

**Philadelphia Yearly Meeting
Continuing Sessions
Saturday, November 7, 2015
Westtown School, Westtown, PA**

The 2015 Continuing Sessions of Philadelphia Yearly Meeting of the Religious Society of Friends convened Saturday, November 7th at 9:30 A.M., in the Barton-Test Theater of Westtown School, Westtown, PA, to conduct business before the yearly meeting. The morning session was devoted to continuing the yearly meeting's work on addressing racism by considering the query: "What is God calling PYM Quakers to do next to end racism and white supremacy in the Religious Society of Friends and beyond?" Our clerk acknowledged the hugeness of the query, as well as the provocative nature of it for some, and reminded the body that this query will be with us for some time.

We welcomed a presentation from Michele Ewing, an attender at Virginia Beach Friends Meeting and a diversity consultant. The focus of her work is to help leaders deepen their understanding of how assumptions and beliefs can get in the way of creating inclusive communities and effectively discussing and ending racism and white supremacy within those communities. Michele Ewing presented two ways of looking at the development of personal attitudes about and communication across difference, drawn from Niyonu Spann's Beyond Diversity 101. We were encouraged to look at our assumptions and behavior at an individual level, group level and societal level in order to better understand why change is needed at all three levels. Her PowerPoint presentation is attached.

Deborra Sines Pancoe, member of Abington Meeting, Philadelphia, PA, also participated in the presentation by sharing an example of the kind of "cross-communication" that can lead to pain and misunderstanding she experienced in her own meeting and how the meeting recognized what was happening and addressed the issues. After their presentation, Friends met in worship sharing groups to respond to the presentation and to consider where each of us is in our journey to undo racism and white supremacy within ourselves and our spiritual community.

Worship

At the appointed hour, we settled into worship. Then, at 1:30 P.M., Clerk Penny Colgan-Davis (Germantown MM) greeted us. Others at the table introduced themselves: Alternate Clerk Alison Anderson (Central Philadelphia MM), General Secretary Christie Duncan-Tessmer (Chestnut Hill MM), Recording Clerk John Lavin (Birmingham MM). Ashley Cohen was our speech-to-text provider.

A Minute of Travel from Alan Robinson and Gail Hipkins, co-clerks of Asheville Monthly Meeting, Southern Appalachian Yearly Meeting and Association, was read for members Sharon Smith and Desaray Smith. It is attached.

Presentation from Nominating Council

Jonathan Snipes (Fallsington MM) announced that Thomas Swain (Middletown MM) has asked to be released from the Nominating Committee. Friends approved Melissa Rycroft (Pennsdale MM) to serve as clerk of the Nominating Committee in Thomas' place. The Nominating Committee's slate of nominations and releases was presented by Melissa and received with appreciation. The slate of nominations and releases is attached. Friends approved the slate of nominations as presented and accepted the releases with regret.

Minute of Travel for Thomas Swain

A Minute of Travel for Thomas Swain from Middletown Monthly Meeting was read by Peter Lane (Westtown MM) and is attached. Friends approved endorsing the Minute of Travel.

Quaker Life Council Report

A report from Lane Taylor (Plumstead MM), clerk of the Quaker Life Council, was received with appreciation and is attached. Members of the Quaker Life Council will be making it a priority to be in and among all yearly meeting activities. The council is gifted with a variety of members from many meetings and quarters with a multitude of skills. One of the first priorities of the council is supporting the White Privilege Conference being held in Philadelphia in April 2016. Maire Moriarty is the PYM representative. The yearly meeting has allocated \$2,500 in support of the conference and another \$2,500 is set aside to assist PYM Friends in attending the conference.

When Friends with ideas for collaboratives and sprint groups were directed to submit a newly-created application form which is available on the PYM website, a Friend asked what the council is doing about ongoing work from committees that have been laid down. The response was that, since *all* standing committees and working groups were laid down as of September 30, 2015. Friends wishing to engage in similar work or carry on that work should complete the application form. The Quaker Life Council will review all applications, using a rubric to ensure fairness, and will discern what work should move forward under the care of yearly meeting. The council is making it a priority to review these applications quickly. Another Friend had a concern about putting an application for service as a barrier to serving the yearly meeting. The application is available online at pym.org. Friends without access to the internet are asked to contact

Associate Secretary Zachary Dutton (zdutton@pym.org) to request a hard copy.

Administrative Council Report

A report from Bruce Haines (Providence MM), clerk of Administrative Council, was received with appreciation and is attached. This council contains members with numerous gifts necessary to ensure the proper functioning of our yearly meeting. The first priorities for the council has been to set a regular schedule and begin to review the breath of work the council needs to oversee or delegate to committees. At present, they plan to meet monthly. A Friend raised the concern about the lack of racial diversity on the council. The clerk reiterated the yearly meeting's deep commitment to becoming as diverse and inclusive as possible. She asked Friends interested in serving the yearly meeting to please contact her about their willingness to serve. (clerk@pym.org)

A Friend asked about collaboratives whose primary focus seems to more aligned to the work of the Administrative Council, for example finance or property. Would they fall under the Administrative Council? The answer is that all collaboratives will be under the care of the Quaker Life Council, so all applications should be directed to that body. Both councils, Administrative and Quaker Life, will determine their need for *committees*. Each council will staff and oversee these committees themselves.

Changes to the Bylaws

A proposal to change the PYM Bylaws was presented by Linell McCurry (Lansdowne MM), Associate Secretary for Business and Finance, and is attached. The Bylaws were sent to the clerks of monthly meetings 120 days in advance of this request. The changes are solely to remove the names of the old structure so that the bylaws are consistent with the new governance structure. A Friend asked whether the changes to the Bylaws would increase the yearly meeting's indemnification exposure. The response was no, it does not.

Friends approved the Bylaws with the proposed edits.

General Secretary's Report

A report from PYM General Secretary Christie Duncan-Tessmer (Chestnut Hill MM) was received with appreciation and is attached. Our yearly meeting is a body in transition. Like a kaleidoscope, the image changes as it moves, but it is still made up of the same pieces. We are a body gathering together, but in different ways. We are shifting how we ask questions. We are the same body doing the work but shifting the way we respond to the spirit. We are changing how we communicate, increasing their frequency. We are changing how we are fundraising, involving every Friend in the yearly meeting to be a

part of fundraising. Christie closed by thanking Friends for all that they contribute whether it is in money, Spirit, or love.

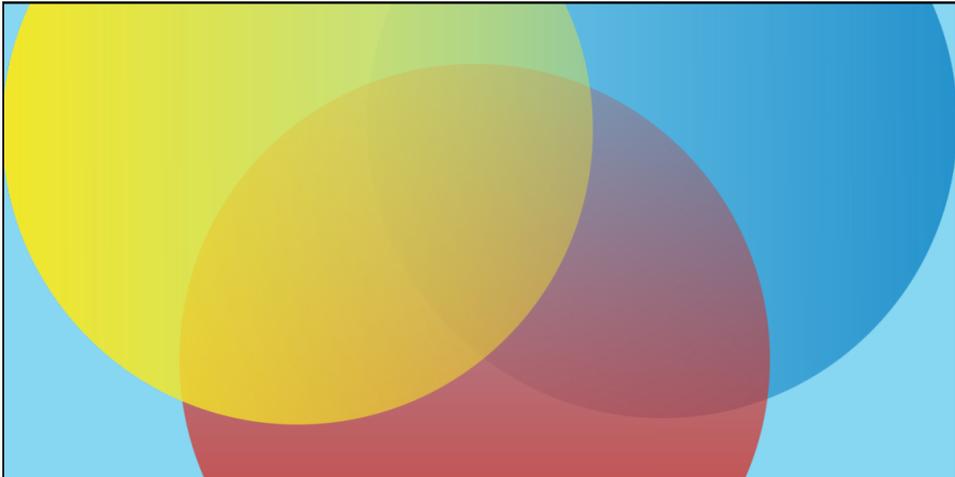
A Friend was concerned about reducing paper and the implicit assumption that every Friend has the means and ability to access yearly meeting documents electronically or print them out themselves. Christie responded that the yearly meeting is certainly challenged with striking a balance between cutting down on waste and making information available to every Friend who wants it. She welcomed other ideas on how the yearly meeting might do better.

Reading of Minutes

After some slight corrections and additions, the minutes for today were read and approved.

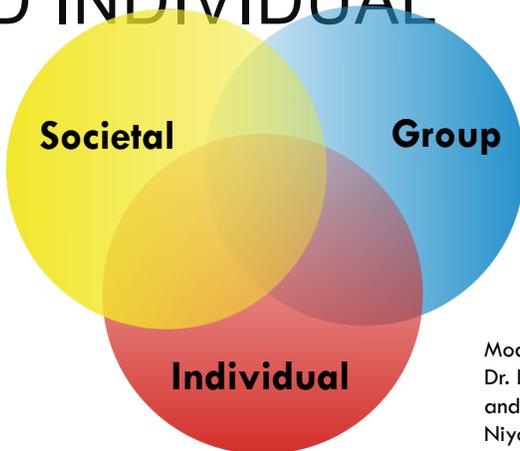
We adjourned, intending to reconvene at Arch Street Meeting House on March 19, 2016.

Submitted by,
John Lavin, Recording Clerk (Birmingham MM)
Penny Colgan-Davis, Presiding Clerk (Germantown MM)



THREE CIRCLES | Individual, group and societal
PRESENTED BY: MICHELE R. EWING, M.ED,
SPHR. SHRM-SCP. VA BEACH FRIENDS

**THREE CIRCLES:
SOCIETAL, GROUP
AND INDIVIDUAL**



Societal **Group**
Individual

Model created by
Dr. Daria Funches
and taught by
Niyonu Spann

MICHELE R. EWING, M.ED, VA BEACH
FRIENDS

WHAT'S THE SIGNIFICANCE OF THESE THREE CIRCLES?

Our lived experience shows up in these three circles.

We have learned patterns both consciously and unconsciously through these reoccurring experiences.

Sometimes we are not aware of which level events are actually operating.

Great misunderstanding, pain and conflict occur when any of the three are disregarded.

We strengthen community and *increase equity* when we act with awareness of each circle.

MICHELE R. EWING, M.ED, VA
BEACH FRIENDS



What significant and reoccurring messages did you receive in your family of origin?

How were you considered to be **more than** in your family of origin?



How were you considered to be **less than** in your family of origin?



These messages impact our identity, self concept and how we show up in the world!



MICHELE R. EWING, M.ED, VA
BEACH FRIENDS

INDIVIDUAL: EXAMPLES

More Thans/Props:



Less Thans/Disses:

Tomboy



Compliant



GROUP

Significant and/or reoccurring experiences of a particular group. Messages are conveyed to or about that group and thus there is a dominant meaning made throughout that group.

MICHELE R. EWING, M.ED, VA
BEACH FRIENDS

GROUP: EXAMF

Working Class:

- Good at fixing things
- Feisty and crass
- Associates with people of color
- Use slang language – No "Fancy Pants" allowed!

SOCIETY

Significant and/or reoccurring events, actions and experiences in U.S. as a society, and the dominant messages conveyed throughout this society.

SOCIETAL: EX

Congress
Leadership
Wall street
Big business



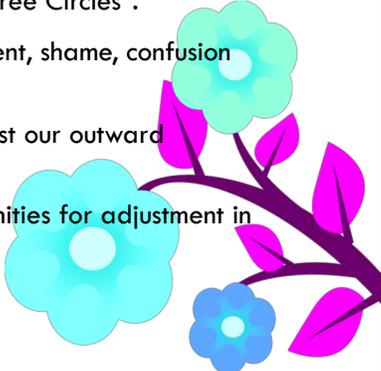
THE FLOWER

Created by Dr. Daria Funches and taught by Niyonu Spann

PRESENTED BY: MICHELE R. EWING, M.ED, SPHR. SHRM-SCP. VA BEACH FRIENDS

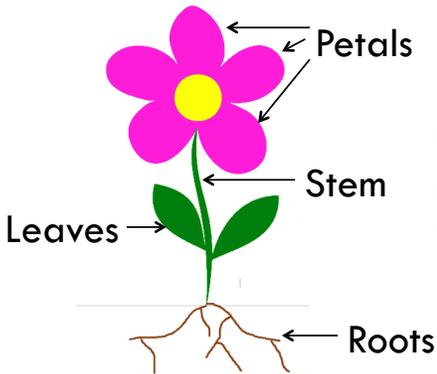
WHAT'S THE SIGNIFICANCE OF THE FLOWER?

- Our beliefs are revealed through the flower model.
- Our belief systems are built from "The Three Circles".
- Unawareness can be costly (embarrassment, shame, confusion and injury).
- Inventory what we SAY we believe against our outward attitudes and actions.
- Creates greater awareness and opportunities for adjustment in areas of misalignment.



MICHELE R. EWING, M.ED, VA
BEACH FRIENDS

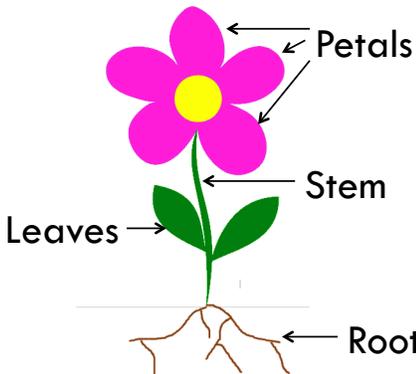
THE FLOWER



- Ways of Doing** (norms, procedures, rule, patterns)
- Ways of Being** (Self Concept, values, identity, policy)
- Ways of Seeing/Knowing** (construction of reality, beliefs, assumptions, world views)

MICHELE R. EWING, M.ED, VA
BEACH FRIENDS

THE FLOWER



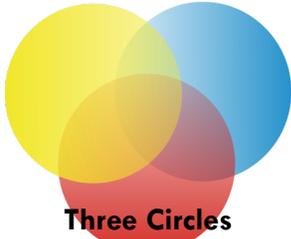
Outward Actions/behaviors
“What’s showing up in my petals?”

Stated/Conscious Beliefs
“Who ‘I SAY’ I be.”

True/Unconscious Beliefs
“What’s underneath that?”

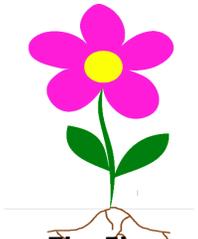
MICHELE R. EWING, M.ED, VA
BEACH FRIENDS

REVIEW



Three Circles

- Individual - Group - Societal
- Lived experiences and learned Patterns
- Conscious & Unconscious



The Flower

- Stem - Petals - Roots
- What’s showing up in my petals?
- What’s underneath that?

Both provide opportunities for increased awareness, greater wholeness, connection, and positive meaningful discourse to strengthen community and increase equity.

THANK YOU!!



BD101- RACE

Michele R. Ewing email: soulpurpose@cox.net , twitter: culturcoach, and LinkedIn: <https://www.linkedin.com/pub/michele-ewing-m-ed-sphr-shrm-scp/9/485/49a>

ASHEVILLE MONTHLY MEETING

SAYMA YEARLY MEETING

Eleventh Month, First Day, 2015

To Philadelphia Yearly Meeting:

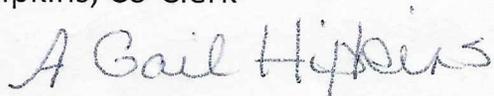
Greetings from the Friends of Asheville Monthly Meeting. We wish to offer in friendship Sharon Smith and Desaray Smith, Co-Clerks of our recently constituted Racial Justice Committee, as attenders at your Called Yearly Meeting for Business to deal with the topic of racism. We commend these two Friends to you as being in good standing in our Monthly Meeting, and trust that they will be able to make a positive and worthwhile contribution to your work on this difficult topic.

In Friendship,

Alan Robinson, Co-Clerk



Gail Hipkins, Co-Clerk



**Nominating Committee (Updated)
Report to Continuing Sessions November 7, 2015**

Appointments

Alternate Clerk			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM ENDS
Tom Hoopes	Valley	Haverford	2018
Amy Kietzman	Central Philadelphia	Philadelphia	2018

Recording Clerk			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM ENDS
Marty Smith	Moorestown	Haddonfield	2018
Erika Juran	Harrisburg	Caln	2018

Elder			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM ENDS
Alison Levie	Goshen	Concord	2018

Administrative Council			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM ENDS
Patricia Finley	Old Haverford	Haverford	2018

Releases

Administrative Council			
NAME	MONTHLY MEETING	QUARTERLY MEETING	EFFECTIVE
Chris Paulmier	Germantown	Philadelphia	2015

Nominating Committee			
NAME	MONTHLY MEETING	QUARTERLY MEETING	EFFECTIVE
Thomas Swain	Middletown	Concord	2015

If you have questions about this report, please contact:

Thomas Swain, Clerk of Nominating Committee
tswain58@verizon.net

*Middletown Monthly Meeting of Friends
Middletown Road
Lima, Pennsylvania*

April 20, 2015

Dear Friends,

Our member Thomas Swain has been called to travel in the ministry among Friends. He travels to you with the full support of Middletown Monthly Meeting. His leading is part of a longstanding concern for spiritual growth and renewal, carried by our whole Monthly Meeting. We are blessed to have Thomas as a part of our community. We have watched his vocal ministry grow over the past few years. He has helped us individually and as a Meeting to respond more deeply to the Voice of Christ within. Thomas has devoted many years of service among Friends and has generously shared his spiritual gifts of encouragement, leadership, and nurture. He has served as clerk of our Meeting and of our Yearly Meeting. Many of our lives have been changed by his faithful service.

We commend our dear friend to you and ask that all listen with open hearts to the message that he brings. He carries our love and prayers with him, and our hope that we may all wade deeper into the Living Water together.

On behalf of Middletown Monthly Meeting
Lima, Pennsylvania

Richard Ailes

Richard Ailes, Clerk

Renee Calgambello
Clerk, PYM

QUAKER LIFE COUNCIL REPORT

CONTINUING SESSIONS
NOVEMBER 7TH, 2015

COUNCIL REPRESENTATION

- 2 Friends are members of Bucks QM
- 4 Friends are members of Caln QM
- 2 Friends are members of Chester QM
- 1 Friend is a member of Concord QM
- 2 Friends are members of Haddonfield QM
- 3 Friends are members of Philadelphia QM
- 1 Friend is a member of Upper Susquehanna QM

COUNCIL MEETINGS

- Meeting with the Implementation Committee at Annual Sessions:
Saturday, August 1st, 2015
- Council Training with the AC, Nominating Committee, and the Implementation Committee: Saturday, September 19th, 2015
 - First QLC Meeting: Saturday, October 17th, 2015
 - Second QLC Meeting: Thursday, November 5th, 2015
 - Upcoming Meeting: Saturday, November 21st, 2015

CURRENT WORK

- An application for Collaboratives and Sprint Groups has been created and will be available after Continuing Sessions
 - All Friends who are led to create and nurture work under our new structure will need to complete this application
- It is our goal to evaluate applications equitably and fairly, and the QLC is creating a rubric to ensure that each application is treated with the same amount of loving discernment
 - PYM and the White Privilege Conference

PYM & THE WHITE PRIVILEGE CONFERENCE

- Philadelphia is hosting the 2016 WPC (April 14th – April 17th, 2016)
 - Prior to the structure change, the Worship and Care Standing Committee Minuted its support for PYM to co-sponsor the event
 - In one of our first actions, the QLC has Minuted that \$2,500 in additional funds should be designated to help PYM Friends attend the Conference



Administrative Council

We are launched!

- At our first meeting on October 17 we:
 - Got acquainted!
 - Spent time studying and embracing our “charge” from PYM.
 - Discussed our meeting schedule – Monthly on Saturdays.
 - Started our “To Do” List of initial actions.

Next Steps:

- We next meet on November 21 at 4th & Arch Sts.
- We are attending to initial structure and schedule details.
- Examples include:
 - Job Description for the PYM Treasurer
 - Conflict of Interest Policy for the Council
 - What subcommittees do we need?
 - How best to report on our work to PYM?
 - And lots more . . .

Thank you and Stay Tuned!

Questions?

I'll be around a good part of today.

**Proposed Amendments to the Bylaws
of Philadelphia Yearly Meeting of the Religious Society of Friends
Continuing Sessions November 7, 2015**

As part of PYM's restructuring process, we propose to amend the Bylaws of Philadelphia Yearly Meeting of the Religious Society of Friends.

The proposed amendments remove specific references to Interim Meeting, Standing Committees and Working Groups -- all of which were laid down with PYM's old structure.

The Bylaws, with the proposed deletions to Article V in red, are attached to this report, as well as the letter Interim Meeting, at its final meeting in May 2015, sent to the clerks of the monthly meetings.

The language in Article V would remain more general, in line with Articles I through IV, to accommodate any future changes in structures and committee names.

Linell McCurry
Associate Secretary for Business & Finance
Philadelphia Yearly Meeting
1515 Cherry Street
Philadelphia, PA 19102

Office: (215) 241-7205
Fax: (215) 241-7530
Email: lmccurry@pym.org



Philadelphia
Yearly Meeting *of the Religious Society of Friends*

1515 Cherry St.
Philadelphia, PA 19102 - 1479

May 2015

Dear Monthly Meeting Clerks,

As part of PYM's restructuring process, we propose to amend the Bylaws of Philadelphia Yearly Meeting of the Religious Society of Friends.

The proposal is to remove specific references to Interim Meeting, Standing Committees and Working Groups in Article V.

The language in Article V would remain more general, in line with Articles I through IV, to accommodate any future changes in structure or committee names. The proposed amendments are confined to Page 2 and would read:

Article V

§ 1: Participating Members – The business and affairs of the corporation shall be managed by persons hereinafter known as Participating Members defined as all members who attend Yearly Meeting sessions or are members of any Philadelphia Yearly Meeting committee or group.

§ 3: Indemnification – All members of any committee or group that is part of the structure of Philadelphia Yearly Meeting, its employees or persons acting as officers of Philadelphia Yearly Meeting shall be entitled to the full benefit of the indemnification provisions of the Pennsylvania Nonprofit Corporation Law of 1988...

The Bylaws allow Philadelphia Yearly Meeting to amend them in annual or called sessions, provided that written notice is given to the Clerks of the Monthly Meetings at least 120 days in advance of that session (see Article VI).

Interim Meeting of May 9, 2015, is sending these proposed changes to the Clerks of the Monthly Meetings. The amendments would be considered for approval at the Continuing Sessions set for November 7, 2015, at Westtown School.

No action is required of the Clerks of the Monthly Meetings or the Monthly Meetings themselves at this time. We encourage Friends to attend Continuing Sessions on November 7.

Sincerely,

Linell

Linell McCurry

Associate Secretary for Business & Finance

Office: (215) 241-7205

Email: lmccurry@pym.org

Bylaws
of
Philadelphia Yearly Meeting
of the Religious Society of Friends

Article I
Name, Background Information and Intention

§ 1: Name — The name of this corporation is Philadelphia Yearly Meeting of the Religious Society of Friends (hereinafter Philadelphia Yearly Meeting).

§ 2: Background Information and Intention — Philadelphia Yearly Meeting was first established in the year 1681, and has been in continuous existence as a religious body and unincorporated association since that time. It is now considered appropriate to incorporate Philadelphia Yearly Meeting. In so doing, it is the intention of its members to continue without interruption the principles, practices and organization of Philadelphia Yearly Meeting as they exist at the time of the incorporation and as they may evolve in the future. It is not the intention of these bylaws to change, alter or amend the principles, practices and organization of Philadelphia Yearly Meeting, and for this reason these bylaws are intentionally brief.

Article II
Purpose

The purpose of Philadelphia Yearly Meeting is:

- a. The practice of religion in the manner of the Religious Society of Friends;
and
- b. The continuation of the principles and practices of Philadelphia Yearly Meeting of the Religious Society of Friends as they exist at the time of this incorporation and as they may evolve in the future.

Article III
Membership

§ 1: Membership — The membership of Philadelphia Yearly Meeting shall consist of all those individuals who are members of one of the constituent Monthly Meetings of Philadelphia Yearly Meeting.

§ 2: Quarterly and Monthly Meetings --- The Quarterly and Monthly Meetings are those independent religious bodies currently or hereafter recognized as constituent Meetings of Philadelphia Yearly Meeting.

Article IV
Governance, Officers, Committees and Employees

§ 1: Governance — Philadelphia Yearly Meeting shall continue to be governed according to the principles and practices of the Religious Society of Friends as they now exist, and as they may evolve in the future.

§ 2: Officers — The officers of Philadelphia Yearly Meeting shall be a Presiding Clerk, Recording Clerks, a Treasurer, and such additional Clerks as Philadelphia Yearly Meeting may appoint as officers.

§ 3: Committees and Employees — Philadelphia Yearly Meeting may appoint committees, and hire employees, to carry on its work. The committees and employees of Philadelphia Yearly Meeting shall serve with the powers and the limitations prescribed by Philadelphia Yearly Meeting.

Article V
Liability Protection and Indemnification

§ 1: Participating Members — The business and affairs of the corporation shall be managed by persons hereinafter known as Participating Members defined as all members who attend Yearly Meeting sessions, or are members ~~of Interim Meeting, or~~ of any Philadelphia Yearly Meeting Committee or ~~Working Group of Philadelphia Yearly Meeting.~~

§ 2: Liability Protection — Participating Members shall not be personally liable, as such, for monetary damages for any action taken unless: (1) the Participating Member has breached or failed to perform the duties of his or her office under Subchapter B, Chapter 57, of the Pennsylvania Nonprofit Corporation Law of 1988, as amended; and (2) the breach or failure to perform constitutes self-dealing; willful misconduct or recklessness; provided, however, that the foregoing limitation of liability shall not apply to (a) the responsibility or liability of a Participating Member pursuant to any criminal statute; or (b) the liability of a Participating Member for the payment of taxes pursuant to Federal, State or local law.

§ 3: Indemnification — All members of ~~the Interim Meeting, Standing Committees~~ or any ~~other~~ Committee or ~~Working~~ Group that is part of the structure of Philadelphia Yearly Meeting, its employees and persons acting as officers of Philadelphia Yearly Meeting shall be entitled to the full benefit of the indemnification provisions of the Pennsylvania Nonprofit Corporation Law of 1988, including, but not limited to, sections 5741 and 5742 of 15 Pa.C.S.A.

§ 4: Repeal — No amendment or repeal of the provisions of this Article shall be given adverse effect with respect to any person who would have been entitled to benefits hereunder prior to the amendment or repeal without reasonable prior written notice to such person, and no such amendment or repeal shall be given adverse effect with respect to the conduct of any such person occurring prior to the approval of the amendment or repeal.

**Article VI
Amendments**

Philadelphia Yearly Meeting in annual or called session may alter or amend these Bylaws, except as limited by law or by the Articles of Incorporation, at any time provided that written notice of the substance of the proposed action and of the meeting at which the action may be taken shall be given to the Clerks of the Monthly Meetings at least 120 days in advance of that meeting.

(Articles I, II, III, IV & VI approved at the Annual Sessions of Philadelphia Yearly Meeting on July 22, 2001. Article V approved at Annual Sessions on March 22, 2002.)

General Secretary's Report Continuing Sessions, November 7, 2015

Three Days in the Life of Our Yearly Meeting, *October 17-19*

One recent weekend is exemplary of the life of our yearly meeting in the few months since we were gathered together for Annual Sessions. Our governance structure change is advancing, we are engaging in corporate ministry and community and we are financially stable. In this report I'll share four moments from the days between October 17 and 19.

Moment One: We are changing structure

The launch of the Councils, October 17

On a beautiful sunny Saturday morning the members of the Administrative Council and the Quaker Life Council each gathered at Arch Street Meeting House for the first time.



With divine assistance the **Administrative Council** holds full authority and responsibility for managing the affairs of PYM except for the authority and

responsibility assigned elsewhere.



With divine assistance the **Quaker Life Council** maintains the health and integrity of the community, supports spiritual depth, and cultivates relationships

within Philadelphia Yearly Meeting.

I left those meetings with our presiding clerk with my hands raised high in the air and a grin on my face because, as I said to Penny, this structure is going to work! There is so much work for the Friends serving on these councils to do. Each of them spent the morning balancing their responsibility for holding the big picture with the imperative to get concrete work done now so that our new structure can flourish to bring Friends, experience and wisdom together in the heart of the Spirit. And while the process is still at its earliest stages, the evidence of the first meeting is that our envisioned structure will operate as intended. For more information about the councils, check out their reports and pym.org.

Moment Two: We are engaged in corporate ministry

Western Quarterly Meeting addresses racism, October 18

Many of our monthly and quarterly meetings have actively responded to our yearly meeting's commitment move forward with our entire community to increase our consciousness as Friends about the intersection of privilege and race in our culture and spiritual community.



One of those meetings is Western Quarter which focused its October program on *Undoing Racism — Where are we, and where do we go from here?* **On Sunday afternoon** tonya thames taylor, Fallowfield MM, helped Friends navigate this sensitive topic through weaving together images, dialogue, queries, worship

sharing and discussion. The experience highlighted the way in which racist images from more than 50 years ago are still present in ways our dominant culture doesn't easily recognize. Attenders who were

well-educated about racism in America today, as well as those just ready to engage in the conversation, joined together in the Quarter to undertake this journey together. This is a beautiful example of the way in which Friends in our yearly meeting are holding themselves accountable to our decision to engage in this transforming work. Resources and information about the work of our yearly meeting are available on the PYM website at www.pym.org/addressing-racism.

Moment Three: We are a gathered people

Friendly 800's, October 18



This is what the yearly meeting can uniquely do: Broaden the engagement and deepen the relationships between meetings and Friends in our geographic region so that we can experience and live from promptings of the Spirit together. Sunday evening more than 250 Friends from 50 meetings met at 28 dining room tables for **Friendly 800's**.

One Friend described it afterwards in this way: *I loved the idea of expecting to meet seven complete strangers and knowing with almost complete certainty that the outcome would be good. As it turned out, there were two other people from my meeting, but I knew them hardly at all. That changed last Sunday. And getting to know people from three other meetings was equally satisfying. There is no substitute for a relaxed meal when it comes to getting to know people.*

The energy of our yearly meeting is one bringing us together to experience the power, the breadth and the depth of our community.

Moment Four: We are financially stable

We surpass our Covenant budget, October 19

On Monday I received a preliminary report on our fiscal year that closed September 30. The highlight is that the financial contributions to PYM from our monthly meetings, the covenants, came in above budget. Over the year we had heard from several meetings that they are struggling financially and weren't sure they would be able to meet their covenant. However, when all contributions were totaled up we exceeded our budget by about \$2,000. It's not impossible that this is due in part to the relationship between our (new) fiscal year and the fiscal years of monthly and quarterly meetings. However, it is definitely clear from the gifts given and the comments that came with them that our meetings have a high appreciation for our extended community and the support and connection it provides. Thank you to Friends and to meetings for this support! It's important also to also note that our individual giving is coming in under budget this year. We remain in fine shape financially because we've been very careful about spending, but we are counting in the future on more Friends to give, and increase their gifts, so we may sustain the work of our community, work that is in service to each meeting and all Friends.



Philadelphia Yearly Meeting is shifting its perspective to focus on holding all Friends and meetings as an extended family that supports, encourages and grounds one another. The events of this single weekend demonstrate the ways in which this shift is successfully energizing us.