

Quaker Life Council Meeting Minutes
Saturday, May 21st, 2016
11:00 am – 2:00 pm

Friends in attendance:

Lane Taylor- Clerk, Connie Webster, Zachary Dutton (Staff- Associate Secretary of Program and Religious Life), George Rubin, Jim Herr, Tom Hughes, Charlie Randall, Pamela Draper, Kri Burkander, Penny Colgan-Davis (Clerk of the Yearly Meeting), Cate Marion, Christie Duncan-Tessmer (Staff- General Secretary), Amy Brooks-Recorder

The meeting began with worship, introductions & check-ins.

The agenda and April 9th minutes were approved.

Friends discussed the Communications Policy:

QLC united around and approved the recommended policy decision for clerks of QLC, Nominating, and Admin. Council to have PYM-specific email addresses

The Governance Committee report:

The committee reported that they met and discussed accountability structures, QLC handbook, and internal nominating for committees.

PYM Clerk asked for the committees to be continually clear about how Clerks outside of the Council and the General Secretary can be helpful, but not intrusive to committee work.

Governance is continually mindful that PYM is a bottom up, not top down structure and we are being careful to create our structure in a way that honors that concept of serving the light which is thriving in the monthly meeting members.

Undoing racism and White Privilege Conference (WPC) de-Brief:

Penny Colgan-Davis shared that the WPC was an amazing, eye opening experience. Transformative. There are 6 different stages of inclusive organizations. PYM will have continual work to do to move through the stages.

A discussion of ensuring that QLC members are adequately trained to recognize actions contradictory to the intent of un-doing racism occurred. We discussed affinity groups, safe spaces, and ensuring structures are in place to promote inclusivity and anti-racism in our events, meetings, and committees.

PYM staff all had a 3-day, anti-racism training: 3 days of training and one day of holding. From General Secretary: Staff/PYM were broken open, and we are okay. Trying to remain open. Trying not to hide. Asked to feel how anti-racism work manifests in your body.

QLC united around the idea of anti-racism training for all of us, with the hope that administrative council and nominating council would participate as well.

Penny Colgan-Davis shared that we are planning to have affinity groups at sessions. Important to hold safe spaces for friends of color. Important also for white friends or those who do not identify as friends of color to have safe spaces. This year, there will also be a room for Friends who identify as multi-racial.

120 people from PYM and about 400 Quakers attended the WPC. 18 people were fully-funded by PYM. Issue was raised of ensuring that in the future, funding amounts are more clear earlier for opportunities like this.

Lane will reach out to the undoing racism group to offer interested QLC members to serve as “allies at the door” for the space for multi-racial Friends at annual sessions, where undoing racism deems that there is a need.

“Summit for Change” Leader Nomination/Decision:

The Summit: A gathering for world change through faith and justice of leaders. The 2016 summit will focus on the intersections and implications of race in all of our justice work.

Marille Thomas, is a staff member who was recommended by Tricia Coscia (staff-Community Engagement Coordinator) to attend. Marille is a Friend from Frankford meeting, currently attending Green Street meeting who has demonstrated commitment to undoing racism and to PYM becoming an anti-racist organization/community. QLC recommend and approved Marille as the leader from PYM to attend the summit.

Richie Shultz, a soon to be PYM staff member will be going to the conference and will be working within PYM on undoing racism.

The expectations of the members of staff would be to use the lessons in the work of the YM upon return.

QLC approved funding for a PYM person (this year Marille) to attend the conference. Because this year a staff member was approved, there was a discussion around the possibility that staff professional development funds be used. QLC referred the issue of the level of budgetary support to the funding committee.

This came somewhat unexpectedly to QLC. Lane Taylor will discuss with nominating whether this nomination will be on QLC’s nominating list or PYM’s nominating committee in the future.

Update/Decision from Program Committee:

A recommendation was brought forth for approval of the Public Education Collaborative. The collaborative was approved. A suggestion was made that the

collaborative be aware of and in community with other organizations doing this work so as to unite rather than dilute.

The Supporting Individual Calls to Ministry collaborative offered to steward the “Resource Friends” part of the PYM structure. QLC needs to consider the section called “Resource Friends” to clarify it. At this point, Program Committee does not feel the time is ripe to turn this over to a collaborative, because QLC has not lifted this up in a thoughtful discussion yet. This does need to be considered.

There was a question was raised regarding what are we going to do with Resource Friends? Lots of potential, but not currently formed. This was referred to Governance to make a recommendation to QLC for the structure of Resource Friends.

A discussion was had around Resource Friends as travelling ministers with very broad range of abilities and depth of knowledge.

An advisory panel/committee for Friends Counseling Service was requested for policy issues. We would like them to report annually to QLC and ask for support/advice. This was referred to Governance.

There are currently impending changes to staffing for children’s programs. There is a focus on reflection of the religious life of children in PYM. Staff is currently in partnership with PYM and QMs. QLC can help in the discernment and proposes a sprint to address this rather than hiring new people to fill positions.

QLC approved a Sprint on the religious life of PYM children. Would like Governance to name a sprint.

Corrections to these minutes that were read into the minutes of the 12.16.17 QLC Meeting

- The minutes read that, “QLC approved a Sprint on the religious life of PYM children.”
- The name of this Sprint is actually the Youth Programs Sprint, and it focuses on the religious life of children, youth and families.
- The charge for this sprint was approved as follows:

Charge to the Sprint from the Quaker Life Council

- The Youth Programs Sprint will be formed to coordinate discernment regarding the vision, mission and governance of Philadelphia Yearly Meeting programs that support youth. The Youth Programs Sprint is charged with establishing a process such that the following things come before the Quaker Life Council for consideration:
 - A vision for programs that attend to youth and their families from infant through High-School age.
 - A youth programs mission for carrying out the vision.
 - A permanent governance process for the stewardship of programs attending to youth and their families, following the PYM Governance Handbook.
- The Youth Programs Sprint is responsible for identifying and assigning appropriate staff and relevant constituencies to drafting the above things. At times, it may find that

certain stakeholders may be delegated certain aspects of the discernment to be integrated into the overall set of proposals through iterative, active listening.

- The Youth Programs Sprint will be populated by
 - A total of 3-6 Friends, including *ex officio* members.
 - The Associate Secretary for Program and Religious Life, as an *ex officio* member.
 - Up to four non-council members who are stakeholders and/or experts in supporting youth at various ages.
- The Quaker Life Council is responsible for approving:
 - The vision, mission and governance process.

Update/Report from Funding Committee:

The committee met twice- once in April and once in May. They finalized the rubric for funding/guidelines for collaboratives. This is on the website. Click and go.

A simple flow chart was created outlining the funding process, which is still being approved by the committee before it's shared.

The committee created a sample collaborative budget which fund applicants essentially create themselves by answering questions that are posted online which generate their budget.

The funding committee finds that the treasurer would be helpful to be on the funding committee and would like to have this be part of the structure.

A draft is in process of having a funding packet to send to collaboratives.

Update/Report from the Sessions Committee:

A meeting has been held about looking at sessions planning going forward.

Emily Blank has graciously continued to clerk the Sessions Committee moving forward. Looking at QLC attendance and looking at continuing sessions and how annual sessions are planned together as sprints.

Emily is writing job descriptions for the work.

Sessions is well underway in planning and they do not need additional suggestions.

We are being asked to volunteer for children's sessions 5th grade and under to be a leader or an assistant for a children's program. They would like each of us to do one two hour session if possible. Background checks are needed.

Other Updates:

Next meeting is June 18th in Reading.

There will not be a planned meeting in July, but we may need to meet and may meet

for a meal or check in at annual sessions.

General Secretary Report:

Thank you for helping with the survey.

Appeal went out.

Looking at whether the people involved in the old structure are somehow involved in the new structure. 75 percent are still involved.

Christie Duncan Tessmer reported on the powerful undoing racism training in PYM and her personal experience understanding, identifying, naming and clearing racist actions from her being and from PYM administration.

The meeting ended with shared worship