



# Philadelphia Yearly Meeting

*of the Religious Society of Friends*

## Quaker Life Council Meeting of 20 January 2018

### Agenda

1. Revise/Approve December Minutes
2. Program/Funding Committee?
3. Youth Programs Update?
4. Discernment Team Update
  - a. What help is available to Monthly Meetings?
  - b. What strategy does each monthly meeting have for addressing a crisis/conflict/problem?
  - c. How can a Quarterly Meeting help support MM?
  - d. What PYM support is available to a Monthly Meeting for conflict resolution?
  - e. Presenting to PYM? What does Discernment team want to share and how?  
Could Use the December QLC minute excerpt as a potential template basis
5. Governance Committee: Information to PYM: How to do it?
  - a. Posting QLC minutes: October and November are ready
  - b. Approve working minutes as QLC moves through its meeting and have it done by the end of the meeting.
  - c. Posting QLC Draft Agenda a week before the QLC meeting
  - d. **Sharing with PYM Body the process and location to access the QLC agenda and minutes**
  - e. General Secretary report: should it be posted on the website?
  - f. Individual reflections on what it means to be a member of QLC (to be posted on the PYM website)
  - g. State of the Meeting report: have them ready by Annual Sessions
5. Extended Meeting/Retreat Draft Schedule: Give time for
  - a. Joint Councils Worship-General Secretary report (1 hour)
  - b. QLC Regular meeting-- including lunch break (1.5 hour)
  - c. Reviewing the PYM mapping structure -- including lunch break (1.5 hour)
  - d. Training for Zoom/Video conferencing technology (.5 hour)
  - e. Committees meet (1.5 hours)
  - f. Updates and closing worship (.5 hour)

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6. Final Approval of January Minutes for posting (The plan is for sections of minutes to be approved as we move along through the meeting)

### **Minutes**

**General Secretary Report:** Christie Duncan-Tessmer: Christie welcomed members and thanked Friends for a joint meeting of the 3 Councils.

The staff of the PYM helps to weave together the various parts of the YM. The staff is increasing after previous years of cutbacks. The staff help to connect Friends to each other. A few of the staff have special expertise in a particular field and run programs (ex: Youth, Aging, and Pastoral Care). The increases are to give administrative support to help the staff do their jobs in carrying out the strategic goals of the YM.

The General Secretary ensures people in different departments coordinate their efforts.

**Children's Coordinator:** The new position has relieved Zachary Duttons workload.

**Health Care:** The past policy was to give full support for employees but not family. Presently, everyone contributes to pay for health insurance of 3%+1% for partner+ 1% for children. 60% employees eligible for health insurance under the same rules.

**Wages:** No wage is lower than the minimum recommended by POWER of Philadelphia of \$15.00/hour. Have also increased salaries and wages of other positions if they appeared too low.

**Human Relations and Diversity:** Position will be created shortly

**Open Wednesdays:** Staff are encouraged to speak to Christie about issues they feel she needs to know about on Wednesday afternoons.

**Reflective Questions:** Friends asked questions to the General Secretary

-Is the PYM staff and office making progress on addressing racism?

Painful conversations are occurring amongst the staff. Anti-racism is also part of the planning of events. Readings, trainings, and learnings do not yet occur all together, partly because it is too painful. Christie is getting support from an outside coach on addressing racism. The

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General Secretary wants the new Human Relations position to provide support and guidance for her and the staff.

**-How are members of the PYM councils and members of monthly meetings making progress on addressing racism?**

**-How do Friends active in the leading of PYM bring back information to monthly and quarterly meetings?**

The most recent FAITH and PRACTICE was about what is going on in the local meetings and connecting to PYM.

The new database will help disseminate information and make contact with Friends.

The joint meeting of councils ended with a period of silent worship.

**Present:** Jim Herr, Zachary Dutton, Andrew Anderson, Amy Brooks, Bryn Hammarstrom, Melanie Douty-Snipes, Penny Colgan-Davis, Gray Goodman, Karen Winner, George Rubin, Cate Marion, Kri Burkander

**Ex-Officio:** Zachary Dutton, Christie Duncan-Tessmer

**Regrets:** Ayesha Imani, Kate Bregman

**December Minutes:** Members amended and approved 16 December 2017 minutes.

**Program-Funding Committee:** Members had a phone conference and chose which Collaboratives each of them would contact. Members are still contacting Collaboratives to discern how their work is ongoing and how the committee can support them. The committee has received an application for the Atlantic Coast Quaker Activist Sprint to become a Collaborative. The committee is working with the group in clarifying the application. Members thanked Zachary Dutton for the support he has given the committee. Amy will forward an email on the Peace Tax Fund to the committee for them to forward to the relevant Collaborative.

**Youth Programs:** The Sprint continues to do its work and is considering if the timelines of December are realistic. The Sprint is planning to meet before the end of January.

Associate Secretary Zachary Dutton reported that all of the staffing positions have been filled. Information and a story about about new staff will be posted on the website. They will introduced at Continuing Sessions in March.

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**Discernment Team:** The team had a deeply grounded conference call yesterday. There have been listening sessions as well as team conference calls. There are a few more listening sessions to complete. There is a deep need to help PYM \*\* discern how individual Friends relate to each other and their monthly meetings as well as how Friends address conflict, racism, and other forms of discrimination at all levels of the Yearly Meeting.

We were reminded of Micah 6:8:

8 He has shown you, O mortal, what is good.  
And what does the Lord require of you?  
To act justly and to love mercy  
and to walk humbly[a] with your God.

The discernment team will be making a report to Continuing Sessions about their work, and offers to share their lessons learned with the team conducting the PYM multicultural institutional assessment. The team will continue this work through QLC and PYM leadership.

**Friends minuted deep thanks to the Team for their ongoing efforts.**

**Governance Committee:** QLC minutes are being posted on the PYM website. The Committee has begun meeting 2 weeks before QLC meetings to conduct its business and create the suggested agenda. QLC minutes will be approved before the end of each meeting. A letter has gone out to Monthly Meetings requesting state of the meeting reports by Annual Sessions.

Query: "How are the 3 Councils evaluated for their effectiveness?"

**Extended QLC Meeting + Retreat Schedule:** Members discussed the proposed agenda. Members are invited to work on further planning of the retreat at the next Governance Committee meeting 31 January 2018 7-9 p.m.

Friends approved the January minutes.

**Retreat :** Arch Street Meeting: 9:30 a.m. to 3:30 p.m. 17 February 2018

Respectfully submitted,

Gray Goodman, Recording Clerk

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