



**343rd Annual Sessions
Philadelphia Yearly Meeting**

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Thursday, July 27th, 2023, evening

The theme was Interconnection.

The Meeting began with a period of worship.

The Clerk introduced the clerks of Yearly Meeting, the Elders, visitors and Friends representing other Quaker organizations.

Jane Cadwallader was approved to serve as a second recording clerk for these annual sessions.

The epistle committee, consisting of seven nominees, was presented and approved. They will present the first reading on Saturday at the end of Meeting for Business, and a final reading on Sunday for approval.

Epistle committee members: Joan Broadfield, Chester Monthly Meeting, Chester Quarter, Janaki Spickard-Keeler, Chestnut Monthly Hill Meeting, Philadelphia Quarter, Grant Stevenson, Lehigh Valley Monthly, Bucks Quarter, Joshua Ponter, Haddonfield Monthly Meeting, Haddonfield Quarter, Sameer Manchanda, Newtown Monthly Meeting, Bucks Quarter, Diane Kaylor, Gwynedd Monthly Meeting, Abington Quarter, Karl Malchut, Chester Monthly Meeting, Chester Quarter.

The Nominating Council report was presented by Suzanne Day.

The report shared the Friends who have been nominated to serve at PYM.

The Treasurer position remains vacant.

The Administrative Council, Quaker Life Council and Elder nominees were approved with corrections.

The committee members who have been released from their service were approved with corrections.

Clerk offered our deep appreciation and gratitude for these Friends who have served our community so well.

Friends Fiduciary Board of Managers recognizes the Friends who serve on this independent board.

The breakout session **focused on interconnection.**

Friends shared their experiences around this topic, including Meetings in rural areas getting together contrasted with Meetings across the street from one another in an urban setting,

another Meeting hosted a post pandemic Friends are Fun event. Clerk hopes that Friends may be inspired to try different ways to connect with new Friends and other Meetings.

The Report on Friends General Conference and its Annual Gathering was presented by Frank Barch.

This was the first summer gathering held in person since 2019, which took place this month. Next year, the gathering will take place at Haverford College June 30th to July 6th, 2024. FGC has a three-year goal to fund an endowment for the summer gathering. FGC has several programs to support Meetings and Friends interests, such as the Spiritual Deepening Program, which can be accessed online. FGC is piloting a Spiritual Mentorship Program for youth and young adults. The Ministry on Racism offers assistance to Meetings that seek to develop their racial awareness. If you are interested in being a representative for FGC, please reach out to the Nominating Committee.

The draft budget for next year (October 1st, 2023 through September 30th, 2024) was presented by Andrew Anderson, outgoing treasurer, and Linell McCurry.

The story of the Good Samaritan is pertinent, as not only did he have good intentions, he had money to be able to help. PYM has been successful in working within our budget. Arch Street has been very successful in its fundraising efforts this year. Distributions have flattened of late; we expect income may begin to rise in 2025. Our expenses reflect that staffing is our biggest expense and more positions are being filled. There are no significant changes in our budget this year. Some funds have more available cash as we were less active during Covid. There was a question on contributions to others. For this year, they are not yet determined. The General Secretary, Christie Duncan-Tessmer, clarified some of the organizations to whom we contribute. A Friend asked that we document it more clearly. The Treasurer will add it to the liner notes. A Friend encourages us to continue our funding for reparations.

The budget was approved.

As the outgoing Treasurer, Andrew Anderson spoke to the difficult choices that were made by the Finance Committee in 2011, when the PYM staff went from forty full-time employees to eighteen full time equivalent. We had to set some constraints. He is proud of the work done as a team; we were able to move forward. At the time, we were spending our reserves. We have since had several years of balanced budgets by living within our limits. Best practices mean maintaining an operating reserve. This allows us to do more spirit led projects with our money. Things are better than they were. We are a fit organization. Andrew leaves this service with a

relatively light heart; the bucket doesn't leak. Clerk thanked Andrew for his ability to make the budget interesting.

The Director of Development, Merri Brown, was introduced by Christie Duncan-Tessmer.

Who wants to play tag? It stands for Thanking, Asking and Giving. You are it! This is a fun activity to raise funds for PYM. We ask you to choose one of the TAG options on the PYM website to reach out to Friends or make a donation. Can you tag someone?

Clerk Melissa Rycroft spoke about intervisitation; visiting Friends at other Meetings.

The Clerk spoke about intervisitation. One of our strategic directions is to connect Friends and Meetings to one another. It's also a priority of Administrative Council and Quaker Life Council. Now that Covid is over, we can re-engage in intervisitation. Some Friends shared their stories about this. Friends moved into breakout rooms to consider how to welcome visitors and become one ourselves. We gathered afterwards to share some stories.

Meeting ended with a period of worship.

Respectfully submitted,

Sally McQuail and Jane Cadwallader

Recording Clerks

Friday, July 28th, 2023, afternoon

Held the afternoon of Friday, July 28, 2023 in person at The College of New Jersey and remotely by Zoom.

The theme was addressing racism.

The Meeting began with a period of worship.

The Clerk, Melissa Rycroft, welcomed Friends to the Meeting and introduced the Clerks, Elders, Pastoral Care Team and ushers. She acknowledged the Sessions Coordinating Committee and the tech support team. The Clerk also recognized Friends attending Annual Sessions for the first time, and Friends from other Quaker organizations.

The Quaker Life Council report was presented by Jean-Marie Prestwidge Barch.

The Council holds five committees under its care. A Friend asked if the Councils are different than the committees. They are. The Councils are the Administrative Council, the Quaker Life Council and the Nominating Council. The care committee is concerned with the spiritual life in our Monthly Meetings. Each has joys and challenges; the QLC is working to connect Meetings to others experiencing the same issues. They fall under these five topics: children and families, committee work and leadership, deepen worship, nurture and advance knowledge of Quakerism, and inreach and outreach. Friends were invited to select one of these groups to join to thresh these topics.

A Friend spoke about thinking outside the box to attract children and families. Groups posted notes on their groups' discussions.

The Clerk introduced stories from Meetings on the ministry of addressing racism.

We hope to be inspired by the actions of these three Meetings and how they are approaching this topic. Molly Hicks from Old Haverford spoke about their outreach to get to know the Bethel African Methodist Episcopal Church. They organized interfaith Martin Luther King services with other local churches and a synagogue, hosted local vigils for racial justice after the murder of George Floyd, and opened vaccine clinics. They hope to deepen the relationships to live anti-racist and anti-oppressive lives.

Karen-Lee Brofee from London Grove spoke about their relationship to Allen African Methodist Episcopal Church in Oxford. Three years ago, she contacted their Reverend, Pastor Thomas. Three members of London Grove met online with three members of the Allen African Methodist Episcopal Church. They joined one another at their places of worship. They watched 'The Best of Enemies' together. They are exploring Following the Dream by Martin Luther King. On Juneteenth, members of Allen AME joined London Grove Meeting community to worship

together. The 'precious silence' of Meeting was appreciated. A picnic is planned for next month to have fun together.

Emily Blank, from Salem Quarter, reported for Lisa Garrison on the partnership with the Bethel African Methodist Episcopal Church and Greenwich Friends which began in 2015 around a tour of local participants in the underground railroad. Since then, more than 450 people have participated in these Freedom Tours. They partnered with the mayor and encouraged interracial dialogue. Greenwich Friends helped provide funds to rebuild the bell tower of the Bethel Church.

The Clerk encouraged Friends to visit these Meetings to participate in worship with Friends from the African Methodist Episcopal Church, Bible study, and joyous singing, followed by refreshments. A friend asked Karen Lee Brofee about the article that the pastor of the Allen African Methodist Episcopal Church wrote. Could he submit that article to Friends Journal? She will ask.

Christie Duncan-Tessmer welcomed the staff to come forward.

Those present introduced themselves, described their roles, and are available if Friends need help.

The Clerk introduced Brian Blackmore from the American Friends Service Committee.

He is the Director of Quaker Engagement, which helps Friends become informed about AFSC's programs. AFSC started in 1917 to help Friends do meaningful service as conscientious objectors, and this continued through World War II. AFSC is celebrating the 50th anniversary of publishing Martin Luther King's "Letters from Birmingham Prison". He asks each of us: Are you an abolitionist? He hopes Friends will get involved with the programs at AFSC, such as the Mentoring Program for Social Activism and Quaker Youth. He would welcome hearing from Friends to help develop the vision for Quaker Engagement of AFSC.

Christie Duncan-Tessmer asks what each of our skills and gifts are.

PYM wants to facilitate Friends working together around our Meetings' shared interests. A database is set up for this information. There are 73 different gifts that we have identified. There are two ways for you to share: There is an online form on the website, or you can play a game with a Friend during these annual sessions. Please be a beta tester so we can share our talents across PYM. A Friend asked about privacy. What will be the available access for members of PYM? You can choose how your information is shared. There is a community engagement coordinator who can facilitate these relationships.

Meeting approved the minutes and ended with a period of worship.

Respectfully submitted,
Sally McQuail and Jane Cadwallader
Recording Clerks

Saturday, July 29th, 2023, morning

Held the morning of Saturday, July 29, 2023 in person at The College of New Jersey and remotely by Zoom.

The theme was climate witness.

The Meeting began with a period of worship.

The Clerk, Melissa Rycroft, spoke about the Climate Witness Stewards.

They gather stories from our Monthly Meetings and share the efforts being made so we can meet our climate goal.

The Climate Witness Stewards report was presented by the Clerk, Jackie Bonomo.

Standing under an umbrella decorated with sun and clouds, the Clerk presented a description of the evidence of climate change. In April, 2022, we formed this committee because of our Friends testimony of Stewardship and Climate Change. They hold PYM accountable to our collective witness on climate change and justice, in a spirit led manner. There are five members, and they can be reached at PYMclimatesteward.org. They ask each Meeting to appoint a liaison with PYM to share information: activism, education, carbon footprint reduction, mourning loss and finding hope. Please share your suggestions and insights. We are called to commit to implementing just solutions, and acknowledge what we hope to protect. If we release our fears, we can find clearness to discover creative solutions. There is a proposal to review the carbon footprint of our PYM buildings and seek carbon offset solutions. ClimateSteward@PYM.org. The draft of the Climate Action Playbook is displayed on the wall and is also available in the advance documents.

Patricia Finley presented information from the spiritual state of the meeting reports.

What is your Meeting doing regarding climate change? They focus on reverence and whimsy. We are the ones we have been waiting for. This is the hour. Do not look outside ourselves for leaders. We have a lot to celebrate. There are many ways for Meetings to be active, educate ourselves and provide outreach to the community. Some Meetings are engaged in RRR: reuse, recycle and rot. We need to be aware of what we have lost, but we must keep going, finding hope.

Ruth Darlington spoke about our witness; facing the truth and moving forward. Andrew Anderson spoke about the committee's intention to know what is going on at each Monthly Meeting, working toward climate neutral buildings in the next year. A friend asked about the ecological tour and the bulletin online. To receive it, sign up on the PYM website. A friend asked

about what we are doing to work on our policy issues. There are flyers that explain the work being done, including contact information for our legislators. A friend asked about how to manage microaggressions in our communications about climate. It is a balancing act; listening and sharing with each other. Respect that we don't all experience events the same way. The book, 'Don't Tell Me to Relax!' speaks to mindfulness, and the wisdom of how not to receive the gift of someone else's awfulness. A friend spoke about the importance of using public transportation. A friend spoke about the need to create a broad coalition worldwide, as AFSC, along with several other international organizations did, following World War II. They received the Nobel Peace Prize on behalf of American Friends.

One of the queries in the State of the Meeting Report asks our monthly Meeting about what actions each is taking. It is important to share the story of your Meeting. Clerk encouraged reading these reports as they are a wonderful resource. A friend thanked the presiding clerk for her spirit led leadership today. A friend spoke about carbon offsets; it is better to donate to a local company so as not to support a national fund that may be fraudulent. A friend spoke about individuals and small meetings that can reach out to POWER Interfaith to work together locally.

Jackie Bonono presented information on State College Meeting's Climate Justice Working Group.

The group consists of three Friends. In 2020, they received a gift and used that resource to install solar panels on the meetinghouse. They got an energy audit and implemented changes, such as using LED lamps. They created a Stewardship 7 climate action video for people to view online that offers ideas and methods to implement changes in people's homes. They created a climate and racism educational video, and hosted Quaker Earthcare Workshops on Zoom. They use the ecojustice newsletter to stay informed and encourages action. Jackie participated in a protest in Chester, PA, which drew attention to the poor environmental conditions in that city. At State College Meeting, they grow several herbs for medicinal use that are made available to Chester residents. They offer childcare five days a week and have a community garden. They created a fund for donations to use for other energy efficient projects. They do not invest in funds that include fossil fuels. They held a clearness meeting to reenergize their efforts. How do we be together and support each other around the fears and the losses? We have work to do. A friend asked if State College could allow neighbors to have gardens on their property? They have a community garden and people can rent space. A friend expressed gratitude for the passion and emotion Jackie showed us. A friend had been feeling the weight of the work to be done and is grateful for the interconnection of our work. She urges us to ask; what does spirit lead us to do now?

The Clerk mentioned the Quaker Earthcare Witness Report, which Friends can find in the advanced documents.

Diane Zappa reported from Friends World Committee for Consultation.

FWCC is working with Arch Street Meetinghouse to present a map that shows all of the locations of Meetinghouses in the world. Translations and interpretations are available in many languages. Desmond Tutu spoke about Ubuntu, which translates from Zulu to 'I am because you are'. A friend asked about communicating between different Quaker groups. It is a key part of the FWCC experience. You can go to FWCCAmericas.org.

A friend encourages us to get involved with people around the world. There is an international Zoom meeting for worship held weekly. The world plenary is in August, 2024. The theme is responding with hope to God's call to cherish relations with the earth and with each other.

Friends approved the minutes.

Meeting ended with a period of worship.

Respectfully submitted,

Sally McQuail and Jane Cadwallader

Recording Clerks

Saturday, July 29th, 2023, afternoon

Held the afternoon of Saturday, July 29, 2023 in person at The College of New Jersey and remotely by Zoom.

The theme was climate witness.

The Meeting began with a period of worship.

The Clerk recognized our Elders, who are a grounding presence for us all, the Pastoral Care team and ushers.

The Property Committee report was presented by Neil Holzman and Andrew Anderson.

The committee is under the care of the Administrative Council. They encourage Monthly Meetings to reach out if they need advice about their buildings and property. They presented a video that showed the Property Committee resources to help sustain the more than one hundred Meetinghouses in PYM for the next generation. The committee can facilitate a discernment process at your Meeting to explore the options. They shared Partners for Sacred Places as an outside resource; it is the only national, nonsectarian nonprofit organization that nurtures building transformation. A thread gathering for the Property Committee will take place the last weekend in January, 2024.

The Governance Committee of the Administrative Council report was presented by Roy Zatcoff.

The committee was restructured in 2022 to support all three councils. There are eleven members serving. They are charged with evaluating governance structures, recommending changes, supporting council self-evaluation, communicating regularly on their work, clarifying roles and job descriptions. Some of the current concerns are that they have challenges recruiting Friends to serve on their committee and are concerned about the loss of knowledge transfer. The structure has evolved in a healthy and dynamic way. For example, they now have a policy to name assistant clerks and provide a joint council orientation day. They review the feedback from each council. They hold Council Saturdays and three Admin Members serve on both Admin and Nominating. They are working to align structural simplicity with the resources available including working to reduce the number of council meetings, and are considering more ways to collaborate. They encourage Friends to participate on councils and committees. A friend asked to comment on that report. Another suggested that the friend could write a letter to the Admin Council. Clerk suggested that he meet with members of the Admin Council.

The report from The General Secretary, Christie Duncan-Tessmer, was presented.

It was entitled: “Ten Lesser Known Surefire Ways to Thrive and Bring Life to our PYM Community”. She began with leading Friends in the song “Come and Go with Me”. Friends sang enthusiastically. She spoke about spending too much time in our heads, and not in our bodies.

1. Sessions, staff and resources hold the interconnectedness of PYM: it is a weaving of the people, the ministries and the meetings. It provides the structure with staff of artisan technicians.
2. Go to the PYM website Resources page to access the Skills and Gifts survey.
3. Update your Meeting’s and your own records on the website.
4. The communications staff has been doubled and there is a new content manager.
5. The PYM wide corporate witness and social action link is under development at pym.org/witness, feedback is welcomed.
6. The online Playbook is being developed as a source for how we are engaging in various leadings and ways to put your ideas all together.
7. We have undertaken a strategic direction to simplify and focus Governance and Administration.
8. There is a video online showing the governance structure. Over 100 people meet on a monthly basis to carry out our community efforts. Looks to see where you might fit in.
9. We have a great staff at PYM and Arch Street.
10. We are connecting Friends to one another to stay vital. Three times a year, Monthly Meeting clerks and anyone in leadership positions is invited to come together online to determine the agenda.

A Friend suggested that collaborative information be on the resource page. Clerk noted that sometimes it is hard to find things on the site, but there is a search box. A friend praised the ability to link Monthly Meetings directly to the PYM website; it shows that we are working together and don’t have to do it all ourselves.

The epistle committee presented their first draft, read by Janaki Spickard-Keeler. This is the letter that PYM sends out to Quakers everywhere. How did the spirit move among us at Annual Sessions? Friends were very happy with this draft, and look forward to hearing the final version tomorrow. A friend wonders if we need to explore a testimony of joining, are we hanging on in small meetings, nostalgic for days when we had more members? Should we address this?

Meeting ended with a period of worship.

Respectfully submitted,

Sally McQuail and Jane Cadwallader

Recording Clerks

Sunday, July 30th, 2023, morning

Held the morning of Sunday, July 30, 2023 in person at The College of New Jersey and remotely by Zoom.

The theme was belonging.

The Meeting began with a period of worship.

The Clerk, Melissa Rycroft, spoke about her experience with belonging around our Yearly Meeting. She shared our strategic directions; they guide us. Some are: Connect Friends and meetings to one another, develop and communicate clear messages, facilitate corporate witness and social action and broaden community and deepen relationships in our yearly meeting. Clerk resonates particularly with the last: If a Meeting asks, she will come visit. She really will. She shared a photo album from her travels to monthly and quarterly meetings. How does the Spirit affect thee? Quakers go, and open their homes to new Friends.

A recurring question she has heard this week is all of the things we didn't do. The business of the Yearly Meeting doesn't end with sessions. Please take the handout of events at other Meetings this fall. Please come! Particularly to the Advocacy Policy Threshing Session October 5th and the Outreach Thread gathering which takes place at Downingtown Friends Meeting on October 21st. Fall Continuing Sessions is November 11th, 2023. We take time with our discernment process; these events allow us to fully dive into the topics before us. Another item is that Friends have read the field guide! A Friend shared that she learned new things from this document. Continuing revelations mean that we are not done yet, in fact, it needs a glossary. We continue to evolve and grow. It is a joy, privilege and honor to serve you.

Clerk thanked the tech team.

Ginny Sutton from Westtown Meeting spoke about belonging.

Westtown created a Nurture and Coordination person to work with Friends to plant seeds and grow leadership. The challenge of finding clerks was addressed by a new method: Three individuals at a time serve as tri-clerks, for a period of four months. A seasoned Friend, a person of color, and a relatively new friend work together. Worship and Ministry encouraged Friends to listen to each other and met twice a month, and they created trust circles. They invited families to sit on blankets on the floor during Meeting for Worship. They introduced Godly Play and have seen increased attendance of families with young children. They are learning about reparations. Communication is key. Work with PYM staff, take advantage of the services they can provide. They are so excited about these changes!

John Hayden and Laura Pickering Ford from Harrisburg Meeting spoke about the program that took place at Camp Swatara.

This has been the weekend event location of Caln Quarter's Spring Gathering for their nine Monthly Meetings for the last forty years. The plenary topic was belonging. What does that look like in our Meeting and our communities? PYM resources are valuable. Friends shared what brought them to Quakerism and what brought them to Meeting. They included testimonies from Friends new to Quakerism and seasoned Friends.

Clerk Melissa shared a story from Swatara. A Friend spoke to her about her family being ejected from her faith community. She looked up a website: gaychurch.org and was led to Quakerism. She attended bible study at that Meeting. Alone. It was a conversation, not a lecture. She slowly brought her family to be a part of that Meeting. Clerk thanked Laura and John for the program at Camp Swatara.

The Epistle Committee presented the final draft of the epistle shared by Janaki Spikard-Keeler.

How is PYM called to change as the world changes? It is a joy to gather in community. We encourage you to read this document, which is available on the PYM website. This is the letter that PYM sends out to Quakers everywhere. **Friends approved this epistle with deep gratitude, astonishment and amazement.** Thank you.

Two Young Friends, William Wenner-Bradley and Gianna Cox, read the epistle from young friends and the epistle of the Middle School Friends.

The Young Friends were glad to connect with the larger body of Annual Sessions. They affirm the place of individual vocal ministry within business, and seek to ensure that all messages are heard. The Middle School Friends appreciated the activities and the little friends loved the walk-in nature.

The Young Adult Friends epistle was read by Alex Emmert.

The Young Adult Friends created a minute of concern affirming their love for members of the LGBTQAI in Uganda, whose lives speak boldly to us. They appreciate that PYM continue to providing an inclusive space.

Meeting approved the minutes and ended with a period of worship.

Respectfully submitted,

Sally McQuail and Jane Cadwallader

Recording Clerk

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Nominating Council Report

Nominating Council Members

Name	Monthly Meeting	Quarter	
Ron Inskeep	Gwynedd	Abington	Quarter Representative
		Bucks	Quarter Representative
		Burlington	Quarter Representative
John Christman	Lancaster	Caln	Quarter Representative
		Chester	Quarter Representative
		Concord	Quarter Representative
Michael Lane	Westfield	Haddonfield	Quarter Representative
		Haverford	Quarter Representative
Jeff Rosenthal	Central Philadelphia	Philadelphia	Quarter Representative
Carleton Crispin	Woodbury	Salem	Quarter Representative
		Southern	Quarter Representative
		Upper Susquehanna	Quarter Representative
		Western	Quarter Representative
Suzanne Day	Westfield	Haddonfield	At Large
Nancy Robbins	Third Haven	Southern	At Large
Alice Maxfield	Wrightstown	Bucks	At Large
Tacie Trull	Salem	Salem	At Large
Jim Waddington	Salem	Salem	At Large (temporary)
John Marquette	Lehigh Valley	Bucks	At Large (temporary)
Jeanne Elberfeld	Reading	Caln	At Large (temporary)

Appointments

Treasurer			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM END

Administrative Council - Members			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM END
Andrew Anderson	Monthly Meeting of Friends of Philadelphia	Philadelphia	2026
Tom Zemaitis	Moorestown	Haddonfield	2026 (2)
Jeanne Elberfeld	Reading	Caln	2026 (2)
John Marquette	Lehigh Valley	Bucks	2026 (2)
Chuck Devers	Salem	Salem	2026 (2)
Cathy Toner	Downingtown	Caln	2026 (2)

Quaker Life Council - Members			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM END
Michael Moulton	Germantown	Philadelphia	2026 (1)
George Schaefer	Abington	Abington	2026 (1)
Emily Blanck	Mickleton	Salem	2026 (1)
Debbie Murray-Sheppard	Wilmington	Concord	2026 (1)
Robert Green	Princeton	Burlington	2026 (2)
Guinevere Janes	PYM At Large		2026 (2)
Kathryn Pettus	Third Haven	Southern	2026 (1)

Elders			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM END
George Rubin	Medford	Haddonfield	2026 (2)
.O	Central Philadelphia	Philadelphia	2026 (3)

Releases and Completed Terms

Treasurer			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM END
Andrew Anderson	Monthly Meeting of Friends of Philadelphia	Philadelphia	2023 (2)

Elders			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM END
Paul Kerr	Exeter	Caln	2023 (1)
Jane Cadwallader	Lancaster	Caln	2023 (3)

Nominating Council - Members			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM END
Deb Lyons	West Chester	Concord	
Joan Broadfield	Chester	Chester	

Informational

Friends Fiduciary Corporation			
NAME	MONTHLY MEETING	QUARTERLY MEETING	TERM END
Elizabeth Widdicombe	MM Friends of Philadelphia	Philadelphia	2026 (1)
Ken Aldridge	Germantown	Philadelphia	2026 (2)
Bruce Beaton	Abington	Abington	2026 (3)
Bennett Lomax	Doylestown	Bucks	2026 (3)
Takashi Moriuchi	Moorestown	Haddonfield	2026 (3)

via report from Friends Fiduciary: All candidates bring expertise in business, marketing, and/or investments. In addition, the nominations reflect the board diversity priorities identified by the FFC Governance Committee and Board, including racial/ethnic, geographic, LGBTQ, gender, and age diversity as well as specific skill set priorities. Over the past six years, racial and gender diversity on the Friends Fiduciary board has increased and organizationally we have benefitted from it. In the proposed 2026 panel, four candidates identify as BIPOC and one as female. Our [board diversity matrix](#) is updated annually, in September, on our website.



FY 2024 PROPOSED BUDGET

Oct. 1, 2023, through Sept. 30, 2024

FY 2024 Budget Notes by Line Item

Administrative Council has released this Proposed Budget to Annual Sessions.

A word about Unrestricted and Restricted

These notes 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.

What’s New -- Shared Services Agreement with Arch Street Meeting House Preservation Trust

Last year, PYM and the Arch Street Meeting House Preservation Trust (ASMHPT) signed a Shared Services Agreement, effective Oct. 1, 2022. The need for such an agreement was driven by the Trust’s forward motion to support its mission.

ASMHPT began a capital campaign last fall with a \$150,000 grant from the National Fund for Sacred Places, a program of Partners for Sacred Places in collaboration with the National Trust for Historic Preservation. The campaign has launched a variety of capital projects within the meetinghouse, including engineering updates to the HVAC and boiler systems and a new fire suppression system. The projects and new exhibits should be complete in time for the US Semi-quincentennial. On July 4, 2026, the nation will celebrate its 250th birthday and Philadelphia expects millions of additional visitors that summer.

The Shared Services Agreement supports the financial detail required by a capital campaign for grant applications and regulatory filings. It clarifies roles and responsibilities between PYM and ASMHPT, spells out who pays for what, and documents internal transactions between PYM and ASMHPT.

The Shared Services Agreement has a five-year term with an annual schedule of specific items. In this budget, most FY 2024 event and program fees moved from the unrestricted budget to ASMHPT in the restricted budget. The fee income includes rental and event income at Arch Street as well as income from tours and visitors. On the expense side, ASMHPT is picking up an equal amount of costs around utilities, staffing, and maintenance. In all, PYM’s general fund subsidy of the Arch Street site has been reduced and greater responsibility has shifted to ASMHPT.

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

Budgeted for ASMHPT annual appeal. The Capital Campaign has separate financial reporting outside the PYM budget.

Line 3, Grants and Other Gifts

Budgeted for restricted grant funding for Arch Street.

Line 4, Bequests

There are no known bequests in process for distribution in FY 2024. PYM has received no bequests in FY 2023 to date.

Line 5, Support from Individuals

The Annual Fund contributes a significant part of PYM's unrestricted budget. During the Worship & Care "Care Package" matching campaign in the winter of 2022-23, many regular donors increased their giving and new donors were drawn to contribute. PYM appreciates a gift of any size. Thank you! Our whole yearly meeting community grows deeper and stronger in a culture of generosity.

Line 6, Total Contributions Income

Total budgeted contributions of \$1.46 million represent 34% of Total Funds Available in FY 2024, Line 11. Budgeted contributions without donor restrictions of \$1.3 million are 48% of total unrestricted funds available. Contributions with donor restrictions represent 9% of restricted funds available.

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 15, 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 not easily predictable. Some funds base their distributions on market values as of a certain date, such as December 31. Others base distributions on a three-year average. Income for fiscal years 2023 and 2024 is expected flat as the three-year average includes poor market returns in calendar 2022.

Line 9, Event and Program Fees

Under the Shared Services Agreement, most FY 2024 event and program fees moved from the Unrestricted Budget to the Restricted Budget under ASMHPT. These include rental and event income at Arch Street as well as income from tours and visitors to Arch Street. ASMHPT is picking up an equal amount of costs around utilities, staffing, and maintenance.

Line 10, Administrative Fees

PYM charges its restricted-purpose funds an administrative fee based on principal value at Friends Fiduciary each June 30. The fee is unrestricted income to PYM, per accounting rules. Quaker Growth & Income Fund unit value is currently close to where it was a year ago.

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

Total funds without donor restrictions are budgeted at \$2.7 million, 48% from contributions and 52% from investment income, program, and fees. Total funds with donor restrictions are budgeted at \$1.65 million, 9% from contributions and 92% from investment income, program, and fees. Combined funds of \$4.37 million are 99% of the 2023 projection.

EXPENSES

Line 12, Staff Salaries and Wages

PYM staff numbers, projected for Sept. 30, 2023, and next year, are 20 full-time equivalent employees (FTEs) in the unrestricted budget and 6 FTEs in the restricted budget for 26 total FTEs. PYM has budgeted a 3% cost of living adjustment (COLA), for all staff in the new fiscal year.

The total budget for staff salaries and wages, at \$1.78 million, reflects full staffing. PYM entered FY 2023 looking to fill six positions and the first half of the year was under budget. Four positions were filled this spring and two more should be filled by early summer.

Some restricted funding for staff comes from investment income, notably the Theodore H. Nitsche Fund. This year, Nitsche distributions are covering approximately \$118,000 of restricted salaries and benefits at Arch Street. The Arch Street Meeting House Preservation Trust provides restricted funding and grants to pay for Arch Street program staff.

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. Retirement benefits are provided by the Friends 403(b) Plan; employer contributions are 7% of the salary budget for benefits-eligible staff plus a dollar-for-dollar match of employee deferrals up to 3% of salary. Employees who choose to save 3% of salary receive a 10% total employer contribution. Health insurance costs for calendar 2024 will not be known until open enrollment in the fall of 2023, but we expect to provide excellent cost-effective coverage through the Friends Mutual Health Group. Employees who do not receive health care through PYM are provided with a monthly payment toward their health care that is covered on the salary line.

Line 14, Total Staff Expenses

Total staff expenses are budgeted at \$2.3 million or 51% of total budgeted spending.

Line 15, 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 to others 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 16, Event and Program Expense

The unrestricted budget covers a range of programs: Annual Sessions, Continuing Sessions, youth programs, other smaller programs, volunteer expenses, 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 17, Professional and Service Fees

Unrestricted spending includes normal and typical fees for the PYM audit, payroll services, banking services, routine consulting, and legal work. By the end of FY 2023, the work of the PYM controller will have largely transitioned from a consulting basis to PYM staff. Work formerly done by consultants in development and communications has already moved to the staff budget in Line 12 as open positions were filled. Restricted spending is budgeted for ASMHPT.

Line 18, Development Expense

Unrestricted costs are for PYM and include merchant account fees to support online giving. Restricted costs are for ASMHPT.

Line 19, Copying, Printing and Postage

Unrestricted costs are for PYM and restricted costs for ASMHPT.

Line 20, 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. Rent increased 8% in FY 2024 to cover costs associated with the relocation of the Friends Child Care Center. Rent is expected to return to low single digit increases in 2025 and beyond.

Line 21, Utilities

PYM’s utility cost is now limited to telephone service at 1515 Cherry Street. Other utilities at this site are provided by Friends Center, a LEED Platinum building that uses geothermal heat and 100% wind-generated electricity. Gas, electric, water and phones at Arch Street are in the restricted budget and paid by ASMHPT under the Shared Services Agreement.

Line 22, Office Supplies and Support

Expenses for office supplies and miscellaneous administrative expenses.

Line 23, 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 24, Insurance

Property, liability, cyber, and Directors & Officers insurance.

Line 25, Repairs and Maintenance

The cost of maintenance and repairs of the building, equipment, and grounds at Arch Street Meeting House. The 2023 projection includes significant repairs to the boiler, some of which will be funded by the Capital Reserve Fund (see Line 29).

Line 26, 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 27, Total Expenses

Budgeted at \$4.49 million, 3.7% ahead of the FY 2023 projection of \$4.33 million.

Line 28, Net Income Available Prior to the Application of Reserves

The budgets show a deficit because total expense includes items that will be paid for using cash from reserves. See Lines 29 and 30.

Line 29, Capital Reserve Funds for Repairs at Arch Street

Unrestricted repairs and improvements expensed in Line 25 paid for by Capital Reserve funds.

Line 30, 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 15).

Line 31, Net Balance

Budgeted at zero in FY 2024.

Line 32, Number of Full-time Equivalent Employees (FTEs)

PYM should be fully staffed by September 30 with 20 FTEs in the unrestricted budget and 6 FTEs in the restricted budget for a total count of 26.

Questions or comments?

Andrew Anderson, Treasurer
andrewbanderson@hotmail.com

Linell McCurry, Chief Financial Officer
lmccurry@pym.org

Annual Sessions July 2023		FY 2024 Without Donor Restrictions	FY 2024 With Donor Restrictions	FY 2024 TOTAL	FY 2023 Projection
PROPOSED BUDGET FY 2024		Sept. 30, 2024 Budget	Sept. 30, 2024 Budget	Sept. 30, 2024 Budget Total	Sept. 30, 2023 Projection
All Periods are 12 Months					
INCOME AND FUNDS AVAILABLE					
1	Support from Meetings (Covenant)	965,000	0	965,000	965,000
2	Arch Street Donations/ASMHT Fundraising	0	75,000	75,000	125,000
3	Grants and Other Gifts	0	75,000	75,000	150,000
4	Bequests	0	0	0	0
5	Support from Individuals (Annual Fund)	350,000	0	350,000	330,000
6	Contributions Income	1,315,000	150,000	1,465,000	1,570,000
Distributions on Funds Held at Friends					
7	Fiduciary	600,000	1,375,500	1,975,500	1,900,000
Distributions on Funds Held at Third-Party					
8	Banks	368,500	15,000	383,500	385,000
9	Event and Program Fees	32,000	110,000	142,000	125,000
10	Administrative Fee on Restricted Funds	400,000	0	400,000	396,000
11	TOTAL FUNDS AVAILABLE	2,715,500	1,650,500	4,366,000	4,376,000
EXPENSES					
12	Staff Salaries and Wages	1,435,000	348,000	1,783,000	1,558,000
13	Payroll Taxes, Benefits, Employee Travel	398,500	130,000	528,500	470,000
14	Total Staff Expenses	1,833,500	478,000	2,311,500	2,028,000
15	Contributions to Others	60,000	1,020,000	1,080,000	1,080,000
16	Event and Program Expense	80,000	80,000	160,000	160,000
17	Professional and Service Fees	100,000	35,000	135,000	230,000
18	Development Expense	20,000	3,000	23,000	30,000
19	Copying, Printing and Postage	35,000	5,000	40,000	50,000
20	Rent	295,000	0	295,000	273,000
21	Utilities	10,000	50,000	60,000	70,000
22	Office Supplies and Support	12,000	3,000	15,000	16,000
23	Computer Support and Licenses	75,000	2,000	77,000	77,000
24	Insurance	40,000	0	40,000	40,000
25	Repairs and Maintenance	120,000	40,000	160,000	180,000
26	Fixed Asset Depreciation	100,000	0	100,000	100,000
27	TOTAL EXPENSES	2,780,500	1,716,000	4,496,500	4,334,000
NET INCOME AVAILABLE PRIOR TO THE APPLICATION OF RESERVES					
28		-65,000	-65,500	-130,500	42,000
29	Repairs at ASMH (Capital Reserve)	50,000	0	50,000	50,000
30	Other Misc Reserves (Grants & Granting Groups)	15,000	65,500	80,500	10,000
31	NET BALANCE	0	0	0	102,000
32	No. Full-time Equivalent Employees (FTEs)	20.00	6.00	26.00	26.00



Quaker Life Council Report to Annual Sessions, July 2023

The PYM Quaker Life Council currently nominates and oversees five committees and groups: Program Committee, Sessions Coordinating Committee, Youth Program Advisory Committee, Ministry & Care Committee, and Friends Counseling Service Advisory Committee (as well as any Yearly Meeting programs not otherwise assigned). In turn, the Program Committee coordinates and advises on the work of nine collaboratives and various sprints. By designation from the Council, the Program Committee also receives requests for and approves expenditure of most of the funds assigned to the QLC. To better stay abreast of this large span of responsibility, the Council recently inaugurated a regular monthly schedule of reports from each of these groups.

We have now had more than a year with this system and have found it helpful to hear from the committees on a regular basis. This allows the Council to provide more meaningful and informed care of the work. We are thankful to have attentive and dedicated clerks or conveners in place for these groups and good communication between the groups and the Council.

The Council's efforts to coordinate, facilitate and offer guidance to the committees under our care has been a work in progress. We continue to have only a small number of Friends in service and find that there is more than ample work for the time we have available to devote to it. We continue to have hybrid monthly meetings, and thanks to the use of Zoom, several Friends who could not otherwise attend are able to participate in the work of the Council. A scheduling shift that has involved all three councils now makes it possible for the officers of the Yearly Meeting to be present in our meetings; the presiding clerk, the general secretary, the chief financial officer, and the treasurer meet with each council monthly, allowing for better communication and coordination of the work. In addition, the three councils meet together monthly, facilitating coordination and allowing time for shared discernment where needed.

One of the concerns lifted up when we approved at-large membership in the Yearly Meeting for Friends was that we would have an influx of applicants. This has not proven to be the case; however, the Council is aware that the Ministry and Care Committee, which holds the at-large membership process in its care, has been able to offer clearness and pastoral care to Friends considering at-large membership -- whether or not they have then gone on to seek membership through this path.

The Council has considered and recommended potential changes to our reimbursement policy, supporting an effort to make reimbursement for travel expenses incurred in doing work for the Yearly Meeting less complicated and more available than heretofore.

We have engaged in seeking creative ways to bring forward nominations for the committees under our care.

We have received a request from the Addressing Racism Collaborative for ongoing funding for Ujima Friends Peace Center; and after due consideration, we forwarded that request to Finance Committee for their further discernment and action.

We were pleased to receive a proposal from the Youth Programs Advisory Committee to lift up a sprint that would develop plans for an Elder-Young Adult Mentoring Program. The Council affirmed lifting up the Sprint and will continue to support this program as it moves forward.

The Council is pleased that the Ministry and Care Committee has committed to tracking the needs and gifts in monthly meetings across the Yearly Meeting and connecting meetings to available resources where possible. This method (using the Spiritual State of the Meeting Reports as a source of information) will allow support and assistance to be provided in ways and places where they are needed and wanted and also encourage monthly and quarterly meetings to share their gifts and talents with one another. The Yearly Meeting should be a living corporate collective closely linked to each monthly meeting. The PYM programs that lie under the purview of Quaker Life Council have much to offer toward that goal.

The Council has also spent time considering the Queries from Governance Committee – most importantly the one which asks us: “How well do we do our work?”

QLC has welcomed a few new members and several other Friends have expressed interest since our last report to this body; we continue to hope for a more fully populated Council.

Key accomplishments during this past year have included:

- Examining and reconfiguring the full span of our responsibilities and ways of doing business,
- Improving communication with the committees and collaboratives under our care,
- Improving preparation and distribution of meeting agendas,
- Collaborating and consulting more closely with PYM staff, and with Administrative Council

Submitted on behalf of the Quaker Life Council
Jean-Marie Prestwidge Barch, Interim Clerk

Addressing Racism Collaborative Report, 2023

1. What do you want the PYM body (all 10,000 of us in PYM membership) to know about your collaborative?

- We changed our name from Antiracism Collaborative to Addressing Racism Collaborative because both whites and People of Color commented “addressing” is a more positive description of the work being done, but of course, are still focused on becoming antiracist and helping others to do so.
- We are here as a resource and guide for Monthly Meetings, Quarterly Meetings, and Yearly Meetings, eager to assist them on their spiritual journey to equality.
- We seek others to join us.

2. How does your group meet and how frequently?

- We gather once a month on Zoom, usually the third Monday of the month, from 12:30 to 2 pm.

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

- Website <https://www.pym.org/addressing-racism-collaborative/>
- Thread Gathering
- Co-sponsoring presentations
- News Articles
- We act as Quarterly Meeting Representatives from ARC to each QM
- Reports to Yearly Meeting as requested

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

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

5. If possible, please provide report showing the requested budget vs actual expenses.

- Past Year Budgeted: \$5,000
- Past Year Expenses: \$500 Collaborative Training from eppchez yes
\$500 “Quaker Indigenous Boarding Schools” Zoom Presentation
\$1,000 Honorarium for Thread Gathering

Plan on spending \$3,000 for Collaborative “train the trainer” trainings by end of September

The past year’s budget was mostly spent on readying us to go out to meetings to give presentations on our work while being prepared for addressing racism issues they may have. We know the budget request was a stretch and we greatly appreciate your generosity.

The requested budget for this coming year is for our outreach visits to individual meetings and for presentations and events open to the public.

- Budget Request: \$2,500
- Expenses: \$1,500 travel to meetings and materials for presentations (e.g. books, pamphlets, movies)
\$1,000 work with other Collaboratives & PYM Grps (e.g. thread gatherings, presentations)

6. What are the major accomplishments for the year?

- Thread Gathering on April 29
- Co-sponsored (but fully paid for) Zoom presentation “Quaker Indigenous Boarding Schools” on 5/23
- Updated Website with Reparations Resource List and new name
- Took part in the Collaborative gathering as part of Annual Sessions
- Assigned representatives to report to each PYM Quarterly Meeting. Our representatives let them know what we are doing and act as a point of contact for them to communicate easily with us.
- Reported a concern to Quaker Life Council, requesting a line item in the PYM yearly budget of \$10,000 be distributed to Ujima Peace Center and was granted the support by the Council. QLC will pass the request on to Finance.
- Trained in Noticings with Eppchez Yes

7. What are the things that are stopping/hindering your mission, if any?

- We still long for the day when more People of Color will join us both in the Yearly Meeting and on the Collaborative so that we can become the Beloved Community we aspire to, where all are seen for their inherent worth. We feel the absence of the wisdom to be gained from People of Color. We have a lot to learn about why folks, including POC, are not joining our work. We will continue to work towards this goal with guidance from the Spirit, seeking Truth in all our actions towards that goal.

8. Would you like additional support from PYM staff, the Quaker Life Council Clerk, your Program Committee liaison, or the Program Committee?

- We feel supported in our work. Thank you.



Spiritual State of the Yearly Meeting Report 2023

As of this writing, about half of the meetings in Philadelphia Yearly Meeting, (including a representative sample of large, small, urban, suburban and rural meetings) have responded to the request to share information about their spiritual state.

These suggested queries were used by some meetings as the foundation for writing their reports:

- 1) **In this past year, how has your meeting worked to create and strengthen the reality of a Beloved Community? How has your meeting fostered an environment in which members and attenders of all ages know they are loved, cared for, trusted, and respected?**
- 2) **How have you sought to be neighbors and in relationship with other communities?**
- 3) **How has your meeting been called to address issues of racism this past year? What additional concerns and initiatives have your meeting or meeting members been led to address?**
- 4) **How has the Spirit guided your work on climate change? How has your meeting addressed the five action areas identified in the Climate Change Sprint Report? Has your Meeting appointed a Climate Witness liaison?**
- 5) **What learnings and yearnings particular to your meeting would you like to share?**
- 6) **What are things the Yearly Meeting might do to support your meeting?**

Those meetings who choose not to use these queries used a variety of different processes to craft their reports. Some met several times as a committee of the whole to consider the spiritual condition of the meeting, while others received an assessment from a small group or groups which were then considered by the larger group. Once the reports were received, at least two members of PYM's Ministry and Care Committee read each of the reports. We now share this "snapshot" of our spiritual life as a Yearly Meeting. The full reports, including those received after the crafting of this report, can be found on the Yearly Meeting website – and the Ministry and Care Committee invites you read at least those reports from meetings in your Quarter. We learned a lot from reading them and believe you will too. There are concerns and challenges and also joys and triumphs from which we can all benefit.

Most meetings have returned to in-person worship. Friends have found Zoom continues to be exceedingly helpful in maintaining the meeting community, even though the technology can present challenges. Some are still seeking how best to use technology for online and hybrid meetings that are as inclusive as possible. Whether for committee meetings, waiting worship, conduct of business or opportunities for fellowship, Zoom has allowed people to be involved

who would not be involved otherwise, and Friends report that worship can be deep even when not everyone is in the same physical space.

Friends yearn for a return to pre-pandemic activities and closeness. Deeper intimacy and spiritual growth require opportunities to spend time together in listening and sharing, above and beyond weekly attendance at Meeting for Worship. We have a rich tradition of “small groups,” outside the time of First Day worship; however, this may have waned somewhat in recent years, partly due to Covid. Some are taking on the challenge to replicate the close interpersonal engagement while still attending to health concerns for members who may be more susceptible to infection or complications from Covid due to other medical conditions or who may suffer compromised health due to age. Some meetings find they are returning with profit to well publicized intergenerational retreats “to be still, refocus, and spend time together.” Well-attended monthly potlucks at the rise of meeting and monthly game nights, rotating to different Friends’ homes, Friendly 8’s or other similar activities have helped rekindle or foster stronger relationships. There is an emphasis on inclusion noted by many communities.

A number of meetings have expressed concern about not having enough Friends willing and able to take on leadership roles. Where shrinking numbers of attenders at meeting and fewer people able to take on leadership roles has taken a toll, some meetings have found they can reimagine their governance structure to make it better adapted to their needs and abilities. Fewer committees and a revision of the use of Meeting for Worship with Attention to Business have been a successful, if not always a comfortable way forward for some meetings. But addressing these and other needs, often at long distance, has not been free of conflict, and several meetings recognize a need for better conflict-resolution strategies.

Some meetings yearn for more children and seek a more vibrant multi-generational community. A few meetings have found inter-generational activities and a vibrant program responsive to the needs of both younger friends and their parents provide an opportunity to enrich the life in the Spirit for all. Emphasis on building First Day School programming, making sure there are enough adults to be with the children, and finding ways of fostering meaningful multi-generational work and worship are important ingredients as meeting communities rebuild and present challenges meetings strive to meet.

The past two years have brought decreased contact with the broader community. This year has marked a return to engagement with other congregations and ministerium groups which has brought both challenges and rewards. Partnering with a single congregation has brought the opportunity to work on issues of racial justice. During this year, meetings have been reaching out to their local communities and in some cases, the wider virtual community, in many ways that include developing webinars, supporting food pantries and other local

organizations that provide support to those in need, supporting a local Friends School and Peace Center, and participating virtually in World Quaker Day.

Some meetings are taking on the challenge of moving toward being an anti-racist faith community and engaging in the learning and sharing to make that shift. Engaging in this challenge has taken many different forms, depending on the community in which the meeting is located. Awareness of privilege and the responsibilities it brings have led some meetings to study and share, mostly through reading, speakers, videos, and discussion. One meeting has done some outreach with a local Spanish speaking community. Some Friends have been attending local NAACP meetings, while others are involved in interracial and interfaith organizations. Some have provided concrete assistance to individuals facing food and housing insecurity. Working cooperatively with area congregations from other faith traditions, meeting members have provided meals to families in need and established opportunities to interact with neighbors on a more personal level. Several meetings have begun to reflect on what it means to worship on land that was taken from the Lenape people and to consider their rightly ordered response. But most meetings acknowledge that more could be done.

Sharing the meetinghouse and grounds with local organizations from the broader community has also resumed. Outreach is of deep concern for many meetings, whether to grow their membership or to uphold our testimonies in the world.

Several meetings seek to grow and simultaneously deepen their practice as Quakers.

Strengthening leadership and increasing shared understanding of Quaker practice and tradition are seen as needs by several meetings. Re-establishing Adult Religious Education (with or without food) and providing opportunities for learning about Quakerism have been priorities over the year for many meetings in support of new members/attenders, encouraging spiritual growth and sharing.

The Yearly Meeting as a whole came under the weight of our climate witness. Some meetings are engaged in bringing this witness to fruition through engagement in a great variety of activities including: FCNL action steps, Citizen Climate Lobby, Regional Greenhouse Gas Initiative, switching to renewable electricity carriers, book discussions, the creation of webinars on environmental issues, educating themselves about climate change, volunteering with the Red Cross, recycling, and buying hybrid/electric cars. Various concrete ways of reducing our carbon footprint and addressing climate change have been undertaken: establishing more energy efficient and ecologically improved heating system; placing investments and equity funds in organizations that are environmentally, socially, and governmentally responsible; working with a local watershed protection group; building a composting toilet for a meetinghouse; using meeting dishes only and taking them home to wash and dry; establishing green burial grounds, and giving money to detect and remove landmines. We still must strive to come fully under the weight of our climate witness, but some meetings have been able to make a good beginning.

Several meetings took on the question of what the Yearly Meeting could do to help their meeting at this time with varied responses. Assistance with First Day School and Adult Religious Education as well as materials for newcomers were requested by several meetings. A few expressed concern about care of their property. Others raised the need for support in assuring

the future of their meeting as the membership aged and dwindled. Friends expressed concern about “getting the word out” that Quakers are still alive and present in their region. While outreach was a need expressed by several meetings, in-reach (including spiritual formation, religious education and assistance with addressing and resolving conflict) was also lifted up as a need several meetings acknowledged.

We can rejoice that across Philadelphia Yearly Meeting there are meetings thriving, looking for ways to rebuild and improve their worship, seeking growth, wanting to share treasured principles and practices, and striving to build a beloved community. We also must be aware that there are meetings who need help and support from other meetings in their quarterly meeting and also from the Yearly Meeting community. Putting our faith into practice, with grounded worship growing from shared understanding, we are creating the foundation for greater emphasis on social and racial justice activities, by valuing and supporting all in the community of the meeting. We continue to recover from the effects of our long isolation and the many complications of the pandemic – and we have grown and refocused as a result.

Respectfully Submitted,

Jean-Marie Prestwidge Barch

on Behalf of Worship and Care Committee of Quaker Life Council

with assistance in crafting the report from members of the Committee



Quaker Earthcare Witness Representatives' Report 2023

Quaker Earthcare Witness (QEW) is a Quaker-led organization that brings together Friends who strive to live in ecological integrity with the living world and in right relationship with each other. It works through mutual support for the actions each of its members takes in their own lives and in their Quaker communities; through educational and outreach programs; through direct action that QEW encourages and supports; through resources, such as its publications and website; and as a public Quaker voice on earthcare and environmental justice.

As a public Quaker voice for earthcare and environmental justice, QEW is a signatory to the Global Recognition of the Right to a Healthy Environment Coalition, which was one of two organizations recognized in 2023 with the U.N. Prize in the Field of Human Rights. Other Quaker signatories include American Friends Service Committee (AFSC) and Friends World Committee on Consultation (FWCC). The global coalition was developed by a core group that included the Quaker United Nations Office (QUNO) Geneva.

“We are sorely in need of a different way to live on this planet, and a different way to relate to each other. Spiritually we are called to do this work. Ecologically, we have no other choice if we are to survive with a healthy ecosystem that equitably supports all beings.”

- Shelley Tanenbaum, General Secretary

Patricia Finley and Ruth Darlington are privileged to serve as your yearly meeting representatives to QEW. As members of the steering committee, we play a number of roles within the organization. Patricia is QEW Treasurer and serves on the Finance Committee and the FCNL Working Group. Ruth serves on the Publications Committee and is Clerk of the FCNL Working Group. This summer we both served on the search committee to find a new Communications Coordinator, and we are currently on the search committee to find a new General Secretary to fill the position Shelley Tannenbaum will leave at the end of the summer.

As QEW representatives, we share updates on QEW activities through the Eco Justice Collaborative newsletter and with our reports to annual sessions.

How Quaker Earthcare Witness Works: Steering Committee & Staff

QEW is a volunteer-led organization guided by a 50-person Steering Committee that uses Quaker process and decision-making to guide its work. The Steering Committee is composed of 20 at-large members and 30 nominated representatives from Quaker yearly meetings in North America. In addition to meeting twice a year to do the business of QEW, Steering Committee members serve on QEW committees, visit their own monthly and yearly meetings on behalf of

QEW, distribute resources, and/or provide workshops and interest groups. They also meet with their committees and working groups between Steering Committee meetings. Officers and committee and working group clerks serve on the Clerks' Committee, which takes care of business between Steering Committee meetings.

QEW's day-to-day work is done by staff: General Secretary, Shelley Tanenbaum, and Communications Coordinator, Miche McCall (plus a part-time bookkeeper consultant, Holly Wilder).

Finance Development

QEW has a small annual budget, \$210,000, with a big mission. During the year 2000 QEW responsibly increased its budget to better pay its staff. In addition to staff time, most of QEW's expenditures go to publication costs (printing, postage, editing), outreach (visits to monthly and yearly meetings, and events), and maintaining the network (Steering Committee meetings, conference calls, database maintenance). QEW spends about 10% of its budget on fundraising (15 percent of staff salaries plus the cost of the annual appeal). Nearly all its income comes from monthly/yearly meeting donations and individual donations.

What QEW is Doing

In 2023, QEW has been working to:

- Serve as a **hub for Friends working on environmental concerns**. Some current issues Friends are connecting about are divestment from fossil fuels, advocacy for a Fair Farm Bill in 2023, priorities for the upcoming COP28, and environmental justice for frontline communities.
- Offer **more support and resources to monthly and yearly meetings**, including connecting speakers on a variety of earthcare topics with monthly and quarterly meetings through the "QEW Presents" program. QEW Presents topics include environmental justice, regenerative agriculture, the financial and economic roots of the climate crisis, and much more. **State College Friends Meeting has hosted a number of QEW Presents programs, including Jim Kessler's presentation on restoring native prairie, oak savannah, wetland and woodland habitats. Other QEW Presents programs they hosted were: Living in Right Relationship with the Living World: Quaker Testimonies as a Template; Financial and Economic Roots of the Climate Emergency; and Finding Way Forward: Friends Care for the Earth.** Jackie Bonomo would be happy to talk to anyone who would like to know more about their experience with QEW Presents.
- Host **monthly online workshops** (including on climate grief), worship-sharing, and other forums that encourage Friends' faithful action. Most recently the June 7th workshop, "Introduction to Faithfulness Groups for Those Called to Earthcare," introduced participants to an ongoing small group practice designed "to support Friends (and others) in their work, ministry, and leadings around Earthcare, environmental witness, environmental justice, ecological grief, education about climate change, and building

resilient communities.” **Shoshana Osofsky of Greenwich Meeting took part in the Introduction to Faithfulness Groups and would be happy to talk to others about her experience.**

- Make **racial and environmental justice an ongoing priority** in all of QEW’s work. We are striving to showcase environmental justice concerns in our publications, including both authors and activists who are Black, Indigenous and people of color (BIPOC). Several sessions of online worship-sharing included queries that address racial and environmental justice.

Publications & Communications

- Produced four print and electronic issues of the 12-page newsletter ***Befriending Creation***. This newsletter provides a forum for Friends and friends to share their work and resources and find inspiration from others. **Three recent issues included six articles about the work of PYM Friends: “Moving Money Publicly to Move Vanguard,” “Incentive for Green Energy: Practical Impacts of the Inflation Reduction Act,” “How to Host a Climate Potluck,” “New Jersey Meetings Organize to Stop Export of LNG from Gibbstown,” “Following Spirit Despite Fear: Remembering John Woolman in the Vanguard Campaign,” and “New Jersey Friends Take Action at Home.”**
- Maintained the **new website** that was launched in 2022 with up-to-date information on Friends action and contemplation for Quakers and the wider community.
- Began the process of **updating many publications**, including reformatting them from trifolds to 8 ½ x 11 double-sided documents that are easier both to read online and to print for sharing.

Local Earthcare Projects

Each year, QEW offers **matching mini grants** of up to \$500 to Quaker meetings, churches, and other Quaker organizations to support hands-on projects that foster earth care. PYM meetings that have been supported in the last two years include State College Monthly Meeting (Expanding the Keller St. Community Garden), West Chester Friends School (Acquiring the “Exploring Organisms with Literacy” set for 1st graders), Newtown Square Friends Meeting (wildflower garden) and this year Lancaster Friends (an event in support of the Citizens Climate Lobby). One other local project proposal being considered for grants is tree planting. Recently, due to the generosity of donors, QEW has established another more substantial grant for projects that require more resources. **For either grant, submit proposals at this link:** <https://quakerearthcare.org/mini-grants/>

QEW continues to grow and to expand its offerings with support from Quakers throughout North America. Learn more at QuakerEarthcare.org.

Respectfully submitted,

Ruth Darlington and Patricia Finley

Governance Advisory Committee Report to Sessions

Status report on discernment of the PYM structure

Origin of Work

1. The Administrative Council formed the Governance Advisory Committee in the Spring of 2022 as a single committee supporting all three councils.
2. Current Committee Members Appointed are:
 - a. Suzanne Day, Member - Nominating Council Representative, Westfield Monthly Meeting
 - b. Robert Greene, Member - Quaker Life Council Representative, Princeton Monthly Meeting
 - c. Bruce Haines, At large member, Providence Monthly Meeting
 - d. Tucker Manchanda, Member - Young Adult Friends Representative, Newton Monthly Meeting
 - e. Jeff Perkins, At Large member, Chestnut Hill Monthly Meeting
 - f. Neil Holzman, Member - Administrative Council Representative, Camden Monthly Meeting
 - g. Roy Zatcoff, Clerk, At Large member, Camden Monthly Meeting
 - h. Andrew Anderson, *Ex Officio* - Treasurer, MM of Friends of Philadelphia
 - i. Christie Duncan-Tessmer, *Ex Officio* - General Secretary, Chestnut Hill Monthly Meeting
 - j. Linell McCurry, *Ex Officio* - Chief Financial Officer, Lansdowne Monthly Meeting
 - k. Melissa Rycroft, *Ex Officio* - Presiding Clerk, Pennsdale Monthly Meeting
3. The Initial Charge to the Committee is to:
 - a. Evaluate the current governance structure that has been in place since 2015
 - b. Recommend procedural and structural changes to strengthen PYM's governance function.
 - c. Assess whether the councils are completing annual self-evaluations, review findings from evaluations, and take steps to ensure a robust ongoing evaluation process.
 - d. Communicate with the councils regularly on its work.

Evaluative Concerns

1. The reality of a shrinking pool of Friends who are interested in or available for council service and clerkship, and orderly succession and knowledge transfer between Friends

serving the Yearly Meeting, compared to the number of required spots in the three councils.

2. Concern raised about effectiveness of orientation and training for new council members.
3. The low level of engagement by some Friends and the departure by some council members before the end of their terms.
4. The complexity of communications among the current three-councils and the burdens on staff to support and participate with three separate bodies.
5. Recruiting and nominating challenges voiced by Nominating Council.
6. Concerns voiced by some members of the Quaker Life Council who were unclear about their roles and job descriptions.
7. The challenge of participation by Friends at a geographic distance by some Quarterly Meetings are not nominating members to Nominating Council as intended.

Continuing Evolution

1. **The structure has evolved over time**, based on the evaluative concerns raised previously and to the reformed Governance Advisory Committee.
2. Councils and staff have made changes as challenges became evident.
3. The evolution has been healthy and dynamic. Governance Advisory Committee is supportive of this approach.

Examples of Dynamic Change

1. The PYM Clerks and Council Clerks formed a Clerks Group several years ago to coordinate communications and joint areas of work across councils. It meets monthly.
2. The Governance Advisory Committee was reformed to support all councils.
3. A Policy for Naming Assistant Clerks for Councils and Committee
4. Governance Advisory supported the prompt completion of the Clerks' Group plan for a joint council orientation/reorientation day in the fall of 2022.
5. An updated self-evaluation form that was used by all three councils this Spring.
6. The Committee Reviewed the data and comments from each council's self-evaluations to support its work, but agreed each Council and its Clerk is responsible for taking their own responsive action.
7. Administrative Council appointed three of its members to serve as At-Large members of Nominating Council on an interim basis starting in March 2023. This has provided more "hands and hearts" for the work, brought new ideas, has deepened the Admin. Members' understanding of nominating challenges and provides Nominating with a first-hand understanding of the strengths the Administrative Council needs.
8. The Council Clerks created a new schedule for "Council Saturdays" so the three Admin. Council Members shared with Nominating could serve both councils.
9. The Administrative Council now contacts Quarterly Meetings to build connections.

10. Starting in August, the councils will use a new schedule to reduce the total number of council meetings and better align their schedule with Continuing and Annual Yearly Meeting Sessions.

Ideas Subject to Further Discernment

1. How might we better align the number of Friends available and their individual gifts with the needs of the Yearly Meeting, while maintaining reasonable time commitments?
2. Can there be reduction in the frequency of council meetings?
3. Can more work shift to committees, sprints, etc. that meet between council meetings?
4. What are the opportunities for increased collaboration between Administrative Council and Quaker Life Council?
5. Would the nominating function work better if it were more closely linked to Admin and Quaker Life Councils?

Recommendations

1. Governance supports **continual discernment and adaptive changes over time**, with the goal of increasing structural simplicity and more productive alignment of structure and community.
2. To this end we will:
 - a. Share what we have learned more broadly and seek input.
 - b. Recommend continued incremental changes for the foreseeable future.
 - c. Keep evaluating and assessing progress.

Queries for Friends

1. What would be the impact of:
 - a. Councils further reducing the frequency of their meetings and shifting more of the work to committees that will meet in between council meetings?
 - b. Increasing collaboration between Administrative Council and Quaker Life Council?
 - c. Combining Administrative Council and Quaker Life Council into a single council?
 - d. Moving Nominating function into a committee of the unified Councils?
2. What further outreach can be recommended to share with Friends to encourage participation in councils and committees?



PYM Epistle 2023

To Friends everywhere:

Greetings from the College of New Jersey and Zoom screens across the world! We gathered this seventh month in the year 2023 for the 343rd Annual Sessions of Philadelphia Yearly Meeting, our first hybrid Annual Sessions after three years online. Friends rejoiced at this opportunity to connect and to reconnect. Throughout our time together, there was a palpable sense of everyone pitching in and pulling together to re-weave the fabric of community, frayed by our pandemic time of isolation.

Many of us came to Annual Sessions excited to be together once again, but also carrying grief and overwhelm. Many of our meetings dwindled during the pandemic. Friends died, and other Friends drifted away and have not returned. First Day schools have collapsed. Many meetings, and our yearly meeting as well, have struggled to find enough people to do the work of our witness and of maintaining our meetings. And our hearts are heavy at the state of the world we live in. This month has been the hottest in recorded history. Smoke from wildfires in Canada has often turned the air dark and sent us inside for refuge over the past months. Our democracy is in peril. White nationalism is on the rise. Our transgender loved ones are under attack. Access to reproductive health care is no longer a right. Politicians speak openly of instituting laws criminalizing homosexuality in this country, and our LGBTQ siblings in places like Uganda are losing their lives. We came longing to drink deep of the living water.

The theme of our Sessions, *LIVING with our neighbors – GROWING into BELOVED community*, invited us to ground in “neighboring” as an action and in caring for our community. In the pre-Sessions Spiritual Formation online retreat, we explored the story of the Good Samaritan and Thomas Kelly’s essay on the Blessed Community. We are neighbors to all living beings, and can do the work of neighboring and neighborliness in myriad ways. In queries with small groups we rooted in our common desire to open to the Spirit in each other during these Sessions. The Wednesday keynote by Tucker and Sameer Manchanda, *Love Thy Neighbor*, asked us to reflect on the role of love in our lives: How is love the basis of ministry and where do love and integrity intersect? The Friday keynote by Jeanne Elberfeld, *Cultivating Beloved Quaker Community: An exploration through the science of stress and safety*, built on these themes to help us understand how experiences of trauma get in the way of feeling safety in Quaker communities and how we can make our meetings and programs welcoming and safe for everybody. Jeanne shared that the single greatest threat to a human being is isolation. After the separation of the pandemic, we understand this collectively in a way we never have before. We can only “stand still in the Light,” the first step to peace, if we have safety and belonging. Our communities can

be healing spaces if we can meet people where they are and provide ways to help them regulate their nervous systems to access the experience of being gathered by the Spirit.

We were overjoyed by nearly forty children and youth coming to Annual Sessions! Children's Sessions focused on building a beloved community for the worship space. After three years apart, there is much building to do, and that building will continue among young Friends old and new – and their caregivers. There was of course some fun as well: water play with a giant unicorn sprinkler and reusable water balloons, a day-long trip to Snipes Farm, and leading Vespers on Saturday helping the yearly meeting reflect on community. Our youngest Friends (4 and younger) had their own space to play, color, and read books. But we also heard from our Young Friends and young adult Friends their grief that so few from those communities have returned. Joy and grief can both be true at the same time.

We were blessed with opportunities for intergenerational worship, communal joy, play (Quaker Jeopardy! Line dancing!), Bible study, singing, a rainbow, a Quaker witness mixer, fellowship, and work together. Forty-three Friends attended for the first time. Annual Sessions is a time to connect across differences and also to gather with those who share an identity: young adult Friends, Friends with disabilities, and Friends of color all gathered and found nourishment in sharing joys and challenges. When a thunderstorm knocked out power to the College of New Jersey on Friday night, many of us used the time to get to know our neighbors better. On Saturday morning, we learned about the heroic work of our tech team to get the audio working again. It was a reminder of the hard work going on behind the scenes to foster a hybrid Sessions that is accessible and welcoming: work by the clerks and officers, the PYM staff, the PYM councils and collaboratives, the Elders, the Pastoral Care team, the microphone ushers, the College of New Jersey, and each and every one of us in the body. Beloved Community takes work, and it is worth it. And – that work is not done. We have much left to do to help our community mourn our losses and discern what to lay down and what to take up. How is Philadelphia Yearly Meeting called to change as our world changes? How can we make sure that our work and witness are life-giving, Spirit-centered, and sustainable?

Business sessions highlighted the best of those among us who carry the work of the yearly meeting. Our longtime treasurer, Andrew Anderson, presented the budget with the message that, after more than a decade of work, he can lay down his faithful care of PYM's financial health knowing that we are no longer in the precarious place we were when he started. We heard stories of interconnection between our meetings, stories of cooperation and mutual care, stories of intervisitation between meetings and with the wider Quaker community. These webs of connections are becoming more and more necessary as we face the challenges represented in our two yearly meeting-wide corporate witnesses: the witness of addressing and dismantling racism and the witness of addressing climate change and climate justice. Several meetings shared how they have made connections with local African Methodist Episcopal churches and the richness of these shared relationships. Our yearly meeting's climate stewards shared the just-completed Playbook for Climate Action to help guide the yearly meeting's work. One of the first goals is to create a plan for all PYM operations to go carbon neutral. They reminded us that

though the world ahead will not look like the world we knew, one way we *can* choose to witness is through a renewed focus on community, the common good, and on sharing of resources that have not until this time been shared.

In this time of climate catastrophe, fear, and overwhelm, a Friend reminded us of Psalm 46 and the importance of rooting ourselves and this work in the Spirit: “God is our refuge and strength, an ever-present help in trouble. Therefore we will not fear, though the earth give way and the mountains fall into the heart of the sea, though its waters roar and foam and the mountains quake with their surging. . . . Nations are in uproar, kingdoms fall; he lifts his voice, the earth melts. The Lord Almighty is with us; the God of Jacob is our fortress.”

Friends, it is a joy to gather in community. We know that the future is uncertain. We have challenges ahead, we have grief to mourn, and we have big changes to undertake. But we also know that rooting ourselves in the Spirit and in our spiritual communities will nourish our ability to face the future together. May we know ourselves to be the Children of the Light, may we find refuge and courage in Beloved Community, and may we be true neighbors to each other and to the world.

– Drafted on behalf of the body of Philadelphia Yearly Meeting by the Epistle Committee: Joan Broadfield, Diane Kaylor, Karl Malchut, Sameer Manchanda, Joshua Ponter, Janaki Spickard Keeler, and Grant Stevenson



PYM Youth Epistle 2023

Over the past few days, the children and youth had the opportunity to come together in-person to share fun and fellowship. Older youth achieved a better understanding of what it means to be a Quaker and we are looking to engage more in the future in the Quaker community. As a group, we feel ready to be more engaged with the wider body. We felt the effects of isolation during the COVID pandemic, and we appreciated being together again. We learned (or relearned) how to work together after a long time apart. We appreciated planning and leading Vespers, and we were very glad that the community participated and gave us a chance to connect with the entire Yearly Meeting. Vespers allowed us the opportunity to see different people's perspectives of what they see in community. We appreciated returning to TCNJ, where many of us have memories and we enjoyed the natural space of Snipes Farm. We appreciated staff for creating space, both for youth as a whole and for separate age-specific groups. In the future, we would appreciate more time for worship and for serious discussions.

Younger youth enjoyed reconnecting with new friends, riding the golf carts, and all the water play – including getting a bucket of water dumped on our heads, the reusable water balloons, and Frank the unicorn sprinkler! We enjoyed the giant earth ball and a really long game of Jenga. We also had fun playing and talking with new friends. We liked the snacks, and the birthday cake, and getting boba, and we had a lot of fun going to Snipes Farm, especially having a conversation with and petting a goat, picking blackberries, and seeing the quails. (Although some of us wished we had more sturdy walking shoes!) Our littlest Friends loved the little pool, the toys, and the nature walks.



PYM 2023 YAF Epistle

Dear Friends Everywhere,

We found joy and excitement in seeing our Friends at Sessions this year. After three years of Annual Sessions being held via Zoom, it was refreshing to find each other and experience fellowship. We felt hopeful both leading up to and during Sessions, with the Light flowing strongly in many of us.

Young Adult Friends enjoyed a fellowship time for them to engage with each other in the evening, excellent vespers that encouraged discussions on community facilitated by Young Friends, and breakout groups to discuss specific topics within the yearly meeting. We feel that these events could be incorporated into future meetings, both within Philadelphia Yearly and more broadly. The keynote speech by Jeanne Elberfeld was well received, as it brought attention to practices that meetings could implement in order to increase a sense of welcome and belonging.

While many of our experiences at Sessions this year were positive, we felt it prudent to share concerns within our meeting as a way for Friends broadly to assess and reflect upon the states of their meetings and the processes within. Our Sessions' Meetings for Business contained a number of conflict points, as is to be expected within large gatherings where diverse opinions are shared. We affirm the place of individual vocal ministry within business, and seek to ensure that all messages are heard. Friends also wish to express the necessity of living process and concise business to maintain the ability for the Spirit to move among us.

The Spirit led Karl Malchut to deliver a presentation to the Young Adult Friends during an evening gathering, focused on the recently legalized persecution of the LGBTQAI community in Uganda. We seek to raise the following minute of concern, as approved by Chester Friends and FLGBTQC to Friends within the yearly meeting and worldwide:

“Given continued persecution, and the recent formalizing of such to the point of execution by the Ugandan government, as Friends we would like to affirm our love for members of the Ugandan LGBTQAI Community whose lives speak boldly to us. As individuals, support them as you may feel led. May they feel our abounding love as we hold their witness in the light.”

We hope to see Friends continue and engage further in practices that encourage inclusivity and acceptance of voices who will carry Quakerism into the next generation.

In Spirit,

Young Adult Friends, Philadelphia Yearly Meeting



Administrative Council Report to Sessions, July 2023

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.

About Administrative Council: The Administrative Council holds full authority and responsibility for managing the affairs of PYM except for the authority and responsibility assigned to the Quaker Life Council or reserved to Yearly Meeting in Sessions, the yearly meeting officers, or staff.

As a council we are called to work in alignment with PYM's seven Strategic Directions, with a focus on the fiduciary responsibilities as outlined in the PYM Governance Handbook. Admin Council's authority and responsibility includes: property, finance, budget preparation, audit, investments, development, grantmaking, personnel and periodic strategic planning. The Council may appoint and lay down its own committees as needed, assigning responsibilities, and appointing committee members who need not be members of Admin Council but are asked to do related work. The Council holds committees and other structures under its care accountable to their charge.

In addition to its own meetings, Admin Council continues to meet jointly with Quaker Life and Nominating Councils monthly on the third Saturday of almost every month. This year, we were able to reinstitute in-person meetings at the Arch Street Meeting House, and we continue to meet by Zoom for those unable to attend in person. Our shared time is focused on receiving the General Secretary's report and considering other matters of joint interest. As needed Admin and Quaker Life Councils meet for joint agenda items.

Members of Admin Council are encouraged to participate in events and programs sponsored by PYM and its meetings.

Members: A list of our members can be found on the [Philadelphia Yearly Meeting website](#). We are a diverse group with broad geographic representation and extensive governance experience in a variety of fields including education, law, business, finance and non-profit management. The Governance Handbook provides that Admin Council will consist of up to 15 members serving not more than two terms of three years each. The Presiding Clerk, Rising Clerk, Treasurer, and General Secretary serve ex-officio. There are currently nine members (so we can

definitely accommodate additional members). New members help to maintain the council's health and stability and long-term vision of PYM.

Communications: Admin Council posts minutes of meetings to the PYM website within a week or two of their approval at the subsequent meeting. Admin Council also reports to the body in writing and in person at continuing and annual sessions.

Business and Actions

Support for Nominating Council: Admin Council approved appointing three of its members to serve on Nominating Council on a temporary basis, until other new members can be identified. Also, the clerk and assistant clerk of Admin Council are reaching out to the leadership of quarterly meetings that are not currently represented on Nominating Council to encourage the quarters to make appointments. As a matter of policy, Admin Council now asks each quarterly meeting to minute the appointment of a new member from that quarter and report that appointment to the clerk of Admin Council.

Climate Change Language Minute from Philadelphia Quarterly Meeting: Admin Council considered a minute from Philadelphia Quarterly Meeting proposing that PYM use the term "impending climate crisis" when speaking of climate change. After hearing from a representative of the quarter, Admin Council decided that any such change should first be considered by the Climate Witness Stewards. The response from the Climate Witness Stewards was presented to Admin Council in April. The stewards concluded:

Many of the consequences of global warming are indeed catastrophic and the expression, "climate change" is definitely insufficient to express the scope, number, and interrelated catastrophes we are facing. Our concern with the choice of "climate catastrophe" is that it suggests that the consequence of global warming is one comprehensive event. We are also trying to find other wording that we hope suggests how we might address the coming catastrophes and how to use wording that reveals openings for change as well as demonstrates the larger perspective of potential planetary systems failures. The CWSs have also been considering ways we might communicate the urgent reality that would indicate a way forward without causing despair.

Admin Council received that response with thanks and approved a minute commending that response to the attention of Philadelphia Quarterly Meeting.

Arch Street Meeting House Preservation Trust Bylaw Changes: Admin Council approved an Arch Street Meeting House Preservation Trust (ASMHPT) proposal for changes to its bylaws. ASMHPT proposed that two-thirds (2/3) of its Trustees, including ex-officio members such as the PYM General Secretary, be members of the Religious Society of Friends, rather than members of PYM. The wider membership will help support the ASMHPT capital campaign. We also

approved new appointments taking effect at the time of appointment rather waiting until the next annual meeting.

Donor-Restricted Funds: Admin Council received a Granting Committee proposal for PYM to create a new fund for grants to social justice causes by redirecting income from some of the aging and education funds. The council welcomed the idea of support for this important purpose. However, donor-restricted funds may not be diverted to other causes, but must be spent in alignment with donor intent. PYM aging funds, education funds, and building funds are fully used and benefit many in our community. Admin understands the granting groups already do pay attention to equity in their granting and encouraged the Granting Committee to continue to explore how they can express that commitment. The council continues to be aware of the concern for granting support for social justice ministry.

Membership on PYM Committees: Admin Council received a requests to loosen current membership requirements to permit non-Quakers to serve as members of PYM granting groups and committees and to allow non-members to serve on granting groups. The council did not approve these requests. It noted that the granting funds are primarily for Quakers and chose to keep the membership requirement. The council identified an additional highly qualified member for the committee making the change request.

Review of PYM Governance Structure: The Governance Advisory Committee was charged to review the governance structure that has been in place since 2015 to see how it works today. Their report noted the structure's continuing evolution, which has been healthy, dynamic, and responsive to challenges. Incremental changes include the addition of the Clerks' Group, the Governance Advisory Committee itself, and increased interaction between the Quaker Life and Administrative Councils. The report pointed out some issues around the shrinking number of Friends available for PYM service. Governance recommended continual discernment and adaptive changes over time with the goal of increasing structural simplicity and a more productive alignment of structure and community. To this end Admin Council will:

- Share what we have learned more broadly and seek input,
- Recommend continued incremental changes for the foreseeable future,
- Keep evaluating and assessing progress.

Admin Council Member Intervisitation: Last year, following discernment of the joint councils, Admin Council created an intervisitation program to be in greater communion with our monthly and quarterly meetings, especially since the pandemic significantly restricted our physical presence. Volunteer council members will visit up to three meetings a year, but not their own meetings, to help forge deeper and long-lasting connections and help us understand what is important to individual meetings. Three council members have enthusiastically been visiting a total of eleven meetings this year.

Standardizing Terms of Service: Admin Council standardized terms of service for councils, committees and granting groups: three-year terms with a limit of two terms. Admin Council also approved standardizing the end dates of terms, which now happen at Annual Sessions, as well as starting dates for appointments that occur between Annual Sessions.

Policy to Support Meetings' Special Project Fundraising: Admin Council received a proposal to give monthly and quarterly meetings an option to use the donations page on the PYM website for special purpose fundraising campaigns. Admin Council approve the proposal, which is subject to the following conditions: PYM operations will provide an online option for special purpose campaigns for monthly and quarterly meetings. Meetings may run only one campaign at a time. The campaign must have a designated end date. A campaign must belong strictly to a monthly or quarterly meeting; it may not be a joint venture with other nonprofits or community groups or a project that fundraises for the use of another organization. The sponsoring meeting must agree to cover the donation platform fee on campaign gifts, currently 3.95%.

Appointment of Assistant Clerks: Admin Council approved a Governance Advisory Committee recommendation to name and appoint assistant clerks for each of the councils. The assistant clerk role is intended to be a means to help share the clerking workload when appropriate or necessary and to help develop candidates for a potential succession. It is not a "rising" role. Following approval, Nominating Council named Tom Zemaitis as Assistant Clerk of Admin Council. Administrative Council named Tacie Trull as Assistant Clerk for Nominating Council.

Self-Evaluation: The results of the survey completed by Council members were discussed by Admin Council. To guide that discussion, the Governance Advisory Committee provided the following queries: How well do you think your Council carries out its responsibilities? Are members of your council able to contribute their gifts, skills, and talents to their council work? What resources could make your Council more effective? How well does your Council work with the other councils and the PYM staff? How can that be improved? What additional changes do you think should be considered?

Collection of Council Demographic Information: Admin Council approved a proposal from staff to collect demographic information from council members. Doing so will permit PYM to provide aggregate data on diversity and make councils aware of their own demographics. This will allow us to focus on how well Admin Council is representing our full community in our governance structure.

Nominations Capacity Building Sprint: Admin Council approved this sprint, which is looking at increasing possibilities for individual nominations and expanding the PYM database. The sprint developed an outline of 3-month and long-term communication needs. Council comments will be integrated into a final document. The sprint includes the PYM Director of Communications, a Friend from each council, and a Friend not in PYM governance.

Privacy and Security Policies Sprint: Admin Council approved formation of this sprint, whose purpose is 1) to update PYM's 2013 privacy policy to incorporate current best practices and 2) to develop a security policy, which PYM does not now have. The sprint will include PYM's Director of Communications and members of the community with professional experience in this area. The recommended policies will be delivered to Admin Council.

Committees: Admin Council appoints the members of committees and sprints under its purview. Committees enact, research, season, and discern the way forward for PYM business and important strategic initiatives.

Climate Witness Stewards: The Stewards are not a committee but are in the care of Admin Council. The role was established to stay current with all aspects of PYM's climate change and climate justice related actions, statements, and programs from the monthly, quarterly, and yearly meetings, and their relevant parts. They are asked to synthesize what they learn, so they may provide advice, expertise, and recommendations to the yearly meeting, and its entities, as needed. The Stewards will hold the yearly meeting accountable to its commitment to a yearly meeting-wide witness on climate change and climate justice by reflecting back to the body the status and effectiveness of our ministry.

Development Committee: Development is a small committee by design, working closely with the Director of Individual Giving to foster a healthy philanthropic culture in the yearly meeting. It is a policy guidance body, consulting on development policies and maintaining a high-level view of the goals and outcomes of PYM fundraising. Development helped onboard PYM's new Director of Individual Giving, Merri Brown.

Finance Committee: The Finance Committee monitors PYM's finances and provides advice, expertise, and recommendations to Admin Council. It works with the General Secretary and the Chief Financial Officer to develop financial objectives and policies. It works with the Treasurer in fostering engagement and financial literacy in the wider PYM body. The Treasurer is the clerk of Finance Committee, ex-officio. This year, Finance worked with the Arch Street Meeting House Preservation Trust on the Shared Services Agreement, effective Oct. 1, 2022, and the launch of the Trust's Capital Campaign.

Governance Advisory Committee: The Governance Advisory Committee has members from all three councils and at-large members appointed outside the PYM governance structure. Its members have a deep understanding and experience of good governance generally and in the Quaker context. It helps ensure the councils are operating in a healthy and consistent manner. It conducted council self-evaluations this past year. It evaluated the current structure, recommending continued incremental and evolutionary changes.

Granting Committee: The Granting Committee oversees PYM's granting function, which grants out approximately \$1 million per year in more than 400 grants, mostly in the PYM community.

The committee populates the granting groups and maintains a liaison system of communication and support. It promotes best practices across the granting groups, developing consistent and effective structures and processes. The committee streamlined its own schedule of meetings to make the best use of volunteer time.

Personnel Committee: The Personnel Committee collaborates with PYM's General Secretary to develop and recommend to Admin Council the policies, procedures, and programs that will ensure appropriate, consistent, legal and fair treatment of all personnel and that will foster a healthy staff/organizational culture. It also provides confidential counsel to the General Secretary on human resource issues, as requested. PYM has restructured a number of staff positions and had an above-average number of new hires this year.

Property Committee: The Property Committee advises Admin on any real estate in which PYM has a financial interest. It provides support to quarterly and monthly meeting on issues related to the stewardship and, when necessary, the disposition of property under the care of those meetings. Property recently met with Shelly Stackhouse of Partners for Sacred Places to learn more about free resources for older and historic sacred places that want to plan for their futures. It is working with PYM staff on a Property Thread Gathering in January, 2024.

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

In Peace,

Jim Waddington, Clerk



Legislative Policy Collaborative Report, 2023

The Legislative Policy Collaborative of PYM had a year of transition. We are no longer a Collaborative but instead nine PYM appointees who serve on the General Committee (governing board) of the Friends Committee on National Legislation, a national, nonpartisan Quaker organization that lobbies Congress and the administration to advance peace, justice, and environmental stewardship.

Change is sometimes difficult, and this one, which came as the result of a PYM policy implemented in 2022, was bittersweet for the Collaborative. The advocacy policy adopted last year states that groups under PYM's aegis may not participate in grassroots lobbying. That is what we have done as a Collaborative. To protect PYM, the nine representatives approved dissolving the Collaborative.

Dissolving the Legislative Policy Collaborative was not taken lightly. Prior to our decision, we participated with PYM leadership in several sessions around this issue, trying to find ways to fold the two ideas together. Although individual members of PYM may lobby under the umbrella of FCNL (as it maintains at 501©4 tax status), any use of PYM's data bases or means of communication (newsletters, announcements at monthly meetings, etc.) which encourages people to lobby for the particular outcome of legislation, can endanger PYM's 501©3 tax status. That is the legal advice given to PYM leadership. That put the Collaborative in a bind.

There was strong reaction amongst the members of the Collaborative about this desist order. We wrestled with it over many months. Earlier this Spring, a letter to PYM leadership explained our decision to lay down the Collaborative, clearly stating our concerns about the whole issue as it relates to Quaker activism. Nevertheless, as PYM appointed representatives to FCNL, we wish to remain in relationship to PYM.

As we enter this new phase, we thought it would be helpful to provide a summary of our recent past. Even through the pandemic, the Collaborative planned and implemented workshops for PYM (both in person and by Zoom) that addressed deeply felt concerns that many Friends carry. Amongst these have been immigration, gun violence, Middle East peace, over-incarceration, and one planned for last year – the intersection of racism and militarism. Each of these workshops culminated in a specific "ask" on legislation before Congress, encouraging our legislators to vote a certain way. Though we can lead workshops that are purely educational, we can no longer encourage this kind of direct lobbying. And so, we must find another way to

act on our leadings. We can no longer utilize our powerful resources to guide the leadings of PYM members to specific, strategically effective actions in the U.S. Congress.

As individuals and as a group, we can continue to encourage young Friends to join the 400 or more young people who attend FCNL's annual Spring Lobby Weekend to learn about an issue and how to visit with and discuss the issue with their senators and member of congress. We can talk about the exhilaration of 400 Friends from across the nation who go to Washington each November to attend FCNL's policy institute and General Committee, explaining they will have to go to the FCNL website for specific information. We are finding our way, but we are "back on our heels" right now.

In our recent letter to PYM leadership, we again asked that the Advocacy Policy come before the full body at Annual Sessions. We are not sure that will happen, but we are sure that the collective actions of Friends in advocating for peace and justice over the years, have been effective. We are really successful when we act respectfully, when we speak to that of the divine in each person in Congress, when we act out of faith, and when we know exactly what we want those in power to do. We hope to gather Friends again to bring needed change in the world we seek.

Respectfully submitted,

Lynn Oberfield and Sylvia Bronner, co-clerks of the FCNL appointees from PYM

Middle East Collaborative Report 2023

1. What do you want the PYM body (all 10,000 of us in PYM membership) to know about your collaborative.

- PYM Middle East Collaborative is a group of Friends –mostly PYM Friends-- dedicated to learning about details behind current issues, developments, and opinions connected to the Middle East Region. Many in our group have spent time living in the Middle East. We historically have continued the connection begun at Yearly Meeting Sessions in 2002 with Ramallah Friends Meeting in Ramallah, PALESTINE.
- Together with Ramallah Friends School and Brummana High School outside of Beirut, LEBANON, we have direct connections to both the history and current events at each of these Quaker schools.
- Complexities of and search for a just peace in Israel/Palestine together with current situations in Lebanon are a frequent focus of our conversations. We have also considered Syria, Turkey, Iraq, Iran, and, to a lesser extent, Egypt, UAE, and Jordan.
- Beyond the Middle East Region itself, we examine ways that MEC members and PYM Friends might work here in the US in collaboration with local (e.g., American Friends Service Committee, Jewish Voice for Peace, Christian-Jewish Allies, Al Bustan Seeds of Culture) and national (e.g., Friends Committee on National Legislation, Friends of Sabeel North America, Quaker Palestine Israel Network) organizations.

2. How does your group meet and how frequently?

- Middle East Collaborative meets every other month, First Sunday at 1:30pm: January, March, May, July, September, November. We have met virtually since mid 2020 and likely will continue via that mode. All are welcome.

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

- Our group has led PYM workshops. We have made our selves available to monthly and quarterly meetings for presentations. We invite Friends and non-Friends alike to join our presentations (both virtual and in-person.) We have a website that is improved and expanded in the last year. Most notably in our expansion is a timeline of Quaker history in the Middle East. <https://www.pym.org/middle-east-collaborative/timeline> The timeline itself has links to present day and historical resources.

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

- We begin and end with a time of silence. We enjoy ‘check-ins’ as a means of staying connected to each other and the spiritual bases in our individual actions.

5. A report showing the requested budget vs actual expense

- We greatly appreciate the support of PYM in the form of underwriting the cost of registrants’ copies of the book Why Palestine Matters.
- As we moved through the process of offering and conducting the Why Palestine Matters course, MEC was granted a working budget of \$1,000. The cost of purchasing and mailing copies of the book to registrants was/will be covered by that grant. We’ll have funds remaining to use in 2023-24. Most helpful use of those remaining funds might be offering an honorarium to a guest speaker or purchasing another round of books for Why Palestine Matters next participants.

6. What are the major accomplishments for the year?

- Brummana High School principal, Mr. David Gray, visited the region in October 2022. MEC helped facilitate two of his many presentations: virtually on 10/18/22 and in person at Newtown MM on 10/23/22. Two of our members were closely working with David Gray and the school to organize all his presentations in northeast US.
- Shepherded and mentored by our collaborators at Philadelphia Christian-Jewish Allies, five Friends (three from PYM; plus two former teachers at Westtown School and Wilmington Friends School now active in NEYM) taught the content of the book Why Palestine Matters. Across seven evenings in early 2023 we hosted numerous guest speakers to present the issues of intersectionality, white supremacy, and injustices not only in Palestine but also as experienced by our African-American and Indigenous American neighbors. We were able to focus the last class or two on current events gripping the news and our hearts with the new, very conservative administration in place in Israel by late January 2023. It is our intention to offer the Why Palestine Matters course again in the next year. Friends are asked to be in touch with MEC Clerk, Sandy Rea, at drsandyrea@hotmail.com for more information on content or scheduling.
- Five of our members traveled to Israel/Palestine for a dual narrative tour organized through Friends Council on Education. Four of our members, all very experienced through years’ living in the region, were in the group of the tour’s six co-leaders.
- For Quaker Timeline including link, see above.
- Through BRIEF REPORTS and DISCUSSION in our regular meetings, we are able to focus on news from Ramallah Friends School and Meeting, Lebanon, Palestine, Israel, and other countries.

7. What are the things that are stopping/hindering your mission,if any?

- There are plenty of worthwhile, not Middle East related issues to which PYM Friends may give their attention and direct action efforts.

- Congresspersons fear backlash from specific elements of their constituencies if they are to support legislation sympathetic to the Palestinian cause, or Lebanon, or Iran, or Yemen...
- The issues of justice with equity through non-violent resolutions to bring improvements – concrete movements toward peace -- in the Middle East region seem overwhelming and distant, if not impossible, to many. I suspect that learned helplessness restricts the participation of many.

8. Is there anything you need of PYM administration (from PYM staff, the Clerk(s) or the Program Committee?

- Thank you for that offer. First, may I offer my and our endless and totally huge thank yous to Olivia Brangan for her excellent and tireless work facilitating all we do. Additionally, Malcolm McAtee was very helpful in getting the Quaker Timeline up and running.

Please let me or your Program Committee liaison know if you need support or have further questions.

Thank you all,

Sandy Rea

Clerk, PYM Middle East Collaborative



INDIA FRIENDS COLLABORATIVE REPORT 2023

We have continued with the work we have been doing in the last few years working with Sohagpur School for Girls in Madhya Pradesh India to build a new classroom building. The Friends School started in 1875. Quakers came to this area Mid India in 1866. The first Quaker arrived in India in 1657.

The India Friends Collaborative (formerly called the India Friends Working Group) was started in about 2000.

George and Lillian Willoughby and others of their generation had deep involvement and friendship with Indian Quakers for several years before the Working Group was founded.

“The purpose of the India Friends Working Group is to widen and deepen acquaintanceship between Friends in India and Philadelphia Yearly Meeting Friends, primarily through interactions focused on peace and social concerns. We do not initiate activities in India but support activities of Indian Friends.” Summary of our purpose written circa 2005 by an IFC member.

At this time we are not as involved in the important peace issue in India as we have been in the past. George had a relationship with some of the Gandhi Peace Foundation leadership. We hope to get connected with them again in 2024.

The Friends Girls School Sohagpur was founded in order that girls could get an education equivalent to that of boys. The fees have always been low. For a number of years the school has been operating at a loss. Yearly Meetings in India and Yearly Meetings in Australia, Britain and New Zealand have to some degree supplemented the expenses of the school and the tuition of the students. In addition, in the last few years our Collaborative and Mt Holly Monthly Meeting have been able to donate some money to offset the expenses of the school.

When in 2012 I met students from this school at a Young Friends Gathering I was impressed by the love they had for each other and for their fellow participants. Some were well off and some were quite poor and yet you could not observe this difference in their interactions. They were getting a good education I could tell from their conversations and questions. I decided I would go there next time I was in India. In 2015 I did travel to the school and saw more students and had the same thoughts and feelings about the school and its togetherness.

I was however surprised by the need of repair of the buildings and classrooms. Other members who saw the buildings felt the same way.

There has been very little money for capital improvement. Most buildings have not had significant repair in at least 30 years. Some buildings may not be worth repairing and should be replaced.

The condition of the buildings needs a good deal of improvement. The quality of the education however has led to most girls who graduate going on to college.

The Trustees of Sohagpur Friends School after consulting with local Meetings, the local community and Friends overseas have instituted a capital campaign to fund construction of a new classroom building. Most of the money was contributed by local and overseas Meetings and Friends. Mount Holly Monthly Meeting made a contribution to the construction fund. The Collaborative has made it known to individuals who are interested in our work about the need and some contributions have been forthcoming.

The construction started about the time the pandemic started so there were a number of delays. It is now completed, there has been an opening ceremony and the building is now being used as of this July 2023.

Now that it has been built there is planning for the construction of a small three room Administrative building. Half of the old building fell down several years ago.

The Collaborative will continue to encourage direct contributions to the school for tuition assistance, as I believe Mt Holly Monthly Meeting and Yearly Meetings will until it is unnecessary. There are a number of issues that have to be resolved including teachers salary to get finances on solid footing.

Parents and people of Sohagpur appreciate the Friends School's method of educating their children both academically and spiritually. The spiritual education does not interfere with the parents' Hindu beliefs and there are some common values especially in belief in peace and diversity.

While Sohagpur Friends School has many challenges there is beginning to be a turn around because of the love, determination and leadership of the Trustees. Indian Friends and Friends all over the world have worked together for a common goal.

In the last two years we have had a member of our Collaborative visit the school twice. He is an Indian and visits his family and then visits Sohagpur school each year. Having a member who can physically meet with Indian Friends and see the progress of the construction and the condition of the other buildings and all other aspects of the school is a blessing.

The Sohagpur Friends Church (some Meetings use this term) is on the same block as the school. Attendance is not mandatory but it brings many students and teachers to the Meeting House to be able to worship with the Meeting members.

The Collaborative is scheduled to meet by zoom four times a year. We converse on the phone quite often. Visitors are welcome either because they are interested in becoming a member or just because they want to learn more about our Collaborative. We are a small group and would welcome new members.

We have not asked for financial support from Philadelphia Yearly Meeting but would like to discuss what kind of funding we could get with a representative of the Life Council or its Program Committee. We would like to have help setting up a website.

One other goal that we have that in recent years we have not been able to accomplish is to have India Quakers visit Philadelphia Yearly Meeting. The early 2000s is the last time PYM have had Indian Friends visit. They stayed at Pendle Hill studied there and gave talks to Monthly and Quarterly Meetings. Wouldn't it be wonderful to have an Indian Quaker(s) give one of the talks at Annual Sessions and for her/him+ to have meals and share in discussions formal and informal? The bond between Quakers in Philadelphia and those in India would be strengthened. We will work on this possibility in the coming year.

We are called to India, to be involved in the life of their Meetings. We strongly feel that the Quakers there contribute in an important way to India and its people.

When we are working with them, worshipping with them and sharing meals and social time we are grounded in the lives and goals they have. It is wonderful to know these Friends. We get a good deal of support from the way they welcome us and tell us how much it means to them that we are visiting and care about their community.

If you would like more information about the Collaborative and/or Sohagpur Friends School please contact me at indiafriendscollaborative@gmail.com

Jack Walz, Clerk



Dormitories



Classroom Building



Building Porch of New Building



Some of the Trustees and Teachers on day of completion



Classroom in new Building

First Contact Reconciliation Collaborative Report, 2023

1. What do you want the PYM “body” to know about your collaborative?

- We are grateful for space to live as we are called by love within this institution
- We vet and listen to Lenape Native Nations’ leadership - legal sovereigns in relationship with State & Federal governments; we pray for those of false pretenses
- We acknowledge that truth telling is not easy, sometimes discomfoting, and beyond our times together trust that individuals will seek self-care as needed
- We recognize that reconciliation requires healing – both the oppressed and oppressors, individually and structurally, past: present: future
- We notice pushback of Indigenous historic truths from predominant culture, including The Religious Society of Friends PYM
- By accepting the Treaty of Amity Sacred Wampum Belt(s), we are Treaty People
- We are on Indigenous Land, Turtle Island

2. How does your group meet and how frequently?

- Correspond 1:1 with those who have expressed shared concerns & extend invitations to meet
- Open to consultations/ talks/ ongoing clearness with Monthly & Quarterly Meetings
- Set meetings with suggested agendas, i.e., Ap-Oct 2022
- Called meetings for matters of timely concern, toward clearness:
 - Department of Interior’s Preliminary report on Indian Boarding Schools o Quakers’ roles in IBS
 - Missing and Murdered Indigenous Women & Children
 - Native American Graves Protection & Repatriation Act (NAGPRA) - return of human remains and cultural patrimony items to Native Nations
 - Harmful mascotry, logos, chants
 - Supreme Court of the United States - Brackeen v. Haaland/ Indian Child Welfare Act o United Lenape Community leadership regarding Corporations Posing as Indigenous Nations (CPAIN)

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

- PYM News articles – see June 17, 2022; Aug 10, 2022; Nov 3, 2022; Dec 1, 2022
- PYM Calendar – May 23, *Quaker Indian Boarding Schools: Facing Our History and Ourselves*

- Seekers receive relevant email updates - National Museum of American Indians, Native American Boarding School Healing Coalition, National Congress of American Indians, Friends Committee on National Legislation, Native American Rights Fund, and other YMs
- Electronic newsletter posts by the Yearly Meeting & Quarters

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

- FCRC meetings begin and close with periods of worship, including sponsoring a Joint YM Group
- In the manner of Friends, we intentionally seek/ offer check-ins, listening circles, and prayer requests; we hold in the Light known and unknown causes of enlightenment
- Friends may intentionally seek self-growth and healing, connecting with Spirit mindfully using queries, readings, arts, journaling, and animal therapies
- We listen to reputable, valid Native Nations’ voices of true sovereign leadership and trusted Indigenous media

5. If possible, please provide a report showing the requested budget vs actual expenses.

Note: Fiscal Year 2022 - Updated electronic handbook/ forms for reimbursement, we believe, were not available; staff assisted in submitting requests prior to Sept 30, 2022, to the accountant; FCRC remains seeking confirmation of 2022 budgeted/ approved honorarium funds

FY 2022 Approved Item	Requested Expenses	Actual Expense Submitted Sept 30, 2022	Balance
2022 Honorarium	\$800	\$800	Awaiting PYM confirmation

First Contact Reconciliation Collaborative Budget – FY 2023

FY 2023 Approved Items	Requested Expenses	Actual Expenses to date	Remaining
2023 Honorariums	\$800	0	\$800
2023 Materials	\$555		~\$155
banner	\$90	\$106.53	
powwow booster	\$200	\$155.00	
books	\$140	\$137.55	
2023 Hospitality	\$100		~\$40

seeds	\$60	\$60.56	
Totals:	\$1455	\$459.64	~\$995

The PYM Annual Report reflects work between June – May, whereas the PYM Fiscal Year spans Oct. 1 – Sept. 30; reimbursements for outstanding payouts will follow the “new” 2023 PYM process of direct electronic payments requiring individuals’ banking information. Therefore, **honorariums** are anticipated in August and September 2023, given Native Nations’ engagements and recordings, likely to absorb the approved \$800 budget; the remaining ~\$155 designated for **materials** supporting the collaborative’s initiatives is forthcoming; and the remaining ~\$40 **hospitality** budget for customary gifting during Inter-Nationhood gatherings is anticipated in the coming months, June – September 2023.

6. What are the major accomplishments for the year? Collaborations include the following:

- **Being called-in** for discernment by the Federally recognized Delaware Nation representative of their United Lenape Communities of the diaspora, expressing their stand and request for our support identifying *Corporations Posing as Indigenous Nations* (CPAIN)
- **Continuing relations** with Lenape “keepers of the land” – attending events and recognizing Nanticoke Lenni-Lenape newly elected Chief (Urie Ridgeway) and Council members
- **Gathering/ Showing up** with Native American Church/ St John UMC (Fordville) NJ – worship, fellowship, conferences, hosting talks, and guest speaking; Cohanzick Tribal Ground gathering
- **Learning** – Native American Church (Fordville) Committee on Native American Ministry and Native American International Caucus; and the National Museum of American Indians
- **Consulting-Guest Speaking:** Quarterly Program & Newsletter interview, recorded talk, follow up documents; relationship building with subsequent individual contacts
- **Co-Collaborating** - PYM event with Anti-Racism: *Quaker Indian Boarding Schools: Facing Our History and Ourselves*; Eco-Justice: water/ Indigenous concerns; Middle East: land concerns
- **Hosting** ~quarterly Joint Yearly Meeting Group listening sessions supporting Friends of shared witness: *Apology to Indigenous People of Alaska* by Alaska Friends Conference; research by Andrew Grant (NEYM) and *NEYM statement to Native Nations* whose land they occupy; Friends Peace Teams Toward Right Relations
- **Interviewing** for unique documentary by Stockton University Professor/ videographer, Jeremy Newman, who proposed a panel of Lenape and Friends now accepted for the coming 44th Friends Association for Higher Education Conference - *Quakers, Colonization and Decolonization*

- **Shaping** inclusive conversations, celebrating language revival, accompanying Indigenous-led acts of justice, void of (mis)appropriating Indigenous cultures, and correcting past erasures
- **Researching** – humble awareness of Carlisle Indian Boarding School Outings
- **Creating** a pow-wow booster ad, celebrating treaty relations with the Nanticoke LenniLenape Tribal Nation, still here on their ancestral land
- **Uniting** with Coalition of Natives and Allies (CNA) on the topic of mascotry, engagement with the Teachers Association; educational District programs, grades 4-9; University talks; and film creation, *Native Women and Allies Speak: What You Weren't Taught in School*, also set for FAHE

7. What are the things that are stopping/hindering your mission, if any?

- Vast, vast possibilities toward Spirit-led acts toward social justice, righting diverse spaces of historic dehumanizing of Indigenous Peoples – knowing who may be doing/ what is being done
- Given discomfort of facing truths/ diverse perspectives, finding unity (enough) toward sustaining shared witness, avoiding a pattern of schisms
- Collectively working, beyond our benches & prayers, where Truth is our guide toward justice
- Waiting upon opportunity for yoking with Young Friends/ YAFs toward tending the fires of rightly ordered work, likely needed into coming decades
- Recognition that “oppressors” guilt and shame requires intentional acknowledgement for healing within and self-growth – mind, body, soul

8. Would you like additional support from PYM staff, the Quaker Life Council Clerk, your Program Committee liaison, or the Program Committee?

- Across the board, timely responses to inquiries, providing understanding, particularly if there is a foreseeable wait time or something more required; transparency
- Direct communication, occasionally, rather than email, for building trust/ sense of belonging
- Continue to extend relative introductions to staff and individuals with shared wondering(s)
- From all who faithfully serve in leadership, when transitions are forthcoming, share with those who are rising the story & currency unique to this collaborative; to the Program Committee liaison, Betsy Crofts, we are blessed with your loving, exemplary service
- Finally, we ask that you hold us in the Light, toward accountability with Spirit.

Submitted on behalf of the First Contact Reconciliation Collaborative,

Sandra Boone Murphy, Contact Representative

Office email: sacredwovenword@yahoo.com

Office phone: 609 732-0576

Eco-Justice Collaborative Report, 2023

1. What do you want the PYM body (all 10,000 of us in PYM membership) to know about your collaborative?

The first thing that PYM members should know about Eco-Justice Collaborative is that it is a Friends community. Solidarity and unity are as important as the business we conduct. The work of EJC is urgent to each of us, and solidarity and mutual support make us effective workers in the difficult tasks in which we choose to engage.

EJC is comprised of Friends with extensive expertise in policy/legislation, money systems, climate science, energy, food, land, education, media, law, biodiversity carbon forests, resilience, and activism. EJC is a collaborative of professionals who represent different concerns and experiences, but who consider each other's work as crucial as their own and each works to advance the goals of the whole collaborative.

The EJC continues to put out a monthly newsletter, which is distributed through the PYM [Peace and Justice Network] to more than 2,000 people. Sections on Action, Upcoming Events, Good News, and Resources provide Friends with information and inspiration to support their work on the existential challenges of climate change, environmental injustice, and biodiversity loss. The Action section is divided into five parts that reflect the five action areas listed in the Climate Change Sprint Report: advocacy, education, finance, lowering our carbon footprint, and mourning loss and instilling hope. All sections include links to articles, reports, workshops, and websites where Friends can find more information. We also try to highlight resources, actions, and events that show what other Quakers in the Yearly Meeting and Quaker organizations beyond the YM are doing so that readers can connect to the wider community.

2. How does your group meet and how frequently?

The whole collaborative regularly meets each month. However, small ad hoc subcommittees meet more often to address particular actions or monitor a continuing project. Even before Covid, we met by Zoom or conference call, because our members are widely distributed across PYM. We may have hybrid meetings in the next few months.

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

EJC publishes a monthly newsletter, which is distributed by the Philadelphia Yearly Meeting staff. EJC also produces regular webinars on important climate and climate justice topics. We connect to the YM through presentations at Monthly and Quarter Meetings and at workshops at Annual Sessions. In the past year and a half, EJC has been compiling information on the climate work of Monthly and Quarterly Meetings, specifically climate, environmental racism, and biodiversity.

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

EJC begins every meeting with worship, acknowledging the spiritual foundations of our work, because we are members of the Religious Society of Friends and would be overwhelmed by grief and burnout if we were not deeply grounded in the Spirit. Worship is followed by check-ins, which allow members to share their grief, their hopes, and their current state of being. Though grief, hope, and deep spirituality are individual conditions, sharing them is a spiritual exercise in humility and trust. We believe unity is possible when the community is strong and deeply committed to each other.

5. If possible, please provide a report showing the requested budget vs actual expenses. Our budget is not ready, yet.

6. What are the major accomplishments for the year?

Since the adoption of the Climate Change Sprint Report in 2021, EJC has been serving the yearly meeting by engaging the five action areas proposed in the report. There is considerable crossover among the action categories, and our choice of categories for particular actions is sometimes arbitrary.

- a. Advocacy: During 2021-2022 EJC began teaching Friends how to lobby with FCNL and at the state level. Part way through 2022 PYM leadership concluded that any lobbying was a risk to the yearly meeting's tax status. Consequently, several members created a separate 501(c)4 organization to work on policy in coordination with Eco-Justice discernment on legislative issues. The 501(c)4 is Quaker Action Mid-Atlantic Region (QAMAR).
- b. Education: Thread Gathering to support Friends' access to funding from the Inflation Reduction Act (IRA). This was followed up by preparation and distribution of documents and information from the IRS on the availability of funds. Recent work includes a partnership with the Concord Quarter Climate Action Working Group(CAWG) to educate Friends about the crucial need to create ecologically diverse habitats in sacred spaces. Currently, the Eco-Justice Collaborative and the CAWG have been co-hosting the Greening Sacred Spaces Series of webinars.
- c. Reducing our Carbon Footprint: We are in the process of finding ways to support Unami Meeting's carbon forest project.

- d. Finance: EJC has carried a concern for toxic banking systems and has continued to advocate for public banking. Members of EJC sometimes work with EQAT to confront energy and finance institutions that have negative environmental practices.
- e. Mourning Loss and Instilling Hope: To address the frightening reality of global warming and assess the work we need to do, we will first have to understand what is already lost, mourn that loss, possibly adapt to it, and then begin again with the necessary response.

7. What are the things that are stopping/hindering your mission, if any?

Formerly, EJC had permission to update our part of the PYM website, but that permission/access was withdrawn, making it impossible for us to make necessary updates and remove material that has become irrelevant.

8. Would you like additional support from PYM staff, the Quaker Life Council Clerk, your Program Committee liaison, or the Program Committee?

EJC is extremely grateful for the support that we get from Olivia Brangan. That being said, there are things that staff and leadership could do to better support our work. First, we believe that our corporate witness calls for the Yearly Meeting leadership to make a strong public statement about climate change both inside PYM and in the larger community. Our PYM community would feel inspired and supported by the acknowledgment of our leadership that the existential crisis of climate change and climate injustice really is the moral issue of our time and therefore calls us to a profound spiritual commitment. Second, EJC still needs support for organizing the EJC web pages. We would like to see a website to which we have timely access so that the website can be dynamic and current. Climate, earthcare, and environmental racism are ever-changing and nuanced concerns to which we should be able to respond and educate with agility. We would also like to see the climate and DEI sprint reports featured prominently on the PYM website. Currently, members need to know that the reports exist, what they are called, and how to search for them. Several Yearly Meetings are interested in both reports but struggle to find them.