community who face challenges related to aging.
- ▶ **Coordination** of requests for grants from the granting groups that serve older adult Friends.

The Aging Support Coordinator assists individuals and families who are applying, or considering applying, for PYM aging grants (*see page 48*). The coordinator works with Friends Counseling Service and the PYM Case Management program to extend support for aging Friends. The coordinator communicates with Friends, families, clerks, and local meetings about aging concerns. Topics of interest are shared through PYM News. Educational resources for Friends and families are available through the *Quaker Aging Resources* website.

Quaker Aging Resources

Quaker Aging Resources is a website offering Spirit-centered materials for Friends on matters of aging. It helps meetings and individuals respond to needs connected to age-related changes, chronic illness, or disability. These resources uphold a culture of care for body, mind, spirit, and community in keeping with our Quaker faith.

Staff take part in this work alongside Friends (*see page 16*). Their care helps keep the structure of our community. This care continues the threads of the our weaving that interconnects Friends across the body.

YOUTH PROGRAMS

PROGRAMS & SERVICES

PYM offers many ways for families and young people to connect. Our staff plan programs and events through the year so children from across our meetings grow up together in community, and so parents can share that experience too.

These programs create space to grow in Spirit and form lasting friendships. As children and youth move through different stages of life, they find relationships and experiences that show they are part of something larger. The children explore and deepen their connection with God, becoming part of the life of their meeting and the wider body of Friends.

Children and Families gather for friendship, worship, and learning. They build bonds with one another, with Spirit, and with the Religious Society of Friends. Gatherings include meetups at monthly meetings, family overnights at Quaker camps, and other times when families with children of all ages join with our wider yearly meeting family.

Middle School Friends is a community for those in grades 6–8.

Together these Friends take part in the life of PYM, support youth leadership, and have ridiculous amounts of fun. Through this program, youth discover what being a Friend means for them now and in the years ahead.

Young Friends is for high-school-aged youth to join in community, explore spirituality, grow personally and together, and enjoy the fun of being with other young Quakers and Quaker-adjacent peers. Participants care for what Young Friends is and where it will go.

Friends Who Care For Youth

Adult Friends who care for youth are companions to children on their journeys. They may be parents, grandparents, guardians, First Day program leaders, teachers, volunteer Friendly Presences, or allies and advocates for children. Within PYM and the greater Quaker community, there are networks and resources for these Friends.



PYM Youth Staff at PYM Meetings

Youth Programs staff visit monthly and quarterly meetings throughout the year. They join in worship, share fellowship, and speak about programs for children, youth, and families, and the spaces where young Friends connect.

They work with meetings to plan special events or retreat days for children and youth. They can also lead a youth program alongside an adult meeting or quarterly gathering. Youth staff support meetings in discerning how to begin or grow their own programs and in developing or strengthening their child safety policies (*see page 16*).

HOW Friends and Meetings can connect through Youth Programs

ATTEND

Check out the PYM calendar and Youth program sections of the website and go to events.

VOLUNTEER

Adults are welcome to participate in programs as volunteers and are encouraged to nurture the youth in their meeting. Contact youth staff to find out more.

INVITE

Make sure families in the meeting know about these opportunities.

PEER GROUPS

PROGRAMS & SERVICES

Peer groups at Philadelphia Yearly Meeting form around shared identities, life experiences, or roles in Quaker communities. They offer space for connection, mutual care, and spiritual growth. Peer groups hold space for honest connection. Friends with similar experience can strengthen one another. They share challenges and joys, and also find understanding that comes from a shared perspective. They may offer room for big ideas and deep feelings, or simply the warmth of unity. Every group within PYM carries the added dimension of being formed in the shared experience of living as a Friend. Staff may help support these groups, often working alongside members to coordinate.

Standing peer groups:

Some peer groups are ongoing programs with a long history at PYM. Young Adult Friends has been important to those in the first third of adulthood for generations. Friends in Business has brought together Quakers whose professional lives are in the business world for decades. Other regularly gathering peer groups are newer, such as the tri-annual gathering for Friends serving as clerks in their meetings.

Occasional peer groups:

Other peer groups happen occasionally and as needed. For example, when there was an interest, there was a six-month Zoom-based gathering for Friends with disabilities and another one for caregivers. At Annual Sessions we typically have affinity groups that meet once or more during the week for Friends of African descent, parents and grandparents, and LGBTQIA+ Friends. When there is energy within one of these groups to continue their fellowship throughout the year—or years—they are welcome to do so.

HOW Friends and Meetings Connect through Peer Groups

ATTEND

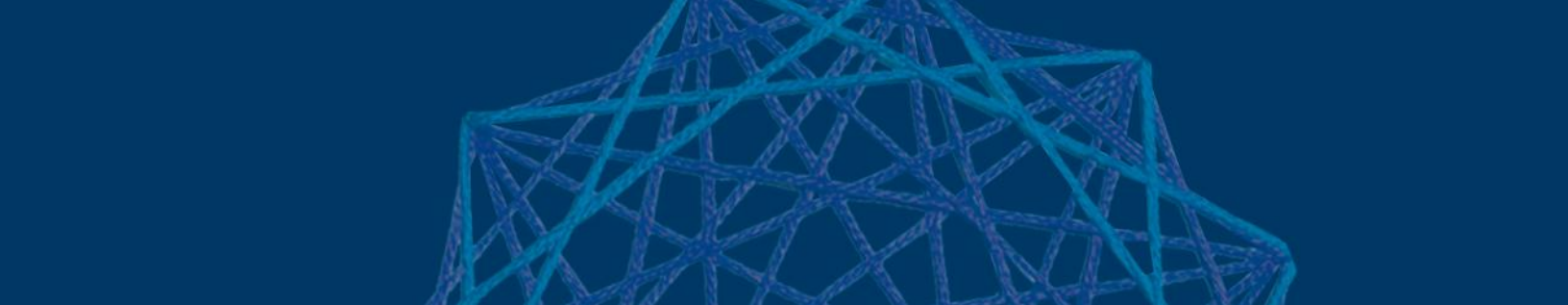
Check out the PYM calendar on the website for peer group events. Many groups also gather at PYM Sessions.

COMMUNICATE

Subscribe to receive news and announcements about PYM peer groups and the wider community.

INVITE

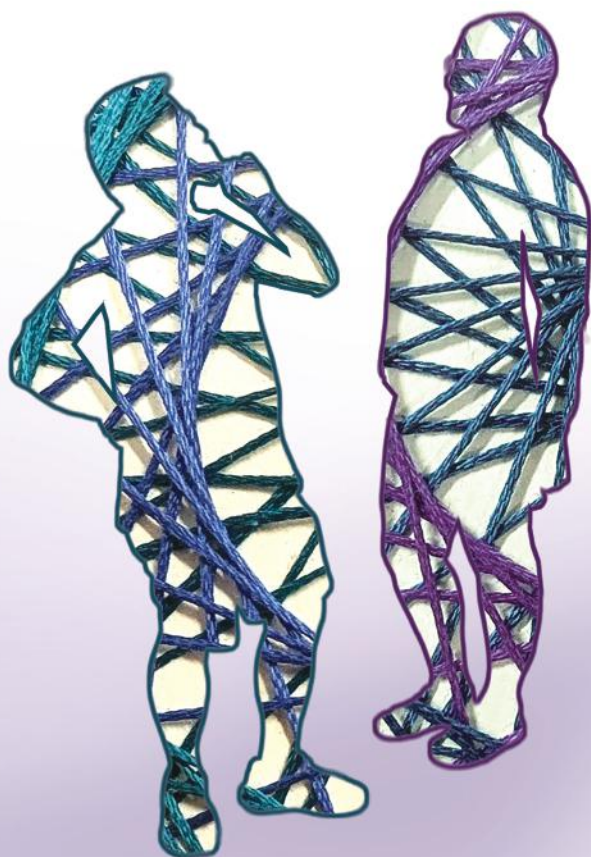
Make sure Friends in your meeting know about opportunities to connect through peer groups.



YOUNG ADULT FRIENDS PEER GROUP

Friends who are 18 to 35 years old are YAFs in PYM (Young Adult Friends). They are vibrant members of the Quaker community who bring depth, fun, and challenge. This community serves as an anchor for those transitioning into and out of the age range, as well as those living outside PYM's geographic area who wish to remain connected.

YAFs are at different places on their journeys, and through PYM they come together for fellowship, rejuvenation, and to deepen their connection to one another and the Spirit. Sometimes young adult Friends find that they do not have age peers at their monthly meeting, or that the YAF community feels more like home than a monthly meeting. The YAF community can meet all these needs. The YAF community has its own clerks, committee, and business meetings, and determines its own direction and programming.



GRANTING

PROGRAMS & SERVICES

For over 200 years, Philadelphia Yearly Meeting's ministry of granting funds has transformed lives, furthered Friends' testimonies, and helped Quaker organizations establish themselves and thrive in our area and throughout the world. We practice philanthropy not as the wider world often does, by contending and voting, but as a worshipful witness for truth. Grants are made on behalf of all of PYM's members.

PYM distributes about a million dollars through 400+ grants every year to individuals, Quaker meetings, and nonprofit organizations. Most grants are made from the income of restricted bequests and trusts given to our yearly meeting by generous donors since 1795, read more about restricted funds on page 24.

HOW GRANTING WORKS

The Granting Committee appoints PYM Friends to granting groups (see page 15), which invite proposals and carefully consider applications. Every granting group is responsible for the distribution of grants from one or more funds in the yearly meeting's care. Granting group members prepare carefully, inform themselves of the realities of need and potential, and, guided by the Spirit, come to unity on the best stewardship of grant funds. PYM staff assist these granting groups in their work.

Some PYM grants are handled outside of granting groups for reasons of timeliness and because of the nature of the funds granted.

Guidelines, application forms, and timelines are published on the PYM website to help grant seekers understand the scope and purposes of their grants and the criteria and priorities used for discernment and decision making.

HOW to Participate

APPLY

Descriptions of the grants and all guidelines are available at pym.org/grants. Contact grants@pym.org for support.

SERVE

Let the Granting Committee know you want to be a philanthropist and serve on a granting group. Contact grants@pym.org to get involved!

INFORM

Let Friends and committees in your meeting know about these opportunities.



Granting Groups

Aging Grants

PYM provides grants to members who are age 60 and above in need of financial assistance (*see also Aging Services, page 43*).

Quaker Education

Tuition aid and scholarships are available for PYM students at Friends schools and at colleges.

Fund For Sufferings

PYM provides grants to help alleviate the financial hardships resulting from witness to our testimonies.

Quaker Fund for Indigenous Communities

Grants are available to Native American initiatives that strengthen communities and preserve cultural heritage.

Membership Development

PYM provides grants to meetings to strengthen and increase membership.

Quaker Buildings & Programs

Grants to meetings and organizations for capital improvement projects.

Travel & Witness

PYM provides grants to meetings and organizations to support ministry, travel, and witness.

Administrative Grants

Anna T. Jeanes Cremation Fund

Grants for cremation costs for PYM members.

Emergency Grants

One-time grants for PYM members facing a serious short-term financial crisis. These are made possible thanks to the generosity of the John Martin Fund and the Monthly Meeting of Friends of Philadelphia.

PROFESSIONAL SERVICES

PROGRAMS & SERVICES

PYM staff, contractors, and volunteers provide specific services for our meetings and Friends.

Infoline

Do you have a question about the yearly meeting or Quakerism and not know where to find an answer? The PYM Infoline can receive your question and answer it, or refer you elsewhere: 215-241-7238 or info@pym.org.

Friends Counseling Service

Psychological support is available to PYM Friends, including individual psychotherapy, couples counseling, and family therapy. Therapists are PYM members who are mental health practitioners licensed and insured in the states where they work.

Case Management

Case management services can connect Friends with long-term care, health care referrals, mental health resources, debt management and debt consolidation counseling, support with housing, help applying for social services, and help securing in-home care. PYM Friends may be able to receive up to 10 hours of professional services. This service is made available in part due to the generosity of the John Martin Fund and the Monthly Meeting of Friends of Philadelphia.

Online Giving Service for Meetings

Many Friends want to give to their meeting online. The platform used for donations to PYM is adapted for use by every monthly and quarterly meeting that wants it. PYM staff manage the platform, but contributions go directly to the meetings' bank accounts.

Library

The PYM Library, staffed by volunteers, has an extensive collection of Quaker pamphlets, books, and periodicals for all ages to support spiritual inspiration and formation, work on social concerns like addressing racism and eco-justice, religious education, and Quaker studies. *The full catalogue is online.*



Group Insurance

PYM affiliates recognize significant insurance cost savings by purchasing Commercial Liability Coverage through an Umbrella Policy as a group. PYM staff support affiliates with claims and coverage questions.

Tax-Exempt Status

A group tax exemption is made up of multiple legally independent non-profits who share common purpose and one IRS letter of 501(c) determination. Monthly and quarterly meetings receive their tax exemption status through PYM's Group Tax Exemption. PYM also maintains Group Sales Tax-Exemption Certification for affiliates located in Pennsylvania.

Non-profit Designation

PYM staff are available to support affiliates with any records or filings required by Pennsylvania, Delaware, Maryland, or New Jersey government agencies in consideration of maintaining active non-profit status.

Consultative Support for Meetings

Because we have a dedicated staff to provide key functions in the yearly meeting (see page 15), they can also be available to provide information and support to meetings. Meetings can call or email a specific staff person or contact the Infoline to ask for help. Meetings are welcome to invite staff members to facilitate a program or visit with a committee, in person or virtually.

Some examples include:

- ▶ Invite the Youth Engagement Coordinator to your Religious Education Committee to talk about curricula.
- ▶ Ask the CFO about financial audits.
- ▶ Speak with the Director of Development when you need to know how to ask your members for contributions.
- ▶ Find out about connecting with other meetings by contacting the Community Engagement Coordinator.
- ▶ Ask the Director of HR & Inclusion about good hiring practices when you are searching for an office administrator.



CONTINUING RESOURCES FOR CONNECTING

“From the beginning, Friends have recognized the importance of being in community. As early Friends struggled to follow God’s will, the Friends community provided spiritual support for their discernment of that will and material support for their families when they were imprisoned for their faith. Today, Friends continue to seek to be faithful, and their community continues to provide discernment and care.”

Philadelphia Yearly Meeting
Faith and Practice (2017)

Faith and Practice: pym.org/faith-and-practice; www.quakerbooks.org

Read this book to understand Quakerism is manifested in Philadelphia Yearly Meeting.

PYM’s website: www.pym.org

Use the navigation bar or the search bar at the top of the page to locate the information on the website.

PYM News: www.pym.org/news

Updates from Collaboratives & Sprints, stories from meeting, epistles and other messages, announcements of new or important information.

PYM Calendar: www.pym.org/calendar

The Community Calendar is for all events the PYM region under the care of any Quaker meeting, organization, school, committee, collaborative, or other groups.

PYM Resources: www.pym.org/resources

This section of the Philadelphia Yearly Meeting website offers references to books, pamphlets, and online materials that may help meetings carry out their business and community activities.

PYM Connect: <https://connect.pym.org>

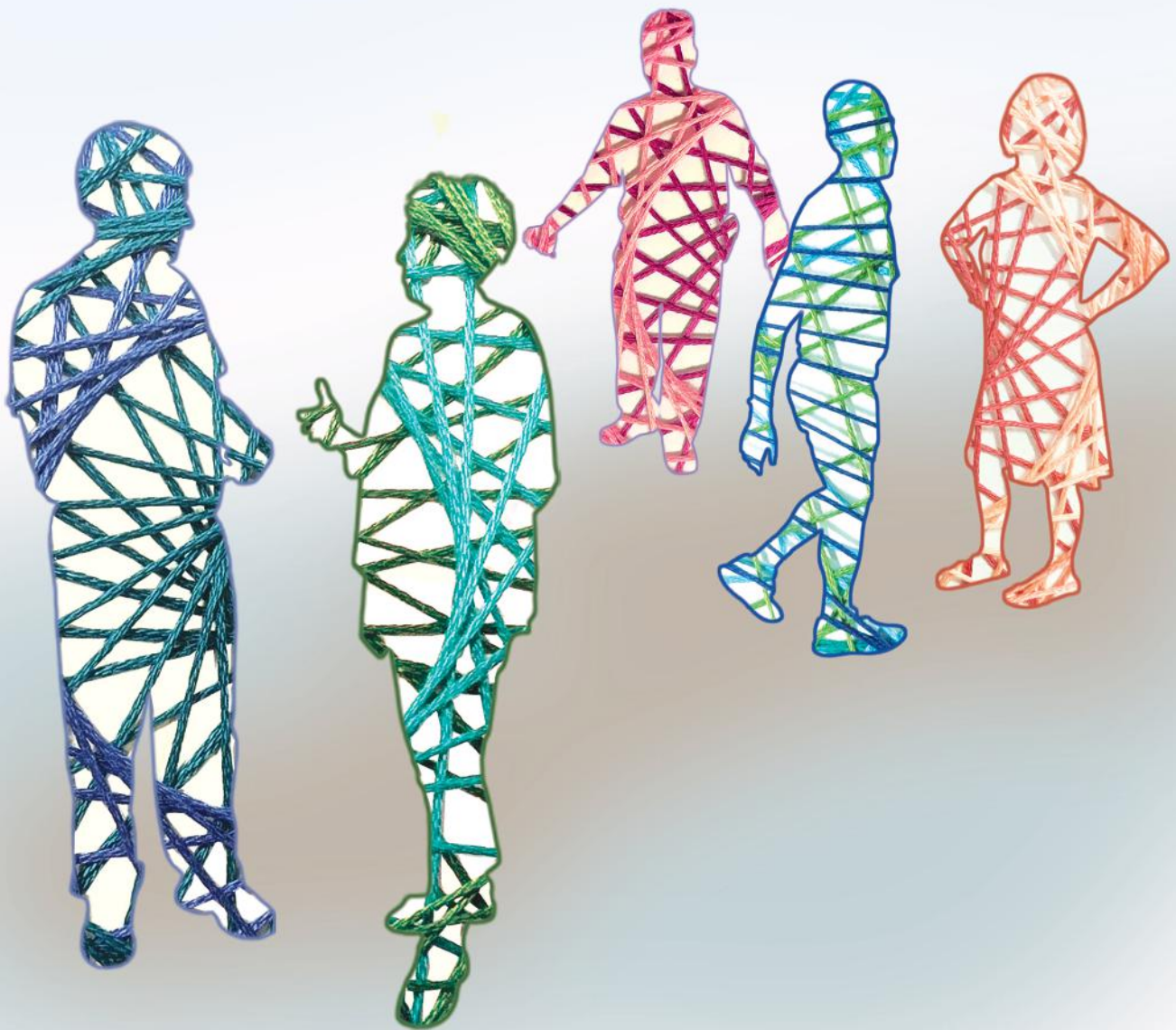
PYM Connect is where PYM Friends stay in touch with what’s happening across meetings and worship groups. From waiting worship and business process to daily life and shared leadings.

PYM staff: www.pym.org/contact-us

Go to the listing of staff members and their contact information to reach anyone directly.

PYM Infoline: info@pym.org or 215-241-7238

Reach out through the Infoline to ask a question or find direction. It is managed by staff to connect questions with the people who can answer them.





Philadelphia Yearly Meeting would like
to thank the Tyson Memorial Fund
for its generous financial
support of this publication.



Philadelphia Yearly Meeting of the Religious Society of Friends

1515 Cherry Street ■ Philadelphia, PA 19102

CONTACT US

Info@Pym.org ■ 215-241-7238

www.pym.org



Philadelphia Yearly Meeting

of the Religious Society of Friends

1515 Cherry Street ■ Philadelphia, PA 19102

“Philadelphia Yearly Meeting is an extended network of Friends. This community exists to hold and amplify, deepen and nurture the experience of Spirit, and everyone’s talents and involvement help make that happen.”

Philadelphia Yearly Meeting
Faith and Practice (2017)

The word **connect** appears again and again in the strategic directions of our yearly meeting:

Connect Friends. Connect meetings. Connect ministries.

When Philadelphia Yearly Meeting Friends listened for how Spirit calls us as a community, we heard “**Connect.**”

As Friends we live not in isolation but in deep connection with one another - and from that connection we receive the gift of expanding our experience of God, Divine Love, the Light within. When our meetings connect with one another, they reveal wisdom and enormous capacity for living our faith.

Together, this creates a woven community that is Philadelphia Yearly Meeting. PYM is the Quaker community of thousands of Friends, more than one hundred meetings, and all the ministries we carry.

Ten years after approving our strategic directions (*see page 18*) and living up to the measure of Light they show us, this book illustrates the many ways we are supported in being that community.

Christie Duncan-Tessmer
Chestnut Hill Meeting
PYM General Secretary, 2014-2025