

## Minutes of the Quaker Life Council 9.21.19 Meeting

Present: Cathleen Marion, Amy Taylor Brooks (Clerk), Bryn Hammarstrom, Anthony Stover, Susan Kight, Marge Dawson, Ayesha Imani, Zachary Dutton (ex officio)

Regrets: Melanie Douty-Snipes, Kate Bregman, George Rubin, Julia Carrigan, Sue Dietz

We reviewed and accepted the agenda.

We worshiped.

Bryn agreed to take minutes, to be e-mailed to Amy for her input. Assistance and approval of the written minutes will take place at the next meeting

### 1. Announcements

Our clerk shared that the Governance Committee is now called the Agenda Committee.

### 2. Discussion

We discussed adding to the QLC corollary governance handbook the policy of maximum two, three-year term limits for non-QLC members of all committees under QLC (with one year off before subsequent terms). There were some concerns raised, including a question about committee clerk service, so Zachary offered to revisit the policy to be addressed again at a future meeting. The current draft of the policy is attached to these minutes.

### 3. Action

We reviewed a Grants Committee minute, offering a liaison from the Grants Committee to QLC, which is the clerk of the Granting Committee. The liaison and clerk would be available to QLC for sharing or clarifying information. We accepted the minute. It is attached to these minutes.

**QLC accepts the Granting Committee minute and welcomes both Granting Committee's outreach to QLC and the Granting Committee clerk's attendance at QLC's monthly meetings as the Granting Committee liaison. We anticipate that either group could request the Granting Committee clerk's attendance, as scheduling permits.**

### 4. Report

QLC accepted the Friends Counseling Service (FCS) report with appreciation. The report is attached to these minutes.

**Minute of query back to FCS: Has FCS has considered allowing counselors who are not monthly meeting members in order to better serve the broader/ more diverse community which PYM has become?**

### 5. Policy on the Stewardship of Funds

**QLC approved the attached policy on the Stewardship of Funds with minor editing.**

6. Minute of Concern: Caln Quarterly Meeting on Refugees, re-submitted with Harrisburg's MM's letter to their representative, the minute is attached to these minutes.

**The Quaker Life Council endorses the Caln Quarterly Meeting minute and urges both MM's and individual Friends to use the accompanying Harrisburg Monthly Meeting letter as an example of**

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**outreach to other faith communities, regional news media, and elected officials. We recognize having received additional minutes from other quarterly meetings on this issue and invite ministry on this issue across our quarterly meetings.**

7. Committees and Officers: QLC has a clerk, Amy Taylor-Brooks, and an alternate clerk, Anthony Stover, but desperately needs a recording clerk. We will ask Nominating Council to consider recording interest and ability in recruiting additional QLC members! QLC welcomed our newest member, Susan Kight, and approved her appointment to The Ministry and Care Committee

8. Discussion/action: Follow-up to PYM Annual Sessions, and the issues of "Truth and Reconciliation" for Friends of Color, and of racism in PYM generally. The following Annual Sessions minutes were posted on the screen for us to review:

On FRI, 7/26/19, "Two proposals arose from this meeting that: 1.) we charge the clerks' group to find a process and a body to take up this work, reviewing the Undoing Racism Group proposal from 2016 and propose a way to fold this work into the structure of the Yearly Meeting, as well as revisit our multicultural audit and, 2.) we charge QLC to make available a Truth and Reconciliation process to support Friends of Color who have experienced trauma from our Yearly Meeting."

On SAT, 7/27/19, "Getting on the Same Page: The Clerk's Group decided to allow the recording clerk from last night to reread the action items as approved at that time. Kri Burkander then read the following minute from this morning's meeting of the Clerk's Group. / The Clerks' Group took up the proposals from last night's session, feeling a sense of urgency to move this work forward.

We charge the Administrative and Quaker Life Councils to come under the weight of these proposals and discern a path forward. / We charge them to include their progress in a report at the end of September and bring an update back to the body at our Continuing Sessions in November.

We anticipate that there will be opportunities for additional Friends to be involved in this work, as these councils are currently short-handed, and because we recognize that this work must be undertaken by a diverse group of Friends. / We will also make this opportunity public, so that Friends not in this room right now can get involved. / If you are interested in participating in this process going forward, we'd like you to please stand so we may record your name in the minutes. Fourteen Friends stood and were recorded. This part of the minutes was approved."

We discussed that while QLC is charged with both proposals 1 and 2, Admin and Clerks are also charged with proposal 1 and so we set out in this first QLC meeting since annual sessions to address just proposal 2 regarding a Truth and Reconciliation process. This appeared from the annual sessions minutes to be squarely charged just to QLC. We recognize that QLC will be a part of and continue to take responsibility with Admin Council and the clerks group for being under the (divine light) weight of proposal 1 as well and taking up proposal two is a beginning step at this time.

Annual Sessions minutes specifically address the need for follow-up on the Undoing Racism Group's 2016 report (attached to these minutes) and the need for healing through a reconciliation process. A third piece was noted -- the Institutional Multicultural Audit was not mentioned in proposal 2, so this was not discussed.

**We approved Anthony Stover and Bryn Hammarstrom contacting the 14 (fourteen) Friends whose names were recorded at Annual sessions by e-mail, to establish a meeting date by Doodle Poll, for the**

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**group to begin discussion on clarifying the charge regarding the Truth and Reconciliation process and discerning next steps forward.**

The charge clarification was specifically around clarifying what the concept of a Truth and Reconciliation process in our PYM Quaker, religious context, rather than the more globally understood political context for those terms' meanings.

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### **Term Limits for Quaker Life Council Committees Regarding Non-QLC Committee Members**

We celebrate those willing to serve on committees under the care of the QLC. We also strive to ensure all committees maintain diverse voices and participation. Therefore all QLC committees have term limits.

This policy applies only to non-QLC members of QLC committees and to non-QLC members who serve in leadership roles on QLC committees, such as clerk or recording clerk.

Note that Quaker Life Council members also have term limits, which are stewarded by the Nominating Council and outside the purview of this corollary handbook. Members of the Quaker Life Council serve on QLC committees as part of their service on the council.

Terms of service are three years. Non-QLC members of QLC committees may serve up to two consecutive three-year terms before they need to rotate off the committee. After rotating off, they must take at least a one-year sabbatical from service on the committee. Terms follow the PYM Fiscal Year, which is currently October 1 to September 31. Each committee will have staggered classes of service, as determined and maintained by the Quaker Life Council Agenda Committee.

Clerks and conveners of committees are appointed by the Quaker Life Council with nominations from the Agenda Committee. Other leadership roles on committees such as recording clerk, are chosen by the committees. Any non-QLC member serving in a leadership role on a committee, regardless of whether the role is appointed by the Quaker Life Council, may serve in the leadership role for the duration of the term limits set by this policy.

As of October 1, 2019, with the exception of the Youth Programs Advisory Committee (YPAC) and the Ministry & Care Committee (MCC), all non-QLC members of QLC committees will be considered to have completed some or all of their first terms. The number of years remaining in their service will be determined by the Agenda Committee according to the number of years already served and following staggered classes.

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### Grants Committee Minute on QLC Liaison

**QLC Liaison.** A discussion with the Appointments Subcommittee and PYM Associate Secretary for Program and Religious Life, Zachary Dutton, and PYM Young Adult Engagement Coordinator Meg Rose, yielded the concept of a way to connect the Granting Committee and the Quaker Life Council. As the new PYM evolves, there is more reason for cross pollination. Zachary suggested a liaison that would be “on-call” and not expected to attend all QLC meetings. The subcommittee felt this would be rightly ordered. The subcommittee sensed that the Clerk of the Granting Committee would be the appropriate representative.

**The Pym Granting Committee Approves the Governance subcommittee's recommendation to create an organizational liaison to the Quaker Life Council. This liaison will be the Clerk of the Granting Committee.**

The Granting Committee will communicate this minute to Zachary and await a response from the Quaker Life Council.

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### Friends Counseling Service Report

FCS Counselors Meeting -- June 8, 2019

#### Responses to questions from PYM Quaker Life Council posed in at the FCS Annual Report

- What opportunities are there for support of children and youth in PYM?

*We offer individual and family therapy to children and youth throughout PYM. We are all certified as cleared for counseling and serving children and youth. Harriet Health did Quaker parent training for many years under the auspices of FCS. The **Quaker Parenting Initiative** training is now being provided through NYYM. It is available to Friends on the web at <http://quakerparenting.org/>*

- Is the FCS open to reaching out to Friends Schools for paid referrals?

*We are open to Friends school applying for service and will considering reaching out through marketing and brochures to Friends School. FCS available counselors will reach out to Friends Schools in their areas.*

- How can QLC members promote FCS services in the local and Quarterly meetings?

*QLC members can inform their meetings with verbal announcements at rise of meeting, by talking about the service with their meeting Pastoral Care Committee. They can also distribute brochures as well as consult with Care of Members Committee on specific referrals.*

- How can QLC help recruit more counselors and training of Care Committee members of Friends meetings?

*QLC can promote multicultural training for Care Committee members and can refer counselors know to them through their meeting or other Quaker bodies to FCS to apply to join the service.*

- How to address the needs to people of color with just one counselor of color?

*We strive to be open to and welcoming to counselors of color in the service and try to take a humble approach to working with people and families of color.*

- How to address the needs of members of organizations affiliated with PYM but not a Friends Meeting such as Ujima Friends Peace Center?

*We can address these needs of through consultation with organizations such as Ujima Friends Peace Center regarding their mental health and counseling needs. We can do this on a case-by-case basis invitational basis or in a way that would seem culturally appropriate to the organization.*

- How can FCS address issues of mental health in our meetings?

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*FCS will continue to provide consultation to meeting for persons with mental health issues. It will participate in an upcoming Thread Gathering on mental health in a pastoral care setting schedule for March 3, 2020.*

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### POLICY ON THE STEWARDSHIP OF FUNDS

The Quaker Life Council (QLC) Program Committee is responsible for stewarding the Quaker Life Council's funding resources. Since the inception of the Quaker Life Council, a few practices have emerged that have been useful to the council in using its funding resources. This minute is intended to name these practices and codify them as policy moving forward. We have two sources of funding: Quaker Life Council Envelope Funds and the Strategic Project Reserve Funds.

The Quaker Life Council is not a granting group; the two sources of funding described here are under the Quaker Life Council's care on behalf of the body of Philadelphia Yearly Meeting (PYM). They are a reflection of the body's intention to support work, witness, and activity with funds that help us follow the life of the spirit as it moves among us.

The Program Committee regularly reports to the Quaker Life Council, per its duties in Section Two of this handbook, on all expenditures approved or recommended.

Our primary source of funding comes from PYM general funds and are called the Quaker Life Council Envelope Funds. We maintain a funding application on the PYM website. We receive applications for funding from groups internal to PYM. The QLC Program Committee is empowered to approve funding requests, without the approval of the full Quaker Life Council, received from groups that are already part of the PYM structure — e.g. collaboratives, sprints, committees, granting groups, and monthly and quarterly meetings.

The Program Committee makes recommendations to the Quaker Life Council for approval of the use of the Envelope Funds to support efforts of groups not already part of the PYM structure. In these cases, we typically establish a sprint group to encompass the efforts of the group applying for funding to which we then designate funds. With some exceptions, it is expected that even if a group receiving funds is not part of the PYM structure, it will still be Quaker and operating within the PYM geographic area.

Our secondary source of funding comes from a PYM designated fund called the Strategic Project Reserve Fund. There is no application process to access these funds. They are intended for sporadic use by the Quaker Life Council on projects that directly forward Philadelphia Yearly Meeting's strategic directions. Should Strategic Project Reserve Funds be used to support specific groups, with some exceptions, it is also expected that they be Quaker and that they operate within the PYM geographic area. Any use of the Strategic Project Reserve Funds requires approval from the Quaker Life Council.

While Envelope Funds are responsive to the initiatives of the body, Strategic Project Reserve Funds are used at the initiative of the Quaker Life Council. This allows for the council to fulfill one of its roles to hold the broader, holistic picture of the spiritual wellness of the PYM community and initiate projects that are responsive to the needs of the entire body of Friends that make up Philadelphia Yearly Meeting.

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### **Caln Quarterly Meeting Minute of Concern with Accompanying Letter from Harrisburg Monthly Meeting**

February 5, 2019

#### **Congressman Scott Perry**

1207 Longworth House Office Building  
Washington D.C. 20515

Dear Congressman Perry,

The Harrisburg Monthly Meeting of the Religious Society of Friends (Quakers) present this Minute for your consideration and reflection of your constituent's values and concerns.

Members of the Harrisburg Monthly Meeting live in your district and are part of an international Christian community who seek to facilitate the creation of a peaceful, equitable, just world, and an earth restored.

Minutes are a way that Quakers communicate actions we have chosen to take as a meeting, or worshipping body. They are vital to the Quaker community as a way to formally record a way forward and exercise faithful actions in the world.

We encourage you to act on the concern we raise in this Minute and look forward to hearing your response.

With respect,

Philip Walsh  
Harrisburg Monthly Meeting  
Harrisburg, Pennsylvania  
10<sup>th</sup> Congressional District  
pwalsh@gwater.com

## **Minute of Support for Immigrants and Refugees**

**Approved by the Harrisburg Monthly Meeting of Friends  
October 14, 2018**

Throughout our nation's history, immigrants, refugees and those brought here against their will have contributed diverse perspectives and resources resulting in a cultural and economic wealth that has enriched all of our lives. To counter the rising tide of intolerance toward immigrants and refugees, the Harrisburg Monthly Meeting of Friends felt moved to offer this minute of support.

All non-indigenous Americans in this country are either immigrants, descendants of immigrants or descendants of those forcibly brought to this country. As did many of our ancestors, today's immigrants and refugees are fleeing persecution, extreme poverty and/or violence in their home countries. As Friends, we believe in the equality, dignity and worth of every person regardless of place of birth, religion, race, sexual orientation or socio-economic status. We oppose discrimination in all forms and recognize a collective responsibility to support refugees and immigrants who relocate in our community.

We encourage local, state, and national governments to develop immigration policies which are fair, just, and respectful. Any reform of our immigration system must also seek to address the root causes of persecution and economic inequality that lead to the often desperate measure of fleeing one's homeland in search of a better life.

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### Proposed Structure and Leadership for the Undoing Racism Group of Philadelphia Yearly Meeting

#### History of the URG group

In January, 2015 at a Called Meeting of Philadelphia Yearly Meeting, the body came to unity on the following minute of action:

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

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

The Undoing Racism Group of Philadelphia Yearly Meeting is a group that arose at annual sessions in 2014 in response to this urgent call to live out our testimonies and faith more fully by addressing racism in our midst as a yearly meeting. A group of about 30 PhYM members began meeting, created a plan and has taken leadership in moving forward the work committed to in the above minute and to address PhYM’s query (put forward at annual sessions in 2015), “What is God calling Philadelphia Yearly Meeting Quakers to do next to address racism and white supremacy in the Religious Society of Friends and beyond?” We have offered leadership on this query by providing learning opportunities, guidance and workshops during Yearly Meeting sessions, training to clerks and elders, and in developing other pathways forward for the yearly meeting. Our charge and structure

We believe and our experience has shown that an elemental aspect of undoing racism is decentering whiteness. To do this effectively it makes sense to place the Undoing Racism group, as the sole body within Philadelphia Yearly Meeting comprised of significant numbers of Friends of color in leadership along with white Friends who have been engaged in sustained study and practice of ending racism in a position that facilitates accountability and forward movement. In order for PhYM to fully live out its commitment to end racism in our midst, it will be essential for the body to confer with and understand that unless we are actively resisting it, a majority white body will perpetuate racism. We believe it is essential that the Undoing Racism group be placed within PhYM in such a way that it has the authority to hold the yearly meeting accountable for its stated aims.

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The Undoing Racism Group (URG) requires a structure and governance that does not fit into any current category, or under any of the three councils of the new PhYM structure. Therefore, we, the ad hoc governance group and the URG clerks, recommend the following:

1. Undoing Racism Group is an autonomous group (not under any of the existing PhYM councils) of Philadelphia Yearly Meeting Friends serving the yearly meeting in its calling to address racism and end white supremacy.
2. Using Friends process, whenever it is discerned that new clerks are needed, a naming group within the Undoing Racism Group will be formed to nominate Undoing Racism clerks and URG will come together for a meeting for worship with attention to business to discern how the Spirit is leading us in this matter.
3. Undoing Racism Group will meet as called (approximately monthly) and will form working groups, subgroups, sprints and collaboratives as needed/as the Spirit moves.
4. Two of the three appointed co-clerks will identify as Friends of color or of mixed race.
5. The URG group (through an appointed nominating committee) will appoint representatives to serve as members of each of the 3 councils; Quaker Life, Administrative and Nominating. The URG co-clerks will confer and consult with the councils as needed. We will give these names to the nominating committee with the expectation that they will be affirmed.
6. There will be a support and accountability group formed, consisting primarily of Friends of Color with allies who have demonstrated their capacity in undoing racism, named by URG, to lovingly and faithfully hold Yearly Meeting as a whole and the presiding and alternate clerks in particular accountable in the area/s of addressing racism and ending white supremacy.
7. We ground our work in the Spirit. URG, itself, is an open group. Any active participant in the Philadelphia Yearly Meeting community is welcome to participate and be active in our meetings for worship with attention to business, as well as the subgroups, working groups, sprints or collaboratives that form. Indeed, we hope that as has been true from the beginning, members of the councils and the clerk's table will consider themselves members of URG. However, URG co-clerks and appointed sub-group clerks (or their designees) are the official representatives for the Undoing Racism Group and have a critical role in communicating across the yearly meeting.
8. Until it is no longer necessary URG will annually name someone to be on the sessions planning committee, the Faith and Practice rewriting committee, and work with the clerks to make sure that there is at least one aspect of addressing racism and white supremacy on the agenda at sessions. The support and accountability group of Friends of Color and allies will periodically assess our

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progress. They will hold the responsibility to discern if and when we may be ready to lay the Undoing Racism Group down.

9. At least one of the Undoing Racism group co-clerks or their designee will regularly attend meetings of PhYM leadership (quarterly clerks, monthly meeting clerks, etc.) when they meet.

10. The Undoing Racism clerks or their designees will meet quarterly or as needed with PhYM clerks, alternate clerks, general secretary, and council clerks to consult on moving forward on addressing racism within PhYM.

Goals and objectives:

Our main goal is to eliminate racism and white supremacy in our yearly meeting, PhYM. We will do this by forming the Support and Accountably Group, consisting of Friends of Color and allies to hold the Yearly Meeting and our clerks accountable in a loving and faithful manner. We will also assist and advise the Yearly Meeting and the three councils in getting training in inclusion and diversity. We will write queries on addressing racism and white supremacy that any and all subgroups of the YM and Monthly Meetings could and should use regularly. We will advise in the writing/editing of job descriptions and search committees for all YM employees, presiding clerks, elders and leadership in general so that addressing racism is woven into all our work and roles. We will support Friends of Color in various ways including securing funding for an annual PhYM retreat for Friends of Color. We will form (and dissolve) working groups, subgroups, sprints and collaboratives as needed/as the Spirit moves us in our work.

(We forward this to the implementation committee with the recommendation that this will be included in the next version of the handbook and that it be presented at annual sessions and be circulated broadly.)