



Philadelphia Yearly Meeting

of the Religious Society of Friends

341st Annual Sessions Philadelphia Yearly Meeting

Held by Zoom video conference

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Thursday, July 29, 2021

Epistle reading: At 12:50 AM, 10 minutes before our meeting was set to begin, Melissa Rycroft read a portion of the epistle from Sierra-Cascades Yearly Meeting.

Introductions: The clerks' table introduced themselves, including Frank Barch and Jean-Marie Prestwidge Barch, Schuylkill MM, serving as clerks and Jim Herr, Lancaster MM, serving as Recording Clerk. We settled into a few minutes of waiting worship to prepare ourselves for the listening which lay ahead.

Others in service to our Yearly Meeting introduced themselves, including the clerks of Administrative Council Jim Waddington, Salem MM; Quaker Life Council, Anthony Stover, Germantown MM and Ujima Worship Center; and Nominating Council, Terry Whiteford, Downingtown MM. Elders for today's meeting were Phil Anthony, Chestnut Hill MM; Bob Dockhorn, Green Street MM, and Jane Cadwallader, Lancaster MM. The Pastoral Care Team was introduced. Our General Secretary, Christie Duncan-Tessmer, Chestnut Hill MM, introduced herself.

Epistle Committee: The following people have agreed to create our outgoing epistle for these sessions: Anthony Stover, Germantown MM, Philadelphia Quarter; Bianca Santini-Dumas, Concord Quarter; David Nuttall, London Grove MM, Western Quarter; Joan Broadfield, Chester MM, Chester Quarter; and Melissa Rycroft, Upper Susquehanna Quarter. These members were approved.

Olivia Brangan gave us a brief tech review to insure it serves us well.

Admin Council: A report was presented in advance of the meeting and is attached to these minutes. Jim Waddington, Council Clerk, said there were only 13 members of the Council and after these sessions, with three leaving, there will only be 10 of a possible 15 members. He urged us to consider helping the Council do its work. Anyone feeling led would be appreciated.

Much of this year was spent in catching up, to an extent. They had two strategic visioning sessions with the other two Councils. In the end, they all expressed concerns to balance concrete work and self-assessment; to listen particularly to Monthly Meetings; and to work to involve more BIPOC (Black, Indigenous, and People of Color). Much of the weight of the Council has been under the care of the Diversity Equity and Inclusion Sprint.

Clerk Frank Barch thanked Jim for clerking this council and expressed appreciation to all its members. He affirmed from first-hand experience that the work is done well.

We accepted the report with great appreciation.

Minutes to this point were read, corrected, and approved.

Treasurer and Budget

Friends had had the opportunity to read the report from our Treasurer and also time to ask questions about the budget during the Budget Runway Event last week. Andrew Anderson, PYM Treasurer, said he misses us all in person rather than in this "Hollywood Squares" Zoom format. He quoted a friend who said "Andrew, community is not something you find, it's something you make." He mentioned the impact accelerator fund, which had to be worked through with Friends Fiduciary, with much help from Christie Duncan-Tessmer. There was a PPP (Payroll Protection Program) Loan and Linell McCurry, PYM Associate Secretary for Business and Finance,

explained its forgiveness with the attached presentation. Andrew then told us that we went from a defined-benefits plan to a defined contributions plan, which will help personnel and budget planning. Linell gave us an overview of the budget. Andrew then showed a brief slide show with chocolate as a metaphor for the Yearly Meeting's assets to give us some context.

A Friend asked about the money held by others, which we do not own, but accept and use the income. A Friend asked about ways to use donor restricted funds. Linell explained that the restrictions are written and information on those for Monthly Meetings will be available from Friends Fiduciary. We also heard that many of the restricted funds are used by the Granting Group.

A Friend told us that moving from a defined benefit to a defined contributions plan has moved risk from the YM to the employees who control their pensions. We need to provide financial advice and education to help them manage that risk. Christie told us this is the case. And we have a high level of contributions.

A Friend expressed appreciation for the clarity of the report. She also expressed concern that the chocolate used for the slide show is from Hershey, which has corporate practices not in keeping with Friends' values. She urged Andrew to use equal exchange chocolate in the future. Andrew said he will come under the weight of this concern and use something different next year.

Friends approved the budget as presented. And accepted the treasurer's report.

Andrew talked about the strategic questions of giving and the legacy fund that were brought up at the time before sessions. Christie told us more Friends gave to the YM in 2020 than in 2019, a pattern not seen in several years., and gifts were larger than before, for which she thanked us all. This has allowed us to build relationships. Now we're ramping up our work with planned giving. Grace Cooke told us about the Legacy Fund's origins in 2019. Principle is permanently restricted and income goes to the general fund. Those who are named are given stories, which will be held in perpetuity. Grace also told us about other funds and types of gifts. Her presentation is attached to these minutes.

These minutes were read, corrected, and approved.

We took a break and returned to some settling worship.

DEI Sprint: The Diversity, Equity and Inclusion Sprint was lifted up by Administrative Council in September of 2019 and they reported on their work during Spring Continuing Sessions, 2021. An advance report was prepared for these sessions.

Zachary Dutton, Associate Secretary for Program and Religious Life, offered a video of a TEDx Akron talk by Kenyona Matthews about the challenges of "diversity" and the benefits of inclusion. He then went on to talk about the work of the Sprint and review the Sprint's report, which is attached to these minutes.

Clerk Jean-Marie thanked Zachary, members of the Sprint, and the many other people involved. She pointed out that the group has proposed several specific actions as way forward. Rather than consider these actions, she first asked for questions.

A Friend asked about the term midwives. Zachary noted that this term has a spiritual and feminist grounding, with an understanding of hard work necessary, which will be important in the process. Another Friend asked about how much of this process is going to be aimed at all of us or at the staff. Zachary said it's important that we be doing both, with an understanding of power structures. A Friend asked about the number of people

needed to fill the roles. Zachary admitted that it has been challenging in the past to find people willing to work with us because we have not reckoned with our past harm. At this point we're only looking at 2-3 midwives. The hope is that, if PYM truly gets behind the Truth and Transformation process, we may find people more willing to help. Another Friend noted that we must encourage Friends of European descent to work harder at this. A Friend noted that the people who have done the hurting will have to be the ones in Transformation. This painful process can be helped with midwives. A Friend encouraged us to hire people to serve as midwives. A Friend asked how we can communicate the work of the Sprint to Monthly Meetings and Quarterly Meetings. Zachary said there are many communications channels, which will be used. Jim Waddington noted that our plenary last night with Nikki Mosgrove asked us to work together on the societal problems. He said we can speak powerfully about things that need to change outside as well as work internally.

Clerk Jean-Marie pointed out that we are in relationship with each other and we want these to be authentic and based on connection. The report before us points the way forward and gives a place to begin. We approved the report and the principals involved

A Friend urged us to keep from injuring ourselves in ways we have in the past in a country that is fragmented. Another Friend noted that only 1% of PYM is involved with this process at this time and expressed hope that the other 99% will buy into it. Clerk expressed hope that we will all have hope. She suggested we will have time on Sunday morning to consider some proposed practical ways we may move work forward. A Friend urged us to be aware of a common pattern of wanting to work on the easier outward work which may take away from a focus on the harder inner work, even as we give voice to affirm the hard work. Minutes to this point were read, corrected, and approved.

Clerk expressed appreciation that we have done something very important. We heard a few brief announcements and ended the meeting with a period of worship, expecting to meet again on Friday, July 30, at 1:00 PM.

Friday, July 30, 2021

Epistle reading: At about 12:50 PM, 10 minutes before our meeting was set to begin, Bianca Santini-Dumas, Concord Quarter, read the epistle from Aotearoa/New Zealand Yearly Meeting.

Introductions: Serving as clerk for this time, Frank Barch invited new visitors to introduce themselves: Nicole Santos, Jonathan Evans, Robert Greene, Ruth Darlington, Melanie Monk, and Lilia Flick from Canadian Yearly Meeting and Canadian Young Friends Yearly Meeting.

Elders for today's meeting were Phil Anthony, Chestnut Hill MM; .O, Central Philadelphia MM, Bob Dockhorn, Germantown MM, Ed Solenberger, Upper Susquehanna Quarterly Meeting, and Jane Cadwallader, Lancaster MM. The Pastoral Care Team was introduced.

We settled into a few minutes of waiting worship to prepare ourselves for the listening which lay ahead.

Quaker Life Council: Clerk Frank Barch introduced Anthony Stover, Germantown MM and Ujima Friends Meeting, Council Clerk of Quaker Life Council. A report, and many attached documents, were presented in advance of the meeting and are attached to these minutes.

Anthony introduced all the members of the Council, including members who have joined this year and those who have left or are leaving their service.

A Friend said she is looking forward to the Truth and Reconciliation process. A Friend expressed appreciation for Anthony's support of the Spiritual Formation Collaborative. She also asked if this Council has too many things to be considered. Anthony appreciated this observation and hopes to work with QLC, as well as Nominating Council, on the difficulty.

A Friend asked if there might be ways needed to strengthen communication. Anthony pointed to the pandemic as adding additional challenges, and the Council continues to work to improve in this area.

A Friend noted the Spiritual Reports of the Monthly Meetings, and hopes they help to show the state of the Yearly Meeting and all of its challenges.

A Friend asked about the need to be able to perceive actual challenges, more than just what is detected. Anthony replied that the YM website shows what is being worked on in the Council and it's all very transparent. A Friend also replied that we are open to hearing the truth from God. Another Friend noted that we must appreciate, and be part of the healing, of people who feel they have been hurt.

A Friend noted intergenerational trauma and intergenerational defensiveness. Another Friend noted that different people, with different nervous systems, determine truth differently. Truth is liquid. It's imperative that we be able to hear, whole-heartedly, what our brothers and sisters are saying—nervous system to nervous system. Let us pray for more integration, to transform our fear.

A Friend noted that through multi-generational worship we can all be nurtured.

A Friend noted that, in situations of being hurt, with Spirit guidance and communion, she can get through.

Clerk Frank Barch asked us to receive these messages and settle into some appreciative worship. He then invited all of us to consider joining in the very important work of Quaker Life Council.

We accepted the report from Anthony with great appreciation.

Minutes to this point were read, corrected, and approved.

Nominating Council: Friends had had the opportunity to read in advance the report from the Council, which is attached. Clerk Terri Whiteford told us of them many ways she has served the Yearly Meeting. She explained that she had agreed to be part of the Councils, after greatly appreciated being asked, to find ways to do the most good. And she has felt challenged in many, many ways, working with people who are Spirit-led and very willing to deal with the uncomfortable. PYM has a voice and authority, and we want to give people access to this voice through Nominating Council. There is a lot of work to do, but there is also a great deal of resource available. She urged us all, when someone approaches us, to participate in this important work. In fact, if people are not asked but feel inspired to help, she asked us all to contact Council Clerks or the Clerks of the Yearly Meeting.

Terri went through the list carefully, telling us a bit about the many people, and Clerk received approval for each group in turn.

Terri expressed appreciation to all who are leaving service at this time.

Clerk Frank expressed great appreciation for all the people who have agreed to serve, and in particular to those who have completed their service.

A Friend expressed appreciation for Margaret Mansfield's work with FCNL since the 1990s.

There were a few corrections noted and made to the Council's list.

A Friend asked if there is an interim nominating process to keep Council slates full. Terri explained that people can be accepted at continuing sessions as well as annual sessions. Individuals can also be guests at Council meetings.

These minutes were read, corrected, and approved.

We took a break.

When we returned, clerk Jean-Marie Prestwidge Barch asked us to settle into worship to prepare the space for things to come. She then introduced Ayesha Imani.

Ujima Friends Meeting: Ayesha thanked everyone who has been so supportive since the inception of the Ujima Peace Center. She then read the minute of Declaration and Commitment of the Ujima Friends Meeting, which is attached.

We received this minute with great joy. Clerk Jean-Marie noted that Ujima Friends have wondered about the ways we will choose to be in relationship with one another. Over the coming months, let us each ponder, seek and find ways to share our responses to that question with one another. She noted that this minute has been available on our website, and will stay there for much time to come.

A Friend asked if Ujima is still meeting by Zoom. Ayesha said they are, though some are meeting now in person. She said people are welcome to join them, though she wants to make sure the majority worshipping together there are people of color and/or those from the neighborhood. People need to contact the clerk of the Meeting.

These minutes were read, corrected, and approved, with an understanding that the Recording Clerk and Ayesha will work on correcting a bit of the wording.

Clerk Jean-Marie then introduced Melissa Rycroft to talk about the Membership and Belonging Sprint.

Membership and Belonging Sprint: Melissa expressed appreciation for the great work of this Sprint. She asked us to think of all the different ways others may have experienced this subject. And she urged us to be aware that people have shared very personal and sensitive experiences.

Melissa told us a personal story about her boyfriend who is far more bothered by mosquitos than she, and she used this as a metaphor for some who find the process of membership painful. We then got to see the questions people were asked in the process of assessing this subject.

Melissa went into detail about some of the many challenges people have had with membership. And when she went into the application for at-large membership, she noted that many of the requirements are more than what people may experience in monthly meeting membership. However, those who are accepted into at-large membership will be full members.

Clerk Jean-Marie expressed appreciation for the great work of this Sprint.

A Friend asked about other Yearly Meetings that have broken the pattern of Monthly Meeting membership. Melissa explained that the Sprint explored the work of New York Yearly Meeting's at-large membership and have learned from their experience.

A Friend asked about marriage and at-large members being members of other religious organizations. Melissa told us that the subject of marriage will have to come up in the future, and no one will be asked to change their affiliations during this first trial year. She said it's hard to imagine all the possibilities until the doing.

A Friend asked if there might be a standing clearness committee, and Melissa said this will be left to QLC.

Another Friend noted that some young adult Friends are connected through other Quaker groups and wondered if there is a young age level for these at-large members. Melissa explained that the Sprint's contacts have been of many ages.

A Friend noted that QLC is understaffed. Melissa said some of the people on the Sprint want to continue as part of the process and will merely change whose care they are under.

A Friend expressed hope that this may allow people from other faith communities to be part of our community.

We approved the report of the Sprint, and we granted approval of a one-year trial of a mechanism which will allow the Philadelphia Yearly Meeting to offer membership held by the yearly meeting. Quaker Life Council will hold this trial under its care and may choose to assign direct management of the process to Ministry and Care Committee or another group QLC may choose to create.

Minutes to this point were read, corrected, and approved.

We heard a few brief announcements. Clerk expressed gratitude for all the depth of time together and ended the meeting with a period of worship, expecting to meet again on Saturday, July 31, at 1:00 PM.

Saturday, July 31, 2021

Epistle reading: At about 12:50 PM, 10 minutes before our meeting was set to begin, Anthony Stover, Germantown MM and Ujima Friends Meeting, read the 2021 state of the meeting report from Hong Kong Monthly Meeting.

Introductions: Serving as clerk for this time, Jean-Marie Prestwidge Barch invited new visitors to introduce themselves: Keith Harvey, Reba Gabel.

Elders for today's meeting were Paul Kerr, George Rubin, Yelena Forrester, Bethann Morgan; Phil Anthony, .O, Ed Solenberger, and Jane Cadwallader. The Pastoral Care Team was introduced.

We settled into a few minutes of waiting worship to prepare ourselves for the listening which lay ahead.

Climate Change Sprint: Clerk Jean Marie Barch pointed out that fifty years ago, Philadelphia Yearly Meeting began the journey that has brought us to adopting climate change concerns as a yearly meeting witness. The Sprint has worked to fulfill the charge given them in Spring Continuing Session 2021 to bring us specific strategies for way forward in carrying out this witness. Jean-Marie asked us to hear the summary report from Robert Greene, Princeton MM, with the assumption that all Friends present have read and considered the full report.

Robert introduced members of the Sprint, pointing out that many individuals have come before: Bill Cozzens, Germantown MM; Ruth Darlington, Medford MM; Christie Duncan-Tessmer, Chestnut Hill MM; Patricia Finley, Old Haverford FM; .O, Central Philadelphia Monthly Meeting; Kathryn Metzker, Willistown Monthly Meeting; Christy Tavernelli, Earth Quaker Action Team Board member; and Shelly (Liyiran) Xia, Eco-Justice Collaborative member. Robert pointed out that the task of the Sprint was not to convince anyone of the importance of climate change, but to create a blueprint for 5 specific areas for actual actions. We then saw a video which detailed the Sprint's report, which is attached to the minutes. After this, Robert recognized that there is a tremendous amount of information presented but he is really only asking for acceptance of the report.

Clerk Jean-Marie thanked Robert for the report and the members of the Sprint for the considerable work that went into it. She noted that, when this Sprint was lifted up by this body during Continuing Sessions in Spring 2021, we charged them with providing the yearly meeting with specifics for the way forward in working on Climate Change. They have presented us with overarching guidance, a complex and thorough road-map to move our work as a community forward with specific areas of work to be engaged by various parts of the yearly meeting community. Clerk noted we are looking at the overarching proposal and not the specifics included in the appendices, and asked if Friends have questions of clarification of the proposal.

We accepted with deep gratitude and approved this work as forming a foundation for our way forward in our efforts to mitigate climate change.

A Friend asked where the resources mentioned in the report are available. A link was posted.

<http://www.pym.org/sessions/wp-content/uploads/sites/7/2021/07/Moving-Together-in-the-Face-of-Climate-Change.pdf>., There was also a link to join the growing climate action network <https://forms.gle/NkjtKpns4wQ7whFz7>.

A Friend noted that it would be good to publicize this action to help the public know that Quakers have not died out.

Robert urged us to follow the link to the developing climate action network to urge the government to make a difference. A Friend noted that PA is one of the three most crucial states in greenhouse gas emissions.

A Friend urged us to remember the people living in rural areas such as Schuylkill County.

The many specifics included in this document will require ongoing work. We lifted up this Sprint in Spring 2021 to bring us a plan with specifics to signal the way forward. They have done so. We agreed to release the members of this Sprint with gratitude for their work.

Robert Greene again urged us to sign up for the climate action network. A Friend noted the importance of doing action before September.

A Friend urged us to remember that our young people are ready and anxious to help in this work.

Minutes to this point were read, corrected, and approved.

Epistle-first reading: It is our practice to entrust a small group of Friends with the responsibility to listen deeply during our sessions and craft a rendering of how Spirit has moved among us during our time together for us to share with Friends everywhere. This group included Anthony Stover, Germantown MM and Ujima Friends Meeting; Bianca Santini-Dumas, Concord Quarter; David Nuttall, London Grove MM, Western Quarter; Joan Broadfield, Chester MM, Chester Quarter; and Melissa Rycroft, Upper Susquehanna Quarter. The epistle was read by Bianca Santini-Dumas while it was shared on our screens and the group waited for our comments, additions and reflections. Comments made were noted by the Epistle Committee.

A Friend asked that all such documents use common language for ease of understanding.

Before taking a break, clerk gave us this message: Members of Ministry & Care were concerned that Friends would not return after the break for our listening work. Your clerks are counting on you to show them that concern was not valid by returning after the break, no later than 2:30, for this important work.

And we took a break.

When we returned, Clerk Frank Barch told us that to build a stronger Yearly Meeting, we need to develop the ability to listen carefully.

Karen Lighter from Ministry & Care explained that the process of truth and transformation involves deep listening. She explained what the process involves—listening with compassion, helping the other person empty their heart. We heard how to listen. And we heard how this process works with “story-telling rooms.” The speaker tells the story for 3 minutes, the listener tells what he/she heard, and the witness/time-keeper spends 3 minutes telling what he/she saw and experienced.

Karen, Dana Robinson from Ministry & Care, and George Schaeffer, staff for the committee, then gave us an example of this process.

We were broken into small groups of 3 for deep listening practice using this as the query: “How has or could community help you cope with trauma, especially around issues of racial and social injustice?”

When we returned, Dana Robinson asked for people to share what they noticed. Some of the responses included: wish I could do this more; it was powerful; so sorry so many people left; we were in a safe place; felt very much in the Presence. Dana asked us if this is something we can bring into our monthly meetings. A Friend suggested this is very much like a clearness process and can work well with a group. Another Friend said this is a way for real honesty and it can be of help in getting to know our Meeting members.

A request was made for the slide show that Karen put together in advance of this part of the meeting.

Dana expressed thanks for the deeply spiritual thought that we all brought to this.

Minutes to this point were read, corrected, and approved.

We heard a few brief announcements. Clerk asked us to sink into joyous worship together, which we did expecting to meet again on Sunday, August 1, at 9:00 AM.

Sunday, August 1, 2021

DEI Sprint

We heard the proposed minute from the DEI sprint, attached.

There was a concern about the word “agreement”, as Friends traditionally use the word “unity”. Framing our goal positively, instead of what we want to avoid, might be helpful.

A friend from Admin Council shared a concern about whether that group has the expertise to shepherd this process without some external support. Another Friend encouraged us to look to Spirit for that expertise. We were also encouraged to seek “healthy” and “loving” relationship, rather than “right” relationship.

It was clarified that what we were approving was the minute itself, having accepted the report from the Sprint on Thursday, understanding that we will continue to listen deeply to each other which will inform the work going forward. This minute and the work are fluid and iterative, aspiring to be open to continuing revelation. After some more consideration, the body approved the minute, with one Friend standing aside.

General Secretary’s Report

Our General Secretary, Christie Duncan-Tessmer, shared her report (attached). She told the story of our Yearly Meeting’s transition from an annual session tradition that was separate for youth and adults to our current tradition of emphasizing multigenerational time. This was borne out of articulation of needs and desires from youth and families, and took time and intention to get right. We were reminded that changing the ways we do things often requires different people to make the decisions. Our Yearly Meeting is still growing into our understanding of belonging for all of us, and we will keep growing through this discomfort and evolution.

Christie highlighted staff changes. Meg Rose, George Schaffer, and Zachary Dutton will all be transitioning out of their roles. Recognizing that Meg’s and George’s roles were rooted in a concern focused on belonging, their positions are being restructured into one full-time position that will support both the YAF community and the Resource Friends. This role will be complemented with part-time assistance with YAF event scheduling as well as part-time social workers to support our pastoral care. This full-time position will be posted in October and will be hired in time to overlap with George. Zachary’s position will be posted a few months later, to ensure time for a smooth transition. The body took some time to share celebrations and gratitude for these Friends, as well as our General Secretary, for their service to our community.

The report from our General Secretary was accepted by the body.

Minutes of Service, Eileen Flanagan

Minute of Service: Eileen Flanagan:

To: Philadelphia Yearly Meeting of the Religious Society of Friends

From: Philadelphia Quarterly Meeting

Dear Friends:

Philadelphia Quarterly Meeting met on 18th day, 7th month, 2021 and approved a request to endorse Eileen Flanagan's minute of religious service. We forward her minute to you and request your endorsement as well. Eileen is a member of Chestnut Hill Monthly Meeting, which provides strong spiritual and practical support for her ministry. Eileen's ministry has involved travel in the United States and internationally in the course of research for her writing and giving talks and training to various groups. She and her support committee anticipate that will continue to be the case over the course of the next three years. She is currently in Montana protesting the Line 3 pipeline in support of the Indigenous Water Keepers.

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

Gratefully,

Kathleen Karhna-Glasby

Clerk, Philadelphia Quarterly Meeting

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

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

We have received the blessing of her ministry in our own community. We support her call to minister to others, with prayer; by providing a committee for support and accountability; and by receiving donations and grants to Chestnut Hill Meeting to be released to Eileen for the costs of this work. Eileen and her committee will report annually. At the end of the third year the meeting will revisit its commitment to support this ministry.

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

Friends endorsed these minutes, and pledged to offer support and care to Eileen as she travels under this ministry.

Youth/YAF Program Epistles

Melinda Wenner-Bradley reported that this would traditionally be the opportunity for us to hear from each of our youth programs individually, but that this year the children and youth programs have decided to share one epistle on behalf of all youth programs. The epistle was read by the children and youth program staff, and attached. The epistle was received with gratitude and appreciation.

Mary Tierney shared the epistle from the Young Adult Friends program, attached. Their epistle highlighted the importance of paying reparations as we work toward healing the racial wounds of our country. This epistle was received with gratitude.

Epistle

Bianca Santini-Dumas shared the second reading of the Epistle, attached. Friends approved this epistle with noted updates.

Closing Queries

Having completed our business, and still having some time together, our Presiding Clerks introduced two reflective queries, and invited Friends to share. What am I taking away from these sessions? Where might I bring my gifts and talents to help address the needs of Philadelphia Yearly Meeting as I understand them?

Documents Referenced in the Minutes (Click on a document name to go to that page.)

Documents are appended in the order in which they are referenced in the minutes.

- Administrative Council Report
- Treasurer's Report
 - 2021 04 RIFA Impact Accelerator Fund Investments
 - Treasurer's Report on PPP Loan Forgiveness
 - 2022 Proposed Budget
- Legacy Fund Presentation
- Diversity, Equity, and Inclusion Sprint Report
- Quaker Life Council Report
 - Quaker Life Council Collaboratives Report
 - Friends Counseling Service Report
 - Program Committee Report
 - Ministry and Care Committee Report
 - Spiritual State of the Meeting
 - Youth Programs Advisory Committee Report
- Nominating Council Report
- Ujima Friends Meeting Minute of Declaration and Commitment
- Moving Together in the Face of Climate Change
- Climate Action Network Form
- Draft minute for Diversity, Equity, and Inclusion next steps
- General Secretary's Report
- Youth Epistle
- Young Adult Friends Epistle
 - Minute of Appreciation for Meg Rose
- Epistle

Administrative Council Report to PYM July 2021 Annual Sessions

Query: Is our meeting for business held in the spirit of a meeting for worship in which we seek divine guidance?

The Administrative Council considers prayerfully the concerns that are lifted up on any issue, acknowledging that the search for Truth is dependent upon what Spirit requires. When there has been lack of clarity or unity, agenda items have been remanded to a future meeting to allow further discernment.

The Administrative Council continues to meet jointly with Quaker Life and Nominating Council monthly on the third Saturday of almost every month. Due to the pandemic those meetings have been by Zoom rather than at the Arch Street Meeting House. Our joint council meetings begin with worship convened by our Yearly Meeting Clerks who have regularly presented timely queries for contemplation. Our shared time is focused on receiving the General Secretary's report and considering other matters of joint interest prior to breaking into separate sessions to continue with our council specific agendas. A particularly meaningful presentation to the councils in June focused on the significance of Juneteenth as a national holiday when council members Emily Blanck and tonya thames taylor shared the historic joy and vibrance around the celebration of Juneteenth.

While there is anticipation around the possibility of resuming "in person" meetings at the Arch Street Meeting House in the Fall, there is a recognition of the value of enabling electronic participation for those members at a distance or who are physically unable to attend in person.

Members and Mission

A list of our members can be found on the [Philadelphia Yearly Meeting Website](#). We are a diverse group with broad geographic representation. As a council we are called to work in alignment with the [seven strategic priorities of the Yearly Meeting](#), with a focus on the fiduciary and property responsibilities as outlined in the PYM Governance Handbook. Our members bring extensive governance experience in a variety of fields including education, legal, business, finance and non-profit management. Collectively they faithfully serve the Yearly Meeting, guided by Spirit.

New Members

The Governance Handbook provides that Admin Council will consist of up to 15 members serving not more than two terms of three years each. There were 4 additional members added at last year's Annual Sessions bringing our total up to 13 members. We will be losing at least 3 members at Annual Sessions this year and recognize that we continue to need a diverse group of additional new members to maintain the health and stability of the finances, property, personnel, and long-term vision of PYM. While a background in finance, business, law, education and non-profit governance is helpful, interested candidates for membership on the Admin Council should care deeply about the health and

well-being of PYM. If you have an interest in this important work contact any member of the Nominating Council to learn more about serving the PYM community.

Communications

The Council post minutes of meetings within a week or two of their approval at the subsequent meeting and reports to the body in writing and in person at continuing and annual sessions.

Collaboration

On January 30, 2021 the joint councils convened a full day workshop. The goal of the workshop was to identify how to better work and serve the Yearly Meeting community in the role as Council member, as a Council and as three Councils together. There was a focus on the importance of being Spirit led and Spirit reliant as we conduct the business of Philadelphia Yearly Meeting. Realizing that there was additional work to be done, a follow-up session of the joint Councils was scheduled for the morning of April 17 prior to our individual council meetings. The resultant report identified three major themes (and subsequent queries) that emerged from the workshop efforts:

1. Council members want a balance of council time focused on concrete task (doing the work) and self-assessment/introspection (examining the work to be done and the process of doing it). Fundamental to both is ensuring clear directives and better organization for our work (as based upon the strategic directions such as the three (3) major concerns identified by the Body). The process does not have to be perfect to get doing the work. The work should not eclipse enhancing the process.
 - a. Are we clear in our directives and how we articulate them?
 - b. What criteria should we use to ensure this balance?
2. Councils want to give emphasis and focus of perspective, prioritization, and energy to the Monthly Meetings informing Councils (not from the Councils out to the Monthly Meetings). Being attentive to the needs and the priorities of the MMs should drive the Council's efforts.
 - a. What does success at this look like?
 - b. How do we engage with meeting communities to build the necessary relationships and communication pathways to facilitate this critical communication and prioritization?
3. Council members want to empower Monthly Meetings (and Yearly Meeting gatherings) to welcome diverse members of the community. Whether people of color, families, younger people, working people, and/or any sexual orientation, our work must be driven by recognizing we exist in a diverse community and wanting all people to feel comfortable within our community. This will also support growth within PM.
 - a. What does it look like when we successfully promote a culture of radical hospitality?
 - b. What is the Councils role in getting there?

“The next step will be to explore what specific objectives we can set to define tangible actions...to lay the direction, commit to the actions, and establish criteria to hold ourselves accountable.”

Committees and Sprints

Committees and sprints are two structures used to research, season, and discern the way forward for the business of PYM, and important strategic initiatives. Current committees are Governance, Finance, Property, Granting, Personnel, Development, General Secretary Oversight & Evaluation and Audit. Admin Council members are encouraged to serve on committees that they find of interest and new members are asked to serve on committees as part of their on-boarding process. This past year all of the Admin committees were asked to update their charge incorporating DEI statements that they developed as part of their current charge. Sprints active this past year included what was previously referred to as the “Five Year Plan and Governance Review Sprint” that has been rebranded as the “Gov/Strat Sprint” and the “Addressing Racism Corporate Ministry Sprint” that has been rebranded as the “DEI Sprint”. Both sprints have solicited input from a wide range of resources to ensure that there is sufficient diversity of thought and experience represented in their findings, and both should be concluding their work this fall. Additionally, there was a “Charges Sprint” formed to work with the Committees to encourage their efforts to update their charges and inclusion of DEI statements as a fundamental component of their charge. The Charges Sprint concluded their work in July and were laid down with gratitude. The stand-alone Governance Committee which was expanded in 2020 to include Quaker Life Council and Nomination Council and has further developed their current charge recommending that their composition include 7 ex-officio members (excluding Council Clerks), and 2 additional at large members appointed by Admin Council so that they would ensure functioning as a Governance committee and avoid the appearance (and possibility) that they were functioning as an executive committee by virtue of their composition.

Finance

The Finance Committee reported that the PYM \$1 million investment in the impact Accelerator Bridge Loan Fund I, sponsored by the Reinvestment Fund (which invests directly in underserved communities) had performed above expectations which gives credence to the PYM/Friends Fiduciary effort to explore direct investment opportunities in underserved communities.

PYM remains in a secure financial condition. In February the Council received an “unqualified” (also known as “clean”) audit of FY 2020 financial reports.

Personnel

The Personnel committee recommended a “Policy on Short Term Employment” (which was approved by Administrative Council on January 16, 2021) that was designed to ensure that short-term hiring opportunities be insulated from the potential of hiring only people well known to the current staff with a goal of using these opportunities as way of broadening the diversity of people on staff. The committee’s annual report to Admin Council expressed satisfaction with the efforts to merge the human resource and diversity and inclusion staff roles at PYM.

General Secretary Oversight and Evaluation Committee (GSOEC)

There was no report in 2020 because Christie was given a leave of absence by the council and COVID complications. Survey sent to Monthly Meeting clerks in addition to clerks, Arch Street Meetinghouse board, staff, and Council members. The report reflects the ways that she is strong, and also sees opportunities for her development. Her work has been guided by Faith & Practice, the strategic directions, and her job description. This year the committee worked with her on identifying a set of goals as well. In addition, the committee committed to meeting with her regularly throughout the year to provide support.

Granting Committee

In February, Ken Park, clerk of the Granting Committee shared with Admin Council a thorough and comprehensive report of the work of the Granting Committee and its granting groups. The clerk reported that the 9 granting groups under the Granting Committee's care awarded 140 grants totaling \$1,257,522.54.

The granting groups are; Greenleaf, Assistance, Committee on Friends Education, Indian Committee, Willits Book Trust, Membership Development, Travel & Witness, Quaker Buildings and Programs and Funds for Suffering. Additional "Staff Allocated" grants (from the Anna T. Jeanes Cremation Fund and the Emergency fund totaling \$20,800.00) are included in the total figure.

The clerk highlighted several innovations and concerns in his presentation including that:

1. The implementation of the of the new PYM Conflict of Interest Policy is complete with PYM Staff acting as the repository for all Annual Disclosure Statements.
2. The Granting Committee welcomed Granting Consultants by inviting six to eight Young Adult Friends (YAFs) to join one of PYM's nine granting groups as non-voting consultants for a period of one year with the purpose of increasing YAFs awareness of PYM's available resources, supporting YAF involvement in the work of PYM, and providing YAFs with grantmaking skills and experience.
3. The Granting Committee is seeking legal guidance about other ways (other than mailing physical books and materials to recipients) the Willits Book Trust may be used in order to share the benefactor's witness.
4. The Granting Group is concerned about the modest amount of PYM Funds available to help Monthly Meetings with their maintenance needs noting that over the past three years the group had received 24 grant requests for repairs and renovations totaling \$409,172.95. The group awarded 13 grants during that period totaling \$122,684. None of the grants were for the full requested amount. The average aware was for \$9,400.
5. The Granting Group urges PYM and YAFs to be integral in identifying/developing funds to support current and future ministry in the fight against racism.

The Administrative Council expressed their appreciation for the care and centeredness with which the Granting Group has ensured significant impact within their funding parameters.

Collaboration with other PYM groups

Arch Street Meeting House Preservation Trust (ASMHTP). The ASMHTP board is appointed by the Administrative Council. Wally Evans, ASMHTP Clerk presented an annual report to the Council in December that highlighted the hiring of a new Executive Director (Sean Connolly), the completion of the relighting of the East Room and the adoption of a new master place plan which includes renovated kitchen, bathroom, and office spaces. In our April meeting Sean Connolly introduced himself to the Admin Council and provided encouraging data highlighting an increasing number of visitors to Arch Street.

Friends Center. The Friends Center is a nonprofit corporation with its own board appointed by its three equity partners (PYM, AFSC and Central Philadelphia Monthly Meeting). Friends Center tenants include a diverse group of Quaker and other nonprofit organizations. Distinct from the meeting house and the office building on the campus, a third building (1520 Race Street) is very out of date and lacks modern accessibility. In their November meeting the Administrative Council waived their purchase option on the 1520 Race Street building to accommodate Friends Center efforts to sell the building to Friends Select School. That sale is expected to close in early August.

Friends Fiduciary. In January of this year Jeff Perkins presented an update to the Administrative Council regarding the growth of Friends Fiduciary and their plans to expand in order to accommodate a broader range of investors who have expressed interest in participating in Friends Fiduciary's socially responsible investment vehicles. This increased interest bodes well for the potential growth of Friends Fiduciary and may require the creation of an additional entity to allow their participation.

Conclusion

The Administrative Council functions under the weight of its fiduciary responsibility and is grateful for the trust that PYM has placed in it, while it seeks to contribute both spiritually and practically to a strong, grounded and vibrant yearly meeting.

In Peace, *Jim Waddington*. Clerk

PYM ASSETS IN HERSHEY'S NUGGETS

How much money does PYM have?

What's it for?

TOTAL ASSETS 9/30/2020

- ▶ Each nugget = \$1 million
- ▶ 5 nuggets with no donor restrictions
- ▶ 33 nuggets with donor restrictions
- ▶ 29 nuggets held by others
- ▶ 4 nuggets in property
- ▶ 71 nuggets in total



PYM'S CASH

- ▶ Red stripe nugget = cash without donor restrictions
- ▶ PYM's operating bank account
- ▶ Amber nugget = cash with donor restrictions
- ▶ Separate account for restricted income distributions waiting to be granted out or spent on program



NO DONOR RESTRICTIONS

- ▶ 4 red-striped nuggets = reserve funds and unrestricted investments held by PYM
- ▶ Reserves are savings for specific use
- ▶ Largest are Operating and Capital reserves
- ▶ General Unrestricted Endowment Fund invests bequests with no donor restrictions



FUNDS WITH DONOR RESTRICTIONS

- ▶ 32 amber nuggets = funds with donor restrictions
- ▶ PYM's restricted granting and program funds





FUNDS HELD BY OTHERS

- ▶ 29 gold nuggets = funds held by Friends Fiduciary and by third-party banks
- ▶ PYM is the income beneficiary

PROPERTY

- ▶ 4 silver nuggets = book value of Arch Street Meeting House and PYM's equity interest in Friends Center





RESTRICTED FUNDS

62 amber and gold nuggets = donor restricted cash and endowment funds and funds held by others



UNRESTRICTED FUNDS

5 red-striped nuggets = PYM's
unrestricted cash, reserve funds and
unrestricted investment



PLEASE SEND
CHOCOLATE!



Smith Memorial Playground and Playhouse

RF IMPACT ADVISERS

BY REINVESTMENT FUND

Impact Accelerator Fund I

The **RFIA Impact Accelerator Fund's** investments create new homes, quality jobs, meaningful educational opportunities, and thriving businesses in neighborhoods that need them. These investments strengthen neighborhoods, scale social enterprises and create resilient communities, where everyone can thrive and prosper. The Fund saw ongoing demand – and consistent performance – through all the difficulties of the last year, highlighting both the ongoing need for this kind of capital in our communities as well as the value of bridge financing as an investment.

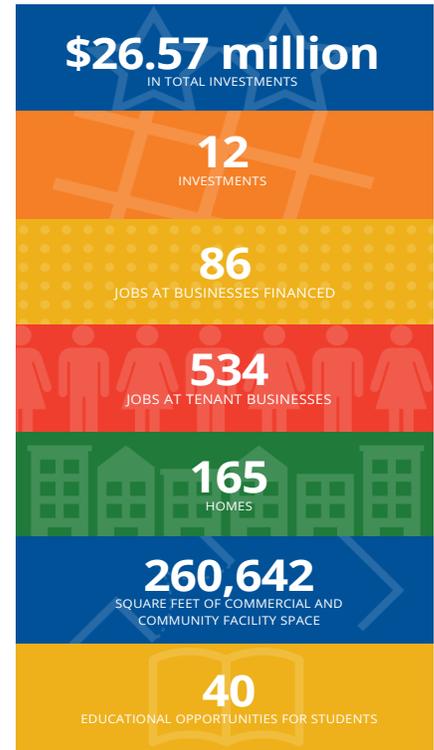
We thank you for your investment and look forward to your partnership.



Sincerely,

Don Hinkle-Brown
President and CEO, Reinvestment Fund
President, RF Impact Advisors (Fund Manager)

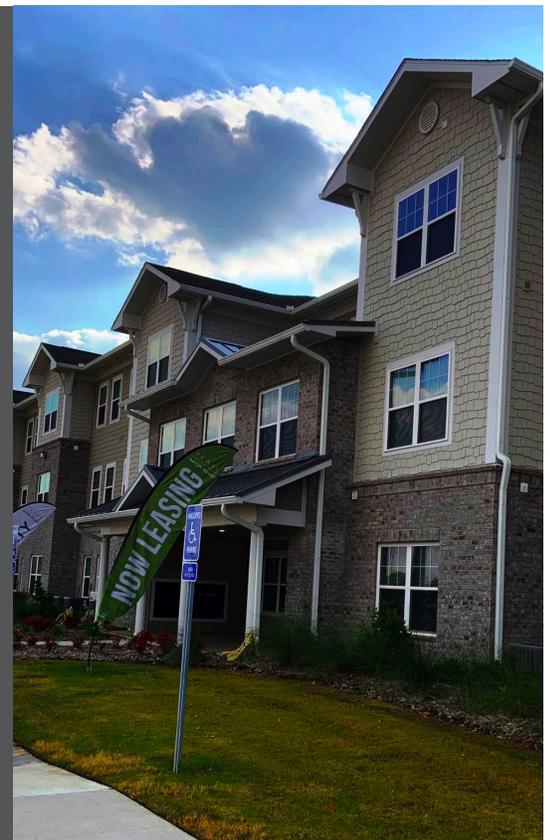
RFIA Impact Accelerator Fund in Numbers



LOUISIANA

Peaks of Ruston

The Fund is providing a \$3.25 million loan to finance the construction of new rental housing for seniors in rural Louisiana. Two longtime affordable housing developers are collaborating on the project that will create 36 rental homes supported by Low Income Housing Tax Credits (LIHTC). The nonprofit Resources Housing Group, Inc. (RHG) and for-profit Landbridge Development, LLC. have worked together for 15 years and are expanding together into Louisiana. The development is in Ruston, a small, non-metro city and the parish seat of Lincoln Parish. Senior housing is in demand in the market, with all existing senior apartments in the city fully occupied and a growing waiting list. The rental apartments will be affordable to those making 60% of the area median income. Half of the units will be affordable to those making 50% of the area median income and below.





PENNSYLVANIA

Smith Memorial Playground

Created over 100 years ago, Smith Memorial Playhouse and Playground is a resource for unstructured creative play for children 10 and younger. Located in Fairmount Park, Smith serves more than 200,000 young people from across the city – though concentrated heavily in the nearby Strawberry Mansion, Brewerytown, Parkside, and Fairmount neighborhoods – with outdoor recreation space and programs. The Fund is providing \$3.8 million in financing to help Smith embark on **comprehensive renovation of the historic playhouse and its grounds, including health and safety enhancements to the building and the creation of space for Smith to launch its own small early childhood education center.**

The early childhood education program will offer 40 seats, at least half of which will be reserved for students from low-income households. The development encompasses a series of interior and exterior improvements and is also helping restore the building's crumbling and dangerous balconies and add a new event space. The loan is bridging proceeds of Federal Historic Tax Credits, a state Redevelopment Assistance Capital Program grant, as well as both pledged and to-be-raised funds from a capital campaign.



PENNSYLVANIA

Berks Investments

The Fund is providing a \$1.5 million loan to help **renovate and repurpose a former bank building and accompanying five-story office building in downtown Reading.** The development will stabilize a large, iconic property that has been vacant for a decade in the heart of the community's downtown. The developer, Shuman Development Group, plans to transform the bank building itself into a multi-tenant food hall showcasing local food entrepreneurs and serving the downtown business community (the building is a short walk from several large city and county office buildings and courthouses, as well as the local arena) and the office tower into a multi-tenant office space. The projects will also include a partnership with a culinary management program at a local college to utilize the food hall as a training program for their students.

SOUTH CAROLINA

Mount Zion Institute

In downtown Winnsboro, the Fund is helping **repurpose the historic Mount Zion Institute, a former school building, to house Fairfield County offices**. The renovated 48,352 square foot facility will enhance services to the community by consolidating all the County's offices, meeting and recreation space, and community services into one new facility. The resulting community space will be the only large public meeting space in the County. The project will also expand emergency services and county services to both the youth and elderly population in their county. The school building was built in the 1930s and has been largely vacant for the last 30 years. The building sits on a campus at the heart of Winnsboro that has served as an educational center since 1777. The restoration and renovation of the historic Mt. Zion building aligns with the County's new strategic plan to spur growth throughout the County and in Winnsboro. The Fund is providing a \$1.7 million bridge loan towards the historic and abandoned building tax credits for the project.



This booklet has been provided for informational purposes only. The Fund's investments discussed in this booklet may not reflect all of the Fund's current investments, and the Fund's investments will change over time. This booklet contains forward-looking statements, which are generally identifiable by use of terms like "may," "will," "should," "potential," "intend" "expect," "seek," "anticipate," "estimate," "believe," "could," "project," "predict," "hypothetical," "continue," "future" or other similar words or expressions. Such statements are based upon the current beliefs of RF Impact Advisers and its affiliates (the "Adviser") as to the outcome and timing of future events. All forward-looking statements included in this presentation are based upon information available to the Adviser on the date hereof and the Adviser is under no duty to update any of the forward-looking statements after the date of this booklet to conform these statements to actual results. There can be no assurance that the expectations, conclusions or beliefs expressed in any forward-looking statements will, in fact, occur. Factors that could have a material adverse effect on the Fund's performance are set forth in the Fund's Confidential Private Placement Memorandum dated February 2020, including the sections entitled "Risk Factors" contained therein. This booklet is not an offer to invest in the Fund or a solicitation of an offer to purchase interests in the Fund. Interests in the Fund may only be purchased by eligible investors, pursuant to the Fund's offering documents, including the Fund's Confidential Private Placement Memorandum.

PPP LOAN FORGIVENESS

How it works for PYM

Spring 2020

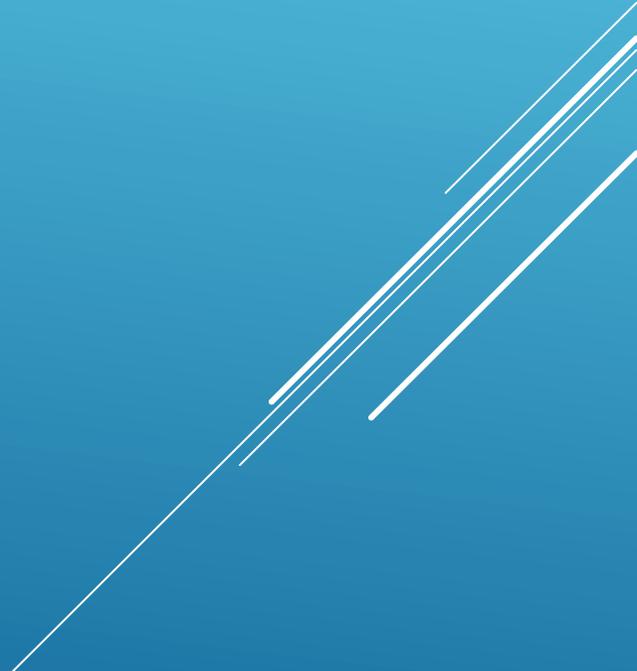
PPP cash received	\$ 311,600
PPP cash spent	\$ 311,600
PPP cash left	\$ -

► In Spring 2020, PYM received a Paycheck Protection Program (PPP) loan from the Small Business Administration (SBA). The \$311,600 loan amount was based on PYM payroll and benefits.

► PYM promptly spent the loan proceeds on payroll and benefits, as required.

Because PYM spent the cash and complied with the terms of the loan, we could apply for loan forgiveness. The SBA forgave PYM's loan in June 2021.

Loan forgiveness is a non-cash event called Cancellation of Debt or COD, a kind of non-cash income.

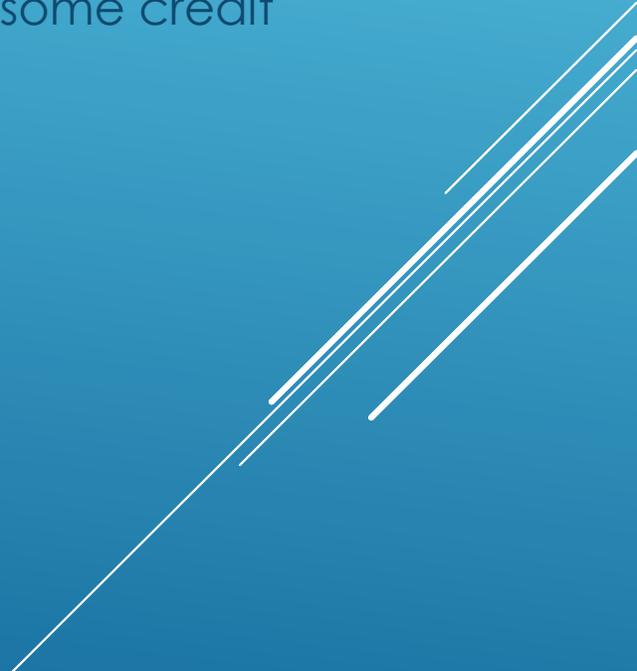


**your bank account –
money you have** \$ 2,000

**your credit card debt –
money you owe** \$ 1,000

your net assets \$ 1,000

▶ COD as non-cash income is a tricky concept. Let's imagine you have money in the bank and some credit card debt.



**your bank
account – money
you have**

\$ 2,000

**your credit card
debt – money you
owe**

\$ -

your net assets

\$ 2,000

▶ Your bank ran a contest. You won! Your credit card debt is cancelled.

▶ Congratulations! Your net assets have increased by the amount of debt you no longer have to repay.

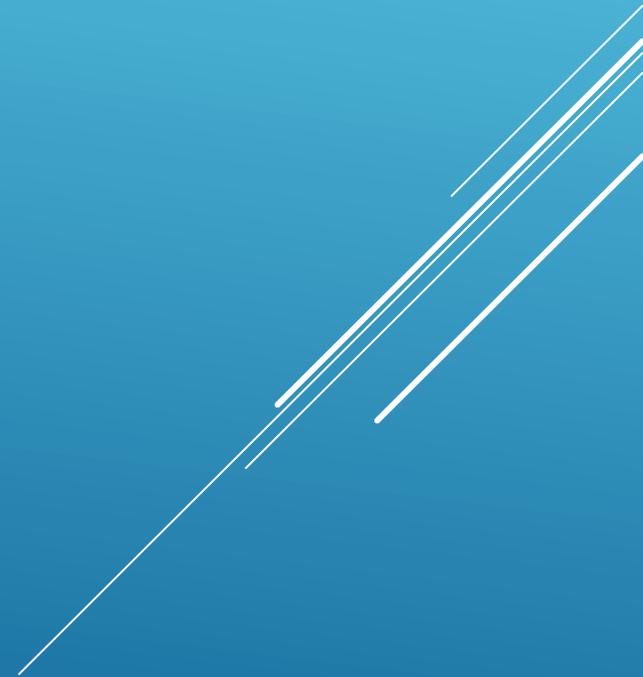
Surprise! The IRS views that increase in “wealth” from COD as taxable non-cash income.

Since you are an individual (and not a nonprofit), you will have to report cancelled debt as taxable income on your next tax return -- even though you didn't earn any additional “income” in the usual sense and your bank account didn't change.

PYM's bank account did not change either when its loan was forgiven. PYM didn't earn any additional income. And PYM, of course, will not pay any tax.

PYM's net assets increased by \$311,600 because we no longer owe that amount to the SBA.

Loan forgiveness was a non-cash event. It will be reported below the operating line on FY 2021 financial statements.



FY 2022 PROPOSED BUDGET

Oct. 1, 2021 through Sept. 30, 2022

PROPOSED BUDGET FOR FUNDS WITHOUT DONOR RESTRICTIONS AND FUNDS WITH DONOR RESTRICTIONS

FY 2022 Budget Notes by Line Item

Administrative Council has released this proposed budget to Annual Session for approval at its afternoon business session on Thursday, July 29. The Treasurer will host a Budget Q&A on Tuesday, July 20, at 7 PM. Please see Runway Events and Annual Sessions at www.pym.org/sessions/.

A word about Unrestricted and Restricted

These notes continue to use “unrestricted” and “restricted” as shorthand for the required basis for presentation for non-profit entities:

- net assets without donor restrictions, which are available for use in general operations,
- net assets with donor restrictions, which have donor or grantor-imposed restrictions that may be temporary in nature or perpetual in nature.

Paycheck Protection Program loan forgiveness does not show in the FY 2021 projection

Loan forgiveness was a non-cash event that does not affect operating income or expense.

Arch Street is the big news about the FY 2021 projection

Arch Street revenue will exceed expectations in FY 2021. In addition to its annual appeal, the Arch Street Meeting House Preservation Trust (ASMHT) launched and completed a fundraising campaign to realize its plans for new outdoor exhibits and signage. Successful grant applications are funding program and education efforts. PYM also received a restricted bequest for the Meeting House.

On the expense side, major renovations to the non-historic sections of the building are almost complete. Changes include new office and meeting space on the second floor and a new kitchen off the East Room that will serve the monthly meeting and also facilitate catering for events.

The Friends 403(b) Plan is the big news about the FY 2022 budget

Next year’s budget features materially lower staff benefit costs. On July 1, PYM’s retirement program switched from the Friends Pension Plan to a new Friends 403(b) Plan. The old pension plan was frozen; all benefits accrued by past and present staff and by retirees have been preserved.

Moving to a 403(b) allows PYM to provide a meaningful, generous staff benefit. Budgeting for retirement expenses becomes reliable, a welcome contrast to the high and variable pension costs of recent years. An advantage for younger staff is that their balances in the 403(b) plan are 100% vested and portable. Most staff do not spend many years of their professional career with PYM. Both the Friends Pension Plan and the Friends 403(b) Plan are managed by the Pension Committee, an independent board that provides retirement programs for Quaker organizations.

INCOME AND FUNDS AVAILABLE

Line 1, Support from Meetings

The Covenant is our single largest source of unrestricted income and PYM is deeply grateful for meeting support. We hope that some meetings may be able to increase their Covenant amounts.

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

Arch Street reopened its grounds to visitors and is scaling up visitor hours in the building, following COVID guidelines. In addition to the ASMHPT annual appeal, the FY 2021 projection reflects a successful fundraising campaign for new indoor exhibits and for outdoor exhibits and signage. A lower number is budgeted for FY 2022. Tour income and rentals are under Event & Program Fees.

Line 3, Grants and Other Gifts

Largely budgeted for restricted grant funding for Arch Street.

Line 4, Bequests

In FY 2021, PYM received a final distribution of \$44,933 from an \$80,200 restricted bequest by the estate of William Hibbs for the Arch Street Meeting House. Other bequests were made to the Legacy Fund, a restricted fund where income goes into the annual fund, and to unrestricted endowment per PYM's approved bequest policy. There are no known bequests in process for distribution in FY 2022.

Line 5, Support from Individuals

The Annual Fund contributes a significant part of PYM's unrestricted budget. Despite the deaths of some of our major donors in recent years, many regular donors have increased their giving and new donors have been drawn to contribute. A gift of any size is appreciated. Thank you! Our whole yearly meeting community grows deeper and stronger in a culture of generosity.

Line 6, Total Contributions Income

Unrestricted contributions represent 46% of Line 11, total unrestricted funds available. Restricted contributions represent 12% of total restricted funds available. Contributions represent 35% of budgeted Total Funds Available in FY 2022.

Line 7, Funds Held at Friends Fiduciary

Friends Fiduciary pays a 4% distribution based on a three-year average of Quaker Growth & Income Fund unit value. PYM's funds at Friends Fiduciary include an investment in the Impact Accelerator Fund, a bridge loan fund sponsored by the Reinvestment Fund, which pays a preferred dividend. Unrestricted income supports the general fund budget. Restricted income is largely granting income paid out in Line 16, Contributions to Others. It also includes some restricted program funding.

Line 8, Funds Held at Third-Party Banks

Third-party banks hold unrestricted funds for PYM as trusts (PNC) and as private foundations (BNY Mellon). Wells Fargo holds a restricted-purpose fund for PYM as a private foundation. Income is difficult to predict since some of these funds base their distributions on market values as of a certain date, such as December 31. To be prudent, we have assumed slightly lower income for FY 2022.

Line 9, Event and Program Fees

The FY 2022 budget assumes in-person Annual Sessions next summer and normal activity at Arch Street. Restricted fees are associated with Friends Counseling Service. PYM will continue virtual programming through FY 2021, while Arch Street is ramping up rental income, tours, and events.

Line 10, Administrative Fees

PYM charges its restricted-purpose funds an administrative fee based on their principal value at Friends Fiduciary on June 30 each year. The fee is unrestricted income to PYM, per accounting rules. The Quaker Growth & Income Fund's unit value was higher at June 30, 2021, than a year earlier.

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

Line 11, Total Funds Available

Unrestricted total funds available are budgeted at \$2.84 million, 46% from contributions and 54% from investment income, program income and fees. Restricted total funds available, budgeted at \$1.45 million, are 12% from contributions and 88% from investment income, program income and fees. Combined funds available of \$4.29 million are 97% of the FY 2021 projection, which has benefitted from fundraising programs at Arch Street.

EXPENSES**Line 12, Staff Salaries and Wages**

PYM staff numbers are currently level at 19.6 full-time equivalent employees (FTEs) in the unrestricted budget and 4.3 FTEs in the restricted budget for 23.9 total FTEs.

Some restricted funding for staff comes from investment income, notably the Theodore H. Nitsche Fund. Nitsche will provide Arch Street with more than \$100,000 in FY 2022. The Arch Street Meeting House Preservation Trust provides restricted funding and grants to cover Arch Street program staff.

At \$1.597 million, the total budget for staff salaries and wages is 14% above the 2021 projection of \$1.39 million. The increase includes a) an across-the-board cost of living adjustment, effective Oct. 1, 2021; b) two positions moving to staff expense from consulting expense; and c) the first full year of phased-in adjustments to senior staff salaries, as directed by Administrative Council after a review of objective salary benchmarking surveys of similarly sized nonprofits in the Philadelphia region. Consultant and contractor expenses are recorded on Line 18, Professional & Service Fees. The FY 2022 budget also allows for several new hires and possible job configurations in mid-year, based on planned staff retirements and departures.

Line 13, Payroll Taxes, Benefits, and Employee Travel

This line includes payroll taxes, health insurance, workers comp insurance, staff training and travel, and PYM's employer contribution to staff retirement. The shift to a new 403(b) Plan will materially reduce retirement costs. It stabilizes retirement contributions at 10% of the salary budget for benefits-eligible staff. Firm health insurance costs for calendar 2022 will not be known until open enrollment in the fall. Health insurance is budgeted at 15% of the salary budget for benefits-eligible staff and we believe that will be sufficient. Employee travel is minimal.

Line 14, Total Staff Expenses

Total staff expenses are budgeted at \$2.04 million, a 2% increase over the FY 2021 projection.

Line 15, Volunteer Expenses

Unrestricted volunteer expenses are budgeted at \$15,000. This figure includes funding to cover the costs of PYM-appointed representatives participating in other Quaker organizations.

Line 16, Contributions to Others

PYM uses a portion of unrestricted Chace Fund income to contribute to other 501(c)(3) charities, in accordance with the Chace will. The recipients are mainly religious organizations such as FGC, AFSC, FCNL, FWCC and the National Council of Churches. Friends Fiduciary is trustee of the Chace Fund. Contributions also include Louisa & Corson Poley Fund income granted to Burlington Quarter, per the 2017 Burlington Meeting House Agreement. Outreach grants to monthly meetings come from the Membership Development Fund, an unrestricted reserve fund.

Restricted contributions reflect the more than 400 grants PYM makes each year to individuals, meetings, and nonprofit organizations. Restricted grants vary from year to year, often because of timing across fiscal years. Grants may be made from restricted reserves (accumulated, unspent income from prior years) as well as from current year restricted income.

Line 17, Event and Program Expense

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

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

Line 18, Professional and Service Fees

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

FY 2022 spending is budgeted lower than the FY 2021 projection. The current year included one-time consulting around staff training. Some database consulting has moved to the staff budget.

Line 19, Development Expense

Unrestricted costs are for PYM and restricted costs for ASMHPT. Expenses have run low in FY 2021 from the absence of in-person events.

Line 20, Copying, Printing and Postage

Unrestricted costs are for PYM and restricted costs for ASMHPT.

Line 21, Rent (Friends Center Expenses and Other)

Rent expense includes Friends Center rent and small storage charges. PYM is one of three equity partners in Friends Center with the AFSC and Central Philadelphia Monthly Meeting.

Line 22, Utilities

Gas, electric and water at Arch Street Meeting House and telephone at PYM’s offices and Arch Street.

Line 23, Office Supplies and Support

Expenses for office supplies and miscellaneous administrative expenses.

Line 24, Computer Support and Licenses

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

Line 25, Insurance

Property, liability, and Directors & Officers insurance.

Line 26, Repairs and Maintenance

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

Line 27, Fixed Asset Depreciation

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

Line 28, Total Expenses

Budgeted at \$4.35 million or 96% of the FY 2021 projection, mainly due to expected lower spending on renovations at Arch Street Meeting House (see Line 26).

Line 29, Net Income Available Prior to the Application of Reserves

The budgets may show a deficit because total expense includes items that will be paid for using cash from reserves. See Lines 30, 31 and 32.

Line 30, Capital Reserve Funds for Repairs at Arch Street

Unrestricted repairs and improvements expensed in Line 26 paid for by Capital Reserve funds.

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

Use of reserves includes unexpended grant funds from prior years and use of other reserve funds for programs and grants, including Membership Development grants (see Line 16).

Line 32, Arch Street Meeting House Preservation Trust Reserves

Restricted spending from its own reserves by ASMHPT.

Line 33, Net Balance

Budgeted at zero in FY 2022. FY 2021 shows a surplus, representing bequest funds for investment, (see Line 4).

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

PYM expects to enter FY 2022 with 19.6 FTEs in the unrestricted budget and 4.3 in the restricted budget, for a total count of 23.9, level with the current employee count.

Questions or comments?

Andrew Anderson, Treasurer
andrewbanderson@hotmail.com

Linell McCurry, Associate Secretary for Business & Finance
lmccurry@pym.org

ANNUAL SESSIONS 2021	FY 2022	FY 2022	FY 2022	FY 2021
PROPOSED BUDGET FY 2022	Without Donor Restrictions	With Donor Restrictions	TOTAL	Projected Total
All Periods are 12 Months	Sept. 30, 2022 Proposed Budget	Sept. 30, 2022 Proposed Budget	Sept. 30, 2022 Proposed Total	Sept. 30, 2021 Projected Total
INCOME AND FUNDS AVAILABLE				
1 Support from Meetings (Covenant)	1,000,000	0	1,000,000	1,000,000
2 Arch Street Donations/ASMHT Fundraising	0	75,000	75,000	120,000
3 Grants and Other Gifts	0	95,000	95,000	95,000
4 Bequests	0	0	0	219,933
5 Support from Individuals (Annual Fund)	320,000	0	320,000	320,000
6 Contributions Income	1,320,000	170,000	1,490,000	1,754,933
7 Distributions on Funds Held at Friends Fiduciary	530,000	1,250,000	1,780,000	1,795,000
8 Distributions on Funds Held at Third-Party Banks	340,000	15,000	355,000	369,000
9 Event and Program Fees	206,000	15,000	221,000	133,000
10 Administrative Fee on Restricted Funds	450,000	0	450,000	381,000
11 TOTAL FUNDS AVAILABLE	2,846,000	1,450,000	4,296,000	4,432,933
EXPENSES				
12 Staff Salaries and Wages	1,391,000	206,000	1,597,000	1,390,000
13 Payroll Taxes, Benefits, Employee Travel	360,000	83,000	443,000	610,000
14 Total Staff Expenses	1,751,000	289,000	2,040,000	2,000,000
15 Volunteer Expenses	15,000	1,000	16,000	1,000
16 Contributions to Others	50,000	1,025,750	1,075,750	1,200,000
17 Event and Program Expense	163,900	81,000	244,900	180,000
18 Professional and Service Fees	200,000	32,500	232,500	280,000
19 Development Expense	20,000	10,000	30,000	20,000
20 Copying, Printing and Postage	30,000	4,750	34,750	29,000
21 Rent	270,600	0	270,600	269,000
22 Utilities	43,000	0	43,000	42,000
23 Office Supplies and Support	15,000	3,500	18,500	5,000
24 Computer Support and Licenses	75,000	2,500	77,500	70,000
25 Insurance	34,000	0	34,000	34,000
26 Repairs and Maintenance	107,500	0	107,500	269,200
27 Fixed Asset Depreciation	130,000	0	130,000	130,000
28 TOTAL EXPENSES	2,905,000	1,450,000	4,355,000	4,529,200
NET INCOME AVAILABLE PRIOR TO THE APPLICATION OF				
29 RESERVES	-59,000	0	-59,000	-96,267
30 Repairs at ASMH (Capital Reserve)	44,000	0	44,000	256,267
31 Other Misc Reserves (Grants & Granting Groups)	15,000	0	15,000	15,000
32 Arch Street Preservation Trust Reserve	0	0	0	0
33 NET BALANCE (bequests for investment in FY 2021)	0	0	0	175,000
34 No. Full-time Equivalent Employees (FTEs)	19.60	4.30	23.90	23.90

LEGACY FUND & THE PEOPLE WE LOVE

ANNUAL SESSIONS 2021

STORIES SHOW WHO WE ARE— TO OURSELVES & THOSE WHO ARE ‘QUAKER LEANING’

The Legacy fund allows us to tell lasting stories and fund Quakerism’s future

To Honor the Life of Kirk Norris—PYM Receives an Inaugural Legacy Fund Gift

Written on: MARCH 23, 2019



Kirk Norris was a man gifted with a strong ambition to do what is right for communities that are overlooked, left behind, or under-served. His wife, Judith, recalled that just about on their very first date, he told her he planned to work at improving education, and this was a fire that burned ceaselessly in him until January 24, 2019 when his life was cut short by a brain hemorrhage.

Irene Ranck Christman Legacy Fund Gift on Christmas Day

Written on: JANUARY 21, 2021



This past Christmas day, a devoted son made a gift to a mother he loved whose life he wanted to honor. In doing this, he both helped the Quaker Faith and also created a lasting tribute to the person who nurtured and raised him—**Irene Ranck Christman**.

The People we Love

We all have people we love — people whose lives have made a difference to us. Love

THE LEGACY FUND ENDOWS FUTURE WORK AND WITNESS OF YEARLY MEETING

Created in 2019, the Legacy Fund is a named gift with contributions between \$1250 (minimum) to \$50,000 or more.

The Legacy Fund principal is permanently restricted. The income goes into the PYM annual fund.

The inspiring life stories of the honorees are shared. They become perpetual contributors to the annual fund.

FAITH MATTERS: PEOPLE'S STORIES MATTER

Every Friend, donor or non donor, Quaker or Quaker leaning, matters.

Legacy Fund gifts share important stories.

A goal is to document Quaker community.

Another goal is let people perpetuate their annual giving.

AS IT BROADENS & GROWS THE LEGACY FUND – SHOWS WHO WE ARE AS QUAKERS AND ‘QUAKER LEANING’ FOLK

Highlighting the donors of the named memorials are shared and honored recipients, in letters, personal contributors to annual fund support for PYM programming, operations & initiatives.

Anne H. T. Moore, 2019
Francis Nicholson, 2019
Kirk Norris, 2019
Charles W. Ufford Jr., 2019

Beatrice Lands Child, 2020
David C. Geliebter, 2020
Steven F. Stalonas, 2020
Robert L. Post, 2020

Biographical sketches for gifts received in FY 2020

Beatrice Lands Child
Gift from her son,
John Child

Beatrice served faithfully for years as clerk of Darby Meeting. Her legacy rests in the meeting community she cared for. Modest and faithful to Friends, Beatrice served on the board of the Hickman Home for the Elderly for many years and was clerk at Darby Meeting until she passed away.

David C. Geliebter
Gift from his wife,
Mignon Adams

David served as deputy director of the New Jersey Division on Civil Rights in the '70s. A civil rights activist, a volunteer for a women's shelter, Assistant Director of Development at the Franklin Institute in Philadelphia, and Vice President for development for Valley Forge Educational Services David became a convinced Friend as a young man. Ever an active Quaker, he served on many committees and on the boards of Friends General Conference and Pendle Hill.

Robert L. Post
Combined gift from
Members and Attendees at Haverford Meeting

In preparation for Robin's 100 birthday party, Haverford Meeting asked Robin what he wanted the community to give him. He requested a communal Legacy gift to PYM. Feisty and brilliant, he had a wicked Scottish accent when he felt like it from childhood years in Scotland), and a knack for acting. Robin was a professor for Physiology/Molecular Physiology and Biophysics at Vanderbilt University. He was famous for identifying the sodium and potassium ATPase active transporter of cell membranes (basically responsible for homeostasis and transport of calcium and other metal ions in cells). He was honored with the 1985 Cole Award from the Biophysical Society.

Steven F. Stalonas
Gift from his wife,
Linell McCurry

Linell notes that her husband Steve is still "remembered as a charismatic teacher of Quakerism and the bible." He "brought to life the intimate faith experiences of early Friends and shared their power to help us recognize the divine presence in our own lives."

Anne Hollingsworth Moore (Valley Meeting)
Anne helped found the Lawrence Peace Center, worked with FCHL, served as director of the Volunteer Cleaning House, was a supervisor of VISTA volunteers, and an organizer of Breakthrough, a mental health support group.

Kirk Norris (Dorebury Meeting)
Honorary gift made by
John and Carol Spears

Kirk was a man gifted with a strong ambition to do what is right for communities that are overlooked, left behind, or under-served. He was a founding member of the Thorton Literacy movement (working on behalf of three charter schools) and a trustee of Mercer Street Friends.

LOVED
ONES
QUAKER
ACTIVISTS
SCIENTISTS
GAME
CHANGERS

WHAT OTHER TYPES OF GIFTS FUND PYM'S PURPOSE?

Bequests

From people of all walks of life – even non-Quakers.

To discuss – Gscooke@pym.org

Annual Fund giving

Last year \$322,519

Restricted giving (10 Funds)

Example: Individual matching gift challenge to increase Indian committee endowment.. Matching 2:1 (up to \$56,000 in total).

Special Purpose Gifts & Grants

Examples: YAF Granting Group consultants; Youth program engagement tools, Fonteva project, Salesforce

Large Gifts (over \$250,000)

Large gifts, with and without donor restrictions, are reviewed and accepted by PYM Administrative Council.

NEW! Planned Gifts

In partnership with Friends Fiduciary

Covenants

An essential part of PYM's budget.

FUN FACTS

SO HOW ARE WE DOING?

- Our goal last year was \$300,000. We raised \$322,000.
- 832 households gave in FY 2019, This year 863 gave.
- This is our first growth in donor numbers in four years.
- 233 donors gave more than once.
- 103 monthly/quarterly recurring donors supported 12% of the Annual Fund (gifts of \$5 to \$325).

QUESTION:

WHAT DOES YOUR
FAITH MEAN TO YOU?

How can you impact the future of
the Religious Society of Friends?

What is the right fit for you? Legacy
Fund? Bequest? Planned Gift?

Call Grace: 215-241-7115

Or email: gscooke@pym.org



Diversity Equity and Inclusion (DEI) Sprint Report and Proposal

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Charge of the DEI Sprint from the September 2019 Admin Council Minutes:

- We approved creating a sprint charged to form recommendations about governance and education for structural change in order to realize our 2015 Minute on addressing racism. The sprint is charged to look at the 2016 Undoing Racism Group proposal, best practices, and similar structures for inspiration. The sprint should be trained by [an external] consultant...to focus their work and perhaps to develop trainings and resources for monthly meetings. The sprint should report to Admin Council by February.
- We are appointing a sprint of 4 to 7 individuals.

Sprint Members

- Jean-Marie Prestwidge Barch, PYM Co-Presiding Clerk and Ministry & Care Clerk
- Oskar Castro, PYM Director of Human Resources and Inclusion
- T.J. Jourian, PYM Events & Resources Coordinator
- Zachary Dutton, PYM Associate Secretary for Program and Religious Life

Introduction

This proposal defines broadly a version of what was proposed by the Undoing Racism Group in 2016. However, after deep listening, the DEI Sprint has discerned a basic reality. Those who may have been willing to step forward to participate in the implementation of this proposal should it be approved have largely stepped away from partnership with the yearly meeting. When members of the sprint spoke with those we consider to be our elders in realms of racial healing and wholeness, these elders responded that they are not willing to work with us unless we reckon with recent harms and make space for truth and transformation. Thus, this proposal also includes such a process for truth telling and deep listening. It is in this process we hope we will find God speaking through all of us into greater unity and transformation. Some specifics will need to emerge at the conclusion of a truth and transformation process. The proposal includes background information on the process, feedback on the process, and several sections outlining a way forward. Use the above table of contents to navigate this document.

Background

After several months of recruiting in 2019 and 2020, the Administrative Council had trouble finding people with experience in Quaker governance, organizational development & change, and anti-racism/anti-oppression work. The most qualified people either were burnt out from previous work, unable to serve, or gave timelines of availability that did not align with each other. The council began to think creatively about how to convene the people we need. In the fall of 2020, we decided to try an adjusted model. The DEI Sprint would be populated by staff and leadership with experience in diversity, equity and inclusion to conduct interviews and focus groups with those from whom we need to hear. This would allow a much broader set of voices to be heard, including those we had earlier attempted to engage.

During the interviews and focus groups, sprint members would ask questions related to how we can create a structure that is cross-cutting and does two primary things: 1) coordinates and celebrates all the various work across the yearly meeting related to anti-racism and 2) holds PYM's governance structure accountable to its own commitments to become an anti-racist organization & community. Once the interviews were complete, sprint members would develop a proposal for this structure, get feedback on it from everyone who was interviewed, and then submit this proposal to the Administrative Council for review, to be forwarded to Annual Sessions for consideration.

The sprint shared this idea with several members of our yearly meeting who have long been part of our ongoing work to address racism, including members of the Undoing Racism Group and our new Anti-Racism Collaborative. There was a great deal of feedback shared, and a review of this feedback can be found in the next section, entitled Feedback to the Sprint's Process.

For the past several months, members of the sprint have been meeting regularly with the Anti-Racism Collaborative. This draft report and proposal will be forwarded to everyone who was interviewed and to the Undoing Racism Group list serve for feedback; it will be reviewed by the Anti-Racism Collaborative from whom we will seek endorsement. Then the proposal will be forwarded to the Administrative Council for endorsement and presentation at the 2021 Annual Sessions.

Feedback to the Sprint's Process

Friends have been concerned that the sprint includes only members of leadership and staff. There also remains a sense among some that PYM has yet to truly reckon with the past harms done to Black, Indigenous, and other People of Color (BIPOC) within our yearly meeting, especially within our most recent history dating from 2016 when a proposal from the Undoing Racism Group was submitted and not approved. Find the proposal in Appendix A. There is fear that this process represents the continuation of patterns in need of interruption. One such pattern is engaging new people rather than people who have already been involved and carry direct experience of the harms that PYM's organization and community have committed. Another pattern is an unwillingness on the part of our leadership and councils to respond to Friends who have gathered organically with the expressed desire to serve, instead to engage in what may be experienced by some as a "top-down" model that allows the councils and leadership to hold on to power.

Another concern was skepticism from some members of the Undoing Racism Group that those people being interviewed truly do have the experience we need—of the racism in our yearly meeting and of organizational change.

Yet another concern was that our yearly meeting's leadership would seek to manipulate the Anti-Racism Collaborative rather than truly partner with this collaborative in the context of mutual accountability.

The sprint holds these concerns and patterns along with others. Sprint members are also aware of the various ways in which relationships with power have kept us from moving forward on addressing racism as a yearly meeting. We yearn to develop a structure that stitches together the Ministry & Care Committee, the Anti-Racism Collaborative, monthly and quarterly meetings, and all the other parts of our yearly meeting into a group or structure that stewards our whole community toward successfully dismantling these patterns and others. We recognize that our charge has evolved somewhat since its inception, and we look forward to way opening further as we seek a partnership with the Anti-Racism Collaborative.

The sprint hopes that its work will help our yearly meeting to build a foundation for reckoning with the past harms done to BIPOC within our organization and community. In various ways, we are called to lean into discomfort, and we note the ways in which many people who have named their harm have stepped into a great deal of discomfort to do so and did not receive the deep listening, acknowledgement, and repair that they deserve.

Who Was Interviewed?

Members of the sprint contacted nearly thirty people over the course of 12 months between May of 2020 and May of 2021, most of whom did not respond to our inquiries or declined to be interviewed. We were able to interview 8

people, six of whom are white and two of whom are BIPOC. Those participating in the interviews were experienced in peace and conflict studies, addressing racism, and Quaker governance and leadership. Three of the eight people were also part of the Undoing Racism Group and therefore witnesses among many to the harms experienced in the years following 2016 when the Undoing Racism Group Proposal was not approved. The proposal can be found in Appendix A.

Points of Learning from Interviews

- Philadelphia Yearly Meeting has a pattern of polarization, which keeps us from making necessary organizational and cultural changes. While it predates our current work to address racism, the pattern itself is part of the culture that addressing racism seeks to change.
- Within PYM's addressing racism work, polarization often emerges as a tendency to place blame upon certain groups of people for, "always bringing up racism," and to blame PYM leadership for spending too much time talking about racism. Racism, however, is really to blame. Those who are calling on us to focus on it are highlighting a condition that has always been with us.
- What is exhausting about the work we have done to address racism to date is that we have sometimes simply generated busy work for ourselves to create the appearance of addressing racism when the conditions that facilitate racism in our organization and community remain. There is concern that the work and eventual proposal of the Diversity Equity and Inclusion Sprint will also indeed result merely in more busy work.
- Racism does not show up as one thing within our community and therefore cannot be met in just one way.
- We require profoundly deep listening and truth telling to find a way together and to push through our patterns of diversity¹ (like polarization).
- The work may need to progress in stages, beginning with truth telling and deep listening.
- We need skilled and trusted facilitators who can help us navigate the necessary and ongoing group work.
- Each phase of the work needs to be held by skilled and trusted facilitators.
- We need acknowledgement of what has gone wrong, apology, and reparation.
- We need to reckon with recent past harms as well as with the deep history of racial wounding and trauma that comes with being a white dominated organization for more than two centuries.
- We need a conversation that invites the folks who were involved in the Undoing Racism Group to address everything that took place in 2016 and 2017 in a collective way rather than in individual conversations. This would need to be understood as a process from which to grow and learn and not to shutdown anyone.
- Conflict is a doorway into intimacy and community.
- The gift of Friends decision-making process is that we are invited to walk through the fire with each other, as it were, and to truly struggle into a spiritual unity with one another.
- There needs to be pastoral care available to everyone involved.
- We need a group of people (elders or holders) who can engage in mutual accountability around our addressing racism commitments, and this group needs to be diverse, have actual delegated authority and represent a cross-section of the organization and community.
- Those gathered to be part of any group of elders/holders need to have a deep calling to the work for the long haul.

¹ Patterns of diversity are those ways of being and acting that tend to happen repeatedly when we are together. They sometimes reflect larger patterns in our society, and they sometimes reflect patterns that are specific to a particular institution or community.

- At the same time, the elders/holders cannot simply be representatives from other parts of the organization; they need to be people who are far along in their work to dismantle racism within themselves, in their communities, and within our society.
- The structure can only be effective if there are trusting relationships among and between it and others in the governance structure. The structure is only as strong as the relationships.
- We need to work from a common point of reference, with shared definitions for things like racism, racial justice, DEI, etc.
- Diversity, equity, inclusion and anti-racism needs to be mainstreamed throughout the organization.
- Our addressing racism commitments need to be specific, and they need to focus on changes we want to make internally as well as on social justice work that we want to join externally. We need tangible goals and milestones that correspond to a vision and mission.
- We need awareness of how we are measuring our progress in terms of broad, strategic goals as well as specific metrics that help us mark successes year to year.
- Specifics need to include budgetary commitments.
- Regarding joining external social justice work, we need not recreate the wheel, as it were. There are plenty of outside groups and organizations we can support and partner with who have been organizing for much longer than we.
- We need to clarify the role that staff play in our governance, organization, and community.
- Our work needs to embody an ongoing and deepening reparations practice.

Both/And – The Elements of the Coming Work that Need Balance

In the process of developing this report and proposal, the sprint group navigated various elements that require balance. More than one thing can be true, and we need to avoid creating binaries or polar sides as we move forward. Here are a few “both/and’s” as we see them:

1. The perfect is the enemy of the good, so we need not wait until we feel we have it all together before moving forward. Yet we still must move slowly enough so as not to miss important insights into the root causes of harm within our yearly meeting.
2. We need to create space for truth telling in which those who have experienced harm may receive deep listening. This often results in transformation for the whole group. However, we need also to honor the fact that previous truth telling has not been heard. The coming work needs to avoid retraumatizing people of color simply for white people’s growth.
3. Entering into a process like the one being proposed here involves pain and fear, and we need to welcome this while acknowledging that there is also joy, hope, and love in our collective anti-racism work.

The Role of the 2016 Undoing Racism Group Proposal

The 2016 proposal from the Undoing Racism Group (URG) is referenced throughout this document several times. It can be found in Appendix A. While URG’s 2016 proposal is not under consideration, the proposals found below are rooted in many of the insights of the Undoing Racism Group, to which we owe as a whole yearly meeting a great deal of gratitude, healing, and repair.

The Role of the Anti-Racism Collaborative

Over the past year, the Anti-Racism Collaborative has worked intensively to discover and support the work of anti-racism happening in every single monthly meeting in our yearly meeting. They have been a valuable partner to the DEI Sprint, and they contributed a great deal of feedback on this proposal. We envision the collaborative playing a

pivotal role in any forward movement together. The Anti-Racism Collaborative endorsed this report with the following statement:

“The Antiracism Collaborative wholeheartedly endorses the DEI proposal with gratitude for the wide-reaching investigation and deep listening they have done to create the proposal for PYM's movement toward the goal of becoming a Beloved Community for all.”

Internal and External Work

This proposal largely references internal work, because this is the type of work on which our yearly meeting has been focused. Internal work includes addressing harms, facilitating organizational change, and shifting our internal culture. As we move forward, equal weight should be given to external work. External work includes organizing for racial justice that local Quaker communities and our yearly meeting as a whole can do, partnering with other groups and communities for the long haul. Internal and external work need to take place simultaneously.

Proposal for Reckoning and Forward Movement

There are several overall characteristics of the DEI Sprint’s proposal for reckoning and forward movement, summarized in points below and then elaborated in the sections that follow.

1. As a yearly meeting, we will engage in a year-long truth and transformation process that allows us to surface specific harms and the various harmful dynamics in our yearly meeting.
2. We will appoint Midwives to shepherd the truth and transformation process, bring a group of Racial Justice Holders into being, and develop a vision and mission on addressing racism for the organization to flesh out our 2015 minute on addressing racism.
3. We will appoint a group of Racial Justice Holders who function as key advisors and provide leadership in our work to become an anti-racist, multicultural community and organization.
4. An additional recommendation regarding the need for clear processes of accountability within our yearly meeting’s governance.

The Shape of the Truth and Transformation Process

- The Ministry & Care Committee has been developing a truth and transformation process that can be adapted for this purpose. See Appendix B to review a report on the committee’s progress in developing this process.
- The Midwives (below described) will be charged to lead a truth and transformation process, in consultation with the Co-Presiding Clerks, others within our community who are deeply skilled in racial justice, and any needed outside consultants.
- The Midwives will seek guidance from seasoned facilitators, who may be paid for their time as consultants.
- To acknowledge that retraumatizing people of color previously harmed is a possibility, it is also recommended that professional counselors be hired to be on call to any BIPOC participating in the process for support in processing trauma or other types of mental and emotional pain.
- The truth and transformation process will be conducted in phases.
- One of the phases should include a session with a smaller group of people who were involved in the harm within our yearly meeting in 2016 and 2017 following the original Undoing Racism Group proposal being rejected at Annual Sessions, and the impact of the process and decisions on staffing changes.

Goals of the Truth and Transformation Process

- The process is intended to last approximately one year and will aim to:
 - Surface specific harms and the various harmful dynamics in our yearly meeting.
 - Culminate in the renewal of our commitment as a yearly meeting to the 2015 minute on addressing racism, found in Appendix C of this document.
 - Develop, and present to Annual Sessions 2022 for affirmation, a vision and mission statement for addressing racism as a yearly meeting.
 - The process does not seek for us to reach agreement on particular things as a yearly meeting but simply to facilitate deep listening and greater capacity to honor multiple experiences and narratives about the same things at the same time.

Midwives

- The Administrative Council will appoint two to three Midwives and identify the necessary resources to support their work.
- The Midwives will have deep experience in racial justice and organizational change will be appointed by the Administrative Council, with the support of the Co-Presiding Clerks, to lead the truth and transformation process and ensure that it achieves the above stated goals. They will serve until the truth and transformation process has concluded, approximately one year.
- Midwifery is traditionally associated with facilitating the human birthing process. We opted for the term of Midwife because it conjures imagery from verses in Paul (in the Bible). It connects us to the overall sense of joy, hardship, anxiety, and pain associated with the spiritual process into which we are being called. The term Midwife is also feminist and intentionally queers Quaker process in a way that helps open us to new ways of thinking and being, which we know will be profoundly necessary as we move forward.

Racial Justice Holders

- The formation of the Racial Justice Holders should be informed by the learning and experience of the Truth and Transformation process. Attention will be given to the resources that they need, which includes budgetary considerations.
- Nominating Council will be charged to work with the Co-Presiding Clerks and the appointed Midwives to ensure there is an equitable nominating process for appointing Racial Justice Holders that honors a balance between the need for deep experience in healing racism and the need for Racial Justice Holders to be in mutual accountability with the yearly meeting community. The number of people serving, terms of service, and nominating process will be determined by the end of the truth and transformation process – approximately in one year's time.
- Racial Justice Holders will be asked to review the collection of possible actions as summarized in Appendix D, "Anti-Racism Possibilities." Notably this document spans both internal and external work, but the possible external work needs a great deal of expansion. The document also only reflects thinking through 2019. Racial Justice Holders could allow this document to be a starting point for thinking on ways to support our anti-racism work as monthly meetings, quarterly meetings, as a whole yearly meeting, and beyond.
- If there is a concern about a decision being made by another element of the governance structure, the Racial Justice Holders will be empowered to raise the concern directly to the Co-Presiding Clerks and seek a

review of the decision-making process before the decision in question becomes final, possibly changing its trajectory.

- Racial Justice Holders will be charged to:
 - Curate and refine the vision and mission statements for addressing racism and define strategic goals for internal and external anti-racism work. Strategic goals should include goals for internal change alongside external social justice advocacy guided by partnerships with other organizations.
 - Report on an annual basis to Philadelphia Yearly Meeting at Continuing or Annual Sessions.
 - Provide guidance and advice to elements of the governance structure when requested or when there is a perceived need.
 - Approve posting resources, stories, and other materials on the PYM Website.
 - Approve the selection of trainers and outside consultants identified to assist the yearly meeting in its commitments to address racism.
 - Work with PYM staff and governance to establish partnerships with other organizations conducting social justice work in the wider community.
 - Work with the Personnel Committee, the PYM General Secretary, the Director of HR and Inclusion, and other relevant members of the PYM staff to support the continued learning, accountability, and organizational change within our staff to ensure it is effective.
- Racial Justice Holders will be charged to ensure, but not necessarily to do themselves:
 - That there are regular trainings for councils, committees, granting groups and other elements of the governance structure in ongoing anti-racism work.
 - That anti-racism training takes place at Annual and Continuing Sessions.
 - That there are regular assessments of the yearly meeting's progress in becoming an anti-racist multicultural organization and community.
 - That councils, committees, and granting groups identify people who may attend meetings for the purpose of holding proceedings in light, love, and mutual accountability through the lens of anti-racism.

Additional Recommendation, Mutual Accountability

There is a deeply felt need across our governance to establish clear and equitable processes by which we hold each other accountable to the expectations of our various roles and the commitments we have made as a yearly meeting, regarding addressing racism and beyond. While this observation is outside the sprint's purview, per se, it does directly affect the potential for success in implementing the proposed steps should they be approved. We thus recommend additionally that clear processes of mutual accountability in our governance be developed.

Appendix A – 2016 Undoing Racism Group Proposal

Vision

We believe, and our experience has shown, that an elemental aspect of undoing racism is decentering whiteness.

The Undoing Racism Group (URG) is the body within Philadelphia Yearly Meeting (PYM) comprised of significant numbers of Friends of Color¹. These Friends of Color, along with other white Friends, have been engaged in sustained study and practice of ending racism. Friends of Color within URG are centered in positions of leadership, such that this centering facilitates accountability and forward movement.

In order for PYM to fully live out its commitment to ending racism in our midst, it will be essential for the body to understand that unless we are actively resisting racism, a majority white body will perpetuate the racism and white supremacy.

We believe it is essential that the Undoing Racism Group *also* be placed within the structure of PYM in such a way that it has the responsibility to hold the yearly meeting accountable to its corporate witness around racism.

Purpose

Our primary purpose and goal is to eliminate racism and white supremacy in our Yearly Meeting. We will achieve our purpose by:

- forming a Care Committee, consisting of Friends of Color dedicated to the service of holding the Yearly Meeting and our clerks accountable in a loving and faithful manner.²
- advising in the writing and editing of job descriptions and search committees for yearly meeting employees and leadership (presiding clerk, subgroup clerks, elders), so that addressing racism is woven into all our professional and volunteer work and roles.
- assisting the yearly meeting leadership in getting training around racial justice and inclusion.
- providing queries on addressing racism and white supremacy for regular use by any subgroup of the yearly meeting.
- supporting Friends of Color in various ways including securing funding for an annual retreat.

¹ Our use of the term **Friends of Color** includes people of African, Caribbean, Latinx, Asian, Pacific Islander descent, and indigenous peoples.

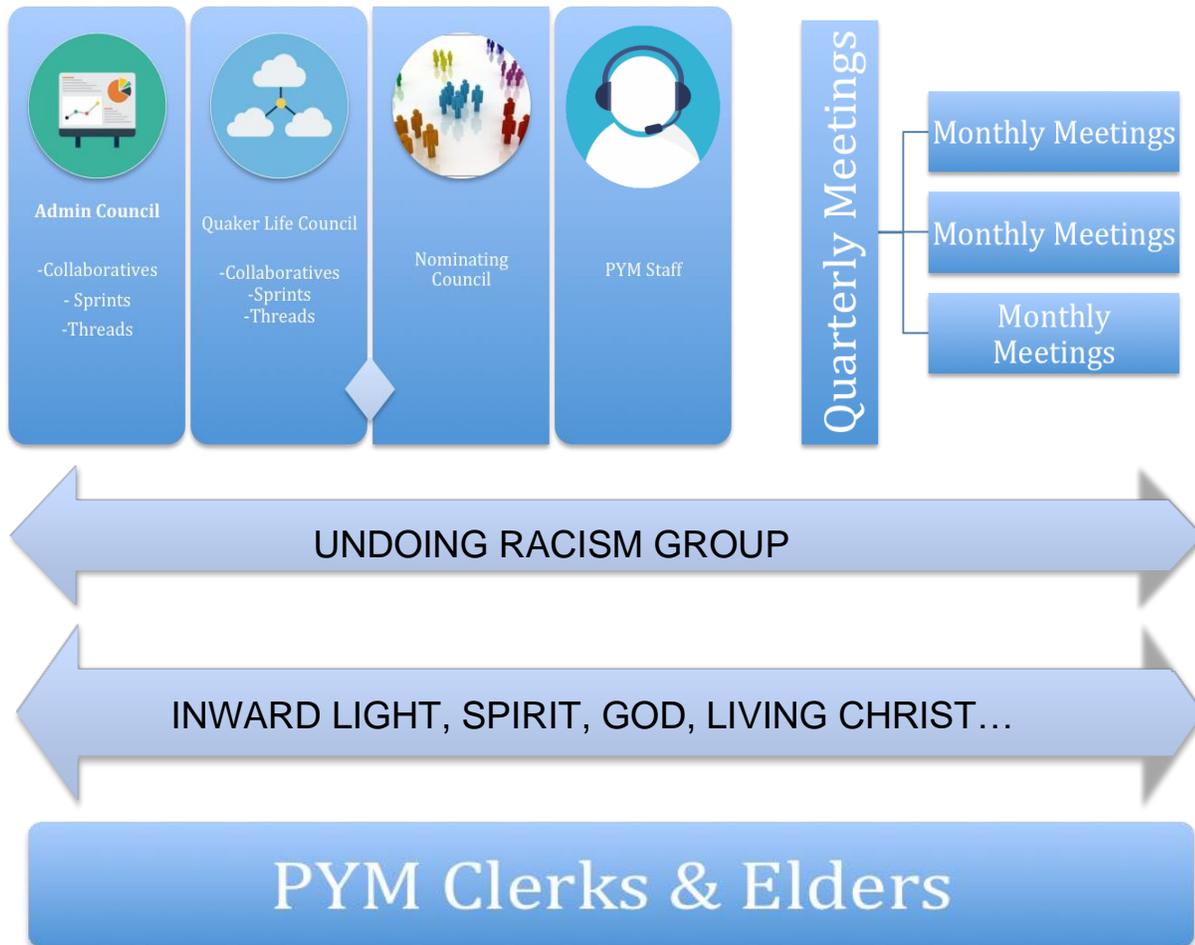
² The Care Committee does not need to consist of all members of these groups.

Our Proposed Structure

The Undoing Racism Group proposes the following:

1. Undoing Racism Group does not fit into any current category, or under any of the three councils of the new PYM governance structures.
2. Undoing Racism Group will be created as a cross-cut structure, one that has a relationship with all decision-making bodies of PYM, and serving the yearly meeting in its calling to address racism and end white supremacy.

3. Undoing Racism Group will consist of three co-clerks. Two of the three appointed co-clerks will identify as Friends of Color or of mixed race.
4. Undoing Racism Group—through an internally-appointed nominating committee—will appoint representatives to serve as members of each of the three councils: Quaker Life, Administrative and Nominating.
5. Undoing Racism Group is an open group. Any active participant in the Philadelphia Yearly Meeting community is welcome to participate and be active in our meetings.
6. Undoing Racism Group co-clerks and appointed sub-group clerks (or their designees) are the official representatives for URG and have a critical role in communicating across the yearly meeting.
7. Undoing Racism Group will annually name someone to be on PYM’s Faith and Practice Revision Group, the Sessions Coordinating Committee, and work with PYM leadership to make sure that there is at least one aspect of addressing racism and white supremacy on the agenda at sessions.
8. Undoing Racism Group’s Care Committee will hold the responsibility to periodically assess and discern if and when URG may be ready to lay itself down.



Appendix B – 2020 Truth and Transformation Process Report

A Truth and Transformation Process for PYM

Ministry & Care Committee

Dec 2, 2020

3rd DRAFT

We recognize in the preparation and offering of this document that we are deeply constrained by the words we use. Often, the meaning of a particular word is shaped by our history with that word and our understanding of its meaning—and that understanding may be different for each of us depending on our experience. Our guiding principle in this document is that we seek, as Friends, to be in right relationship with one another and with Spirit and that we seek to build and maintain blessed community. That connection is precious and also fragile. When connection is disrupted, there is pain and loss. The goal of the truth and transformation process outlined below is to create a space in which that connection can be re-woven and the fabric of relationship repaired. We ask the reader to hold that understanding and intention as you consider this document.

Why “Truth and Transformation?”

Last year, Quaker Life Council asked the Ministry & Care Committee to recommend a “Truth and Reconciliation” process for PYM. Our committee considered these two queries:

- What is the “truth” we will want to have learned as a result of this process?
- What is the “reconciliation” we seek?

Our goal is not to seek a “truth” in the sense of an analysis of, or judgement on, issues such as PYM’s current struggles around race or other instances where there is a break in the relationship needed to remain in community. Rather, we seek to focus on situations where there has been a rupture in relationship between individuals or an individual and a group. ***These people need a place to bring their individual truth.*** They need a process where Friends hold a space to support them in ***their expectation of being heard.*** They need a road to restore right relationship in community. We seek to see what love can do.

Our goal is not “reconciliation.” We start with individuals who have been wounded and want to bring their truth to the attention of other Friends. They may or may not feel traumatized and in need of healing. They may or may not feel a desire or need to reconcile. They have experienced a rupture in relationship and they want to bring that situation to a place of mutual listening. We are not in a position to predict what they need, nor to promise healing or reconciliation.

What we do promise is “transformation.” We believe that the bringing of truths about the wounds of oppression into a shared holy space will be transformative, both for the individuals involved and for the Society of Friends in Philadelphia Yearly Meeting. We are hopeful that this process will lead to reconciliation and healing in some cases, and that it will nurture the continuing revelation needed to understand PYM’s journey toward the blessed community.

What are the goals of the Truth and Transformation process?

We want to give space for the Holy Spirit so that we can become gathered as a corporate body.

We want to create a space within PYM for individuals who want to be heard concerning their experiences with wounding, injury and the rupture of relationship. In particular, past incidents of racism have left unhealed wounds, and a process is needed by individuals who want to share their stories of what happened. We are also focused on the future and anticipate an ongoing need to deal with fresh incidents as they arise. We are not looking toward an endpoint when the work of T&T is complete. Our proposal is about building and maintaining capacity for T&T for as long as hurts from oppression are being experienced. We anticipate an iterative process that steadily deepens our capacity as we learn from and are transformed by this work.

The capacity we build must allow us to be prepared to respond lovingly and intelligently to incidents of racial wounding, guided by Spirit. We also want to prepare ourselves to listen to the truths of Friends who feel they have been wounded by other isms such as sexism, classism, ageism, homophobia, transphobia...While we know that the wounds are not identical, we recognize that some of the needs for being heard are similar and speak to a broad human need which transcends the particular wounding.

We want a robust process that can operate on different levels, including:

- A Friend who feels wounded by racism or other oppressive behavior on the part of another Friend.
- A Friend who wants support in sharing experiences of oppression with a larger group, such as a monthly meeting or other body within PYM.
- A group of Friends wanting to share their truth with a larger Quaker group.

We acknowledge that systemic issues in Philadelphia Yearly Meeting have impacted experiences of racial wounding in particular and are aware of the work of the Governance Sprint looking at these issues. We expect that work will have an impact on the T&T process going forward. We also are aware that the Anti-Racism Collaborative is gathering information about how racism is being addressed in monthly meetings across the yearly meeting fellowship and making plans for supporting anti-racism training as way opens. We look forward to having that information and believe the T&T process will profit from that work.

At this time, M&C will focus on the T&T process, which will require considerable work to establish and nurture on an ongoing basis. Our current process focuses on specific hurts and does not promise definitive answers concerning PYM's structural issues nor training beyond that needed to support the T&T process.

How will the Truth & Transformation process work?

The goal of the T&T process is to create openings to restore relationships. We wish to provide a space for Friends who feel wounded to speak their truth and be heard. We also wish to provide a worshipful space for those whose behavior has wounded, even if unintentionally, to hear the result of their behavior and have an opportunity to be transformed by their deep listening. This work will require the support of the community, particularly the meeting Elders and pastoral caregivers. Friends may need additional care, support and mentoring to function fully in these roles.

The T&T committee holds the space in which the process operates. The T&T committee is comprised of monthly meeting members – the wounded Friend, those who inflicted the wounding (intentionally or unintentionally), as well as meeting elders or pastoral care givers and, as needed, additional Friends with experience in finding common ground, creating open communication and moving to a lasting peace. During the process of truth sharing, both parties will be held in the Light. We recognize that in some situations, the group may need to be comprised of some,

or perhaps many members from outside the particular meeting. These Friends might be initially drawn from a yearly meeting supported group and as training proceeds may come from pastoral caregivers from the quarterly meeting.

The T&T committee begins with an opportunity for individuals who feel they have been wounded to speak their truth in a worshipful setting. An environment where the individual can feel heard is important. The goal is to support individuals in discerning how they can seek “that of God” in each other and invite one another into their hearts, even when feeling angry and wounded. The process asks all present to listen with an open heart and make every attempt to drop defensiveness.

The T&T committee’s query for Friends who are listening to the experience of being wounded is: “Can I hear the hurts my behavior has caused? Can I welcome and accept feedback that points to a need to change my attitude, behavior, or speech in order to maintain healthy communication and resonate a respectful presence?”

The T&T committee’s query for Friends who are bringing an experience of having been wounded is: Can I present my experience in a way that it can be heard?

The T&T committee’s query for all Friends who participate in this process is: What do I need in order to move forward from this situation, and stay in relationship.

How do we prepare ourselves to work through these issues together...as a diverse community of Quakers, each with our own set of fears, failings, and capacities for contributing to transformation?

Listening to each other is fundamental to a truth process of any kind. Listening is hard when we feel mired in guilt and hurt. We must prepare for situations where T&T committees need training in conflict resolution models where conflict is depersonalized through deep, effective listening.

How can our T&T committees be cognizant of the delicate nuances of racial conflict? How do we solve conflict across “isms” as we strive to build the beloved community?

T&T committees need to include Friends who understand what it takes to mediate around racism and other forms of wounding. Capacity building will be needed. Ministry and Care Committee of QLC will reach out to the Anti-Racism collaborative, to Resource Friends and to other Friends with the skills needed by T&T committees and will also encourage training to increase the available pool of Friends with these skills. The goal is to be ready when incidents of wounding arise, and to offer training and ongoing mentoring to increase PYM’s capacity to respond effectively to such incidents. While initially the capacity may be primarily held at the yearly meeting level, the goal is to create this capacity throughout the yearly meeting so that monthly and quarterly meetings have the needed skills to provide a T&T process for their members when needed.

What will keep us accountable to the goals we have set? How will QLC be able to judge whether to continue with T&T?

M&C proposes to establish an accountability process involving a group of Friends who are committed to anti-racism work within the Society of Friends. This group will be available for consultation when needed by the local T&T committee. The QLC may request this group to do periodic assessments of the work being brought forward to the T&T process. Assessment may include, but not be limited to, consideration of the number and kinds of concerns being brought forward and the satisfaction of the participants in the outcome. While an ultimate goal may be a decrease in the number and severity of situations being addressed, if we are operating a successful process, we may initially expect to see an increase in needs.

Appendix C – 2015 Minute on Addressing Racism

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

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

Appendix D – Anti-Racism Possibilities

This is an incomplete collection of some anti-racism work and possibilities, lifted up in PYM; compiled from suggestions heard between winter 2015 and spring 2019. The list is divided between work that would be internal to PYM and work that would be external to PYM.

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- Commit to integrate this work into what we do in an ongoing way at the yearly meeting level. We want this work to become part of the fabric of what we do whenever we get together as yearly meeting members and attenders.

approved in January 2015

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

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

Each idea is presented in only a few sentences with recognition that several books could likely be written on each one.

Some ideas come with examples of action that has been taken.

Finally, note that the perspective of this document is primarily on the ways in which the extended community of Friends that is the yearly meeting can support anti-oppression work in the yearly meeting, monthly & quarterly meetings and individuals. Monthly and quarterly meetings have come under the weight of this calling and more suggestions and examples can be shared from their experience (see box below).

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

Internal Anti-Racism Work

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

10. **Post ground rules for addressing racism at PYM sessions and events:** A short description of “ground rules” that support our community in listening, identifying racism and learning together may be posted or otherwise made available at all PYM gatherings.
 - **Example:** we post guidelines on having difficult conversations about racism at Sessions. Amanda Kemp’s work on “Say the Wrong Thing” provides support for difficult conversations.
11. **Provide initial orientation and annual training for the members of the councils and the officers of the yearly meeting:** Those in leadership positions in the yearly meeting need to have a high leadership level of understanding of racism and anti-racism.
12. **Provide architecture for creating small groups:** Meeting in small groups to learn, discuss, challenge and grow around anti-racism affords needed support to sustain this work and keep it front and center. Groups can be racially mixed or not.
13. **Provide architecture for building relationships across diverse families and households:** Since home is the base of operations for most people, deliberately building relationships between families and households that are different from one another, with the explicit invitation to explore difference in our lives, may be a rich opportunity for understanding, growth and conflict.
14. **Provide resources and support for conflict transformation:** If we are doing this work faithfully we will encounter conflict. Engaging in this conflict can trigger our supremacist, societal reactions. In order for us to navigate these conflicts and reactions we need to provide support for meetings and individuals.
 - **Examples:** QLC’s Discernment Team offers a step in this direction with its work and report. The Social Justice Resource Friends are ready for deployment.
15. **Provide Support for Friends of Color:** This suggestion is from the retreat for FoC and their families and doesn’t give specifics. The lead for what it means must come from Friends of Color.
16. **Provide affinity spaces by race at PYM gatherings:** When we are doing the work of addressing racism Friends need space to process, emote and be in fellowship with others of the same race.
 - **Example:** We provide these dedicated spaces at annual sessions.
17. **Articulate the interpersonal standards and expectations for engaging in anti-racism work in the community:** Different individuals and people with different experiences and backgrounds have differing understandings and awareness of what is acceptable. For example, anger is understood to be authentic and an expression of integrity for some people, while it’s seen as rude and bullying by others.
18. **Provide a supportive system for those in isolated environments:** Many PYM meetings are the only meeting available within their geography. If one of those meetings has only one or a couple FoC, they may feel isolated. That sense of isolation may be true for FoC in meetings that are near many other meetings as well. PYM could actively provide support for those Friends so they experience being in the community, not isolated within it.
19. **Provide architecture for truth telling of experience:** A step of healing is understanding and holding as true the things that have happened and that we have done.
 - **Examples:** Several meetings have created a model of doing research and holding events to share what they’ve learned about their history and their complicity. Others have told their own story in various ways.
20. **Provide positive supportive eldering on issues of race:** Our current elders experience their role as centering and grounding the community. In addition we could provide experienced elders on race, racism and inclusion.
21. **Develop and implement a racial harassment policy and complaint procedure for PYM Friends.**
 - **Example:** PYM and FGC both have such statements. PYM’s is new and is posted as an advance document.
22. **Develop sets of queries to guide individuals, meetings and PYM governance:** Queries are a foundational tool for Friends and can be used to help guide Friends on their path toward ending racism.

- 23. Conduct a multicultural audit for meetings and PYM:** Identify the ways in which we are welcoming, identify the places where we are in a growing space and where we need to get to a growing space in being welcoming through a comprehensive, outside-facilitated audit.
- **Example:** FGC’s Institutional Assessment on Systemic Racism; Chestnut Hill United Church completed an audit in 2008
- 24. Audit staff policy and procedure for inclusivity:** A review of the policies and procedures that guide staff is needed to identify how they could be written to encourage inclusion.
- **Example:** This is in process; the Personnel Committee and staff have started this work.
- 25. Develop accountability structure and process:** An identified body that has the authority and responsibility to hold our community and our practices accountable for being inclusive and anti-racist.
- 26. Develop an anti-racism guiding query:** The query would be applied to all decisions made in business meeting.
- **Example:** FGC Assessment, which provides the query: “How does this decision support FGC in its goal to transform into an actively anti-racist faith community?”
- 27. Increase the racial and age diversity of governance structures and leadership.**
- 28. Collect demographics of PYM Friends that include age and race:** having this data will help our effort to increase the diversity of our governance structures.
- **Example:** PYM has plans in the works for a census drive in PYM in the fall which will include these demographics
- 29. Invite speakers who represent a diverse mix of race, gender, age, etc. to present at PYM events.**
- **Example:** review of recent yearly meeting sessions demonstrates this.
- 30. Review yearly meeting community policy and procedures and other barriers to participation by Friends of color:**
Consider the intentional and unintentional consequences and impact on Friends of color.

External Anti-Racism Work

- 31. Review and offer programs used by other faiths:**
- **Examples:** The Episcopalian [Becoming Beloved Community](#) or the UCC [Sacred Conversation on Race](#) programs.
- 32. Provide architecture for meetings to engage in relationships with different congregations:**
- **Example:** Some meetings do this independently in various ways. It could be that the Yearly Meeting encourages every MM to do it or that the YM works with the middle judicatory of a black church, like AME or AME Zion to encourage relationship between the two faiths at the middle judicatory and congregational levels.
- 33. Support communities of color in meetings’ neighborhoods:** Encourage and support meetings in being in relationship with their neighbors who are not middle class and white.
- **Example:** A New Jersey meeting has a long-standing relationship with a black church with whom they celebrate New Year’s. A Philadelphia mostly-white Episcopal Church has partnered with a mostly-black Episcopal Church for events, worship and learning.
- 34. Support Returning Citizens and their families:** Welcome individuals who have been incarcerated into the community of your meeting. Learn what shifts in your beliefs and actions are necessary for them to feel genuinely welcomed.
- 35. Develop partnerships between PYM and organizations run by Friends (or others) of color:** Friends can follow the lead of people of color who are serving neighborhoods and other people of color. This is often suggested to include a commitment of both time and money.

- **Examples:** Green Street Meeting provides relationship, volunteer and financial support to EMIR; QLC has worshipped and retreated at the Ujima Peace Center and supported it financially.

36. **Engage in active ministry that addresses racism in the world - in meetings and in PYM:** Structural racism shapes many of our institutions which target people of color. We could be engaged in work that deconstructs racism in areas such as the criminal justice system, the schools, the environment, immigration and more.

- **Examples:** Several collaboratives and many meetings are doing work in the four specific areas referenced above and others. Young Adult Friends have led the yearly in ministry on immigration.

37. **Develop and Support a Peace Center:** This is a space that provides safe havens and educational, cultural and recreational opportunities for young people in our communities, based on what they say they need.

- **Example:** Ujima Peace Center, founded by Fellowship of Friends of African Decent. Their vision is to have many peace centers in many neighborhoods.

Learning & Resources		Relationships with self and others	Structural Change
Individuals	Publicize or make available anti- racism trainings for individuals	Provide architecture for creating small groups	Develop a set of queries to guide individuals
	Ensure individuals understand the definition and impact of structural racism	Provide architecture for building relationships across diverse families and households	
	Provide online bank of resources		
	Provide spiritual Formation opportunities for Individuals		
Meetings	Provide Spiritual Formation opportunities for Meetings	Provide resources and support for conflict transformation	Conduct a Multicultural Audit
	Publicize or make available anti- racism workshops for meetings	Review and offer programs used by other faiths	Engage in active ministry that addresses racism in the world
	Curate Resources Subscription	Provide architecture for meetings to engage in relationships with different congregations	Develop a set of queries to guide meetings
	Provide curricula for adult and youth religious education	Support communities of color in Meetings' neighborhoods	
	Practice recognizing patterns of diversity	Support returning citizens and their families	

PYM	Integrate learning in every event	Provide support for Friends of Color	Conduct a Multicultural Audit
	Post ground rules for addressing racism at PYM sessions and events	Partner with other faith communities to address racism.	Engage in active ministry that addresses racism in the world
	Provide initial orientation and annual training for the members of the councils and the officers of the yearly meeting	Develop partnerships between PYM and organizations run by Friends (or others) of color	Audit staff policy and procedure for inclusivity
	Provide initial orientation and annual training on anti-racism and our racial justice commitment for all	Provide affinity spaces by race at PYM gatherings	Develop accountability structure and process
	Provide opportunities for training to Friends throughout the yearly meeting	Articulate the interpersonal standards and expectations for	Develop a set of queries to guide the yearly meeting and governance
		engaging in anti-racism work in the community	
	Practice recognizing patterns of diversity	Provide a supportive system for those in isolated environments	Develop an anti-racism guiding query to be applied to all decisions made in business meeting.
		Provide architecture for truth telling of experience	Increase the race and age diversity of governance structures and leadership
		Provide positive, supportive eldering on issues of race	Collect demographics of PYM Friends that include age and race and maintain the information in the PYM database.
		Develop and implement a racial harassment policy and complaint procedure for PYM Friends	Invite speakers who represent a diverse mix of race, gender, age etc to present at PYM events
			Identify and revise community policy & procedures and other barriers that restrict the participation of Friends of Color.
			Develop local Peaceforces

			Develop and Support a Peace Center
			Provide community-based training to police.
			Disarm communities, including police

Quaker Life Council

ANNUAL REPORT FOR 2020-2021

July 13, 2021

Our Reality

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

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

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

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

Our Struggles

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

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

We learned painfully from this that we are in community with one another and should trust one another more – especially Council members and committee clerks. We need to anticipate when a sensitive issue arises – especially where racial wounding may occur -- who might be hurt and reach out

to them. We are all Quakers – Black, white, indigenous, and people of Color. We are all “we,” there is no “them.”

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

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

Our Progress

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

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

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

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

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

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

Each month we meet regularly with members of the Administrative and Nominating Councils on agenda items pertinent to all three councils. At special called sessions in January and April we embarked on a facilitated

exploration of ways that our councils could work better together. We tried to take a realistic look at the yearly meeting's situation as a "mature nonprofit" (now 340 years old!). We started with the questions,

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

The resulting discussion highlighted three themes:

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

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

Our Support

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

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

Going Forward

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

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

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

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

Kate Bregman, Central Philadelphia Monthly Meeting

Julia Carrigan, Mikleton Monthly Meeting

Marge Dawson, Merion Friends Meeting

Sue Dietz, Medford Monthly Meeting

Melanie Douty-Snipes, Fallsington Friends Meeting

Robert Greene, Princeton Friends Meeting

Steve Elkinton, Chestnut Hill Monthly Meeting

Bryn Hammarstrom, Wellsboro Monthly Meeting

Tom Hughes, Reading Monthly Meeting

Ayesha Imani, Germantown Monthly Meeting

Guinevere Janes, Media Friends Meeting

Susan Kight, Camden Friends Meeting

Reports from PYM Collaboratives to the Quaker Life Council

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Antiracism Collaborative Annual Report

Prepared by Wanda Wyffels, Clerk

May 31, 2021

1. How does your group meet and how frequently?

We currently meet via Zoom, once a month.

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

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

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

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

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

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

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

6. What are some accomplishments you want to highlight?

7. What events or projects have you successfully implemented?

This answer addresses # 5, 6, & 7

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

We conducted interviews with 82 meetings and worship groups across PYM to ascertain what their m/wg was doing in terms of antiracism work. As you can imagine, this was a lot of work and we hope by publishing the results meetings can find new ways to work on antiracism.

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

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

We have begun the process of:

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

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

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

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

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

The **vision** the Antiracism Collaborative holds is of a time when Meetings within PYM have become/are welcoming and safe for all people, including people of all races and ethnicities, so that all will be nurtured and grow.

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

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

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

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

Goal #2 is ongoing. We will continue to provide resource lists. Our list #2 will be focused on action.

Goal #3 began during the interviews and as meetings begin to open up their physical doors we will visit meetings to invite them into antiracism work or encourage their continuing work.

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

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

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

10. What challenges have you had in making progress?

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

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

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

- The DEI Sprint joins our meetings.
- We are currently reaching out to other collaboratives to do shared work.

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

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

Eco Justice Collaborative Annual Report

May 2021

1. How does your group meet and how frequently?

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

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

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

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

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

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

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

The members of EJC are clear about the difficulties we are facing and would not be capable of continuing their work without the courage that that comes from reliance on a spiritual force. Our work can only grow out of deep internal spiritual reflection and worship. Many of us are grieving for the state of the earth and the condition of the people who are exploited, oppressed, and abused. Without the support of our spiritual practices, we would have less hope. Without spiritual grounding we would soon burn out. The members of EJC recognize that much of the work Quakers do in the world arises out of compassion for suffering. This compassion or love comes from of our worship and our attention to the Light.

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

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

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

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

- Connections between Immigration and Climate Change
- Regional Greenhouse Gas Initiative (RGGI) & Community Solar
- The Climate Justice Work of Five Monthly Meetings in PYM

- A Critique of Michael Moore's Film on Climate Justice Organizations
- Green Investing November 16, 2020
- Why the Crises We Face Make Financial Reform Essential
- A Clean Energy Future: How We Get there at the Local Level
- And though no recording is available we produced a webinar on Project Drawdown, the 2018 Intergovernmental Panel on Climate Change (IPCC) and the Pachamama Alliance. A member of the collaborative gives workshops on Project Drawdown and Pachamama when asked.

Friendly Households: a Mini Transition initiative is being implemented at Old Haverford Friends Meeting and one other meeting is exploring implementation.

Members of EJC have embarked on a campaign to educate and support public banking at the local and national levels. We are pleased to see that a green public bank has been established in Philadelphia.

One of our members developed a program on resilience and adaptation in response to extreme weather.

This program is available on request. Program covers: Resilience, Developing a meeting Preparedness Plan, Responding to Disaster, Emotional and Spiritual Care.

6. What are some accomplishments you want to highlight?

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

7. What events or projects have you successfully implemented?

The success we seek is a spiritual turning of Friends as they take responsibility for healing the earth and the corrosive human relationships that are exacerbated by racism and poverty. We are now seeing some of that turning by Friends in PYM.

We are beginning to establish an expanded and effective Climate Action Network including a dynamic web presence. In addition to our webinars, we took part in the panel discussion on climate change as lead-up to Continuing Sessions. FWCC invited EJC to present our work on the climate change in PYM.

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

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

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

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

10. What challenges have you had in making progress?

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

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

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

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

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

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

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

ECO Justice Collaborative

Bruce Birchard
Burt Dallas
Ruth Darlington
Patricia Finley
Pamela Haines

Paula Kline
Stephen Loughin
O Love
Margaret Mansfield
Kathryn Metzker

Steve Olshevski
Liz Robinson
Rita Varley
Richard Whiteford

First Contact Reconciliation Collaborative

Annual Report 2019 – 2020

December 2020

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

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

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

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

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

Listening to Authentic Indigenous Voices

DAWNLAND and **DEAR GEORGINA**, online screenings, documentaries of truth-telling by individuals of four Maine Indian tribes - Maliseet, Micmac, Penobscot and Passamaquoddy - known collectively as the **Wabanaki**, "People of the Dawnland";

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

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

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

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

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

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

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

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

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

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

Healing from Intergenerational Trauma with Elicia Goodsoldier and Cante' Waste Win (Good Hearted Woman) Zephier https://www.youtube.com/watch?v=g_1btw5Mvuw;

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

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

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

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

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

Consultations

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

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

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

Former students and faculty carrying a concern of mascotry (Unionville, Chester County, PA) leadership leaning-in by altering the logo, taking up the concern despite (some) push back within the community, selection

committee offers two potential new mascots/ imagery names, providing (exemplary) [youtube video](#) identifying intentions, benefits for both options, voting will be the rising 8th-12th graders, resolve/ announcement expected Jan 2021;

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

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

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

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

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

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

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

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

Public Speaking Engagements

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Additional Relationship Building

Network with newly formed [Coalition of Natives and Allies](#) (CNA,) seeking PA legislation to abolish the inappropriate/ dismissive use of Indigenous mascotry/ logos;

FCRC Hosted Indigenous Peoples Day 2019 planning committee meeting;

3rd Annual Indigenous Peoples Day Philly, October 2019, Penn Treaty Park;

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

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

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

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

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

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

Bending the Arc for Justice Together: Call for Solidarity and Action by La Convivencia, Princeton University;

Braver Angels, Bridge the Divide – Training for a Polarized Society;

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

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

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

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

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

Lovingly submitted on behalf of First Contact Reconciliation Collaborative,

boone o'scheyichbi, contact representative

Philadelphia Yearly Meeting [First Contact Reconciliation Collaborative](#)

Minute of Religious Service: Nanticoke Lenni-Lenape Tribal Nation

pronouns: kin/ they/ them

Phone: 609-221-7247 (US East Coast Hours preferred)

Email: aliibiondi@gmail.com

Submitted 12/28/2020

Revised 12/29/2020

Legislative Policy Collaborative

Annual Report

October 2020 – September 2021

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

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

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

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

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

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

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

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

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

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

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

As part of PYM's 2021 Runway to Annual Sessions, we facilitated two virtual programs in May with FCNL. The first workshop – The Roots and Branches of Quaker Advocacy – focused on how advocacy and Quakerism are intertwined and how the experiences of early Friends continue to inspire legislative action, and how the Spirit is leading us to witness today.

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

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

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

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

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

**Respectfully submitted,
Members of the Legislative Policy Collaborative**

Sylvia Bronner, Co-Clerk, Haverford

Deborah Hejl, Co-Clerk, Gwynedd

Emily Abels, Downingtown

William Cozzens, Germantown

Mary Lou Hatcher, Rising Clerk of the FCNL General Committee, Lehigh Valley

Joe Laird, Downingtown

Margaret Mansfield, Providence

Stefanie Morgan, Trenton

Lynn Oberfield, Providence

Steve Olshevski, Radnor

Middle East Collaborative

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

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

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

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

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

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

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

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

- Christian-Jewish Allies of Philadelphia
- Mennonite Central Committee
- Jewish Voice for Peace
- Friends Committee on National Legislation
- United Nations and UNRWA
- Luke 10
- AFSC and their campaigns in support of justice in Palestine
- Quaker Palestine Israel Network
- Ramallah Friends Meeting and school.
- Al-Bustan Seeds of Culture in Philadelphia

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

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

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

In the Light, Sandy Rea, Clerk

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

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

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

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

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

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

Spiritual Formation Collaborative

Annual Report

October 2019 to September 2020

1. How does your group meet and how frequently?

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

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

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

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

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

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

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

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

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

6. What are some accomplishments you want to highlight?

One of our biggest accomplishments is converting the 9-month in-person program into a virtual one. This has taken many hours of planning.

7. What events or projects have you successfully implemented?

This is the 21st year we have brought Spiritual Formation Programs to the Yearly Meeting. This is a unique opportunity for Friends and Meetings to deepen the spiritual ground of their lives. The program and the collaborative continue to grow and pray for guidance.

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

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

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

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

10. What challenges have you had in making progress?

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

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

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

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

Friends Counseling Service Report to the Quaker Life Council

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

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

FSC Subsidy is also provided through an endowment and contributions:

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

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

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

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

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

Program Committee Report to the Quaker Life Council

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

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

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

Who we are:

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

The priorities in the past year have been:

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

far, they posted one resource list on our website and hope to have a second one, focused on antiracist actions to take, published shortly. They offered a report to Spring Continuing Sessions 2021. Two Friends represented ARC on the Addressing Racism Panel Discussion. Two Friends provided eldership for the Anti-Blackness Thread Gathering. Many attended the Truth and Transformation Thread Gathering as well as other PYM events. The next steps include creating a Thread Gathering to be held between Fall and Spring Sessions, taking part in the Collaborative Fair as part of the Runway to Annual Sessions, and reaching out to other Collaboratives to imagine how we can work together on antiracism.

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

Acknowledgment of staff

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

Respectfully submitted – **Steve Olshevski**, clerk of Program Committee

Ministry and Care Committee

Report to Quaker Life Council of Philadelphia Yearly Meeting

June 2021

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

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

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

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



Ministry & Care Committee of the Quaker Life Council

Spiritual State of Philadelphia Yearly Meeting for the year 2020

June 2021

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

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

Sustaining a Covenant Community

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

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

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

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

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

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

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

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

Living into our Social Witness

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

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

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

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

Our Spiritual State

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

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

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

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

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

Youth Programs Advisory Committee Report to Annual Sessions

Youth Programs Advisory Committee met together on Zoom in July 2020 and February 2021. Meeting agendas include a report by the Youth Religious Life Coordinator, updating the committee on Youth Programs gatherings and program staffing. The committee heard how programs had benefitted twice in 2021 from funding received from the D'Olier Foundation; the grants supported our ability to send program materials to youth through the mail for Sessions and other events, and add to the planning/curricula resources available to staff. It was reported that the safety guidelines we developed for PYM online programs have been used as a template by other Quaker organizations and yearly meetings for their youth programs. The months spent online also prompted a revision of the Young Friends Guidelines for volunteer adult Friendly Presences; this work was done over a period of time by Young Friends staff, Olivia Chalkley and Aeryn Luminkith, in consultation with Melinda Wenner Bradley and Zachary Dutton. We recognized the need to clarify practices for both online programs and social media communication. YPAC approved a minute recommending that the Yearly Meeting consider making stipends available to adult volunteers who attend and support staff and participants at youth retreats. These volunteers nurture the spirit and provide for the physical and practical needs of the group. By offering an optional stipend, we hope to alleviate any financial hardship and open the doors for those who may not be able to volunteer. The approved minute has gone on to staff for implementation. In upcoming work, YPAC plans to craft a minute in support of and appreciation for LGBTQ staff, members of the youth community, and all friendly presences that participate in events. There was also discussion about the nominating needs of the committee and an acknowledgement of diversity, equity, and inclusion being centered when considering nominations.

Rae Dole and Robert Rosenthal

YPAC Co-Clerks

July 2021



Nominating Council Report to July 2021 Annual Sessions

Nominating Council Members

Name	Monthly Meeting	Quarter	
Tom Rie	Gwynedd	Abington	Quarter Representative
David A. Smith	Solebury	Bucks	Quarter Representative
Jack Walz	Mount Holly	Burlington	Quarter Representative
Jody Kinney **	Downingtown	Caln	Quarter Representative
Joan Broadfield	Chester	Chester	Quarter Representative
Deb Lyons	West Chester	Concord	Quarter Representative
		Haddonfield	Quarter Representative
		Haverford	Quarter Representative
Jeff Rosenthal	Central Philadelphia	Philadelphia	Quarter Representative
Robert Horvay	Mickleton	Salem	Quarter Representative
		Southern	Quarter Representative
		Upper Susquehanna	Quarter Representative
		Western	Quarter Representative
Betsy Bayardi	Wrightstown	Bucks	At Large
Jondhi Harrell	Germantown	Philadelphia	At Large
Suzanne Day	Westfield	Haddonfield	At Large
Tacie Trull	Salem	Salem	At Large
Terri Whiteford	Downingtown	Caln	Interim Clerk

** Term completed

Appointments

Officers

Recording Clerk			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM END
Sally McQuail	Downingtown	Caln	2023 (first term)

Councils

Quaker Life Council			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM END
Washanna Leggett	Fallsington	Bucks	2024 (first term)
Ted Spaeth	Germantown	Philadelphia	2024 (first term)
Marge Dawson	Merion	Haverford	2024 (second term)

Elders

Elders			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM END
Robert Dockhorn	Green Street	Philadelphia	2024 (final term)
Ed Solenberger	Millville	Upper Susquehanna	2024 (second term)
Philip G. Anthony	Chestnut Hill	Philadelphia	2024 (second term)
Yelena Forrester	Chester	Chester	2024 (first term)

Affiliated Organizations

PYM Representatives to Friends Fiduciary			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM END
Joan Countryman	Germantown	Philadelphia	2024 (third term)
Christie Duncan-Tessmer	Chestnut Hill	Philadelphia	2024 (third term)
Mark Myers	London Grove	Western	2024 (third term)
Terry Nance	Central Philadelphia	Chester	2024 (second term)
William Schmidt	Central Philadelphia	Philadelphia	2024 (board chair)
Douglas Costa	Merion	Haverford	2024 (first term)

External Organizations

PYM Representative to Friends General Conference			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM END
Sarah Haber	Newtown	Bucks	2024 (first)
Howard Frysinger	Downingtown	Caln	2024 (second)

PYM Representative to Friends World Committee for Consultation			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM END
Jeff Keith	Central Philadelphia	Philadelphia	2024 (first term)

PYM Representative to Friends Committee on National Legislation			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM END
Louis Pilla	Radnor	Haverford	2024 (first)
Deborah Hejl	Gwynedd	Abington	2024 (second)
Steve Olshevski	Radnor	Haverford	2024 (second)
Sylvia Bronner	Haverford	Haverford	2024 (second)

Releases and Completion of Terms

Officers

Recording Clerk			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM END
Kri Burkander	Princeton	Burlington	2021

Administrative Council			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM END
Harry Bryans	Downingtown	Caln	2021
Tony Capozzoli	Princeton	Burlington	2021
Emily Blanck	Mickleton	Salem	2021

Quaker Life Council			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM END
Ayesha Imani	Germantown	Philadelphia	2021
Bryn Hammarstrom	Wellsboro	Upper Susquehanna	2021
Kate Bregman	Central Philadelphia	Philadelphia	2021
Melanie Douty-Snipes	Fallsington	Bucks	2021

Nominating Council			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM END
Ellen Deacon	Central Philadelphia	Philadelphia	2021
Jody Kinney	Downingtown	Caln	2021
Margery Rubin	Medford	Haddonfield	2021

External Organizations

PYM Representative to Friends General Conference			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM END
Scott Duncan	Wicomico River	Southern	2021
Howard Von Breeman	Wicomico River	Southern	2021
Dorothy Day	Gwynedd	Abington	2021
Frank Barch	Schuykill	Caln	2021
Jess Purvis	Central Philadelphia	Philadelphia	2021
Sara Farneth	Middletown	Bucks	2021

PYM Representative to Friends Committee on National Legislation			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM END
Margaret Mansfield	Providence	Chester	2021

Minute of Declaration and Commitment of the Ujima Friends Meeting

In an act of declaration and commitment, we, a people of African descent, our families and friends, respond to the movement of the Spirit among us to form Ujima Friends Meeting within the Religious Society of Friends. Ujima Friends Meeting is a community of faith without borders, dedicated to bearing witness to peace, justice, and love.

We are a worshipping community of people of African descent who come together in the liberatory spirit of Ujima, recognizing that our brothers' and sisters' problems are our problems and committing to solving them together.

We recognize the power and richness of the historical and cultural heritage that nurtures our African centered experience among Friends. We gather together out of this common experience: the spiritual experience of the divine Light in everyone, regardless of social status, and the cultural experience, not of being born in Africa, but of Africa being born in us.

We celebrate the transformative leading of the divine Spirit which brought forth the Fellowship of Friends of African Descent in 1990, the Ujima Friends Peace Center in 2017, and which now calls us into an interconnected and independent spiritual community. We affirm our faith as Friends in this spiritual path that lifts up our common humanity, the direct guidance of the Spirit and the continuing revelation of Truth.

As people of the African diaspora within the Religious Society of Friends, we continue to endure the social insult and practical indifference of the settler colonial enslavement culture which infects the western religious experience. With this act of kujichagulia (self-determination), we establish a spiritual and cultural space to protect ourselves from the undue influences that would attempt to define the character of our worship and our work. We will not be exclusive, yet we also will not allow ourselves to be dominated. We will be vigilant against intrusions motivated by curiosity, the desire to correct or control, or the wish for absolution from ancestral guilt.

We gather after the manner of Friends, establishing an open and meditative space, without hierarchy or judgment, dogma or creed; a space where we can breathe, worship, listen and respond to the call of the Spirit. We are confident that through the inspiration of intentional silence and spontaneous prayer, music and song, we will be led to right action; action that bears witness to the liberation of this planet and all of its people, particularly those who are disinherited, suffering and oppressed.

With gratitude to God, who has been both Mother and Father, we stand on the shoulders of the spiritual ancestors who came before us, those whose work and whose lives continue to lead us toward this way. Inspired by the teachings of Jesus, we place our time and our resources on the altar of service for others. At the same time, we gratefully acknowledge our own need to be encouraged and supported by this Ujima Friends Meeting community as we travel on the journey of life together.

*Ujima Friends Meeting
June 20, 2021*

**A Statement on
Moving Forward Together in the Face of Climate Change**

Approved _____

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Statement

Introduction

This statement was prepared for the Quaker Life Council of Philadelphia Yearly Meeting (PYM) by the Climate Change Sprint in response to the yearly meeting's commitment on March 27, 2021 to come under the weight of the climate crisis and climate injustice. We committed the entire yearly meeting to strengthen and expand our response to climate change as a corporate witness. This Statement sets out the ways and means for all Friends to carry out that commitment.

As members of the Religious Society of Friends, we witness to the truth of our times. In this moment, we recognize that we are facing an existential crisis that requires more than individual actions. We already face catastrophic fires, storms, droughts, crop failures, and floods. *Scientists tell us that what we do in the next decade will determine the fate of humanity.* Racial injustice, social injustice, and the climate crisis are inextricably linked; marginalized and economically disadvantaged communities suffer greater effects of this crisis. Many people already suffer and call us to act. Future generations depend on us to act. Knowing the consequences of inaction, integrity demands that we act.

On a fundamental level the Climate Crisis and our response to it is deeply linked to our testimonies of simplicity, peace, integrity, community, equality and stewardship.

As people of faith, seekers of the truth, and stewards of Creation, we must act with urgency to prevent further suffering and destruction of our planet. We seek to energize everyone involved with PYM to actively undertake this leading and help halt the destruction of life on this sacred earth.

Background

Throughout our history, Friends have responded to that of God in every person by working to relieve suffering. Our shared experience of how we have been called to live in the world is expressed in our testimonies. As the climate crisis causes untold suffering, contributes to instability and injustice, and ultimately threatens all life on earth, all our testimonies demand that we act now. In fact, we embrace the concept that there is that of God in all Creation. Appendices 1 and 4 provide further background on Friends' spiritual and historic commitment to this vital testimony.

Proposed Actions

This statement stretches us beyond our past positions and actions. We will maintain a vision of the long term in our decision making and address the interdependent economic, environmental, social and political systems that drive the climate crisis and climate injustice.

Specifically, we are called upon to expand our work in five areas:

1. **Activism:** Most vitally we will put our beliefs into action through advocacy, direct action, and public witness. The yearly meeting will regularly speak as a body on specific issues and possible legislation impacting climate change and the fact that the burden of climate change falls disproportionately on poor and minority communities. Quarterly and monthly meetings and individuals will work together to develop effective voices to be heard by federal, state and local governments. We will strive to broaden our collaboration with all Friends' organizations, also welcoming the diversity of religious

and secular groups committed to addressing the climate crisis.

Friends will also consider situations where group direct action is appropriate, as for example the work of the Earth Quaker Action Team (EQAT).

2. **Education:** We commit to reaching a shared understanding of the causes and costs of climate change. We will offer education to every member of the yearly meeting about how we can respond to this crisis. Those members of the yearly meeting with particular knowledge of Climate Change and Eco-Justice issues will provide online information, webinars, workshops and traveling ministry for all of us. Quarterly and monthly meetings and their members will commit to making use of those resources to increase their awareness of the needs and opportunities to act to interdict the climate catastrophe.
3. **Reducing Our Carbon Footprint:** We will take steps to reduce our impact on the earth, as individuals and a community, by such means as making changes to our property and finding ways to use less energy in all the aspects of life. We recognize that making significant reduction in carbon emissions also requires taking action for systemic change.
4. **Finances:** We will recognize the effects our collective purchasing and investing choices have on climate change, and act accordingly.
5. **Mourning Loss and Instilling Hope:** We recognize that bold work to address this crisis requires spiritual grounding and the support of a community.

Appendix 2 describes the actions in each of these 5 important areas.

Appendices 2, 3, 5 and the three Playbooks for Individuals and Households, Monthly and quarterly meetings, and yearly meeting (Appendices 6-8) look at our existing and potential resources, leadership, and accountability structures. Endorsement of this statement does not mean that every activity in these appendices will be carried out exactly as described, for we anticipate that our capacity and related circumstances will always be changing. Endorsement of this statement means that we wholeheartedly understand the crisis we face and pledge to the best of our ability – both as individuals and as a corporate body -- to carry out the intent of this statement.

Recognizing that monthly meetings will be at the heart of this work, they are specifically encouraged to determine how best to keep these commitments before the eyes of the meeting. This could be in the form of a committee to plan actions and report regularly, or an individual charged with those responsibilities.

The entire yearly meeting is under the weight of this urgent concern. This means that each of us is asked by our religious community to carry it into the yearly meeting, quarterly meetings, monthly meetings, and our individual lives. This also means that we do not have to process our fear, grief, and exhaustion alone. We are called to support, teach, and encourage each other. We hope every member of PYM will rise to this challenge.

Respectfully, The Climate Change Sprint:

William Cozzens, Germantown
Ruth Darlington, Medford
Christie Duncan-Tessmer, Chestnut Hill
Patricia Finley, Old Haverford Friends Meeting
Robert L. Greene, Clerk, Princeton Monthly Meeting
.O, Central Philadelphia Monthly Meeting
Kathryn Metzker, Willistown Monthly Meeting
Christy Tavernelli, Earth Quaker Action Team Board member
Shelly (Liyiran) Xia, Eco-Justice Collaborative member

Appendix 1: Spiritual and Moral Basis for Action

The Urgency of This Moment

Friends have a long tradition of respecting science as a means of understanding the world we live in. For over a century, with increasing urgency, scientists have been reporting on the effects of climate change and environmental degradation. We are concerned today with “abrupt climate change” -- a tipping point after which it becomes difficult to predict or adapt to environmental changes.

In 2018, the Intergovernmental Panel for Climate Change (IPCC) warned that we must reduce our carbon emissions by 50% by 2030, and to net zero by 2050. Unfortunately, the rate of global emissions has continued to increase since 2018. We are not yet on track to achieve the necessary reductions we need to limit the temperature increase to 1.5°C. Moreover, global warming is not our only threat. We must also address loss of biodiversity and agricultural viability, and global injustice and unrest caused and exacerbated by environmental factors.

The Human Cost and Deep Inequity of the Climate Crisis

Many people around the world are already experiencing an unlivable situation. We can see the effects of climate change in our lifetime: extreme weather destroying homes, eroded landscapes and limited resources forcing movement and migration.

And, these effects are not being felt equally. Communities of color are often subjected to the harshest conditions and the least relief. In the city of Philadelphia, a neighborhood’s air quality and proximity to toxic sites can vary widely depending on its racial makeup and wealth — a pattern seen across the U.S. Extreme weather can be deadly for communities without access to utilities, housing, or adequate medical care.

PYM's commitment to addressing climate change grows directly from our testimonies of equality and stewardship for the natural world. We strive for a society where all people can live full lives without fearing for their health and safety. We seek to live in right relationship with each other and the natural world.

Our Natural World and the Need for Stewardship

Human activity, especially the consumer-oriented lifestyle, is largely responsible for global warming, loss of habitat and biodiversity, and other adverse impacts on the natural systems that we depend on for our very existence. We are called to use the earth’s resources responsibly and with consideration for the needs of the rest of the earth’s creatures and of future generations. Just as we are the one species capable of destroying the planet’s life support system, we are also the one species capable of undoing that damage.

PYM’s Role

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

Appendix 2: An Outline of Necessary Actions

A: Activism

There is a vital need for the voices of Friends to be heard loud and clear in the corridors of political and economic power. While individual actions (what we eat, how we travel, how we heat and power our homes, etc.) can have an impact on climate change, significant progress in reversing climate change will happen only if we take action at the level of our government, economy, and society. Therefore, this PYM witness calls for public engagement on the issue of climate change. This can take the form of advocacy for public and corporate policies, and nonviolent direct action.

The yearly meeting will devote resources as needs become clear.

Thinking Holistically: Friends need to think holistically about the ways social and ecological systems interact and impact one another. Systemic thinking requires that we ask deeper questions and seek greater understanding of our role as advocates for a more just and sustainable world. We can and must understand that racism, extremes of wealth and poverty, and climate disruption, have interrelated causes and effects.

The current economic system's institutions have contributed to creating and perpetuating these socially intractable and ecologically destructive threats to a viable future. Systemic problems cannot be overcome by the system that creates them.

Our advocacy is more effective and strategic if we can identify local specific actions or campaigns that seek long term solutions; we can understand how small doable steps taken now can lead to longer term solutions; we focus our talents and energy on what will make the most difference both now and in the future; we understand that our lives depend on ecological systems that are currently under great stress; and we avoid wishful thinking.

Once Friends working on violence, racism, extremes of wealth and poverty, or the climate crisis come to understand the underlying causes and consequences of these issues, we can be part of a more inclusive Friends witness.

It is to this end that we urge that Friends make these connections apparent and work to address the underlying economic, social and political sources of systems that obstruct us from having a sustainable world for future generations.

Advocacy: Effective Friends' advocacy will focus on federal, state, and local governments in the states where PYM meetings for worship are located (PA, NJ, MD, DE). Friends Committee on National Legislation (FCNL) addresses U.S. policy. PYM will collaborate with FCNL to mobilize Friends within PYM on national policy campaigns.

Nonviolent Direct Action: Friends may also feel that the urgency of an injustice compels them to take part in public action, ranging from public assembly to civil disobedience. In some cases, groups providing outside pressure can act in tandem with groups lobbying for change. Friends have a long history engaging in nonviolent direct action. The climate crisis challenges Friends to again ask where we are led, and then to act boldly and strategically to end injustice.

Activism by the Yearly Meeting

Provide leadership in activism: The yearly meeting will provide benchmarks, expectations, and models of engaged activism for PYM Friends and meetings.

Speak out for the PYM corporate body: The Presiding Clerk and the General Secretary of the yearly meeting are charged to speak on behalf of the yearly meeting, and will use this responsibility to support our witness on climate change. They will collaborate with those in our yearly meeting and the larger community who have specific and relevant expertise. Appointed groups within the YM that have missions aligned with this ministry may also speak for their group.

The YM and groups within it will join other organizations in witness through sign-ons, participation in their campaigns, and sharing news of the organizations' work.

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

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

Friends can also continue to collaborate with and support the nonviolent direct action of non-Quaker organizations in the four-state PYM area, such as POWER Interfaith, Sunrise Movement, Philly Thrive, and the New Jersey Environmental Alliance.

Activism by the Monthly & Quarterly Meetings

Speak out for the meeting: Each meeting can share publicly the work they engage in and speak to local, regional and national climate change concerns.

Advocacy: It is extremely important that meetings band together with others who are in the same congressional district and state legislative districts to develop advocacy teams to address the crucial issues being decided at the state and federal levels.

Facilitate participation in public witness: Meetings can encourage Friends to participate beyond words in demonstrations and direct action. Concerted support from groups of Friends to direct action groups like those described above could powerfully bolster their campaigns for transformation. Where appropriate meetings should also coordinate with the activities of local environmental groups.

Activism by Individuals & Households

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

B: Education

Despite increasing coverage of climate change in the news, the level of knowledge in the general population and among Friends is uneven. Gaining support for action requires that people understand this issue.

We must provide education for all ages to support a shared understanding of this issue, as described in this report: the causes of climate change, current and future impacts, intersections with social injustice, and the spiritual and moral necessity of taking action.

We will provide education with an action-oriented focus, stressing what meetings, other Quaker communities, and individual Friends can do to both mitigate and adapt to climate change. Education should promote understanding of changes needed in all levels of society, so that individuals, households, and meeting communities can take effective action to address climate change.

Education at the Yearly Meeting

Resource Library: Training programs and educational materials and tools that can be used by Friends will be placed in an electronic resource library. These should include resources relevant to individuals and groups of all ages. Materials will be organized in modules that can be delivered (“taught”) in a variety of locations, for example, religious education settings for youth and adults in monthly and quarterly meetings, households, and young adult Friends retreats.

Programs and Events: All PYM programs and events will be organized with an attention to this witness (e.g. making sure meal and travel logistics consider sustainability). Specific programs and events, such as Thread Gatherings, can be offered through PYM to all Friends and meetings. Programs, events and training offered by others outside of PYM will be publicized to PYM Friends. The yearly meeting will also provide opportunities for training for Friends on specific techniques and skills for effecting change.

Communications: The availability of the educational content, programs, and training will be publicized to Friends with a variety of PYM communications channels.

Education at Monthly and Quarterly Meetings

Programs and Events: Religious Education, forums, and special events can be offered with a focus on climate change. In addition, there are many learning and training opportunities offered by other organizations which the meeting can publicize and attend together.

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

Local meetings are encouraged to subscribe to Friends’ publications, such as Quaker Earthcare Witness’s *Befriending Creation*, and others reviewed in *Friends Journal*, and regularly make meeting members aware of their availability. Project Drawdown is widely considered as the most comprehensive resource for climate solutions. See Appendix 9 for details on how meetings and individuals can implement these solutions in their communities.

Education for Individuals & Households

Friends are urged to become familiar with these resources for understanding why and *how* to take effective action and to identify when and how they will learn together. The success of all these efforts ultimately rests on individuals understanding the nature of the climate crisis, and what we can do to have a positive effect. The yearly meeting will provide resources on those topics that Friends are encouraged to use.

C: Reducing Our Carbon Footprint

As a faith community we are called to live into our witness and be examples in the world. We begin our witness at home and in our communities by reducing our carbon footprint, at least to the level called for by the IPCC -- 50% reduction in carbon emissions by 2030 and net zero by 2050.

Although we as individuals are responsible for our demands for energy, the fossil fuel industry itself has manipulated our dependence on this form of energy. Because of lobbying, railroads and mass transit do not have the same subsidies as transportation utilizing fossil fuels. Today the fossil fuel industry also lobbies at state and federal levels to interfere with clean energy infrastructure, subsidies, and rebates. This is why structural change is so essential. In order to address the root of this crisis we must work on a larger scale than the individual and the local community.

PYM Commitments to Carbon Footprint Reduction

The YM will vigorously reduce the carbon footprint of our operations at all levels: facilities, events, travel, materials used, etc.

The Education and Activism Action Areas will include a focus on individual and systemic change in our carbon footprint.

Among the curated resources provided on the Climate Action Network (Appendix 3 below) will be tools to help monthly and quarterly meetings assess their carbon footprints and move toward net zero emissions. These may include information about how to arrange energy audits and engineering analysis, how to train and support “green teams” to analyze buildings and facilities, how to plan for energy improvements, and how to sponsor joint buying arrangements to take advantage of volume discounts.

Monthly and Quarterly Meetings Carbon Footprint Reduction

Meetings can reduce the carbon footprint of operations at all levels from property management, to travel, to materials used, etc. They can assess their carbon footprint and set goals to move toward net zero emissions. Meetings’ work in the Education and Activism Action Areas need to be reflected in what they witness to the world in their own conduct.

Individuals & Households Commitments to Carbon Footprint Reduction

Friends can also take actions to reduce their carbon footprints and those of their communities, such as their workplace, school and neighborhood. Their/our work can extend to education and activism focused on systemic changes that will decrease our communal carbon footprint.

D: Finances

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

Finances in the Yearly Meeting

Investment decisions will incorporate the promotion of a sustainable environment to have a greater social and environmental impact.

The annual budget will consider the financial needs of this ministry.

Philanthropy: PYM will add an environmental focus to the distribution of its funds through contributions and grants when possible.

Finances in Monthly & Quarterly Meetings

Investment decisions can incorporate the promotion of a sustainable environment to have a greater social and environmental impact.

The meeting's budget can consider the financial needs of this ministry.

Philanthropy: The meeting can add an environmental focus to the distribution of contributions and grants when possible and applicable.

Individuals & Households Commitments to Finances and Climate Change

Individuals and families should consider the ways their purchases, investments, and other use of resources can be used to address climate change.

E: Mourning Loss/Instilling Hope

For many, the seeming inevitability of climate change and further environmental destruction bring forth a sense of hopelessness. In addition, many Friends feel a deep sense of loss from the changes taking place in nature. Many of the things we have loved in nature (such as large flocks of birds migrating south, a profusion of monarch butterflies, moths swarming outside the porch screen, choruses of toads in the yard, ice on a pond thick enough to skate) will not be available to future generations. Their loss is just as real as the loss of a beloved person. Add to that our understanding that our own way of life is largely responsible for the crises we face today, and it is not surprising that many of us are dealing with despair.

Even while we know that urgent action is required, we cannot be sure that we can do enough, fast enough to avoid catastrophic climate change. We do not have the luxury of saying that our work may not be completed in our lifetime, because transformation to prevent the worst impacts of climate change must happen in this decade.

To avoid paralysis, Friends in mourning – fearful of what may come, or disheartened by the difficulty of meaningful change -- need support to find hope and a renewed spirit for action. As part of our corporate commitment to addressing climate change, we must engage in space for mourning and fear, and also to

encourage hope in the face of climate change. As a community, we need to find ways to mourn what has been lost while celebrating and protecting that of nature which remains.

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

Appendix 3: Resources, Leadership, and Accountability

This section identifies resources, leadership, and accountability structures that will help in carrying out our response to the challenge of global climate change.

Resources Within the Yearly Meeting

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

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

PYM Friends and Groups: PYM includes 13 quarterly meetings, more than 100 monthly meetings, 10,000 people, and many committed groups based on identity or ministry, such as Young Adult Friends and our collaboratives. Each of these people and groups is under the weight of our yearly meeting-wide, minuted concern for climate change. Each of them will act in every way they can in each of the five named areas of action.

Eco-Justice Collaborative: Through years of service carrying this witness for PYM, the Eco-Justice Collaborative (EJC) and its members have shared their deep understanding of the issues. It has been a home base for Friends acting on their leadings in the intersection of racial, economic, and climate justice. EJC has organized events, prepared written materials, and advocated for policy change and the adoption of responsible energy practices. Its members act as an incubator for new projects focusing on creating a just transition to a stable climate and a caring and equitable economy. They have tools, knowledge, wisdom, programs, resources and events which are in place to support PYM to take further steps in this witness.

The EJC will provide continued leadership as it encourages PYM Friends to carry out the intentions of this statement. EJC will also provide expertise, content, and continuity for activity in all of the Action Areas listed above.

PYM Climate Action Network (CAN): PYM and its Eco-Justice Collaborative will build and maintain a Climate Action Network of Friends who agree to work together on climate and justice issues and to be a conduit of information to their meetings. The network will exist also as a database that includes information on legislative districts so that Eco-Justice Collaborative can notify Friends when to contact federal, state, and local representatives, especially when the need for advocacy is urgent. Resources available to the network will include internet resources to facilitate connection among Friends and meetings and to mobilize action both online and off. The Climate Action Network is a concept already in development and will need the help of all Friends to make it a living reality.

While all Friends are expected to become active in this ministry, meetings are encouraged to identify **Climate Action Network Contacts** to promote this ministry within and among meetings.

Resource Friends: A group of experienced Friends who can speak to the important topics for climate change education will be identified, supported and managed along with other Resource Friends. They can be available to meetings and PYM groups. Two Climate Change [Resource Friends](#) are already in place.

(<https://www.pym.org/working-together/resource-friends/>)

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

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

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

Resource Library: A curated online library of resources to support the work of the yearly meeting, monthly and quarterly meetings, and individuals will be maintained. Friends who wish to volunteer to assist with this work are welcome. Friends who wish to volunteer to assist with this work are welcome.

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

Resources at Monthly and Quarterly Meetings

Meetings are asked to consider ways in which they can keep these existential issues in the minds and hearts of their members on an ongoing basis. To allow meetings to be faithful to these tasks, it is recommended that monthly meetings identify a consistent practice or structure to carry the concerns and regularly raise them up for the meeting. In many meetings this might well be entrusted to a new committee responsible for linking all the parts of our yearly meeting community engaged in this work and leading the action of the monthly and quarterly meeting. In other smaller meetings, an individual could lead this work.

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

Additionally, each meeting committee is called upon to be under the weight of this concern.

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

Friendly Households is a program designed to support sustainable choices that promote healing and transformation in ourselves, our homes, our meetings, our local and global communities, and our planet earth. Friendly Households is also known as a mini-transition initiative that promotes community building, action, and change. The Friendly Households Program encourages commitments to learn, share ideas, and take practical steps – small and large – to live more lightly on the earth and to embrace opportunities for positive societal change – all the while deepening our spiritual grounding and accountability to one another. Friendly Households' materials offer a guideline for effective change for individuals, households or meetings, or out in the public domain to help make the systemic changes needed to live in a more sustainable, just, and more peaceful world. The flexibility of the materials enables a group with diverse interests and concerns to come together and work simultaneously in several areas. In some cases, Friends unite on a group action or project.

Accountability

Approaches to accountability of the yearly meeting include:

- **Appoint an accountability body** called the Climate Witness Stewards. The Stewards will report directly and independently to the yearly meeting, recommend benchmarks and provide a level of approval to climate related activity.
- **Benchmarks** of what we hope to accomplish for the yearly, quarterly, and monthly meetings and for individuals and households.
- **Queries** can direct us to pay attention. The following query will be included as part of the yearly meeting decision making process:
 - *How does this decision support us in our goal to reduce climate change and counter the worst adverse impacts of climate change?*

Additional queries for specific action areas may be added.

- **Reports** will be shared on an identified and regular basis by the yearly meeting, by monthly and quarterly meetings and by individuals and households. The reports will be posted online. A summary report will be provided by the Climate Witness Stewards.
- **Story-sharing** Opportunities to share experiences will be provided on a regular basis so that Friends, meetings and groups will support, inspire and compel one another by sharing their stories of success, frustration and dreaming.

PYM Clerks Group and councils are responsible for integrating this witness into all of the things they are responsible for in the YM.

Meetings are asked to hold themselves accountable by having semi-annual reports to their quarterly meeting and the Quaker Life Council of the yearly meeting to be shared across the yearly meeting, and also to provide the means to share their activities through the Climate Action Network. Meetings are also asked to provide an accountability and support structure for individuals and households in the meeting.

Individual Friends are encouraged to make good use of the resources, programs, and expertise available within PYM and in their local community. Friends are encouraged to develop goal for themselves and their households and families and to identify how they will meet those goals.

Climate Witness Stewards

Role of the Stewards: In order to allow us to hold ourselves accountable to our yearly meeting-wide witness, Climate Witness Stewards will be appointed. Their function will be to serve as a conscience by reflecting and reporting on how we are meeting our commitments.

The Climate Witness Stewards' Responsibilities:

- Reports to the yearly meeting directly and independently providing verbal and written reports on a regular basis which include assessments of our climate change ministry. Reports provide guidance about priorities, what is missing, what is awesome, what is challenging, etc. Reports include a review of the reports of the monthly and quarterly meetings.
- Recommends benchmarks and activity on our climate witness, to be approved by the body
- Provides guidance and advice to elements of the governance structure when requested or when there is a perceived need.
- Provides guidance and approval for recommended resources, statements, training, trainers, etc., suggested or drafted by others.
- Works with PYM staff and governance to establish and maintain partnerships with other organizations conducting climate change work in the wider community.

The commitments of the members include:

- Gathering on a monthly to quarterly basis, as needed, to manage the responsibilities
- Consistently staying current on the activity of the yearly, quarterly and monthly meeting activity
- Attending YM sessions and YM wide accountability gatherings
- Being available in case of time-imperative needs like statements and timely approval of suggested resources.

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

- A member of EJC,
- a member of the Clerks Group,
- a Quaker member of a Nonviolent Direct Action group (EQAT, POWER Interfaith, etc),
- A Quaker member of an advocacy group (FCNL, Interfaith Power & Light, etc.),
- A Quaker educator – maybe from Friends Environmental Education Network (FEEN),
- A Quaker involved in and/or impacted by environmental racism,
- A staff member.
- Possibly: Someone who has a deep skill set for this work who is not a Friend or part of PYM to provide an additional perspective and outside accountability.

Appendix 4: History of Response to Climate Change by PYM

Minutes

On January 18, 2020, the Eco-Justice Collaborative shared the following minute at a thread gathering. This is the most recent in a long series of minutes.

Minute to Address the Climate Crisis as One of PYM's Top Corporate Witnesses

In 2018, climate scientists told the United Nations that the effects of climate change were occurring much sooner than expected. They warned that, unless carbon emissions are cut by 50% in the next ten years, i.e., by 2030, and then to net-zero by 2050, humanity will probably experience a global climate catastrophe of incalculable severity before the end of this century.

We know that while all will suffer, the most vulnerable populations will face certain calamity. Institutional racism has already harmed communities of color, as manifested in part in environmental injustice. Continued exploitation of the earth's resources has already caused mass extinctions and put life as we know it at risk. Conflicts due to rising sea levels, food insecurity, water scarcity, and mass migrations are already causing horrific injustice and threatening world peace.

For these reasons, our historic testimonies for peace, justice, integrity, and stewardship call us to make climate justice a clear and urgent concern for corporate witness, and for all manifestations of our yearly meeting to take *immediate and resolute action*.

This is the most recent in a long line of minutes the yearly meeting has adopted expressing our concern for environmental stewardship and the environment. Since 1997, the yearly meeting as a body has approved six separate minutes which indicated our commitment to the care of the earth and environment as an expression of our faith:

- On transforming our society's relationship with the earth (approved at the January 1998 Interim Meeting Session)
- On the need to address global climate change (approved at the June 2000 Interim Meeting Session)
- On energy stewardship in Meeting facilities and households (approved at the January 2003 Interim Meeting Session)
- On incorporating the concern about climate change into the body of our yearly meeting's work in the world (approved at a June, 2005 Called Session on Climate Change)
- On incorporating the concern about climate change into the life of our yearly meeting (approved at the 2006 Annual Session)
- On the need for bold action to curb global warming (approved at the 2009 Annual Session)

We hope with this minute and report to create an actionable, accountable structure for responding to climate change in the yearly meeting.

Eco-Justice Collaborative

The PYM Eco-Justice Collaborative has been a continuous group since 1988. EJC began as the Environmental Working Group and has evolved, reorganized, and changed name over the past 33 years. The original working group struggled unsuccessfully to connect with PYM meetings for about six years and was about to lay itself down. They, instead, decided to work more intensely when at the 1996 sessions, a young person stood and

spoke of their nightmares concerning imminent environmental devastation. In response Ed Dreby and Margaret Mansfield decided to take on environmental concerns among Quakers as their primary occupation. Together, they visited half of the meetings in PYM, connected with the National Council of Churches and worked closely with Quaker Earthcare Witness. Their voices and deep knowledge of the climate crisis continue to influence and strengthen EJC's efforts.

The last EJC reorganization occurred in 2009 in the same gathering that formed EQAT. EJC organized itself as a collaborative of environmental, economic, and climate justice leaders who have their own projects but support each other.

The members of the PYM Eco-Justice Collaborative emphasize that ecological destruction, income inequality and racial injustice cannot be treated as isolated concerns. They may be called to focus on different aspects of the whole, but without awareness of that whole, our work will fall short. Traditional Quaker testimonies highlight both the connections among these concerns and the imperative to act. In pursuit of justice and a world with a future, the Eco Justice Collaborative of Philadelphia Yearly Meeting is engaged in projects to support Friends in their quest for a nation and economy that serves justice and the commonwealth of life. They serve as a home for Friends acting on their leading in the intersection of racial, economic, and climate justice. They organize events, prepare written materials, advocate for policy change and the adoption of responsible energy practices. They also act as an incubator for new projects focusing on creating a just transition to a stable climate and a caring and equitable economy.

Earth Quaker Action Team

In 2009, a panel hosted by the yearly meeting led to a discussion about what meaningful impact members could make on the issue of climate change. Following this discussion, some concerned Friends formed Earth Quaker Action Team (EQAT), a nonviolent direct-action group to target corporations playing a major role in the climate crisis. This group, now in its second campaign, has operated independently of the yearly meeting organization but continues to have active participation and leadership from area Friends.

Appendix 5: Action Matrix

Here is an example of an accountability worksheet that's meant to be illustrative.

	Responsibility					
	Individuals & Households	Climate Action Network	PYM meetings & groups	Eco-Justice Collaborative	PYM Staff	PYM Leadership
Education						
Investigate requirements						
Curriculum Plan						
Curriculum Development						
Communicate availability						
Schedule classes						
Deliver /conduct						
Advocacy						
Determine strategy						
Research issues						
Monitor legislative activity						
Develop positions						
Form/activate alliances						
Prepare talking points						
Draft position paper(s)						
Prepare press release						
Mobilize Friends						

Communicate position						
- Calls						
- Letter to Editors/Op Eds						
- Lobby visits						
- Demonstrations						
- Public speaking						
Nonviolent Direct Action						
Identify potential campaigns						
Communicate action opportunities						
Participate						
Greening Our Finances						
Analyze PYM investments						
PYM Investment decisions						
Analyze PYM spending						
Modify PYM purchasing decisions						
Develop Socially Responsible Investing (SRI) guidance for meetings						
Develop SRI guidance for Friends						

Conduct SRI workshops for meetings & Friends						
Greening Our Meetings, Schools & Homes						
Identify "greening" resources						
Develop directory of energy auditors						
Provide grants for audits and engineering analysis						
Provide training for meeting "green teams"						
Specifically train in the use of IPL's "Cool Congregations" and EPA energy Calculator programs						
Analyze meeting energy use and saving opportunities						
Provide grants or subsidized financing for building improvements						
Implement meeting energy improvements						
Measure energy and "carbon footprint" reductions						
Celebrate success!						

Mourning Loss, Combatting Fear, and Instilling Hope						
Prepare workshop material						
Train workshop facilitators						
Publicize & promote						
Conduct workshops						

Appendix 6: Individual & Household Climate Change Playbook

Individual and Household suggested responses to the call to address climate change are laid out in this document. It includes:

- The first tasks to be addressed.
- Descriptions of the work of the five Action Areas.
- The people and groups who will carry the work.
- Accountability and leadership.
- Possibilities for addressing the five areas.
- Template for reporting.

There are similar playbooks to guide the planning and action of the yearly meeting and of monthly and quarterly meetings.

The first tasks for individuals and households will be to:

- a. Identify the who or what structure will help you keep the work moving forward.
- b. Define initial benchmarks.
- c. Set first steps by each of the individuals with assigned responsibilities for benchmarks.

These tasks will set meetings up to take the next steps of beginning (and in some cases, continuing) activity in the Action Areas.

Climate Change Action Areas

Activism Action Area

Through advocacy and Non-Violent Direct Action (NVDA), the YM will make a vocal and public witness to the existential crises of our time, using our moral authority to advocate for a swift and just transition to promote environmental justice and climate action.

Education Action Area

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

Carbon Footprint Reduction Action Area

By reducing our own carbon footprint, we acknowledge our responsibility for global warming, and in doing this work, we lead by example. To be faithful to the work of reducing emissions, we must also address the systems that perpetuate and drive our limited clean energy choices.

This work must be done at all levels of the YM from individuals and meetings to the Philadelphia Yearly Meeting staff and leadership.

Finances Action Area

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

own spending and investments with the agenda of addressing climate change and to have a greater social and environmental impact.

Mourning Loss and Instilling Hope Action Area

For many, the enormity of the climate crisis and the urgency of addressing it can bring forth a sense of hopelessness. Many Friends also feel a deep sense of loss from the changes taking place in nature while understanding that our own way of life is largely responsible for the crises we face today. All of this can lead to a paralyzing feeling of despair. While we are asking ourselves to make climate change and environmental justice a priority, we must also take care of the people who are doing the work.

The People and Groups Carrying the Work

Every Friend, household, monthly and quarterly meeting, PYM group and the yearly meeting as a whole is under the weight of the call to take swift, critical action to reduce climate change (mitigation) and counter the worst adverse impacts of climate change (adaptation). Each of us will act in every way we can in each of the five named areas of action. We are encouraged and expected to live up to this commitment with the support of one another.

PYM Climate Action Network: The Climate Action Network is the facilitated connections among Friends and meetings which mobilizes action both online and off. Its members are representatives from each meeting and others who want to participate.

The Climate Action Network is a concept already in development and is supported by the EJC and staff.

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

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

Eco-Justice Collaborative: Through years of service of carrying this witness for PYM, the Eco-Justice Collaborative (EJC) and its members have shared their deep understanding of the issues, approaches to these issues, and advocacy for transformation and change. They have tools, knowledge, wisdom, programs, resources and events which are in place to support our yearly meeting to take further steps in this witness as a community. The EJC is responsible for the interface with monthly meetings and for proactively taking a leadership role in recommending actions and drawing people together.

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

Accountability and Leadership for Individuals and Households

Friends are urged to establish practices to hold themselves accountable for engaging in this yearly meeting-wide ministry. It is essential and also difficult work that can be discouraging – especially if one is doing it alone. Some recommended practices to support engagement and accompaniment include:

- Develop goals for yourself and your household and family. Establish times to check in with your goals. Identify how you will meet those goals and to whom you will report the goals, your progress and blocks to your progress.
- Pair up with a f/Friend or neighbor to share your experience.
- Report your experience to you meeting, PYM group or PYM.
- Include the following query in your daily life decisions:
How does this decision support us in our goal to reduce climate change and counter the worst adverse impacts of climate change?

Individuals & Households Action

Individuals and Households can take action in the five action areas. Suggestions are shared in the following chart. For each action, determine who has the authority for moving action forward and who is responsible for participating. The Friendly Household Project (available on the PYM website) is another good resource for guiding the work of individuals and households.

Locus	Activity	Authority/bottom-liners	Contributors
Activim	<p>Participate in public witness Often the voices of individuals, as voters, investors and consumers joined together can have a cumulative effect on policy makes and businesses. Friends can join their individual voices together to advocate for specific changes, through making their beliefs known in concerted efforts in support of campaigns for change and through participating in direct actions.</p>		
Education	<p>Programs, Events and Trainings Drawing on the Resource Library, offerings through the yearly, quarterly and monthly meetings and local offerings to the public, Friends will educate themselves</p> <p>Resource and Story Sharing Household members will share their learnings and experience on a regular basis with one another</p>		
Carbon Footprint	<p>Reduce the carbon footprint of the home Friends will assess their carbon footprint and set goals for moving toward net zero emissions</p>		

Locus	Activity	Authority/bottom-liners	Contributors
Finance	Investments Personal investment decisions can incorporate the promotion of a sustainable environment to have a greater social and environmental impact.		
	Budget Your personal budget can include attention to the financial costs of engaging in this ministry.		
	Philanthropy Your pattern of giving can include an environmental focus		
Mourning Loss & Instilling Hope	In all of the work we do, from programs to finances to relationships, and in addition to that work, we need to ensure we are creating space to experience the depths of feeling and the presence of God.		

Sample Template Report on Individual and Household Activity to address Climate Change

Note that Friends should develop the report that meets their need and this is simply a sample possibility.

Section A: Benchmarks and Accountability

1. List each benchmark with due dates in this period and comment on the progress, who was involved, what was accomplished and what blocks to the work exist.
2. List future benchmarks and comment on their current viability and any changes or adjustments that are recommended.
3. How is the guiding query working for you?
How does this decision support us in our goal to reduce climate change and counter the worst adverse impacts of climate change?

Section C: Experience of Engagement

1. What is your experience and engagement with the work?
2. How does it impact your spiritual life?

Section D: Conclusions and Recommendations

Appendix 7: Monthly & Quarterly Meeting Climate Change Playbook

Monthly and quarterly meeting suggested responses to the call to address climate change is laid out in this document. It includes:

- The first tasks to be addressed.
- Descriptions of the work of the five Action Areas.
- The people and groups who will carry the work.
- Accountability and leadership.
- Possibilities for addressing the five areas.
- Template for reporting.

There are similar playbooks to guide the planning and action of the yearly meeting and of individuals and households.

The first tasks for meetings will be to:

- a. Identify the committee or other structure that will help the meeting keep the work moving forward.
- b. Define initial benchmarks.
- c. Set first steps by each of the individuals/groups with assigned responsibilities for benchmarks.

These tasks will set meetings up to take the next steps of beginning (and in some cases, continuing) activity in the Action Areas.

Climate Change Action Areas

Activism Action Area

Through advocacy and Non-Violent Direct Action (NVDA), the YM will make a vocal and public witness to the existential crises of our time, using our moral authority to advocate for a swift and just transition to promote environmental justice and climate action.

Education Action Area

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

Carbon Footprint Reduction Action Area

By reducing our own carbon footprint, we acknowledge our responsibility for global warming, and in doing this work, we lead by example. To be faithful to the work of reducing emissions, we must also address the systems that perpetuate and drive our limited clean energy choices.

This work must be done at all levels of the YM from individuals and meetings to the Philadelphia Yearly Meeting staff and leadership.

Finances Action Area

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

Mourning Loss and Instilling Hope Action Area

For many, the enormity of the climate crisis and the urgency of addressing it can bring forth a sense of hopelessness. Many Friends also feel a deep sense of loss from the changes taking place in nature while understanding that our own way of life is largely responsible for the crises we face today. All of this can lead to a paralyzing feeling of despair. While we are asking ourselves to make climate change and environmental justice a priority, we must also take care of the people who are doing the work.

The People and Groups Carrying the Work

Every Friend, household, monthly and quarterly meeting, PYM group and the yearly meeting as a whole is under the weight of the call to take swift, critical action to reduce climate change (mitigation) and counter the worst adverse impacts of climate change (adaptation). Each of us will act in every way we can in each of the five named areas of action. We are encouraged and expected to live up to this commitment with the support of one another.

PYM Climate Action Network: The Climate Action Network is the facilitated connections among Friends and meetings which mobilizes action both online and off. Its members are representatives from each meeting and others who want to participate.

The Climate Action Network is a concept already in development and is supported by the EJC and staff.

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

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

Eco-Justice Collaborative: Through years of service of carrying this witness for PYM, the Eco-Justice Collaborative (EJC) and its members have shared their deep understanding of the issues, approaches to these issues, and advocacy for transformation and change. They have tools, knowledge, wisdom, programs, resources and events which are in place to support our yearly meeting to take further steps in this witness as a community. The EJC is responsible for the interface with monthly meetings and for proactively taking a leadership role in recommending actions and drawing people together.

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

Accountability and Leadership for Monthly & Quarterly Meetings

Meetings are urged to hold themselves accountable to our shared ministry on climate change by establishing ways in which they can keep these existential issues in the minds and hearts of their members on an ongoing basis. Recommended accountability structures include:

- Identify a consistent practice or structure to carry the concern and regularly raise it up for the meeting. This might well be entrusted to a committee responsible for liaising with the all the parts of our yearly meeting community engaged in this work and leading action of the monthly and quarterly meeting. In other smaller settings an individual could lead this work.
- Establish goals or benchmarks on an annual basis related to the five Action Areas.
- Expect each meeting committee to be under the weight of this ministry.
- Report on their goals annually to your Quarterly Meeting and the Climate Change Advisory. The reports will be posted and will be part of the annual report of the CCA.
- Include the following query in your discernment and decision-making processes: ***How does this decision support us in our goal to reduce climate change and counter the worst adverse impacts of climate change?***
- Provide an accountability structure for individuals and households in the meeting by determining a way they can report to the meeting. A summary of those reports might be shared along with the report of the meeting's activity.

MM & QM Action

Monthly and quarterly meetings can take action in the five Action Areas. Suggestions are shared in the following chart. For each action the meeting can determine who has the authority for moving action forward and who is responsible for participating.

Locus	Activity	Authority/bottom-liners	Contributors
Activism	Speak out for the meeting		
	Each meeting can share publicly the work they engage in and speak publicly to local, regional and national climate change concerns.		
Education	Participate in public witness		
	Meetings can encourage Friends to participate beyond words in demonstrations and direct action and can band together with others who are in the same Congressional District and state legislative districts to develop advocacy teams to address the crucial issues being decided at the state and Federal levels.		
Carbon Footprint	Programs, Events and Trainings		
	Drawing on the Resource Library, offerings through the yearly meeting and local offerings to the public meetings will educate their Friends and local communities		
Carbon Footprint	Resource and Story Sharing		
	Friends in the meeting can create opportunities to share with one another their own learnings, experiences and the resources that support them.		
Carbon Footprint	Reduce the carbon footprint of operations		
	Meetings can assess their carbon footprint and set goals for moving toward net zero emissions		

Locus	Activity	Authority/bottom-liners	Contributors
Finance	Investments Meeting investment decisions can incorporate the promotion of a sustainable environment to have a greater social and environmental impact.		
	Budget The preparation of the meeting's budget can consider the financial needs of this ministry.		
	Philanthropy The meeting can add an environmental focus to the distribution of contributions and grants when possible and applicable.		
Mourning Loss & Instilling Hope	In all of the work we do, from programs to finances to relationships, and in addition to that work, we need to ensure we are creating space to experience the depths of feeling and the presence of God.		

Sample Template Report on Meeting Activity to address Climate Change

Note that meetings should develop the report that meets their need and this is simply a sample possibility.

Section A: Benchmarks

1. List each benchmark with due dates in this period and comment on the progress, who was involved, what was accomplished and what blocks to the work exist
2. List future benchmarks and comment on their current viability and any changes or adjustments that are recommended

Section B: Accountability

1. 1. How is the guiding query working for us?
How does this decision support us in our goal to reduce climate change and counter the worst adverse impacts of climate change?
2. 2. Provide a summary of the stories and reports shared by individuals and households in a monthly meeting or the monthly meetings in a quarterly meeting

Section C: Experience of Engagement

Based on reports, activity, benchmark progress and stories shared about our shared work:

3. What is the sense of Friends' experience and engagement with the work in the meeting?
4. How does the work affect the spiritual condition of the meeting?
5. What is the sense of monthly and quarterly meetings and PYM groups' experience and engagement with the work?
6. What is the sense of individuals and households' experience and engagement with the work?

Section D: Conclusions and Recommendations

Appendix 8: Yearly Meeting Climate Change Playbook

YM response to the call to address climate change is laid out in this document. It includes: Descriptions of the work of the five Action Areas.

- The first tasks to be addressed.
- The people and groups who will carry the work.
- Accountability and leadership.
- Possibilities for addressing the five areas.
- Template for reporting.

There are similar playbooks to guide the planning and action of monthly and quarterly meetings and PYM groups and of individuals and households.

The first tasks for the yearly meeting will be to:

- a. Change the status of the Eco-Justice Collaborative (by 9/17)
- b. Set up the Climate Witness Stewards (by 9/30)
- c. Distribute the playbooks to monthly and quarterly meetings, PYM groups and individuals (by 10/15)
- d. Define initial benchmarks (proposed by the Climate Witness Stewards and approved by the body) (by 11/6)
- e. Set first steps by each of the individuals/groups with assigned responsibilities in the play book (by 12/1)

These tasks will set us up to take the next steps of beginning (and in some cases, continuing) activity in the Action Areas.

Climate Change Action Areas

Activism Action Area

Through advocacy and Non-Violent Direct Action (NVDA), the YM will make a vocal and public witness to the existential crises of our time, using our moral authority to advocate for a swift and just transition to promote environmental justice and climate action.

Education Action Area

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

Carbon Footprint Reduction Action Area

By reducing our own carbon footprint, we acknowledge our responsibility for global warming, and in doing this work, we lead by example. To be faithful to the work of reducing emissions, we must also address the systems that perpetuate and drive our limited clean energy choices.

This work must be done at all levels of the YM from individuals and meetings to the Philadelphia Yearly Meeting staff and leadership.

Finances Action Area

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

own spending and investments with the agenda of addressing climate change and to have a greater social and environmental impact.

Mourning Loss and Instilling Hope Action Area

For many, the enormity of the climate crisis and the urgency of addressing it can bring forth a sense of hopelessness. Many Friends also feel a deep sense of loss from the changes taking place in nature while understanding that our own way of life is largely responsible for the crises we face today. All of this can lead to a paralyzing feeling of despair. While we are asking ourselves to make climate change and environmental justice a priority, we must also take care of the people who are doing the work.

The People and Groups Carrying the Work

Every Friend, household, monthly and quarterly meeting, PYM group and the yearly meeting as a whole is under the weight of the call to take swift, critical action to reduce climate change (mitigation) and counter the worst adverse impacts of climate change (adaptation). Each of us will act in every way we can in each of the five named areas of action. We are encouraged and expected to live up to this commitment with the support of one another.

In the yearly meeting, the people and groups below have particular responsibilities for leadership in naming resources, facilitating participation, providing models and supporting accountability for this shared witness. They are assigned specific responsibilities in the appendix which describes the tasks for each action area.

PYM Climate Action Network The Climate Action Network is the facilitated connections among Friends and meetings which mobilizes action both online and off. Its members are representatives from each meeting and others who want to participate.

The Climate Action Network is a concept already in development and is supported by the EJC and staff.

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

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

Eco-Justice Collaborative: Through years of service of carrying this witness for PYM, the Eco-Justice Collaborative (EJC) and its members have shared their deep understanding of the issues, approaches to these issues, and advocacy for transformation and change. They have tools, knowledge, wisdom, programs, resources and events which are in place to support our yearly meeting to take further steps in this witness as a community. The EJC is responsible for the interface with monthly meetings and for proactively taking a leadership role in recommending actions and drawing people together.

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

Relationships with Other Organizations: Many Quaker, faith-based and secular organizations are formed specifically to engage in this ministry. While our yearly meeting has a unique voice in the world, we do not need to base all that we say only on our own experience and expertise. When we join with others we are able to

strengthen all of our capacity and to amplify the essential message. Partnerships also are a key ingredient in managing the experience of mourning and loss as well as finding our resiliency.

Accountability for our Yearly Meeting

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

- **Appoint an accountability body** called the Climate Witness Stewards. The Stewards will report directly and independently to the yearly meeting, recommend benchmarks and provide a level of approval to climate related activity.
- **Benchmarks** of what we hope to accomplish for the yearly meeting. These will be recommended annually by the Climate Witness Stewards and approved by the yearly meeting. The Stewards will report directly to the body on our progress and activity.
- **Queries** can direct us to pay attention. The following query will be included as part of decision-making processes in the yearly, quarterly and monthly meetings:
How does this decision support us in our goal to reduce climate change and counter the worst adverse impacts of climate change?
Additional queries for specific Action Areas may be added.
- **Reports** will be shared on an identified and regular basis by the yearly meeting, by monthly and quarterly meetings and by individuals and households. The reports will be posted online. A summary report will be provided by the Climate Witness Stewards.
- **Opportunities to share experiences** will be provided on a regular basis so that Friends, meetings and groups will support, inspire and compel one another by sharing their stories of success, frustration and dreaming.

Leadership in our Yearly Meeting

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

- EJC will be elevated from a collaborative to a committee that is jointly under the care of Administrative and Quaker Life Councils – which is more in alignment with its actual responsibilities. It will maintain its current role with the different title.
- Eco-Justice Committee role will be to provide leadership, expertise, content and continuity for activity in all of the Action Areas of our ministry on climate justice. For context:

Climate Witness Stewards

The Stewards provide the recommendations for benchmarks and action and shares direct evaluation and reflection on our progress.

The group's membership is populated in an ex officio manner with people who can articulate their lived experience of the impact of climate change and can connect the work of climate change to religious and Quaker roots both verbally and experientially. They are people who approach work in a systematic way, considering possibilities and impacts from a variety of perspectives with attention to effectiveness and they are comfortable with the governance structure of our yearly meeting.

The members include:

- A member of EJC
- A member of the Clerks Group
- A Quaker member of a non-PYM group that is engaged in nonviolent direct action (such as EQAT, POWER, etc.)

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

The responsibilities are to:

- Report to the yearly meeting directly and independently providing verbal and written reports on a regular basis which include assessments of our climate change ministry. Reports provide guidance about priorities, what is missing, what is awesome, what is challenging, etc. Reports include a review of the reports of the monthly and quarterly meetings.
- Recommend benchmarks and activity on our climate witness, to be approved by the body
- Provide guidance and advice to elements of the governance structure when requested or when there is a perceived need.
- Provide guidance and approval for recommended resources, statements, training, trainers, etc., suggested or drafted by others.
- Work with PYM staff and governance to establish and maintain partnerships with other organizations conducting climate change work in the wider community.

The commitments of the members include:

- Gathering on a monthly to quarterly basis, as needed, to manage the responsibilities
- Consistently staying current on the activity of the yearly, quarterly and monthly meeting activity
- Attending YM sessions and YM wide accountability gatherings
- Being available in case of time-imperative needs like statements and timely approval of suggested resources.

Clerks Group and Councils

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

Yearly Meeting Action

The Yearly Meeting will take action in each of the five areas in the following ways:

Locus	Authority/bottom-liners	Contributors	
Activism	<p>Provide Leadership in Activism</p> <p>Provide benchmarks and expectations on an annual basis</p>	<ul style="list-style-type: none"> • Climate Change Advisory • PYM Friends/groups • Climate Action Network • Climate Advocates • Resource Friends • EJC 	
	<p>Provide models of engaged activism to educate and encourage participation</p>	<ul style="list-style-type: none"> • Climate Action Network • Climate Advocates • Resource Friends • EJC 	<ul style="list-style-type: none"> • Staff can provide communications support
	<p>Facilitate participation in public witness</p>	<ul style="list-style-type: none"> • Climate Action Network • Climate Advocates • Resource Friends • EJC • Legislative Policy Collab. 	<ul style="list-style-type: none"> • Other groups who carry out organized direct-action and public advocacy campaigns • Staff can provide publicity
	<p>Participation in their campaigns, and sharing news of the organizations' work.</p> <p><i>At some point, possibly we would organize our own campaigns</i></p>		
	<p>Speak out for the PYM body</p> <p>The Presiding Clerk and the General Secretary will speak on behalf of the yearly meeting to support our witness on climate change.</p>	<ul style="list-style-type: none"> • Presiding Clerk • General Secretary • Climate Change Advisory 	<ul style="list-style-type: none"> • Resource Friends • EJC • Legislative Policy Collab. • outside groups
	<p>The YM and groups within it will join other organizations in witness through sign-ons</p>	<ul style="list-style-type: none"> • Presiding Clerk, General Secretary and Climate Change Advisory for PYM. • EJC, LPC for themselves 	
	<p>Appointed groups within the YM that have missions aligned with this ministry may also speak for their group.</p>	<ul style="list-style-type: none"> • EJC • Legislative Policy Collab. 	

Locus		Authority/bottom- liners	Contributors
Education	Resource Library A web-based library of training programs, educational materials and tools for individuals and groups of all ages	website is staff-maintained	
	materials organized in modules that can be used in any group	suggested resources approved by Advisory Group	resources may be recommended by individuals, meetings, staff, or anyone
	Programs, Events and Trainings All PYM programs and events will be organized with an attention to how this witness is relevant to them.	Every person responsible for managing a program	
	Programs, events and trainings may be offered through PYM to all Friends and meetings.	<ul style="list-style-type: none"> • PYM Friends/groups • Climate Action Network • Climate Advocates • Resource Friends • EJC 	Staff can provide logistics and publicity support
	Programs, events and Trainings facilitated by outside orgs and trainers may be arranged for PYM Friends participation OR Programs, events and trainings offered publicly may be publicized to PYM Friends	Recommendations approved by the Advisory Group	<ul style="list-style-type: none"> • Any PYM group can recommend an event be publicized. • Staff can provide publicity support
Carbon Footprint	Reduce the carbon footprint of our operations This applies to facilities, events, travel, materials used, etc.	PYM Staff	Each person responsible for managing any part of operations
	Tools for moving toward net zero emissions will be placed in the Library including info on energy audits, energy improvements, supporting "green teams, how to sponsor joint buying arrangements etc.	<ul style="list-style-type: none"> • resources are approved by the Climate change Advisory • the website is maintained by staff 	resources may be recommended by individuals, meetings, staff, or anyone
	Notation of the systemic factors contributing to climate change for each aspect of operations will be shared along with reports on carbon footprint reduction measures	PYM Staff	<ul style="list-style-type: none"> • Resource Friends • EJC

Locus		Authority/bottom-liners	Contributors
Finance	Investments Investment decisions will incorporate the promotion of a sustainable environment to have a greater social and environmental impact.	Administrative Council	<ul style="list-style-type: none"> • Finance Committee • PYM Staff
	Budget The preparation of the annual budget will consider the financial needs of this ministry.	Administrative Council	<ul style="list-style-type: none"> • Finance Committee • PYM Staff
	Philanthropy PYM is asked to add an environmental focus to the distribution of its funds through contributions and grants when possible.	<ul style="list-style-type: none"> • Granting Committee and Granting Groups • General Secretary 	<ul style="list-style-type: none"> • PYM Staff
Mourning Loss & Instilling	In all of the work we do, from programs to finances to relationships, and in addition to that work, we need to ensure we are creating space to experience the depths of feeling and the presence of God.		

Sample Template Report on the Yearly Meeting Activity to address Climate Change

Section A: Benchmarks

1. List each benchmark with due dates in this period and comment on the progress, who was involved, what was accomplished and what blocks to the work exist
2. List future benchmarks and comment on their current viability and any changes or adjustments that are recommended

Section B: Accountability

1. How does this decision support us in our goal to reduce climate change and counter the worst adverse impacts of climate change? How is this guiding query working for us?
2. Provide a summary of the reports shared by meetings, groups and individuals
3. Provide a summary of experiences that have been shared by meetings, groups, and individuals in news stories and events

Section C: Experience of Engagement

Based on reports, activity, benchmark progress and stories shared about our shared work:

1. What is the sense of Friends' experience and engagement with the work in the yearly meeting environment?
2. How does the work affect the spiritual condition of the yearly meeting?
3. What is the sense of monthly and quarterly meetings and PYM groups' experience and engagement with the work?
4. What is the sense of individuals and households' experience and engagement with the YM.

Section D: Conclusions and Recommendations

Appendix 9: Project Drawdown

Project Drawdown is a recognized leader in providing solutions to global warming and can be a valuable tool for Friends trying to address the climate crisis. The mission of Project Drawdown is to help reach “Drawdown,” the point when levels of greenhouse gases (GHGs) in the atmosphere stop rising and begin to decline, in order to stop climate change “as quickly, safely, and equitably as possible.” The solutions, first presented in the 2017 book *Drawdown: The Most Comprehensive Plan Ever Proposed to Reverse Global Warming*, have been ranked according to the amount of GHGs kept out of the atmosphere by avoiding emissions in the first place and/or by sequestering GHGs already in the atmosphere. Most solutions also provide additional social, health, and economic benefits.

Drawdown solutions work on all aspects of the climate equation—reducing sources (net zero emissions), supporting sinks (sequester carbon using nature’s carbon cycle), and helping society achieve broader transformation (promote equality for all). Within each area of action, solutions are organized into the following sectors:

- Electricity
- Food, Agriculture and Land Use
- Industry
- Transportation
- Buildings
- Health and Education
- Land Sinks
- Coastal and Ocean Sinks
- Engineered Sinks

[Project Drawdown](#) believes that achieving drawdown depends on widespread awareness and understanding of climate solutions. The information at the website <https://drawdown.org/solutions> is continually updated to provide viewers with information they need to implement solutions in their communities.

Take their [new online course](#), Climate Solutions 101 here: <https://drawdown.org/climate-solutions-101>

Download the [2020 Review](#) here: <https://drawdown.org/review>

PYM Climate Action Network (CAN)

Please join us.

PYM and its Eco-Justice Collaborative will build and maintain a Climate Action Network of Friends who agree to work together on climate and justice issues and to be a conduit of information to their meetings. The network will exist also as a database that includes information on legislative districts so that Eco-Justice Collaborative can notify Friends when to contact federal, state, and local representatives, especially when the need for advocacy is urgent.

* Required

Email *

Your email

First Name *

Your answer

Last Name *

Your answer

Street Address *

Address information is for legislative districts so that Eco-Justice Collaborative can notify Friends when



Address information is for legislative districts so that Eco-Justice Collaborative can notify Friends when to contact federal, state, and local representatives, especially when the need for advocacy is urgent.

Your answer

City *

Your answer

State *

Your answer

Zip Code plus 4 digit suffix *

Your answer

County *

Your answer

US Congressional District: <https://www.house.gov/representatives/find-your-representative>

Your answer



Please let us know your State Legislative Districts if possible.

Your answer

Meeting and yearly meeting or Organization *

Your answer

Do you consent to text alerts for upcoming actions?

Yes

No

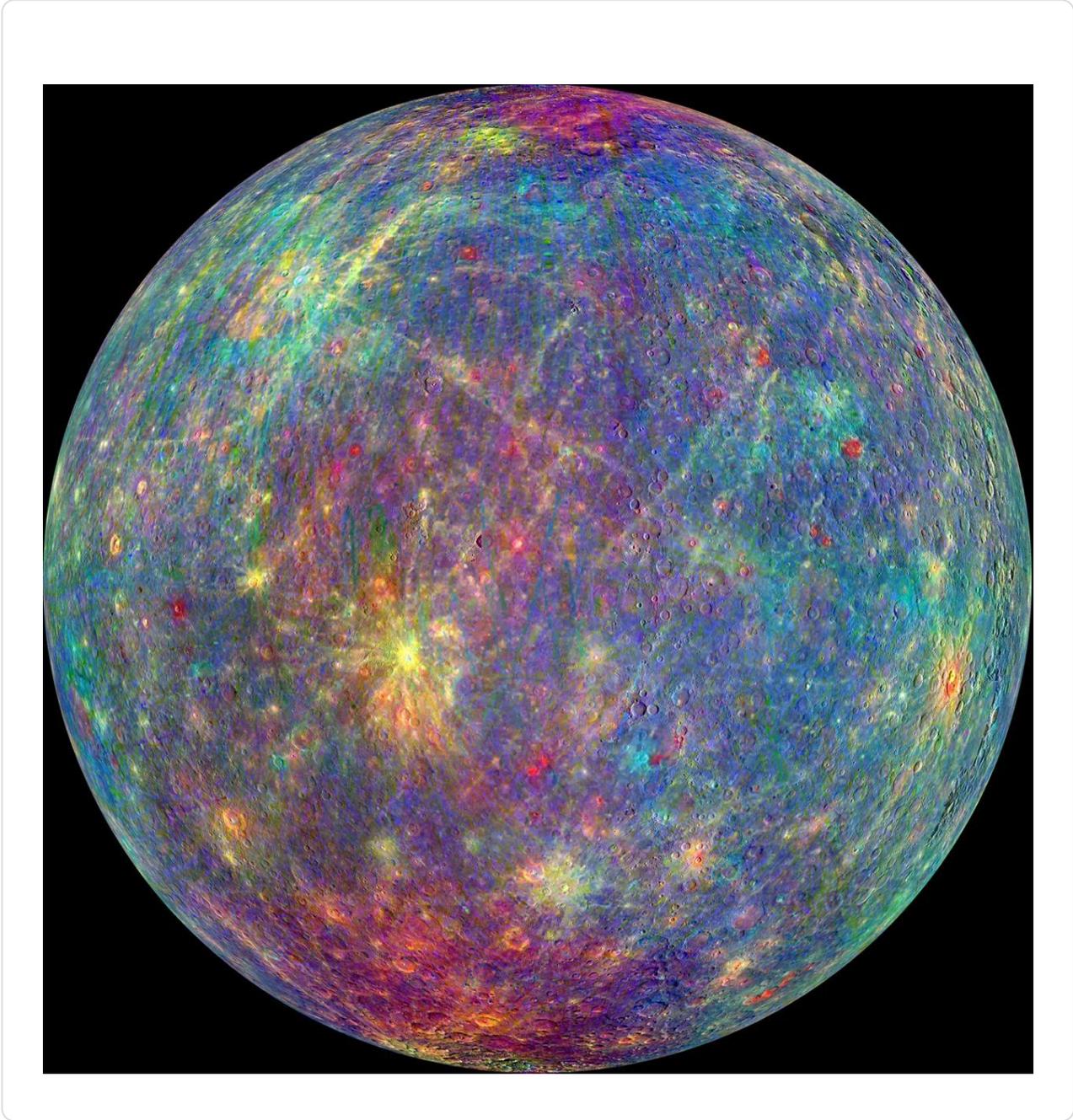
If you said yes to receiving texts, what is your cell phone number?

Your answer

By checking this box, I consent to receive newsletters and alerts on climate actions. *

Yes, sign me up for CAN!





Send me a copy of my responses.



Submit

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Google Forms



Draft Minute for DEI Next Steps

The Ministry & Care committee describes the guiding principle of a truth and transformation process in this way:

We seek, as Friends, to be in right relationship with one another and with Spirit and... to build and maintain blessed community. That connection is precious and also fragile. When connection is disrupted, there is pain and loss. The goal of the truth and transformation process... is to create a space in which that connection can be re-woven and the fabric of relationship repaired.

Proposed Minute:

Yearly Meeting in Session charges the Administrative Council to ensure a truth and transformation process unfolds over the course of the next year with the following goals, extracted from the DEI Sprint report:

- To surface specific harms and the various harmful dynamics in our yearly meeting that perpetuate racism with the intention of embracing anti-racism and racial justice for our community.
- To culminate in the renewal of our commitment as a yearly meeting to the 2015 minute on addressing racism through the development of a vision and mission for racial justice.
- To facilitate deep listening and greater capacity to honor multiple experiences and narratives about the same things at the same time. The process does not seek for us to reach agreement on particular things as a yearly meeting.

To do this, the Administrative Council will:

1. Appoint, with the presiding co-clerks, two or three midwives to carry the truth and transformation process.
2. Identify the necessary resources to support the midwives' successful work.
3. Assure regular updates and communications about the process are being shared widely, which should include the use of the network of monthly and quarterly meeting contacts the Anti-Racism Collaborative has developed.

Additionally, informed by the learning and experience of the Truth and Transformation process, the Council will charge the midwives with:

1. Developing and presenting to Annual Sessions 2022 for affirmation, a vision and mission statement for addressing racism as a yearly meeting.
2. Making a recommendation for the formation of the Racial Justice Holders.

Additional References

2015 Minute

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

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

Strategic Direction: Ensure our communities are welcoming and safe for all people

We will look courageously into the roots of inequity in our culture, be willing to see and feel the pain it can cause, and choose to do whatever is necessary to take risks and to change. We will dismantle imposed barriers in our yearly and monthly meeting structures and activities, which impede our experience of God within our communities and within ourselves. We seek to make the congregations inside of our meetinghouses reflect the beauty and diversity of the world outside of them.

General Secretary Report to PYM Annual Sessions

August 1, 2021

In 2014 our yearly meeting approved six strategic directions and charged the Implementation Committee with forming a seventh (read them all on the final page). Those directions have guided us to define a shape of our yearly meeting. This report shares that shape in three sections. The first section is about our purpose, the second is about the shape itself and the third is about goals for the upcoming year. All of these come from the strategic directions and were able to be articulated this past year for the first time.

Section One: Who, What, Why

The strategic directions didn't spring from a mission statement that describes who we are, why we exist and what we do. They came from deep listening to Friends in a worshipful space in many formats over several years. The Long Range Planning Committee was able to discern these directions from the patterns reflected in all of the sharing and worshiping. To support the focus of our work, staff reverse-engineered the seven strategic directions to see what they pointed to regarding our purpose. From this came a group of six words and phrases which are each described below.



The yearly meeting supports **PYM Quakers and Quaker communities in PYM**. This means Friends who are actively engaged in and/or committed to a PYM meeting (monthly or quarterly) and Friends who are actively engaged in and/or are committed to a community within PYM (such as Young Adult Friends). There is no language distinguishing between members and attenders. It is notable that the strategic directions do not point our attention toward could-be Friends or seekers.

PYM connects. Repeatedly, throughout the strategic directions, we are asked to connect Quakers and Quaker communities: "Connect Friends and Meetings to one another," "Connect Friends through communications and technologies," "encourage and support one another," "we are interconnected." The yearly meeting is a container and can uniquely bring individuals, meetings and groups and ministries together within it.

We connect Quakers and Quaker communities to experience our **life as faith and practice**. The moments of our individual and corporate lives are centered and fed by being responsive to the experience of the Divine and guided by our testimonies. A life centered in faith and practice is one engaged in worship, discernment and decision-making in the manner of Friends, faith formation (aka religious education), witness to and expression of justice and being accountable to God with one another.

The strategic directions suggest three adjectives: vibrant, inclusive, and interdependent.

When **our community is vibrant**, the people and activity shine out and draw people and energy toward it. This radiance and gravity are regenerative and keeps itself going. Its existence feeds its existence. Those who are engaged have a sense of responsibility for maintaining and growing and following the Life experienced.

When **our community is one of belonging**, the voice, imagery, needs, gifts, and love of all people are expressed, welcomed, and received. The way we function reflects the value of belonging when the activity, opportunity, resources, and decision-making are such that they are engaged in by all people.

When **our community is interdependent**, we are all shaped by other Quakers, meetings, and groups. The presence and activity of the people and community impact the way our extended family, the yearly meeting, functions while simultaneously the presence and activity of the yearly meeting impacts people and communities. Relationships and accountability are nurtured among people and among communities

There are two sentences in our book of Faith & Practice that describe the yearly meeting: *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* (page 71). These sentences line right up with our strategic directions to show us the purpose of Philadelphia Yearly Meeting.

Section Two: The Shape

The purpose of the yearly meeting shapes how we function and focus. It is expressed through three spheres: Connecting Friends, Shared Concerns, and Everyday Quaker Living.

PYM CONNECTS FRIENDS & MEETINGS

The yearly meeting connects Friends, meetings, groups, and ministries across our geography. We connect individuals who have shared callings and interests, such as ecojustice. We connect individuals who have shared identities, such as middle school age Friends. We connect through programs and events that speak to our needs, our joys and where we are ready to grow. We connect through many forms of communications, including weekly emails to all Friends, a website that shares news and events of all that is happening in our region, beautiful graphics, and print mailings. The staff supports all these ways of coming together for whatever purpose arises.

PYM SPEAKS TO SHARED CONCERNS

One of our Strategic Directions is to facilitate PYM-wide witness and social action. As seekers of Truth, we expect to be called to action. This Direction asks us to enhance our effectiveness by focusing our yearly meeting-wide action on a few, clear concerns and to encourage and support one another in taking risks together, as we make an impact on our society. My experience of this Direction is that God used it to tell us to Get Ready because we are about to be called to do some vital work together. We

didn't ever settle into a discernment process to seek what that calling might be – three concerns were handed to us, one after another: Address racism, create space for belonging, and interrupt climate change. This Annual Sessions shows us how we've been preparing and puts the three concerns in front of us to take concrete next steps.

PYM SUPPORTS EVERYDAY QUAKER LIFE

Our yearly meeting provides ourselves with resources and services that support the ongoing logistics and relationships for Friends, meetings, groups, and ministry. Our daily, individual, and corporate (of the body) experience and routine is supported by PYM's Faith & Practice and our decisions at our annual and continuing sessions. Everyday all of us attend to how we nurture our capacity for ministry and care, spiritual formation, peace & social justice, outreach & communications, governance & stewardship of our resources. None of us do this alone and the talents and involvement of our extended family of Friends deepens our capacities.

Section Three: Goal Areas for the Upcoming Year

We move in the direction the strategic directions call us. Focusing on specific areas within those directions helps us do first what needs to be done first and then build from there. There are four goal areas that the staff is focusing on for the upcoming year. The choice of these four is based on a number of things. They are entirely formed within the strategic directions. They related to the goals set by the councils for themselves. They are based on the experience of staff. These are called goal areas rather than goals so they can be broad enough to be adopted and used regardless of whether someone is working with children, communications, design, or budgets.

Guide Friends who are "Aware" of PYM toward being "Actively Engaged"

This goal directs our focus as we encourage connection within Philadelphia Yearly Meeting. There is a continuum of engagement that begins with Friends who don't know PYM exists and stretches to Friends who are active every week in a leadership capacity. **Aware** Friends refers to those who know the yearly meeting exists and we know they know because they have chosen to receive weekly emails or they gave money once or attended an event. The goal is to encourage these Friends to become **Actively Engaged**. At that point they will be attending several programs in a year or always going to Sessions, they might consistently contribute financially or contribute news stories about their meeting to the website. We are not trying to move everybody one level deeper, we are not trying to make sure every single Friend is aware of PYM – although of course we're not resisting that either. This goal is a matter of deliberately focusing on attending to the way we communicate, the programs we offer, connect with donors, choose images, make things available on the website with an eye toward further engaging the Aware.

Make clear the essential role of meetings to one another and to PYM

Quakerism generally and our current governance structure specifically is guided by the understanding that we can better know God and be faithful to the movement of the Spirit when we are in the community of Friends, meetings, and ministries. As the councils focus on their connection and listening to meetings, the work of staff will help illuminate our community's interdependence so we can clearly see it.

Center marginalized populations of Friends to develop PYM capacity for diverse participation

Our youth and the young adult Friends in our community are our future. They are also our present. A present community that is organized to meet the needs and joys and gifts of younger Friends - a community that is made for them and by them - will be one where they will thrive and where others will want to join them. This goal asks us to put at the center of our work the Friends who tend to be marginalized in the world and in our community: younger Friends, Black, Indigenous, and Friends of Color, LGBTQ+ Friends, and Friends with disabilities.

Hold space for re-opening with attention to rest and healing

It's not news that the last year put everyone through the wringer – in the world, in our personal lives and in our religious community. As we head into the next year, last year doesn't disappear. The strain and grief doesn't evaporate. Additionally, while gathering in person again is lovely it comes with its own stressors. This goal is about paying attention to understanding that we are tired and the next year brings more things that can make us more tired. The way we do what we do needs to pay attention to giving us space to have all the feelings and to have all the spaciousness to gain strength together.

In Closing

The way we are called to be in the world may change. I think it's likely that after we have deep practice and understanding of belonging, we will be ready to welcome in seekers in a whole new way and that we will find that's how we're called – but that isn't what is in front of us right now as the primary ways to live and move. Additionally, the way individual Friends, meetings and groups are called or choose to act may be in addition to to the strategic directions, the purpose and shape and goals of our community and work. As a people we continuously look for what is revealed newly to us.

While we remain open to continuous revelation, we also hold the discipline of expecting to have an impact in a long-term capacity. To do that we need to be faithful to the way we are called toward a longer view. Our strategic directions help us maintain that focus.

2014 Strategic Directions

Connect Friends and meetings to one another so that we may experience vibrant, Spirit-led faith community.

We will share among us the wisdom, creativity, and resources of our meetings and Friends, so they may resonate throughout the whole community and allow us to thrive in relationship with the Divine. Individuals and meetings will give time, gifts, and experience in service, and in turn receive new insight, grounding, and friendships, directly and indirectly enriching their meetings and their own spiritual lives.

Simplify and focus on governance and administration.

We will use our finite resources of volunteer time and energy to focus primarily on God's work and to sustain our extended community. This process will simplify our structure and processes, clarify roles, responsibilities, authority, and accountability, and reduce the number of things we do. Thus, we will create new opportunities for access and participation, open to anyone with the skills, experience, and will to serve, regardless of time and travel limitations.

Connect Friends across the yearly meeting through effective communications and technologies.

We will connect Friends across the geography of PYM and with Friends from the wider world, in order to carry our concerns together. We will do this in a manner that allows everyone, without traveling, to participate in the life of the community.

Broaden engagement and deepen relationships in our yearly meeting.

Because we are all interconnected, we seek to increase a sense of belonging to an extended family of Friends. To be effective and whole, we need each other. Our personal experience of being a Friend is deepened by worshipping, discerning business, and sharing community beyond our home meetings. Friends of all ages, locations, and interests will have ways of entering the community and will feel glad they've participated.

Develop and widely communicate clear messages about Quakers and PYM.

We will send boldly into the world the message of our distinctive Quaker faith and practice, so that we are known not only for our historic witness but also for our present action, encouraging others to join us, and so that all may be inspired.

Facilitate PYM-wide corporate witness and social action.

As seekers of Truth, we expect to be called to action. Together, as a PYM community, we will witness to the Light, contributing to transformational work in the world. We will encourage and support one another in taking risks together, as we make an impact on our society. We will enhance our effectiveness by focusing our corporate action on fewer, clearer goals.

Ensure our communities are welcoming and safe for all people.

We will look courageously into the roots of inequity in our culture, be willing to see and feel the pain it can cause, and choose to do whatever is necessary to take risks and to change. We will dismantle imposed barriers in our yearly and monthly meeting structures and activities, which impede our experience of God within our communities and within ourselves. We seek to make the congregations inside of our meetinghouses reflect the beauty and diversity of the world outside of them.

To All Friends Everywhere:

We send loving greetings to our world family of Friends, especially the children and youth in your communities and your care. A challenge of holding our Annual Sessions online is that there are few times for us to be present to one another across all generations. We want adult Friends to know that we were here!

Our children and youth programs were reimagined for these Sessions because we listened both to our experience of the pandemic, and to the needs of young people and families. It felt vital to find a way to gather in-person. Almost 40 children, youth, and adults came together in multigenerational community at Historic Fair Hill on Sunday morning, July 25, to play, learn, work in the gardens, and worship together. We also ate ripe peaches and mulberries right off the trees.

During the week of Sessions, afternoon online programs focused on special guests and programs that explored identity, inclusion, and belonging. This included spending time with two keynote speakers: Tommy Greenler introduced their drag persona Pam to the Children's group with a Drag Queen Story Hour, and Mai Spann-Wilson led a powerful 4-part workshop on Social Justice with Young Friends, our high school group. These programs helped us to kick off our Youth Programs theme for this year: "Building the Quaker Community We Want to Be."

We were here, Friends, ***part of these Sessions, even though we were apart from you.*** Many youth and families in our meetings experienced a similar distance in the last year. We have heard Friends reflect on children and families being "lost" or "missing" from meetings during the pandemic. They were still there, but apart from you. Many of us were working to stay connected while apart, collaborating and supporting one another, and discovering new ways to connect with youth, each other, and the wider community during this time. We do not always know what the future holds, but we have learned that we are adaptable and always ready to serve youth in the ways they need.

While we were creative and flexible, we also struggled with feeling "Zoomed out" and planning programs that frequently had little to no turnout. Young people were overwhelmed with online school and the stressors of the pandemic. They missed their friends. We missed them. The Youth Programs communities we are returning to are not what they were before; in a way, we are all newcomers after the time apart. This week, almost all of the children and younger youth who participated in Sessions were new to PYM programs, which feels hopeful.

Our youth programs create safe spaces for children and youth to learn about Quakerism and build a sense of belonging to this faith and our community. We seek to nurture the inclusion of youth in the wider PYM community, while also nurturing Quaker identity, naming of gifts, and building unique skills of discernment and leadership in young Friends. In the process of thinking about what we've learned from the pandemic and new directions this leads to, we have affirmed our work is to make spaces for our children and youth to think about who they want to be and what they want their Quaker communities to become.

We encourage adults in our community to join us in the work of building the Quaker community we want to be. Reach out to families and young people you have not seen during the pandemic time. If you are leaving these Sessions with new clarity about the issues before Friends and our work in the world, invite children and youth

into the witness of the community. The concerns they identified this week may sound familiar – justice, peace, caring for the Earth, and loving one another. We advise you to be flexible with responding to young people and their needs, and seek to be open to receiving feedback, knowledge, and gifts from youth.

We were here Friends, part of these Sessions, integrally part of Philadelphia Yearly Meeting, all of us being held in the love and Light of the same Spirit.

Olivia Chalkley, Young Friends
Elizabeth Croce, Middle School Friends
Crystal Hershey, Children & Families
Mars Hohenstein, Children & Families
Aeryn Luminkith, Young Friends
Kristin Simmons, Middle School Friends
Alix Vallery, Middle School Friends
Melinda Wenner Bradley, Youth Religious Life

To all Friends everywhere,

Greetings from the 2021 gathering of Philadelphia Yearly Meeting Young Adult Friends, coming together to be in community with one another and join in Spirit for the 341st PYM Annual Sessions. At this time we are all upon the native lands of the First Nations of Turtle Island as we meet online; acknowledging the colonial practices of cultural genocide and state-sanctioned violence that are ongoing today is one small act of naming the systems on which we have built our cities and our societies. This stolen land we stand on was taken by violence and then built upon using forced labor by stolen bodies.

Young Adult Friends joined together Wednesday through Saturday evenings to worship, bond, share our Quaker values, and be in community with each other. Throughout the week, Friends celebrated the movement of Spirit in our expansive expressions of our authentic selves, our passions, and our creativities. Friends welcomed the ministry of Pam/Tommy Greenler, our Artist in Residence, and our hearts welled with joy as the body reflected the celebration throughout their keynote and their ministry shared at our YAF session on Friday evening.

This is a time of change and discernment. During this time of shifts in coordinator leadership in PYM, Friends welcomed the spiritual grounding of the Young Adult Friends community from Kimani Keaton and Zachary Dutton. We lift up [the minute](#) shared during our Spring Retreat thanking the leadership and future work of Meg Rose.

Friends spoke of Quakerism being made up of communities of seekers. We are not only witnessing, but walking hand in hand with the greater PYM body as we strengthen our capacity to move forward together. This is a powerful continuing revelation.

We affirm the movement of Spirit through the body addressing the interconnections between climate change, inclusive membership practices, and centering racial justice, which includes reparations to those whose ancestors stewarded this land and built our cities and societies without being paid their due. We reaffirm the urgency of this work and lift up the ministries of our Young Adult Friends and our Annual Sessions keynote speakers.

When the fire within us shines, it is that of the Spirit within holding us with Light. We are each made up of star-stuff, and this body can be a constellation lighting up the sky for ourselves and for our communities, in which we create meaning and live our lives. Thus, it is our Quaker duty to hold up and celebrate the sacred in us and the sacred around us in the land we inhabit, and part of that sacrality is making reparations to those whom we have violated and brought violence to on this land.

Quakers and those aligned with Quaker values are led with Light to seek connection, understanding, and grace in each others' experiences globally. Our voices are one of our greatest tools. Speaking up against injustice with loving compassionate kindness does not constitute acting in violence . . . it is a step towards healing our divisions and forming a more peace and spirit filled globe.

Minute of Concern: To Friends everywhere, it is our Quaker duty to hold up the sacrality of the body of ourselves and of the land and thus, Quakers ought to pay reparations in their deep commitment to the work of racial justice and social equity.

With love and peace,
Young Adult Friends

Young Adult Friends Epistle
August 1, 2021

Young Adult Friends Minute of Appreciation

The Young Adult Friends of Philadelphia Yearly Meeting thank Meg Rose for her faithful service as YAF Coordinator for the past four years.

Meg is an extraordinary friend, and Friend, to this community. Coming in under a time of change within the YAF community, and PYM as a whole, she has led us under a calm and nurturing manner. Meg has also brought innovative programming to the group such as picnics in Clark Park and retreats that center time for radical rest and compassionate fellowship. Throughout social distancing orders, Meg has continued to bring the community together via fun, grounding, and creative virtual retreats.

Meg has spiritually nurtured and grounded the YAF community as a whole. She maintains an umbrella view of everyone who touches the community. With love and care, Meg has walked with Friends through times of conflict. Additionally, under Meg's leadership, YAFs have been able to make impactful motions to PYM as a whole exemplified by the Berks Detention Center Action in Spring 2019 continuing sessions, advocacy for young adult inclusion in the PYM Granting Groups, and the reform movement to allow any Friend to participate in greater PYM community regardless of their meeting membership status.

Based on "institutional knowledge," many Friends in the community have ideas of what the role of coordinator should be. Meg listened to those expectations and ultimately made the role her own and for that, we are deeply grateful. Meg has made everyone—from Friends who join a retreat once, to Friends who never miss a program- feel not only welcomed but that they belonged. Her attention to culturally specific needs of community members has nurtured a community framework that centers accessibility.

We will miss Meg dearly and we are excited to continue the programs Meg has so caringly built upon during her tenure. We remind Meg that she will always have a home within our community and look forward to continuing conversation and updates from our dear Friend. We wish Meg all the best with her career in social work, and in future spiritual fellowship. Cincinnati is lucky to be receiving such a caring and impactful leader in Meg. To experience her ministry has been a joy. To witness her path moving forward is an honor.

To Friends everywhere:

Greetings from the 341st Annual Sessions of Philadelphia Yearly Meeting of the Religious Society of Friends (Quakers), held for the second year virtually via Zoom. The pandemic continues to affect the ways in which we find community, but we joined together excited to spend time with our Quaker family and engage with our work.

Annual Sessions began with a retreat offered by the Spiritual Formation Collaborative. Rooted and grounded in Spirit, we listened to each other deeply, remembering that in all our differences and diversities we are family. Our theme was “Uprooting Injustice, Rooting Justice,” and the opening plenary exhorted us to “Do justice, love mercy, walk humbly with our God” (Micah 6.8).

Over the course of six days we gathered to worship, attend to our business, and deepen community in Bible study, affinity groups, and worship sharing. Our youth gathered separately for their own programming. We miss spending time with them each day to hear updates and share in worship. We look forward to the return to gathering in person, so all ages can be together.

Our keynote presenters invited us to transform ourselves and our Quaker communities. Nikki Mosgrove, our first speaker, invited us to engage with oppressed communities and our neighborhoods through equitable investment. On the second night, Pam/Tommy Greenler shared their inspiring spiritual journey to full identity. They shared the courageous insight that, “We’re all born naked and the rest is drag” (RuPaul Charles). The following evening, Mai Spann-Wilson shared a cycle of poems from his experience as a Black man. He challenged us to reflect upon inclusiveness through education for all ages in “radical truth” on an even playing field.

In the first keynote on Saturday, Cherice Bock asked us to think about “What do we as Friends require of each other?” She motivated us to think of our place in our watershed as we act to become “hubs of community resilience” answering climate change. Later that evening, Sa’ed Atshan delivered a dynamic talk about constructive conflict and the metaphor of the dance to describe his experience with Friends Central School, the occupation of Palestine, and his identity as an LGBTQ+ activist.

Our business sessions took up major proposals on Diversity, Equity and Inclusion; Climate Change; and Membership and Belonging. Each sprint came well prepared to build upon the work from prior sessions. These three sprints proposed the following:

- a course of action for our anti-racism work and commitment to engage in real, tangible measures to transform our communities;
- a one-year trial of at-large membership, an effort to welcome and embrace those who have not found a spiritual home in a monthly meeting;
- adoption of climate crisis and climate injustice as a yearly meeting ministry, complete with comprehensive playbooks for individuals, households, monthly and quarterly meetings, and Philadelphia Yearly Meeting.

With divine help from the Spirit moving among us, we enthusiastically approved each proposal.

We have seen the working of Spirit this week. We joyously celebrated hearing a Minute of Declaration and Commitment of the new Ujima Friends Meeting. The Worship and Care Committee led us through an exercise that helped reveal the value of deep listening to racial and social injustice. Throughout these Annual Sessions, we have heard a call to grow, change, evolve, and transform, both individually and collectively.

We leave Annual Sessions with an awareness of the work ahead of us and a commitment to move forward with our transformation. This is when we begin to apply the lessons, use the resources, and uplift the members of our community who have identified themselves as ready to serve. We recommit ourselves to the necessary work to help build the beloved community as we embrace the discomfort of growth and transformation. We are more than just Philadelphia Yearly Meeting, we are family.