

The Administrative Council minuted its approval for accepting the final draft minutes from PYM's 2015 Annual Sessions as the best available record, to post the minutes on PYM's website and to maintain them with all other PYM minutes of Annual Sessions  
January 19, 2019

In 2015 Annual Sessions only approved minutes from two business sessions on July 30. It failed to approve minutes for its remaining sessions from July 31 – August 2. The Body kept running out of time. This prompted the formation of an experimental committee charged with approving minutes which PYM used in 2016-17. In March 2018 PYM adopted a return to the practice of reading aloud, and approving minutes at the end of each business session.

The issue today is approval, not content. PYM provided the 2015 draft minutes to the auditors, which they found acceptable. In 2016, incoming Presiding Clerk Penny Colgan-Davis took steps to get the minutes approved, but the work was never completed. As a result, the 2015 minutes still are not approved. The absence of the 2015 minutes on PYM's website and in its permanent records leaves a gap in our reporting of the yearly meeting's work.

It is now too late to approve the 2015 minutes. We could not approve these minutes with integrity after so much time has passed. Memories are fuzzy, and we don't even know who attended each session. This is reinforced by current expectations of good practice, as evidenced in the IRS standards for nonprofit minutes (Form 990). These standards provide that minutes should be contemporaneous, meaning that they should be approved within 60 days after the meeting, or at the next meeting of the governing body, which would have been the 2016 November Continuing Sessions.

Still, the draft minutes remain PYM's account of 2015 Annual Sessions and should be part of its permanent records. Accepting that they are and will stay in final draft form, the Council directs PYM staff to post the 2015 draft minutes on the website as the best record of our time together and to maintain and preserve them with all other PYM Sessions Minutes.

**335th Annual Sessions  
Philadelphia Yearly Meeting  
July 29 – August 2, 2015  
Muhlenberg College, Allentown, PA  
Thursday, July 30, 2015 – Morning Session**

Worship

The 335th Annual Sessions of Philadelphia Yearly Meeting of the Religious Society of Friends convened Thursday morning, July 30, 2015 at 9:30 am in the Seegers Union Building of Muhlenberg College, Allentown, PA. The announced theme of our 2015 Sessions is “Open Our Eyes That We May See.” At the appointed hour, we settled into worship.

Welcome and Introductions

At about 10:00 am, Clerk Jada Jackson (Trenton MM, Burlington Meeting House Worship Group), greeted us. Others at the table introduced themselves: Rising Clerk Penny Colgan-Davis (Germantown MM), Alternate Clerks Alison Anderson (Central Philadelphia MM), and Becca Bubb (Abington MM), Recording Clerk, Jim Herr (Lancaster MM), Assistant Recording Clerk, David Rose (Lehigh Valley MM), and Christie Duncan-Tessmer (Chestnut Hill MM) General Secretary. Florita Hobaugh, was our speech-to-text provider.

Agenda Reviewed

The agenda for this morning was reviewed, understanding that it is a “rolling agenda,” with those pieces that cannot be considered in the time allotted to move to a later session. **We approved the morning’s agenda as amended.**

The Clerk reminded us of the wonderful service offered by our Elders. Those present, stood, and were recognized: Inspira Williams (Haddonfield MM), Dana Houghton (Woodstown MM), Dorothy Reichardt (Kendal MM), Mary Waddington (Salem MM), Jane Keller (Lancaster MM), and Chris Lucca (Yardley MM).

Friends from other yearly meetings included Christine Letts and Mary Comfort Ferrell from Friends Council on National Legislation (FCNL), Marian Beane (Charlotte Friends Meeting), representing Friends General Conference (FGC) for the second time, Stephanie Crumley-Effinger representing Earlham School of Religion, and Keith Harvey, Northeast Regional Director of AFSC.

Joint Standing Committee Report

Alan Crosman (Newtown MM), clerk of Arch Street Standing Committee, gave a combined report of the standing committees. He reported on a variety of activities that are currently carried on by working groups, but he reminded us that with the new structure of the Yearly Meeting, this will be the sunset for these committees. He brought a suggestion from Carter Nash, clerk of the Support and Outreach Standing Committee, that as we move into the new structure, we must continue to be aware of the work of the Yearly Meeting and ensure that it continues. Alan raised the Indian Committee as an example of a continuing concern with previous commitments, which must not be lost. As we move into the new structure, there is a great appreciation for the Implementation Committee as it works to continue the good work of the Yearly Meeting. For the past three years, there has been a focus on the ill-conceived effort to write a policy for the youth programming staffers at PYM, on supporting the transgender youth who joined in the programs. The concern reached a head just prior to Sessions in 2013. Our policy offering was suspended by the clerk. Many people were hurt by it, and we were asked to enter into a program of reconciliation under the care of the Yearly Meeting. That formal reconciliation has been completed, however the healing continues.

Report of PYM work with American Friends Service Committee (AFSC)

Howard Cell (Germantown MM), told us the strategic plan of AFSC has two initiatives that have been adopted by the Northeast Region, providing alternatives for young people to find ways to increase peace and reduce racial tensions in America. There will be a Youth Institute to bring activists of the 16-30 year age range to work in this area. The second initiative is to change the discussion of militarism in our society. There are international efforts involved. In the Northeast Region, specifically in NH, individuals have been asked to pose specific questions to political candidates to point out the connection between politics, war, and industry. In 2017, AFSC will be 100 years old. Lucy Duncan, Director of Friends Relations with AFSC, said the organization is working to develop a small group model to help monthly meetings work together to tackle large questions.

Report of PYM work with Friends Committee on National Legislation (FCNL)

Joey Hartmann-Dow (Lehigh Valley MM), said she was introduced to FCNL at a lobby weekend. The organization impressed her with its support and training for her lobby visit to her congressional representative. She felt very empowered. Joey said she greatly appreciated the way FCNL uses morality as a common denominator for lobbying work. Lobbying is a logical way to go, and she feels FCNL is a very effective organization to facilitate this.

Mary Lou Hatcher (Lehigh Valley MM), reported on the work of FCNL Network. She presented a letter, attached, to members of Congress, which asks for support of President Obama's request for \$500 million for the global Green Climate Fund.

**We approved the use of the name Philadelphia Yearly Meeting on FCNL's letter to members of Congress in support of the President's request for \$500 million for the global Green Climate Fund.**

As a second action, Mary Lou presented a minute to request the Clerk, General Secretary and Councils to actively speak publicly on behalf of the Yearly Meeting in support of efforts to abate climate change, as ways open and as appropriate to their positions. Clerk asked that Mary Lou and others join at the rise of meeting to clarify this minute before asking for approval.

#### Report of PYM work with Friends General Conference (FGC)

Marian Beane (Charlotte Friends Meeting, Piedmont Friends YM), said she feels honored to come to the 335th annual sessions of a yearly meeting from one that had its first sessions in March 2015. FGC is interested in ways yearly meetings can help each other and learn from each other. The Gathering is an important piece of the ministry of FGC, and Marian reported on the most recent Gathering at Western Carolina University. Another piece of the ministry deals with the written word. The FGC bookstore has, for now, moved to Pendle Hill. Marian also gave us a bit of information about the Quaker Cloud, which is being used by meetings to create web pages. A program has begun to help with spiritual deepening, and testing is underway with the hope of releasing it to monthly meetings in 2016. There are opportunities to participate in activities to challenge white privilege and consider the effects of racism including the White Privilege Conference. Marilyn listed a large number of people in PYM who are serving FGC.

#### Report of PYM work with Friends World Committee for Consultation (FWCC)

Carl Stanton (Chester MM), clerk of the FWCC Working Group, gave us a brief overview of the work of FWCC. This includes efforts to help a young person from Bolivia have medical assistance in Philadelphia. There was a meeting in Mexico in March of the Section of the Americas. PYM is currently short three representatives to FWCC; Carl urged us consider volunteering, with the possibility of attending a meeting in the mountains of Peru in 2016. Robin Mohr (Green Street MM), introduced herself as the Executive Secretary of FWCC Section of the Americas.

#### Interim Meeting Report

As Penny Colgan-Davis clerked, Jada Jackson, Presiding Clerk, gave the report from Interim Meeting. She gave a brief history of the Interim Meeting. During 2014-2015, every meeting of Interim Meeting involved work to undo racism. Noting this is the last time we will have a report from Interim Meeting, she pointed out that change, however positive, can be stressful and leave sadness. In May, there was an attempt to clarify the requests of Life Calls Ministry as presented in April. Releasing Ministry Alliance had asked to have PYM endorse the Life Calls Ministry. The question was whether we have the authority or responsibility to endorse an activity of a group to which we have already given approval. A Friend asked about the continuity of Interim Meeting. The Presiding Clerk said we will work to stay sound as we move forward with the new structure. She said we are not thinking outside the box – we have thrown out the box entirely.

Young people and adults reporting back

A great crowd of young people, including 17 Middle School Friends, joined us and settled with us into worship. Ben Camp told us there are two groups this year: Fishers for grades K-3, and Fells for grades 4-5. The children told us what they have done. Two middle school Friends told us about their morning activities including trust games. Three Young Friends told us about their activities, including a workshop finding the connection between climate change and racism. Jada then told the children about our activity this morning in terms of a family reunion.

At about 12:25 pm we settled into a brief period of worship and adjourned, intending to meet at 2:30 pm this afternoon.

Minutes of Action

**Action minutes from this morning were approved at the afternoon session.**

**These minutes were read, corrected and approved on Saturday afternoon.**

Submitted by,  
Jim Herr, Recording Clerk (Lancaster MM)  
David Rose, Assistant Recording Clerk (Lehigh Valley MM)  
Jada S. Jackson, Presiding Clerk (Trenton MM, Burlington Meeting House Worship Group)

**335th Annual Sessions  
Philadelphia Yearly Meeting  
July 29 – August 2, 2015  
Muhlenberg College, Allentown, PA  
Thursday, July 30, 2015 – Afternoon Session**

The 335th Annual Sessions of Philadelphia Yearly Meeting of the Religious Society of Friends reconvened Friday afternoon at 2:30 pm in Seegers Union Building of Muhlenberg College, Allentown, PA. The announced theme of our 2015 Sessions is “Open Our Eyes That We May See.”

Meeting for Togetherness

At the appointed hour, we settled into Meeting for Togetherness lead by Children's Religious Life Coordinator, Ben Camp (Norristown MM). We prepared ourselves for our business by singing “Open My Eyes” and then formed into small groups to discuss the story “Duck Rabbit” in worship sharing. From the story we learned that ambiguity doesn't always have to be solved and that there's more than one perspective to everything.

Welcome and Introductions

At about 3:00 pm, Clerk, Jada Jackson (Trenton MM, Burlington Meeting House Worship Group), greeted us. Others at the table introduced themselves: Rising Clerk Penny Colgan-Davis (Germantown MM), Alternate Clerks Becca Bubb (Abington MM) and Alison Anderson (Central Philadelphia MM), Christie Duncan-Tessmer (Chestnut Hill MM), Recording Clerk John Lavin (Birmingham MM), Assistant Recording Clerk, Jim Herr (Lancaster MM).

Agenda Reviewed

The Clerk then proposed a revised agenda. **Friends approved the afternoon agenda as amended.**

Epistle Reading

Terry Engeman (Kendal MM) read excerpts from the 2015 Epistle of Switzerland. They gathered together to envision a world without war. They organized into various aspects of peace, researched historical peacemakers, and explored how spiritual transformation can grow peace. The epistle is attached.

Treasurer's Report

Friends received the Treasurer's report from Ron Ploeg (Willistown MM). He noted that last year, FY 2014, was the third year in a row with a cash surplus in unrestricted funds. He can say with confidence that the Yearly Meeting has another sustainable three-year budget. During this time-frame, PYM has made significant gains in restoring our Operating, Contingency and Capital Reserves. Overall, it is a very good place for our Yearly Meeting to be, financially.

His report did include some concerns. PYM will be challenged by the reduction in the distribution percentage from Friends Fiduciary from 4.5 to 4.0 percent on funds where Friends Fiduciary is the trustee. Another concern was sharply lower than expected contributions for the Annual Fund. Ron has not yet identified a reason, although last year's annual fund campaign ended in June and this year's does not end until September. Lastly, the number of donors to PYM's Annual Fund has steadily gone down over the past six years.

Ron then turned his attention to PYM's restricted assets and income. Restricted assets, where principal cannot be spent, make up 73% of the Yearly Meeting's total assets. Income restricted by donor purpose makes up one-third of Yearly Meeting's total income. He asked Friends to think of granting and the effort that goes into it: the monitoring through financial reporting, the management through the granting groups, and the aligning through giving guidelines. He asked Wright Horne (Hockessin MM), Clerk of the Interim Granting Committee, to speak on the transition taking place with granting. The committee's goal is to provide support and oversight to fifteen granting groups by taking a full view of all granting activity. This committee is paving the way for the permanent committee that will be appointed by the Administrative Council. The committee meets regularly, is mindful of PYM priorities, and is charged to support not only the granting groups but also the grant seekers. For example, they have recently reviewed the granting process from the perspective of a grant seeker to help make the granting process easier and more consistent.

Fiscal Year 2016 Budget Review

Andrew Anderson (MM of Friends of Philadelphia) presented the attached 2015 – 2016 budget proposal. This year, the budget proposal also included a magazine format that Friends will hopefully find much more accessible than previous budget documents.

**Friends approved the proposed 2015 – 2016 budget as presented.**

Andrew then reviewed the attached “Lines of Responsibility and Accountability” document. This document is an attempt to see how the old structures transition to the new structure. It describes how they will receive income and what expenses they are expected to incur.

Arch Street Meeting House Preservation Trust Report

Friends received the Arch Street Meeting House Preservation Trust report read by Wally Evans (Doylestown MM). The attached report reviewed what has been accomplished over the past two years and where the Trust believes they are headed. Highlights include raising over \$22,000 in the first annual William Penn Fundraiser in 2014, completing their five-year strategic plan and receiving a \$60,000 grant from the Pew Center for Arts and Heritage for creation of new interpretative exhibits and public programming for the meetinghouse and its grounds. Their included mission and vision statements are used to guide all decisions. Their work will be divided up into five committees they are in the process of forming. Future goals include doubling the visitors to the meetinghouse from 25,000 to 50,000 and preparing a Resource Development Plan. Lastly, Wally encouraged Friends to see Sam Katz for the second annual William Penn fundraiser on October 23, 2015.

Revised minute from Friends Committee on National Legislation (FCNL)

Mary Lou Hatcher (Lehigh Valley MM) presented a revised minute from her FCNL Network report from the morning session.

**Friends approved the following minute: PYM encourages its Clerk, and empowers the General Secretary and councils as they are led to pursue opportunities and communicate publicly on behalf of PYM in support of strategic and effective efforts to abate climate change, as appropriate to their positions of leadership.**

Appointments to the Epistle Committee

**Friends approved the appointment of Terry Engeman (Kendal MM), Julian Brelsford (West Philadelphia Friends Meeting), Rich Schiffer (Swarthmore MM), Andrew Thompson (MM of Friends of Philadelphia), and Eric Peterson (Norristown MM) to the Epistle Committee.**

A draft outgoing epistle will be brought forth Saturday afternoon.

Elders Report

Friends received the Philadelphia Yearly Meeting Elders Report read by Dana Houghton (Kendal MM). She shared how both current and past Elders hold the entire body in prayer to help deepen worship, business, and beyond. Elders can be called for prayer or consultation when needed. She reports the Elders believe that they have witnessed an increase in the sense of Spirit, a decrease in tension, and more conscientious speaking since the reestablishment of Elders.

The Clerk minuted her immense appreciation for the work that the Elders do to support the Yearly Meeting and in particular the facing bench. The Elders have been helpful in more ways than can ever be minuted.

Friends minuted their deep appreciation to all Friends who have worked tirelessly on behalf of the Yearly Meeting. It is evident through the careful and detailed reports the body has received this afternoon.

We adjourned, intending to reconvene at 9:30 am Friday morning.

Submitted by,

John Lavin, Recording Clerk (Birmingham MM)

Jim Herr, Assistant Recording Clerk (Lancaster MM)

Jada S. Jackson, Presiding Clerk (Trenton MM, Burlington Meeting House Worship Group)

**335<sup>th</sup> Annual Sessions  
Philadelphia Yearly Meeting  
July 29 – August 2, 2015  
Muhlenberg College, Allentown, PA  
Friday, July 31, 2015 – Morning Session**

Worship

Friends gathered at the appointed hour on Friday morning, July 31, 2015 for the 335<sup>th</sup> Annual Sessions of Philadelphia Yearly Meeting in the Seegers Union Building at Muhlenberg College in Allentown. The theme for this year's Session is "Open Our Eyes That We May See." Friends settled into a period of worship.

Welcome and Introductions

After a period of worship, the Clerk rose and asked those on the facing bench to introduce themselves. They are: Presiding Clerk Jada S. Jackson (Trenton MM, Burlington Meeting House Worship Group), Rising Clerk Penny Colgan-Davis (Germantown MM), Alternate Clerk Becca Bubb (Abington MM), Alternate Clerk Alison Anderson (Central Philadelphia MM), General Secretary Christie Duncan-Tessmer (Chestnut Hill MM), Assistant Recording Clerk John Lavin (Birmingham MM), and Recording Clerk David Rose (Lehigh Valley MM). Florita Hobaugh is the Speech-to-Text provider.

Elders were asked to rise and be recognized: Inspira Williams (Haddonfield MM), Mary Waddington (Salem MM), Dorothy Reichardt (Kendal MM).

Visitors were asked to rise and identify themselves. Louise Senopoulos and Richard Kent from Friends Fiduciary Corporation introduced themselves. They will be giving a report.

Agenda Reviewed

With changes announced by the Clerk, the agenda was approved.

Epistle Reading

Reading postponed due to technical difficulties.

General Secretary Report

Report given by Christie Duncan-Tessmer (Chestnut Hill MM). She started by reminding us that we are all PYM and to remember those who are not present who are also PYM. The first item she spoke of was the “GenSec Tour” where she, as General Secretary, visited both monthly and quarterly meetings throughout PYM. A new initiative, “Friendly 800, will be launched on Sunday, October 18, 2015 as a yearly meeting event. An inter-visitation poll was taken of those present which indicated that almost all present had visited at least one other meeting during the past year. A Friend related how the Thread Gatherings made the connections that encouraged her to visit other meetings. Another Friend spoke of feeling at home while visiting a meeting in Florida. The “Inter-visitation Report” page on the PYM website was displayed and Friends were encouraged to record their visits. “How Does the Truth Fair with Thee” discussion and sharing experience was related and Friends were invited to share their spiritual condition with the person next to them which resulted in some “spirited” discussion. After repeated efforts to get Friends’ attention, the meeting was finally able to continue. Six tools on the PYM website to help Friends connect with each other were displayed on the overhead and tools was described. **Connect** the latest tool and enables Friends to respond to specific issues and also helps create profiles which will help the Yearly Meeting identify resources. Other tools displayed and described are **Visit a Meeting**, **Attend an Event**, **Connect on Social Media**, **Online Newsletters**, and **Latest News**.

Annual Sessions continues to be one of the most important ways of connecting within PYM. The “GenSec”, a short name for General Secretary, challenged meetings to have one quarter of their usual meeting attendance attend Annual Sessions next year. Continuing Sessions is a new event that will be also provide an opportunity for Friends to connect. The first one will be November 7, 2015 at Westtown School.

Thanking, Asking, and Giving was encouraged by using the TAG game available here at Sessions. The pattern of giving this year to the Annual Fund as compared with last year was reviewed with current shortfall noted.

The Undoing Racism work done this year was compared to working with a loved one to resolve differences. Work being done with PYM staff, including her own realizations, was movingly described. She concluded her report with the statement that she is glad that we are on this journey together. The General Secretary report is attached below.

First report given by Louise Senopoulos, Board Chair of Friends Fiduciary, and accompanied by a PowerPoint presentation. The report noted that FFC has an all-Quaker board and manages over \$350 million in assets. FFC exercises Socially Responsible Investing (SRI) while delivering superior investment returns over the long term. It has no investments with producers of weapons or weapons-components, and no investments with companies that mine coal, produce alcohol, tobacco or firearms, or operate prisons for profit. ESG (Environment, Social and Governance) considerations are used as guides in selecting investments. FFC considers itself an active shareowner and practices shareholder advocacy through voting proxies, filing and co-filing shareholder resolutions with other socially responsible investors and directly engaging in company dialogues. Recent successes in shareholder advocacy were shared.

Richard Kent, Chief Investment Officer at FFC, gave the report on investment performance. He highlighted recent initiatives such as adding Green Bonds in June 2014 to the Quaker Green Fund, which was launched January 2014. He described Consolidated Fund investment goals and performance and pointed out that we are not giving up returns by doing SRI. Taking into account concerns about inflation and projected expectations of capital market returns, the decision has been made to lower the Consolidated Fund's recommended annual distribution rate from 4.5% in calendar year 2015 to 4.25% in 2016 and to 4% in 2017. Goals and performance of Quaker Green Fund with current assets of \$15.8 million were reviewed. There is no change to the Green Fund's recommended distribution rate of 3.5%. Another offering launched three years ago is the Short Term Investment Fund as a higher return option to Money Market Funds. He ended the presentation by highlighting the excellent customer service provided at cost.

The question was asked by a Friend if the current focus of the Yearly Meeting on eliminating racism will affect the choices of investments. It was explained that many of the SRI rankings utilized do include minority concerns including board representation. The Friends Fiduciary report is attached below.

Report given by Thomas Swain (Middletown MM). Releases from Friends General Conference, PYM Elders and Friends Committee on National Legislation (FCNL) as listed were approved. Appointments to Friends World Committee for Consultation as presented were approved. Appointments to FGC as presented were approved. FCNL appointments as listed were approved. The Clerk clarified that the appointments for Alternate Clerk and Recording Clerk which will be presented on November 7, will have a term ending in 2018. Appointment to Westtown School Board of Trustees as presented approved. Appointments to Arch Street Meeting House Preservation Trust as presented approved. Appointment to PYM Elders as presented is approved. The additional Elder to be presented on November 7 will have a term till 2018. The Nominating Committee report is attached below.

Minutes of Action

Minutes of Action were read and approved.

Announcements

Announcements were made by Tricia Coscia.

Young people and adults reporting back

Young People and Adults entered and reported back on their work this morning. First were the “Fishers” who found their Inner God while having snacks and a dance party. Then came the “Fells” who introduced themselves and spoke of their time discovering their own and each other gifts while eating snacks and making cards of questions which were then read to the group. Middle School and High School Friends are still away on a hike and did not report. Presiding Clerk Jada described to the Young Friends the work that the adults were engaged in during the same time and expressed the hope that we would be also be able to include a dance party in future deliberations.

After a period of silence, we adjourned, intending to reconvene the same afternoon.

Submitted by,

David Rose, Recording Clerk (Lehigh Valley MM)

John Lavin, Assistant Recording Clerk (Birmingham MM)

Jada S. Jackson, Presiding Clerk (Trenton MM, Burlington Meeting House Worship Group)

**335<sup>th</sup> Annual Sessions  
Philadelphia Yearly Meeting  
July 29 – August 2, 2015  
Muhlenberg College, Allentown, PA  
Friday, July 31, 2015 – Afternoon Session**

Worship

The 335<sup>th</sup> Annual Sessions of Philadelphia Yearly Meeting of the Religious Society of Friends convened Sixth day afternoon, July 31, 2015 at 2:30 pm in the Seegers Union Building of Muhlenberg College, Allentown, PA. The announced theme of our 2015 Sessions is “Open our eyes that we may see.”

At the appointed hour, we settled into worship. Then, at about 2:35 pm, Ben Camp (Norristown MM) introduced us to worshipping together. Matt Sanderson, Middle School Friends Coordinator and Rising Clerk Penny Colgan-Davis (Germantown MM) read statements from which we identified our identities. We stood to identify ourselves with many statements such as “I go to Meeting for Worship regularly” and “I think of myself as a young person” and “My family would choose to live somewhere else if we had more money.” We then settled into worship again. The full list of questions is attached.

Welcome and Introductions

The young people left to go swimming. Clerk, Jada Jackson (Trenton MM, Burlington Meeting House Worship Group), went over our agenda for the afternoon. **The amended agenda for Friday afternoon was approved.**

The Clerk formally introduced herself and others at the table introduced themselves: Rising Clerk Penny Colgan-Davis (Germantown MM), Alternate Clerks Alison Anderson (Central Philadelphia MM), and Becca Bubb (Abington MM), Recording Clerk, Jim Herr (Lancaster MM), Assistant Recording Clerk, David Rose (Lehigh Valley MM), and Christie Duncan-Tessmer (Chestnut Hill MM) General Secretary. Florita Hobaugh was our Speech-to-Text provider.

### Nominating Committee

Thomas Swain (Middletown MM), clerk of Nominating Committee told us the committee has been very busy for the past sixth months, contacting over 100 people. There has been a great deal of joy in the work, however, with love and trust among themselves. They have had a steep learning curve, going from a situation where PYM had over 100 Friends in standing committees and working groups to the new structure with only 30 Friends in the two Councils. Thomas suggested that the new Councils will be shaping their work as they begin it. The rest of us are going to find places of service, to use our gifts as we are led. There is much work to be done.

In a PowerPoint presentation, which is attached, we saw the names of the members of the PYM Nominating Committee, which included members-at-large, to be finalized by the Implementation Committee. With an extreme limit of time for this afternoon's session, most of the presentation was not shown to the body. Instead, the Clerk read the list of names of appointments, attached. In response to a question, no term limit has been determined.

**We approved the names presented for membership on Administrative Council, and we approved Bruce Haines as clerk of this Council.**

Clerk then read the list of names for Quaker Life Council. Lane Taylor has been named as clerk of the Council and approved at Interim Meeting in April 2015. In order to make the membership of the Council more diverse among Quarters, there are more people with early terms on this list in order to provide turnover to include diversity in the future. The present panel is not evenly divided into 2016, 2017 and 2018 panels. Nominating Committee will try to rebalance the Council by terms while also encouraging diversity.

**We approved the list of names presented for membership on Quaker Life Council.**

A Friend expressed appreciation to Thomas Swain for a full presentation for which we did not have time this afternoon. NOTE: The presentation concerning the councils was shown before both meetings for business on Saturday and on Sunday.

## Faith and Practice

Martha Bryans (Downingtown MM), clerk of the Faith and Practice Revision Working Group, told us that the group has posted online nearly the entire new edition. We were all urged to read it and give suggestions for changes to Martha by email. In addition, we were urged to consider extracts, also providing suggestions to Martha. The working group hopes that at next year's Annual Sessions we will have a second reading for approval. A Friend expressed concern that concrete information about our new structure will not be clear in time to fit the new *Faith and Practice*. Martha suggested that some of the information will be provided by the PYM website in years to come. The Presiding Clerk urged us to take the handout with the schedule prepared by the working group back to our meetings to let everyone know that "things got real" about *Faith and Practice*. The schedule is attached. The proposed draft can be found on the PYM website: [www.pym.org/faith-and-practice-revision-group/proposed-draft-july-2015/](http://www.pym.org/faith-and-practice-revision-group/proposed-draft-july-2015/).

## Minutes of Action

Action minutes were approved.

## Quaker Continuing Education

We divided ourselves into four groups for "Quaker Continuing Education." This concept, suggested by the Clerk, follows the pattern in many professions of classes needed to keep abreast of current conditions. Our classes included: Quaker Decision-Making; Development and Fundraising; Clearness Committees and Membership; and Nominating as Ministry.

By about 3:45 pm, we had left the meeting, intending to meet at 8:30 am Saturday morning.

Submitted by,

Jim Herr, Recording Clerk (Lancaster MM)

David Rose, Assistant Recording Clerk (Lehigh Valley MM)

Jada S. Jackson, Presiding Clerk (Trenton MM, Burlington Meeting House Worship Group)

**335<sup>th</sup> Annual Sessions  
Philadelphia Yearly Meeting  
July 29 – August 2, 2015  
Muhlenberg College, Allentown, PA  
Saturday, August 1, 2015 – Morning Session**

Worship

Friends reconvened at the appointed hour on Saturday morning, August 1, 2015 for the 335<sup>th</sup> Annual Sessions of Philadelphia Yearly Meeting in the Seegers Union Building at Muhlenberg College in Allentown. The theme for this year's Session is "Open Our Eyes That We May See." At 8:30 am, Friends settled into a period of worship.

Welcome and Introductions

At about 8:45 am, the Presiding Clerk, Jada Jackson (Trenton MM, Burlington Meeting House Worship Group), greeted us. Others at the table introduced themselves: Rising Clerk Penny Colgan-Davis (Germantown MM), Alternate Clerks Becca Bubb (Abington MM) and Alison Anderson (Central Philadelphia MM), Christie Duncan-Tessmer (Chestnut Hill MM), Recording Clerk John Lavin (Birmingham MM), and Assistant Recording Clerk, Jim Herr (Lancaster MM). Becky Tallarico is the Speech-to-Text provider

Six Elders stood and were recognized.

Epistle Reading

An Epistle from Belgium & Luxemburg Yearly Meeting was read by Eric Peterson (Norristown MM). Because of the distance and small size of their Yearly Meeting, it is rare for them to gather together. They experimented with Light, leaning into it. Their experimentation opened themselves up and let the Light do the work. The full epistle is attached.

Addressing Racism as a Community

The Rising Clerk prepared the Body to continue the Yearly Meeting's discernment on addressing racism and other "isms" that began one year ago. She repeated some of Scott Rhodewalt's (London Grove MM) words from the January 10, 2015 Called Session on racism: "Like a fish does not notice the water it swims in, Friends with privilege do not recognize those privileges until they are taken away. Friends who do not enjoy those same privileges can see it clearly, however. All privileges are like roads. Some are dirt, others are highways. Of all the privileges, white privilege is a "superhighway." It has the greatest impact by far, and all other privileges either flow into or out of it." The Rising Clerk asked Friends: What are we called to do? We are called to notice it, to name it, and to work to lessen its power to create a more just society.

Before gathering into worship sharing groups, the body watched excerpts of the film: *Mirrors of Privilege: Making Whiteness Visible* by Shakti Butler. In worship sharing, Friends were asked the following questions:

1. What in the video was hard to see in myself?
2. What self-work is this calling me to do?

Friends gathered together again and shared messages and reflections on the morning plenary, racism, white privilege, and the Yearly Meeting's response to it. A Friend felt many privileges come from a place of fear that keeps many "isms" in place and those fears prevent us from reaching out and starting a dialogue. Another Friend expressed their frustration when white Friends use "we" when referring to white privilege. Our Yearly Meeting is not all white and not everyone in the Yearly Meeting benefits from white privilege. A Friend said people of color are carrying a cross. In a similar manner to Simon of Cyrene who was required to help Jesus carry his cross, white Friends must accept a supporting role, educate, and correct themselves. A Friend reminded the body that prejudice is not a plaything. We are in an immense struggle in which our brothers and sisters in humanity are being laid low at the altar of the false gods of racism and white privilege whose promises are empty but the bondage it brings is very real. Friends continued to respond to the work the Yearly Meeting is undertaking. We laid bare the frailty of our efforts, how inadequate we feel, how the Body is struggling to cope with our brokenness and how to make this effort bear fruit. We pray for the patience to work through our stumbling. We must be a body of caring Christians. We must also not be hasty. A child learns to walk with hard work; crawling is faster at first. Although it may be better to walk, in our haste, we are often very tempted to return to crawling. We must be disciplined and rely on the helping hand of the experts among us to keep us learning and walking.

The Presiding Clerk thanked Friends for their genuine and heartfelt messages. She noted that the space had grown uncomfortable and she was happy that Friends were uncomfortable because the work we intend to do is difficult and will test Friends to the utmost.

The Presiding Clerk turned Friends attention to the resources available for support as we continue in this work. The Rising Clerk introduced the Undoing Racism Group. She asked members of the group to stand and be recognized. This group was responsible for many of the supports during this year's Sessions such as facilitating Friends' conversations about race, the affinity rooms, and conducting nine workshops. The group is asking for more Friends to assist them in their work on behalf of the Yearly Meeting. The Rising Clerk directed Friends to the PYM website where an extensive list of resources and materials are available:

[www.pym.org/annual-sessions/called-meeting-january-2015/resources-for-addressing-racism/](http://www.pym.org/annual-sessions/called-meeting-january-2015/resources-for-addressing-racism/).

Young people reporting back

Friends then welcomed the children and Middle School Friends. First, the Fishers reported on their work this morning. They discussed fairness, what each person thinks of when they think of God, and the unfairness of being left out of a game or not being told the rules. They also talked about the phrase: "You'll understand when you're older." Later, they will investigate what actions they can take so that no one is left out in the future.

The Fells reported they did introductions and games. They also did a faith and play on John Woolman, held Meeting for Business, and then adjourned to go play.

Middle School Friends reported they played games and went to the TAG station to write letters both thanking Friends who have donated and ask Friends who have not to consider contributing. Middle School Friends continue to organize and lead Vespers and hope all Friends attend.

Young Friends were with the rest of Friends in this morning's plenary.

The Presiding Clerk then shared what happened in our morning session. She used the metaphor of learning how to ride a bike, how when you start, you have training wheels. But when it's time to remove those training wheels, there's a lot of fear and doubt... and usually some falling. But, she said, you must get back up and keep trying. She said watching people ride bikes or reading about it doesn't mean you are able to ride a bike. Sooner or later, you have to get on and start trying. Our Yearly Meeting's work on undoing racism is very much like learning to ride a bike. Some are expert bikers and others haven't even gotten on a bike before, but no matter where we are in our abilities, we must keep pedaling and learning.

We adjourned, intending to reconvene at 2:30 pm this afternoon.

Submitted by,

John Lavin, Recording Clerk (Birmingham MM),

Jim Herr, Assistant Recording Clerk (Lancaster MM)

Jada S. Jackson, Presiding Clerk (Trenton MM, Burlington Meeting House Worship Group)

**335<sup>th</sup> Annual Sessions  
Philadelphia Yearly Meeting  
July 29 – August 2, 2015  
Muhlenberg College, Allentown, PA  
Saturday, August 1, 2015 – Afternoon Session**

Worship

Friends gathered at the appointed hour on Saturday, August 1, 2015 for the 335<sup>th</sup> Annual Sessions of Philadelphia Yearly Meeting in the Seegers Union Building at Muhlenberg College in Allentown. The theme for the session is “Open Our Eyes that We May See.” With help from the Youth and Young Adult Team, the session became a human wave. We were then led in the song, “Open My Eyes that I May See,” which was followed by an exercise to help us to be more aware to see and behold each other. At the completion of the exercise, we entered into a period of worship sharing, in which the children fully participated.

Welcome and Introductions

After the children were excused, the Presiding Clerk rose and asked those on the facing bench to introduce themselves. They are: Presiding Clerk Jada S. Jackson (Trenton MM, Burlington Meeting House Worship Group), Rising Clerk Penny Colgan-Davis (Germantown MM), Alternate Clerk Becca Bubb (Abington MM), Alternate Clerk Alison Anderson (Central Philadelphia MM), General Secretary Christie Duncan-Tessmer (Chestnut Hill MM), Recording Clerk David Rose (Lehigh Valley MM), and Assistant Recording Clerk John Lavin (Birmingham MM). Becky Tallarico is the Speech-to-Text provider.

Visitors to PYM were welcomed: Gloria Thompson, FWCC Co-Clerk (Manhattan MM, New York Yearly Meeting).

First time attenders were asked to rise and be recognized: Jim Suplee, (Downingtown MM), Linda Pastor (Centre MM), Reba Gabel (Landsdowne MM), Trevor Johnson (West Philadelphia Friends Preparatory Meeting), Robin Harper (Kennett MM), Sahst Hailey (Swarthmore MM), Ben and Lisa Handy (Frankford MM), and Kia Booker (Wilmington MM).

### Epistle Reading

Andrew Thompson (MM of the Friends of Philadelphia) of the Epistle Committee read from New England Yearly Meeting's (NEYM) 354th Annual Session in 2014 which had the theme: "You Are My Witnesses." The epistle noted that before we can be witnesses to the world we need to open ourselves and listen to the witness within. "When you hear the voice you need to follow it" was a message shared from a 4 year-old. NEYM is revising its structure and is hoping for a renewal which will help them to find new ways to do the Truth. Andrew shared that he had grown up in New England YM and noted that they are struggling with many of the same things that we are in PYM. The full epistle is attached.

### Agenda Reviewed

**With changes announced by the Presiding Clerk, the agenda was approved.**

### Orientation to the New Structure

Jonathan Snipes (Fallsington MM) started by having the appointed members and ex-officio members of the Implementation Committee rise and introduce themselves. He noted that it has been an amazing journey working with all of these members. This journey, he stated, has now brought us to a new land where there are new unknowns. He then led us in the song: "God Brought Us Out to Take Us into the Promised Land." The work that had been done by the Implementation Committee to bring us to the current discernment was described. Goals of presentation were to remind us that we are PYM, how the new structure supports us, how we can become involved under the new structure, and what the structure looks like. The Implementation Committee report is attached.

He reviewed some of the history and decisions made to bring us to this place. He reviewed the seven strategic directions, six of which had been approved last year were reviewed along with the Listening Project, with a seventh being added by the Implementation Committee. An animated visual presentation which provided an overview of new structures that support the work of PYM was presented. The presentation is available on the PYM website. Thread, Collaboratives and Sprints were then describe in separate presentations. Threads were described by tonya thames taylor (Fallowfield MM) as something that connects us like a glue or kente cloth or a quilt. Eric Peterson (Norristown MM) described Collaboratives as a network of Friends that share a leading, illustrated by a small group of Friends participating in untying a human knot. Andrew Anderson described Sprints as a tool to complete projects in a short period of time. The example was given of hypothetical members of an inter-visitation Collaborative and creating a Sprint to welcome all the Friends attending Annual Sessions. This resulted in a "Hi Ya All" greeting being passed from the front to the back of the room. Johnathan stated that the purpose the structure exists for us to continue the experience of the Divine.

In response to questions raised, the following points were clarified:

- To get a Sprint started you need to find the structure, such as a Collaborative or Thread that is most closely aligned with what you want to do and approach them to name your group as an official PYM Sprint. Another way is to start a conversation on the Connections website.
- The difference between a Thread and a Collaborative is that Threads are issues that every meeting needs to deal with that are recognized by the Quaker Life Council. Collaboratives are grassroots efforts to bring people together.
- Instructions to make use of a Resource Friend will be on the PYM website. The new Bridge Contacts in each meeting will also help provide direction.
- One of the first tasks of the new Council will be the forming of Collaboratives
- State of the Meeting report will be invigorated under the new structure and inter-visitation encouraged.
- Nominating Committee is responsible to populate the Councils. Councils will create their own committees from those who express interest. This may change in the future if Councils request assistance from the Nominating Committee.
- Sprint is a way of doing things and exists in a structure such as a Collaborative which can request funding for the effort.
- Quarterly Meetings were not mentioned because there is no change to the structure of Quarterly Meetings.
- The term “Under the Care of” regarding Quaker Life Council means that it has the authority to ensure that a Collaborative has more than one meeting involved and more than one Friend from each meeting.

#### First Reading of the Epistle and Request for Feedback

Members of the Epistle Committee presented the first draft of the outgoing epistle and welcomed comments at the end of the meeting. They also raised that they are all white and both welcome and would benefit from the insight of Friends of Color.

#### Minutes Approved.

**Jim Herr read the minutes from Thursday morning. With corrections offered, they were approved as amended.**

**John Lavin read the minutes from Thursday afternoon. With corrections offered, they were approved as amended.**

Reading of Minutes of Action

**Minutes of Action were confirmed.**

Appreciation for the Service of Jada Jackson

Arthur Larrabee (Central Philadelphia MM) came forward to present our appreciation for the work done by the Presiding Clerk during her time of service. A song composed by Arthur Larrabee expressing this was taught, and sung three times to the tune of Happy Birthday. The words were: "Thank you dear Jada. You have been awesome, dear Jada. Thank you, dear Jada. You have been one awesome clerk." Then the meeting settled into a period of sharing with the Presiding Clerk. Friends spoke of her gift with children, her decisiveness, courage and vulnerability, her willingness to state when she needs guidance, sensitivity to the feelings of those who may be feeling awkward or left out. She is a role model that some wish they would have had when they were young. She has been the right person at the right time to deal with the issue that have confronted the meeting and has given of herself beyond this yearly meeting. A Friend described her as a natural leader. She was then presented with a token of appreciation which was a coveted print containing photos of Friends that had previously hung in the entryway to the PYM office in Friends Center.

We adjourned, intending to reconvene Sunday morning, August 2, 2015.

Submitted by,

David Rose, Recording Clerk (Lehigh Valley MM)

John Lavin, Assistant Recording Clerk (Birmingham MM)

Jada S. Jackson, Presiding Clerk (Trenton MM, Burlington Meeting House Worship Group)

**335<sup>th</sup> Annual Sessions  
Philadelphia Yearly Meeting  
July 29 – August 2, 2015  
Muhlenberg College, Allentown, PA  
Sunday, August 2, 2015 – Morning Session**

Worship

The 2015 Annual Sessions of Philadelphia Yearly Meeting of the Religious Society of Friends convened on Sunday morning, August 2, 2015 for the 335<sup>th</sup> Annual Sessions of Philadelphia Yearly Meeting at 9:30 am in the Seegers Union Building of Muhlenberg College, Allentown, PA. The announced theme of our 2015 Sessions is “Open Our Eyes That We May See.” At the appointed hour, we settled into worship.

Welcome

Then, at about 10:00 am, the Presiding Clerk, Jada Jackson (Trenton MM, Burlington Meeting House Worship Group) greeted us.

Agenda Review

She brought our attention to today’s agenda. A Friend asked us to make time in our meeting today to consider the pain experienced yesterday by Friends of Color in the body. The facing bench consider this and the work before us. The clerk offered an alternate agenda, to add an additional hour of worship to remove the minutes for Friday, Saturday and today. The minutes of travel, and minutes of appreciation will be posted on our website for correction and approval within a week. A Friend asked if we could approve the minutes of appreciation and travel and allow the clerks to complete that work. **The body approved the revised agenda.**

Friends resettled into waiting worship. Out of worship a Friend asked us to encourage all meetings to add banners saying “Black Lives Matter.” She suggested that we “show up” to end the insanity of racially motivated violence and injustice. It’s time to break open our hearts, to be the revolutionary people we are called to be. A Friend of Color expressed great exhaustion at the inequalities she experiences in society and the enormous care she must take moment to moment. To be a society welcoming to all, we must be more aware. A Friend reminded us that it took decades in our history to abolish slavery. He urged us to move forward with our eyes wide open, with more haste. A Friend reminded us that the Inner Light affirms us and reminds us to be aware of our actions and reactions. She quoted Sojourner Truth, who asked, “Is God dead?” to which we must respond “the Inner Light is NOT dead!” A Friend suggested that the concept of changing long-held attitudes and behaviors is revolutionary. The work can only be done in a revolutionary way, not a slow ripening way, from within, despite the fact that the mind wants to work slowly. A Friend asked us to be aware that no one benefits from a split. A Friend reminded

us that skin color is important, but not the only thing of importance. It is important to see that of God within each of us, and to protect each of us. She urged us to be courageous, to stretch beyond our comfort zone. A Friend of Color told us that as a first-generation American, she received great privilege from her parents. However, her Quaker parents taught her to actively and energetically seek that of God within everyone. The ways we choose to talk about race can divide us; “black lives matter” does not mean that white lives don’t. The God we know does not look at surface and doesn’t look like any one, and it is our task to invoke and help our awareness of Spirit grow. She urged us to spend our energy looking at what we are, not what we look like. Presiding Clerk apologized for the pain caused some by choosing the video yesterday. She expressed appreciation for the recognition that Friends of Color have great complexity. It is enormously challenging to know what we don’t know what we don’t know what we don’t know. As a Friend of Color she can see clear how those without the powers of white supremacy or privilege have also learned these tools and use them. There is work needed by all. When she does not stand up to object, she is feeding the “evil wolf.” She urged us not to stop in our work toward justice.

### Introductions

After the additional hour of worship, the body returned to the rest of the agenda. The Presiding Clerk and others at the table introduced themselves: Rising Clerk Penny Colgan-Davis (Germantown MM), Alternate Clerks Alison Anderson (Central Philadelphia MM), and Becca Bubb (Abington MM), Recording Clerk Jim Herr (Lancaster MM), Assistant Recording Clerk David Rose (Lehigh Valley MM), and General Secretary Christie Duncan-Tessmer (Chestnut Hill MM). Becky Tallarico was our Speech-to-Text provider.

Clerk expressed appreciation to the Elders present: Chris Lucca (Yardley MM), Mary Waddington (Salem MM), Bob Dockhorn (Green Street MM), Jane Keller (Lancaster MM), Dana Houghton (Kendal MM) and Dorothy Reichardt (Kendal MM), who is serving her last time as Elder.

### Clerk’s Report

The Presiding Clerk then gave her report, which is attached. She expressed great appreciation for all the support she has received over the years, and for the celebration last evening, with enormous amounts of cake. She talked about the challenging time concerning the proposed policy of transgender youth. The report of this activity will not be shared as requested by those involved and as recommended by the facilitator. Although the formal process has ended the healing continues. In this reconciliation process, Friends reached a place where we found forgiveness, while also holding all involved accountable. There has also been a challenge requiring spiritual nurturing, which continues, involving the Upper Dublin Monthly Meeting and a Friend of Color. A great deal of energy and human activity has been and continues to be used.

Friends at the meeting have reached a place where they must seriously consider, and pray for clarity on the decision to seek reconciliation or decide to split. Jada said her service has a time limit and her work with Upper Dublin MM and elsewhere was out of this service. What she is called to do outside of it is still coming forth, but she recognizes it will be different. The yearly meeting has offered all it has over the last year and half to Upper Dublin MM, and Friends need to be prepared that things now sit with its members.

Again, she expressed appreciation for the support from quiet, not quiet, and mostly unseen support, patience and love from Friends thorough out the years. She urged us to grant that same support to Rising Clerk Penny Colgan-Davis, and told the Rising Clerk "to give all of herself but not to lose herself". Great appreciation for the Presiding Clerk was expressed.

#### Appreciation for Service

Minutes of Appreciation for Service will be given to the following who have done enormous service, Elders Dorothy Reichardt and Scott Rhodewalt, Elders, the standing committee clerks, Lane Taylor, Carter Nash, Steve Gulick, Andrew Anderson, Joe Elliot, Peter Lane, Alan Crosman and the clerks of our thirty-some working groups, the Recording Clerks David Rose and Jim Herr, Alternate Clerk Becca Bubb, and for our presiding clerk Jada Jackson. These names will be on the website. There will also be a minute of travel for Marian Beane. **We approved that all these minutes will be posted in the name of the body.**

#### Consideration of the Outgoing Epistle

The outgoing epistle was read by Andrew Thompson (MM of the Friends of Philadelphia). He said writing this epistle, having finished at 2:15 am this morning, was far more difficult than he had even anticipated. The committee has been assisted by the addition of Joel Kyrie Wilson (Radnor MM). **With some changes and corrections, the epistle was accepted with great appreciation.** The outgoing epistle is attached.

#### Young people reporting back

At this time the young people joined us and were introduced by Ben Camp (Norristown MM). He expressed great thanks and appreciation for the volunteers, and he urged others to volunteer. Jen Karsten (Central Philadelphia MM), volunteer with the Fishers group, urged us to use two sign-language signs to encourage and appreciate the young people in front of us. The young people each took turns reading their wonderful report, which is attached. Bill Carrigan (Mickleton MM) introduced himself and the members of the Fells group introduced themselves. Clair and Nick read their report, which is attached. Matt Sanderson, Middle School Friends introduced himself, the young people also introduced themselves, and Friendly Adult Presences introduced themselves. A few of the members of the group read their epistle and report, which is attached. Tenaja Henson (Lewisburg MM) read the epistle of the Young Friends. Allison Letts read the epistle from the Young Adult Friends, which is attached.

Continuing Sessions: The Big Reveal

A large group of Friends came forward for “The Big Reveal,” which was the query that would guide work at our Continuing Sessions in November. We were all urged to come together for Continuing Sessions, to worship together, work together, find new ways to work together, have fun together, have wonderful children’s program, revel in the theme, which will be “We are Powerful People.” The screen went up and we saw the query on which we will focus: “What is God calling PYM Quakers to do to end racism and white supremacy in the Religious Society of Friends and beyond.”

Announcements

After a few last announcements, great, loud appreciation was expressed for our volunteers and staff.

At about 12:50 pm we settled into a brief period of worship and adjourned, intending to meet at Continuing Sessions on November 7, 2015 at Westtown School.

Submitted by,

Jim Herr, Recording Clerk (Lancaster MM)

David Rose, Assistant Recording Clerk (Lehigh Valley MM)

Jada S. Jackson, Presiding Clerk (Trenton MM, Burlington Meeting House Worship Group)

# ARCH STREET MEETING HOUSE PRESERVATION TRUST



ARCH STREET  
MEETING HOUSE  
PRESERVATION TRUST

# The Trust's Mission Statement

“The Arch Street Meeting House Preservation Trust preserves, operates and interprets the meetinghouse and grounds which will serve to increase public understanding of the impact and continued relevance of the Religious Society of Friends (Quakers).”

*(from the Strategic Plan 2015-2020)*



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ARCH STREET  
MEETING HOUSE  
PRESERVATION TRUST

# The Trust's Vision Statement

“The Arch Street Meeting House will be the preeminent destination for experiencing and learning about Quakers’ unique contributions to society throughout history.”

*(from the Strategic Plan 2015-2020)*



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ARCH STREET  
MEETING HOUSE  
PRESERVATION TRUST

# Governance

- The Board is currently comprised of eight members of PYM and meets on a monthly basis
- There are five Board committees: Executive, Governance, Property, Public Programs, and Resource Development
- Arch Street Meeting House Director, Lynne Calamia, assists the Board in preserving, operating, and interpreting the meetinghouse and grounds
- PYM administers personnel and provides in-kind assistance to the Trust (accounting, audit, development, payroll, etc.)



# Accomplishments since September 2014

- The William Penn Fundraiser held in October 2014 had over 180 paid attendees and netted \$22,000 for the Trust
- Completed a Strategic Plan 2015-2020 in March 2015  
*[see the “Fact Sheet” for more information]*
- Appointed Ann Satterthwaite, John Fraser Hunt, and William Heinemann to the Board of Trustees



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ARCH STREET  
MEETING HOUSE  
PRESERVATION TRUST

# Accomplishments since September 2014

- Contributed funds to PYM to hire Assistant Programs Coordinator, Amanda Schaffer
- Coordinated with the PYM Implementation Committee and agreed to assume the roles and responsibilities of the Arch Street Standing Committee and its working groups (this transition, which greatly expanded the original purpose of the Trust, was approved in Spring 2015)



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ARCH STREET  
MEETING HOUSE  
PRESERVATION TRUST

# Accomplishments since September 2014

- Awarded a \$60,000 grant from the Pew Center for Arts and Heritage in June 2015 to create a “new interpretative and public programming approach to the meetinghouse and grounds”
- Hosted a rich variety of activities at the meetinghouse, including: conferences, commencement exercises, First Friday Jazz concerts, weddings, baby showers, PYM committee and working group meetings, public hearings, etc.



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ARCH STREET  
MEETING HOUSE  
PRESERVATION TRUST

# Accomplishments since September 2014

- Welcomed over 25,000 visitors to the meetinghouse to learn more about Quakers and Quakerism
- Carried out a number of much needed capital improvements on the property such as repairing portico roofs, bench restorations, upgrading parking lot lighting, and installing high speed internet



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ARCH STREET  
MEETING HOUSE  
PRESERVATION TRUST

# Action Plan for FY 2016

- A newly formed Docent Policy Group will work in conjunction with the Pew grant to plan, pilot, and prototype engaging, educational programs for visitors of all ages
- Prepare and approve a Resource Development Plan, that determines the Trust's optimum fundraising model and capabilities
- Create a request for proposals (RFP) for an integrated Interpretation Plan and Marketing and Communications Plan



# Action Plan for FY 2016

- Expand the Board and committees in order to enlarge and diversify our support community, increase financial contributions to the Trust, and gain professional expertise in identified areas
- Engage a consultant to evaluate the building and grounds with respect to the 20-year Capital Plan
- Implement additional capital improvements such as lighting design, adding storm windows, parking lot drainage systems, interior painting, restroom renovations, and asbestos testing/abatement



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ARCH STREET  
MEETING HOUSE  
PRESERVATION TRUST

# Join us!

at the **Second Annual William Penn Fundraiser**

For an evening with Sam Katz  
the Emmy Award Winning Producer of  
“Philadelphia: The Great Experiment”

**FRIDAY, OCTOBER 23, 2015**

Reception and presentation to benefit the  
**ARCH STREET MEETING HOUSE PRESERVATION TRUST**



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**ARCH STREET  
MEETING HOUSE  
PRESERVATION TRUST**

*Religious Society of Friends  
Religieus Genootschap der Vrienden  
Société Religieuse des Amis  
Religiöse Gesellschaft der Freunde*

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## ***Quakers in Belgium and Luxembourg***

10 May 2015

To Friends everywhere: Greetings!

Thirty-eight of us have come together as a Yearly Meeting. It is a rare event for so many of us to be able to be together, scattered as we are across Belgium and Luxembourg. We were pleased to be joined by Friends from France and Britain Yearly Meetings, and to have seven children amongst us.

Under the guidance of Helen Meads and Andrea Freeman we explored our theme 'Leaning into the Silence, Leaning into the Light'. For six hours in stillness and in silence, we took part in meditation, making collages and worship sharing. We have begun to glimpse the power and potential of opening ourselves up, and allowing ourselves truly to see, and then 'Let the Light do the work' that needs to be done.

We were introduced to some ideas from 'Experiment with Light' and have sought to 'Mind the Light', to open our hearts to Truth, to wait in the Light and to accept what it may show us.

Light and dark have been key words, in their different meanings. We had rich and varied experiences; of illumination and insight, as well as struggles. Making collage has allowed young and old to experiment with a new and creative way of crystallising and expressing our deepest reflections. Children led all of us in intuitive play activities and finding our sense of fun and joy. In Meeting for Worship outdoors in the spring sunshine we were reminded of early Friends.

During the weekend we learned we could be flexible and pragmatic, whilst maintaining our enthusiasm. We take a new sense of experimentation into our worship.

Holding the stillness, maintaining the silence – even at coffee times and meal times: this has challenged us, but also allowed us to grow in our knowledge of one another, and of the Spirit within. Our challenge, now, is to apply these insights to deepen our worship and action in the world.

On behalf of Belgium and Luxembourg Yearly Meeting

Kate Macdonald, Clerk

Chloe Tan, Assistant Clerk

The photos are by Arthur Pritchard, of Britain Yearly Meeting, and were taken during the session when children and their parents shared the art they'd created indoors and outside.



**Faith & Practice Working Group**  
**Report to Philadelphia Yearly Meeting of the Religious Society of Friends**  
Annual Sessions July 30, 2015

The **Faith & Practice Revision Working Group** reports the following progress:

- The [current proposed draft](#) was posted 7/9/2015 on PYM Faith & Practice website
- This draft is complete with the exception of Section VI Extracts from the Writings of Friends
- Our report today is intended to constitute a “first reading” of the draft
- Comments from individuals and meetings are welcome! Please submit them by email to Martha Bryans at [mbryans26@verizon.net](mailto:mbryans26@verizon.net) by **January 31, 2016**
- All comments will be considered with care by the working group and incorporated as appropriate
- Section VI will be added after feedback from Friends (see below)
- The completed text will be professionally edited for consistency
- The revised final proposed revision will be posted by **April 30, 2016**
- The second reading for acceptance will occur at annual sessions **July 2016**
- Once accepted, the manuscript will be turned over to the publications group for publishing electronically and in print

**Process to Compile Section VI Extracts from the Writings of Friends**

- Friends are invited to help identify quotations in the 2007 edition that should be retained in the new edition – go to the website and indicate your favorites!
- Friends are invited to help identify new quotations from diverse voices for possible inclusion in the new edition – go to the website and share the quotation, author, date, source, and monthly/yearly meeting
- **Please complete this work by December 31, 2015**

**Working Group (Originally appointed in 2009)**

Annette Benert (Lehigh Valley MM, Bucks QM)  
Joan Broadfield (Chester MM, Chester QM)  
Martha Bryans (Uwchlan MM, Caln QM), Clerk  
Howard Cell (Germantown MM, Philadelphia QM)  
Sallie Jones (Birmingham MM, Concord QM)  
Bill Smith (Moorestown MM, Haddonfield QM)

Distributed for endorsements: May 1, 2015  
To be distributed to Congress: Fall 2015

Dear Member of Congress,

As communities of faith we write to ask your support for the U.S. pledge to the Green Climate Fund (GCF) and the President's FY2016 budget request of \$500million for the GCF. We come from different faith traditions, united across theological lines by our deep concern for humanity and all of God's Creation. We are guided by principles of stewardship, compassion and justice in confronting the moral crisis of our changing climate. The Green Climate Fund represents an important step in global cooperation needed to build a more resilient world and to move us along the path to low carbon energy development.

Called to till and keep God's Creation (Genesis 2:15) and commanded to care for our most vulnerable neighbors (Deuteronomy 15:11) we believe that climate change presents an unprecedented threat to all of Creation, but most particularly to those living in poverty around the globe. We already witness the impacts of climate change in rising sea levels that threaten small island states, long term drought and other weather extremes that impact the food security and political stability of Least Developed Nations, and melting glaciers that put at risk water supplies for major cities in the Global South. All of these impacts fall hardest on those with the least means to adapt—people and communities already struggling with poverty and hunger, who are also the least responsible for the greenhouse gas emissions causing earth's climate to change.

The Green Climate Fund (GCF) represents a new way forward in addressing these issues. The GCF is an independent entity that has already established strong fiduciary standards and safeguards. It is accountable to a board with representatives from the US government and other donor and recipient governments. It includes high levels of transparency and accountability in its structure and governing principles to prevent corruption. The core purpose of the GCF is building the capability of developing nations to limit or reduce their greenhouse gas emissions through low carbon development pathways and to adapt to the unavoidable impacts of climate change.

With fully half of its funds dedicated to adaptation needs and with priority given to African nations, small island states, and Least Developed Countries (LDCs), the GCF represents a major commitment by the global community to helping vulnerable nations build resilience to climate impacts. Such resilience will increase food security and political stability, with positive implications for related issues including migration and national security.

The GCF also builds on lessons learned from the World Bank's Climate Investment Funds and other international funds that have supported clean energy development and climate-compatible development. Central to the GCF's design is a private sector facility that will allow the use of innovative financial instruments to unleash the power of the private sector – including leading American companies – to help address climate change.

The over \$10 billion in funding pledges for the GCF to date have come from countries representing diverse regions and income levels. In addition to the U.S. pledge of \$3

billion, pledges have come from countries ranging from Germany and Japan to Korea and Mexico and from France and Switzerland to Colombia and Peru.

We fully support the President's request for \$500 million in funds for the GCF in FY2016. This investment in mitigation and adaptation is not only our moral obligation as a major contributor to climate change but also a sound investment in alleviating poverty and ensuring global food security now and in the future. As countries engage in the difficult task of negotiating a new global climate change agreement this year, Congressional appropriation of the funds to meet the US pledge to the GCF is vital to our leadership in these negotiations and to building trust between developed and developing countries. Such trust is essential to reaching an overall agreement that includes meaningful pledges from all parties to take the actions needed to keep global temperatures from rising to catastrophic levels.

People living in poverty around the world have contributed least to the phenomenon of climate change, yet are most impacted by it. Our nation of great wealth and influence has contributed much to it. Addressing the harmful impacts of climate change upon the most vulnerable peoples and the future of all God's creation is the moral responsibility of our nation, and also our sacred task as people of faith. We hope you will use your leadership role to support the U.S. pledge to the Green Climate Fund. Annual

# Lines of Responsibility and Accountability for Financial Resources

Annual Sessions 2015

The Yearly Meeting appoints and has care of the Councils					
The Administrative Council holds care for managing the overall affairs of the Yearly Meeting					
The Quaker Life Council holds care for determining and manifesting our purpose and priorities through deep spiritual discernment					
The General Secretary holds care for interpreting our priorities and managing our affairs through staffed and general fund operations					
	Quaker Life Council	Administrative Council	Staffed Ops <i>Program &amp; Religious Life</i>	Staffed Ops <i>Business Operations</i>	Staffed Ops <i>General Fund</i>
<b>COST CENTERS</b>	QLC program funding	AC volunteer expenses	aging	business office	staff salary & benefits
	QLC volunteer expenses	Arch Street MH	youth	accounting	staff travel
<b>EXPENSES</b>	Annual Sessions	Burlington MH	Young Adult Friends	development	Friends Center
	Continuing Sessions	Arch Street MH Preservation Trust	volunteer coordination	GenSec office	
<b>EXPENSES SUPPORTED BY</b>	Friends Counseling Service	Granting Committee	program communications		
			print & web communications		
<b>EXPENSES</b>	volunteers	PYM grants	staff travel for program	GenSec travel	staff salaries & wages
	event & program	ASMH utilities	volunteers	contributions to others	payroll taxes & benefits
<b>EXPENSES SUPPORTED BY</b>	printing & postage	ASMH insurance	event & program	event & program	staff travel
	office supplies	ASMH repairs & maintenance	printing & postage	professional fees	staff training
<b>EXPENSES SUPPORTED BY</b>		ASMH depreciation	office supplies	printing & postage	Friends Center expenses
		volunteers		office supplies & support	depreciation
<b>EXPENSES SUPPORTED BY</b>		event & program		computer support & licences	
		printing & postage		insurance	
<b>EXPENSES SUPPORTED BY</b>	event & program fees	event & program fees	event & program fees	event & program fees	Covenant
	general fund	general fund	general fund	general fund	designated gifts of support
<b>EXPENSES SUPPORTED BY</b>		restricted funds for grants			bequests
					Annual Fund
<b>EXPENSES SUPPORTED BY</b>					funds held @ Fiduciary
					funds @ 3rd party banks
<b>EXPENSES SUPPORTED BY</b>					admin fee on restricted
					other admin fees

# MAIN STREET *Activism*



# and WALL STREET *Advocacy*



JEFFERY W. PERKINS

## *Strange Bedfellows?*



**D**o you know the adage, “slow and steady wins the race”? Well, it played out again recently when PNC Bank announced a policy change in its financing of companies engaged in mountaintop removal coal mining operations.

This big win followed nearly five years of public campaigning by Earth Quaker Action Team (often known by its acronym, EQAT) and other nonprofits, as well as years of quiet, persistent shareholder advocacy by a coalition of socially responsible investors, including my organization,

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*Jeffery W. Perkins is executive director of Friends Fiduciary Corporation, a Quaker nonprofit providing cost effective, professional, socially responsible investment services to Quaker meetings, churches, and organizations. He serves on the board of the Interfaith Center on Corporate Responsibility and is a member of Chestnut Hill Meeting in Philadelphia, Pa.*

Friends Fiduciary Corporation.

Earth Quaker Action Team organized and engaged in direct actions that ranged from sitting-in at bank branches to writing personal letters to board members. A fair amount has been written about this important and successful campaign, and I applaud Earth Quaker Action Team’s deliberate, creative, and Quaker-inspired approach toward nonviolent direct action.

As executive director for Friends Fiduciary, I am also keenly aware of the role socially responsible investors played behind closed doors in this overall effort and the company’s actions in response.

In my view both street activism and shareholder advocacy are important and represent different but potentially complementary strategies for change. Together they create compelling pressure on a company to do the right thing. Friends Fiduciary

believes that doing the right thing for the environment and society is also doing the right thing for a strong, sustainable business!

Friends Fiduciary manages \$340 million in investments for 330 Quaker meetings, churches, schools, and organizations. We seek to provide outstanding returns at low cost while rigorously screening so that we invest in companies compatible with Quaker values. Friends Fiduciary is also vigorous in shareholder advocacy and known as “the national Quaker voice” on business policy issues to support Quaker values and long-term company and shareholder interests.

In 2011, Friends Fiduciary joined with peer socially responsible investors to begin a dialogue with PNC Bank to raise concerns about its mountaintop removal financing. While these dialogues were cordial and moderately constructive, their lack of progress led to our co-filing a shareholder resolution in 2012 with other investors. Friends Fiduciary helped ensure that mountaintop removal mining remained front and center in the engagements with PNC management.

As dialogue continued over the next three years, the shareholder group broadened its concern to include the company’s exposure to climate risk in its lending, investing, and financing. By

management in an engagement that our interests are aligned with the company. As long-term investors—as owners of the company—we want them to succeed. All of our efforts are in the context of building long-term shareholder value.

By encouraging companies like PNC Bank to consider sustainability of their operations, to evaluate potential reputational risks, and to assess climate risk in operations and portfolios, we are encouraging them to think beyond the current earnings quarter. Unfortunately Wall Street has become increasingly short-term focused—looking to quarterly earnings to reward and punish companies in the trading markets.

As long-term investors, Friends Fiduciary is interested in long-term shareholder value, which is what yields strong returns for our constituent investors. This type of relationship between shareholder advocate and company management works best when built on mutual respect and trust. As such, this is a very different strategy and requires different tactics than Main Street activism; and yet we believe it is critically important for substantive change on issues like climate change. That said, the levers for change in the corporate sector are limited, and I think most would agree that the governmental sector must show leadership



As a strategy, shareholder advocacy requires a delicate balance between working with, cajoling, and sometimes pressuring companies to consider changing their practices.

broadening the resolution to the total impact of the bank’s financing of high-emitting businesses, we as shareholders were expressing concern about climate risk from a financing perspective. Investors were saying to the bank, as owners, we believe it is important that the bank strategically assess and anticipate potential climate risk in order to manage and mitigate it in its lending portfolio and operations. We believe this is important for long term sustainability of companies, and that those companies with sustainable operations will be advantaged and more successful over time. This should result in increased shareholder value.

As a strategy, shareholder advocacy requires a delicate balance between working with, cajoling, and sometimes pressuring companies to consider changing their practices. As a long term investor, Friends Fiduciary is able to tell company

and take bold action to address climate change.

As a result of investor efforts—as well as the efforts of groups like Earth Quaker Action Team—PNC Bank, along with changing its mountaintop removal policy, also publicly committed to enhancing its financing due diligence to include an environmental assessment at the borrower level; considering how environmental events might impact its financing portfolio; and hiring an environmental and social risk officer to focus on these issues.

From an investor perspective these follow-ons are critical. With coal use declining and coal operations suffering, financing of coal operations has been declining as a percent of PNC Bank’s loan portfolio over the past several years due to market forces. However, these commitments to change the way the bank is assessing and managing

climate risk are much more likely to have a broader potential impact in terms of signaling to bank borrowers that climate risk is a significant business concern and worthy of careful assessment and management.

Friends Fiduciary's investment practices, including shareholder advocacy, seek to represent broadly held Quaker values and concerns. The environment is one of those concerns. As a small organization with limited resources but significant Quaker moral force, we have focused our shareholder advocacy around this issue on two business sectors which we believe have a leveraging opportunity: banking and insurance. Both of these industries serve other businesses and as a result of their financing and underwriting policies and requirements can potentially influence thousands

of other businesses.

Friends Fiduciary believes that changes like those at PNC Bank are a small but important step for the broader business world to begin transitioning to a lower carbon economy. We will continue to work with peer investors and PNC management to ensure that the public commitments are kept and that the promised changes become operational. This is part of our work on behalf of our Quaker constituent investors. We believe this patient, persistent, and strategic approach, while slow to yield results at times, will help us win the race for excellent investment returns and a better world.

At PNC Bank, Main Street activism and Wall Street advocacy seem to have worked together to win the day. Strange bedfellows? Not at all. □

## In Memoriam: Richard G. Bowie

**He woke all up to the cow's returning  
Home in the evening to be milked (not the dawn)  
And if there were anywhere fences they were already mended  
By the man who worked alongside others like a plow.  
"If there's a job to be done, you would do best to believe in it"  
He said half to himself, but I heard him nonetheless  
Speak of winter days in Yarmouth when the fire hoses froze,  
All morning with Ben Stockholm before the sun had risen,  
And going after rebounds like his mother after chickens,  
After homework, after yardwork, after seeing Travis would be the one.  
Cramped in officer's quarters with some Monk and the knowledge  
Of his young wife at home, and the children to come.  
(When there were snakes on the river he swam toward the sun.)  
Oh he lifted them high  
And woke them up all early with sausage and the commitment,  
The conviction, that believing in others was a sharing with God . . .  
He could not be pushed over, so when called he went on  
To till in a further, mysterious field  
Where heartbreak shines like dawn.**

*John McGonigle  
Westport, Mass.*

## Friends Fiduciary SRI E-Bulletin



July 6, 2015

Dear Friends,

Friends Fiduciary is dedicated to reflecting Quaker values in investment management through active ownership in the companies we hold. This is done through voting proxies, dialogues with company management and filing shareholder resolutions. In addition we strategically engage on a broad range of issues and policies from our unique perspective as long term Quaker values based investors. Below is a brief synopsis of recent activities.

**Please forward this email to your meeting clerk and Peace and Social Concerns Committee clerk and encourage them to subscribe directly to future SRI E-Bulletins by contacting us at [info@friendsfiduciary.org](mailto:info@friendsfiduciary.org).**

### **FFC Urges World Bank to Strengthen Protections for Indigenous Peoples' Rights**

July 6, 2015



Friends Fiduciary has joined a global investor coalition representing US\$125 billion in assets, responding to the World Bank's request for comments on proposed amendments to their Environmental and Social Safeguards Framework. The coalition would like to see that framework conform to existing international human rights agreements, namely the UN Declaration on the Rights of Indigenous Peoples and the Guiding Principles on Business and Human Rights.

Friends Fiduciary and others in the coalition believe that the World Bank should be strengthening the requirements that Indigenous communities support new projects on or near their territories

rather than weakening those requirements, which is what the current draft framework appears to do. Further, the new standard should not allow countries to "opt out" of the Indigenous Peoples policy requirements.

If the World Bank offers countries that violate the UN Declaration on the Rights of Indigenous Peoples weaker lending criteria, it could effectively subsidize greater instability in the business environments within these countries and therefore the viability of its investments. The Indigenous Rights Risk Report by the First Peoples Worldwide identified a correlation between investment risk and the strength of a country's legal protections for Indigenous Peoples.

At Friends Fiduciary believe that companies that respect the rights of, and work to build good relations with, Indigenous Peoples will prosper over time. The World Bank should be encouraging these business practices rather than undermining them with a weaker Environmental and Social Safeguards Framework for its lending programs.

[Click Here for Letter](#)

## FFC Calls on Nestlé to Improve Supply Chain Sustainability

June 25, 2015



Friends Fiduciary has joined a global investor group representing \$334 billion in assets, asking that Nestlé's corporate management attend to environmental, social, and governance issues in their operations in order to protect investor capital over the long term.

Future cocoa production depends on ecological sustainability and fair treatment of workers who grow and harvest the cocoa. In their communication, investors thank Nestlé, and other companies in the sector, for their efforts to prevent child labor, assist farmer organization and training, develop Key Progress Indicators (KPIs) for sustainability in cocoa production, and implement independent verification in parts of the cocoa supply chain.

Despite these efforts, investors are concerned whether improvements in these areas will increase the attractiveness of cocoa farming as occupation for the next generation of farmers.

Therefore, FFC and other investors are encouraging Nestlé to set specific goals and report on their progress in the area of farmer incomes, access to school for children in cocoa-producing communities, and strengthened child labor remediation. We are also seeking specific KPIs for companies and the industry with transparent reporting. This will allow managers, investors, and other stakeholders to make a fair assessment of the work Nestlé, and the industry, has done and future progress.

As part of the investor coalition, FFC believes that a sustainable cocoa supply chain with decent living conditions for cocoa farmers is possible both at the individual company and industry levels. We would like to see increased efforts in this area and believe that Nestlé has the potential to lead the industry in supporting the well-being of cocoa farming, thereby protecting capital returns over the long term.

[Click Here for Letter](#)

## Friends Fiduciary urges SEC to Improve Carbon Asset Risk Disclosure by Oil and Gas Companies

June 11, 2015



Disclosing potential carbon asset risks will inform investors and potential investors of risks they may undertake when investing in businesses that extract and sell fossil fuels. "Carbon asset risks" include carbon-reducing regulation, growth of renewable energy, and weakening oil demand. Additionally, change in climate and weather can cause physical risk to companies' infrastructure. Some fossil fuel reserves and infrastructure are at risk of becoming stranded assets due to competition and environmental regulations. The investors' letter to the SEC notes that these risks constitute 'known trends' under SEC rules, and therefore companies must disclose

them.

The energy industry has made and continues to make substantial capital investments in carbon intensive projects such as Arctic Drilling, ultra-deep-water drilling, and oil sands projects. Fully disclosing risks to investors may impact the economics of the industry and result in increased scrutiny for such capital investments and the expected return on investment.

The industry will likely expend more than \$1 trillion on high-cost, carbon intensive exploration and development in the coming decade even though these projects assume a 30% rise in oil prices to be profitable.

Investors noted that Chevron, ExxonMobil and Canadian Natural Resources failed to fully disclose carbon asset risks and asked the SEC to notify the companies in "comment letters". These companies do not disclose carbon asset risks or do so inadequately. While FFC does not hold these oil majors, we believe that failure to disclose this information allows the industry to hide its true level of risk, stymies effective public policy towards sustainable alternatives and impedes investment capital from flowing to effective low-carbon energy production. According to Ceres, a national organization working with companies and investors around climate change, taking effective action to stop global warming will require more than \$1 trillion in clean energy investments per year in the coming decades.

[Click Here for Letter](#)

## Friends Fiduciary call to action in garment-worker safety

May 26, 2015



Friends Fiduciary Corporation (FFC) is part of an Interfaith Coalition on Corporate Responsibility (ICCR) effort calling for improved safety standards for garment factories in Bangladesh.

Two years ago, the Rana Plaza building outside Dhaka, Bangladesh collapsed, killing more than 1,100 garment workers. The event is considered one of the worst workplace disasters in history. In response, corporations and workers created the Alliance for Bangladesh Worker Safety and the Bangladesh Accord for Building Safety. More than 200 companies, sourcing from 1,600 factories, have signed the Accord.

In order to address issues such as sprinklers and construction defects, factories will need to secure appropriate financing and make agreements with suppliers. Clothing brands will need to ensure that their suppliers obtain resources to do so, through the use of loans, pre-payment for orders, business incentives, or other means. The investor coalition is asking companies to disclose the results of inspections and fully address defects that are revealed.

FFC and the ICCR have further asked that companies disclose progress on establishing worker/management Occupational Safety and Health committees, with workers electing representatives to the committees. Bangladeshi labor laws now require companies to establish

these committees. The committees can build capacity to detect and remediate safety issues before they cause further harm to workers. Clothing brands must communicate their support for these committees to suppliers to ensure this key component of remediation is operational.

In order to implement the safety infrastructure requirements to avoid future disasters the investor coalition is calling for greater transparency in the remediation efforts and the funding available to make the necessary changes. The coalition is also asking companies which source clothing made in Bangladesh to donate to the Rana Plaza Donors Trust Fund in order to allow the fund to provide relief to workers and their families affected by the disaster.

[Click Here for Letters](#)

## FFC Asks Managers to Assess Climate Risk in Investments

March 19, 2015

Friends Fiduciary has asked its money managers to assess how their investments could affect climate change and to evaluate climate risk in the investment process. The letter, from Richard Kent, Chief Investment Officer, asks managers to "understand the strategies our companies are using to manage climate risk." While Friends Fiduciary has not chosen to divest from fossil fuels in its Consolidated Fund, its Environmental Social and Governance screening criteria favors companies with better track records on these factors.

This letter clearly communicates to all of FFC's managers the importance of these concerns for FFC and its constituent investors and further elevates these concerns within the traditional investment arena. Executive Director, Jeff Perkins, states that "when we engage with companies in shareholder advocacy we're asking them how they are assessing climate risk in their operations, supply chains and invested assets - we're asking our managers to do the same as part of their investment selection process."

[Click Here for Letter](#)

If you have any questions about Friends Fiduciary or its shareholder advocacy work, please contact us at [info@friendsfiduciary.org](mailto:info@friendsfiduciary.org) or at (215) 241-7272, or visit our website: [www.friendsfiduciary.org](http://www.friendsfiduciary.org).

Sincerely,  
Jeff Perkins

Jeffery W. Perkins  
Executive Director  
Friends Fiduciary Corporation  
1650 Arch Street, Suite 1904  
Philadelphia, PA 19103  
215-241-7272, [www.friendsfiduciary.org](http://www.friendsfiduciary.org)

# FRIENDS FIDUCIARY CORPORATION

## CONSOLIDATED FUND

### FUND INFORMATION

Fund Type.....Balanced  
 Inception Date.....1975  
 Investment Management Expense,  
     5-Year Average .....0.36%  
 Total Operating Expense,  
     5-Year Average .....0.75%  
 Investment Style.....Growth and Income  
 Target Asset Mix:  
     Equity 70%, Fixed Income 25%, REITs 5%

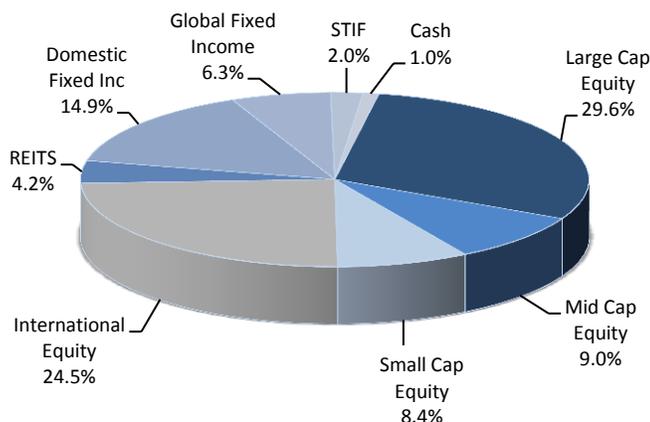
Total Net Assets, June 30, 2015	\$299.62 MM
Unit Value, June 30, 2015	\$48.53
Semi-Annual Standard Distributions	June and December
Standard Distribution Per Unit, Jun. 2015	\$0.98
Standard Distribution Per Unit, Dec. 2015	\$1.02
Standard Distribution Rate 2015	4.50%
Standard Distribution Rate 2016	4.25%

For more information on Friends Fiduciary, the Consolidated Fund and other investment options, please visit our website at [www.friendsfiduciary.org](http://www.friendsfiduciary.org)

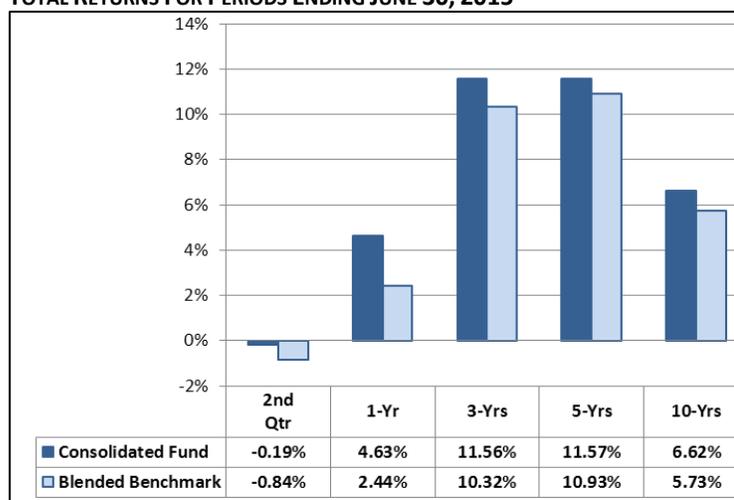
### FUND OVERVIEW

The Consolidated Fund is a diversified, co-mingled fund with allocations to equities, fixed income and real estate investment trusts (REITs). Its primary objective is to provide stable current income and long-term growth consistent with protecting principal investments against inflation over time. The Fund has a standard income distribution policy based on the fund's total return. This means that a portion of the distribution is attributable to actual dividends and interest earned and a portion comes from capital gains. Standard income distributions are calculated using a rolling three-year average of unit value and paid out semi-annually. Standard distribution rates in 2014 and 2015 are 4.50%; the FFC Board of Directors has approved a reduction in the standard distribution rate effective with the 2016 distributions at which time the standard rate will decrease from the current level of 4.5% to 4.25% in 2016 and 4.00% in 2017.

### HOLDINGS BY ASSET CLASS – JUNE 30, 2015



### TOTAL RETURNS FOR PERIODS ENDING JUNE 30, 2015



Blended Benchmark: 28% S&P 500, 9% Russell Mid Cap, 8% Russell 2000, 25% MSCI ACWI ex-US (All Country World Index ex-US), 25% Barclays Aggregate Bond Index and 5% FTSE NAREIT Index.

*No predictions are made for the future. Past returns do not guarantee future results.*

CALENDAR YEAR RETURNS	2014	2013	2012	2011	2010	2009	2008	2007	2006	2005
Consolidated Fund	8.70	18.56	11.97	1.07	13.30	21.48	-26.34	3.83	14.83	7.02
Blended Benchmark	7.49	16.39	12.28	1.65	12.28	18.50	-26.51	3.35	14.79	5.19

## **SOCIALLY RESPONSIBLE INVESTING**

Quaker testimonies and values guide Friends Fiduciary's investment activities in three primary ways:

We actively screen out companies that do not meet our SRI restrictions.

We vote shareholder proxies to communicate our Quaker values on environmental, financial, social and governance issues.

We join other institutional and faith-based investors in shareholder resolutions and company dialogues to encourage reforms.

We co-file shareholder resolutions and offer our Quaker views on important business issues in widely distributed op-ed pages.

We actively collaborate with other like-minded institutional investors on a wide range of ESG (environmental, social, governance) issues seeking to improve corporate disclosures and encourage just and sustainable business practices.

## **ABOUT FRIENDS FIDUCIARY**

Friends Fiduciary Corporation (FFC) is a Quaker non-profit organization providing cost effective, professional, socially responsible investment management services exclusively to Quaker meetings, churches, schools and organizations.

FFC manages over \$340 Million for 330 constituents across the country. Friends Fiduciary is a manager of managers, selecting best in class investment managers who implement Quaker socially responsible investment criteria for specific asset classes.

We are the most active Quaker organization engaging in shareholder and policy advocacy and the Quaker voice on important business issues. We believe our Quaker values support long term company and shareholder value.

## **WHY FRIENDS FIDUCIARY?**

We deliver...

- Excellent investment returns
- Professional investment management
- A disciplined Quaker SRI approach
- Excellent customer service

...at cost

Friends Fiduciary Corporation  
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# FRIENDS FIDUCIARY CORPORATION

# QUAKER GREEN FUND

## FUND INFORMATION

Fund Type.....Balanced

Inception Date.....December 31, 2013

Minimum Initial Investment.....None

Minimum Withdrawal.....None

Total Expense Ratio.....0.90%

## FUND OVERVIEW

Quaker Green Fund (QGF) is a balanced and diversified fund which is “fossil fuel free” and specifically designed for Friends meetings, churches, and organizations. The fund excludes investments in fossil fuel companies.<sup>1</sup> In addition to being “fossil fuel free,” the Quaker Green Fund includes a component dedicated to a new “cleantech” category. These investments will fall within nine positive environmental themes. Areas include advancements in sustainable use of agricultural resources, alternative and renewable energy, efficient transport, energy conservation, water conservation and filtration, low carbon finance, and cutting-edge clean technologies. This approach provides exposure to the interconnected segments of clean energy and clean technology while providing diversification to manage the overall profile of risk and volatility.

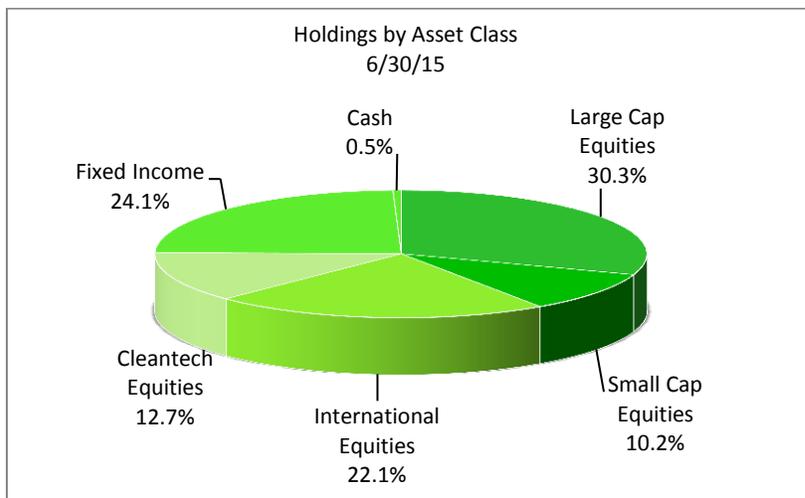
The fund adheres to FFC’s Quaker-values investment guidelines and participates in FFC’s shareholder advocacy work. It is intended for investors with a greater than five year investment horizon. QGF includes a mix of stocks and bonds and has a semi-annual distribution. Investors may make additions or withdraws at any time.

The 2014 standard distribution rate for the Quaker Green Fund is 3.5%. This standard distribution rate is reviewed annually by the FFC Board of Directors.

The rate depends upon long term capital market returns, volatility and inflation and reflects the unique asset allocation of

Total Net Assets, June 30, 2015	\$15.80 MM
Unit Value, June 30, 2015	\$36.81
Semi-Annual Distributions	June and December
Standard Distribution per Unit, Jun. 2015	\$0.62
Standard Distribution per Unit, Dec. 2015	\$0.63
Standard Distribution Rate 2015	3.50%
Standard Distribution Rate 2016	3.50%
<u>Top Five Cleantech Holdings</u>	<u>Sector/Theme</u>
Sunedison, Inc.	Renewable Energy
Acuity Brands, Inc.	Clean Tech/Efficiency
Zumtobel Group AG	Clean Tech/Efficiency
Hannon Armstrong	Environmental Fin.
Sunpower Corp.	Renewable Energy

this new fund. It is intended as a distribution level that balances current distributions with preservation of principal over time. Because each constituent has different financial circumstances and needs, the Quaker Green Fund standard distribution rate is intended only as a guideline for constituent investors. Constituents may, and some do, take more or less than the announced standard distribution rate.



INVESTMENT RETURNS	2Q15	YTD	1 Year	Since Inception*
Total Fund	0.61%	3.49%	4.61%	6.54%
Blended Benchmark <sup>1</sup>	-0.12%	2.37%	2.48%	5.19%

<sup>1</sup> Blended Benchmark: 30.0% S&P 500 Index, 10.0% Russell 2000 Index, 22.5% MSCI EAFE Index, 12.5% MSCI World Index, 25.0% Barclays Agg Index.  
\*Inception Date: December 31, 2013

<sup>1</sup> As defined by the Carbon Tracker Top 200 Fossil Fuel Companies list and consistent with 350.org’s current divestment goals.

## INVESTMENT PHILOSOPHY & GUIDELINES

Friends Fiduciary embraces the widely held desire that investments should be made in businesses that serve a beneficial purpose to society. A unifying and consistent belief of Friends over the years is the importance and value of the peace testimony. Consequently, we avoid investing in manufacturers of weapons or weapons components. We also exclude companies that are engaged in the production of alcohol, tobacco or firearms and those that operate gambling casinos, lotteries or for-profit prisons.

We give additional in-depth consideration to corporate social track records on labor, environmental, social and governance issues. We exclude companies whose primary business is the mining and/or production of coal. For companies engaged in electricity production, we exclude those that rely on coal fired plants and/or nuclear for a significant proportion of their fuel mix, and for companies engaged in the exploration, production, refining and/or transportation of oil and gas products, we select companies that perform well against their industry and peers when evaluated on EPA and other ESG criteria. In the evaluation of companies in the areas of human and labor rights we avoid companies that rank poorly against EEOC (Equal Employment Opportunity Commission), OSHA (Occupational Safety and Health Administration) data and other factors.

## SOCIALLY RESPONSIBLE INVESTING

- Quaker testimonies and values guide Friends Fiduciary's investment activities in three primary ways:

- We actively screen out companies that do not meet our SRI restrictions.
- We vote shareholder proxies to communicate our Quaker values on environmental, financial, social and governance issues.
- We join other institutional and faith-based investors in shareholder resolutions and company dialogues to encourage reforms.
- We share our unique Quaker business perspective on important policy issues.

We actively collaborate with other like-minded institutional investors on a wide range of ESG (environmental, social, governance) issues seeking to improve corporate disclosures and encourage just and sustainable business practices.

## ABOUT FRIENDS FIDUCIARY

Friends Fiduciary Corporation (FFC) and its predecessor organizations have been serving the Religious Society of Friends since 1898. FFC is a not-for-profit Pennsylvania corporation whose purpose is to provide Friends organizations with high-quality financial services on a cost-effective basis. Our investment philosophy is grounded in the beliefs of the Religious Society of Friends, among them the testimonies of peace, simplicity, integrity and justice.

## WHY FRIENDS FIDUCIARY?

We deliver...

- Excellent investment returns
- Professional investment management
- A disciplined Quaker SRI approach
- Excellent customer service

...at cost

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FRIENDS FIDUCIARY  
CORPORATION

SHORT TERM INVESTMENT  
FUND

**FUND INFORMATION**

Fund Type..... Short Term Fixed Income  
Inception Date..... April 2012

Minimum Initial Investment..... \$25,000  
*Initial Investments under \$25,000 will be considered on a case-by-case basis.*

Minimum Withdrawal.....\$5,000

Total Expense Ratio.....0.49%

Total Net Assets, June 30, 2015 \$11.23 MM  
Unit Value, June 30, 2015 \$10.14

**BOND CHARACTERISTICS** (as of 6/30/15)

Yield to Maturity 1.2%  
Current Yield 3.8%  
Average Coupon 4.2%  
Duration 1.9 Years  
Average Maturity 2.0 Years

**BOND CREDIT QUALITY** (as of 6/30/15)

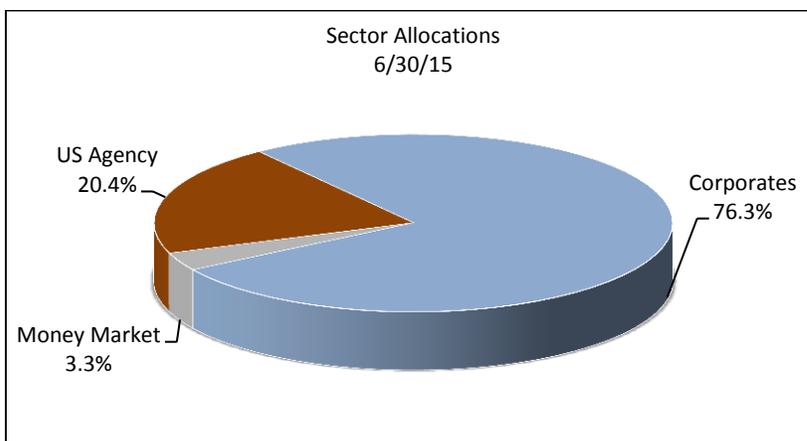
AAA 20.7%  
AA 25.5%  
A 53.8%  
BBB and below 0.0%

**FUND OBJECTIVE**

Managed in a manner consistent with Quaker values, the Short Term Investment Fund's (STIF) objective is to achieve investment returns in excess of those available from money markets and other short term funds. The fund seeks to preserve capital through investment in only high quality short term bonds and other short term instruments.

**FUND MANAGEMENT**

STIF is designed for consistent, low volatility performance with an emphasis on low risk, high credit quality and liquidity. It is diversified across principal sectors of the domestic bond market; US Treasury, Agency, Corporates and Mortgages. Value is added through sector rotation and security selection. Daily liquidity is maintained through an allocation to money market funds. The investment approach balances fundamental qualitative and quantitative analysis. The fund captures additional yield by diversifying beyond ultra-short money market instruments. Coupon income and bond maturities are reinvested in short term, relatively higher yielding securities.



INVESTMENT RETURNS	2Q15	1 Yr	3 Yrs	Since Inception*
Short Term Investment Fd	0.09%	0.94%	1.02%	0.96%
Blended Benchmark <sup>1</sup>	0.12%	0.71%	0.53%	0.50%
Lipper Money Mkt Fund	0.00%	0.01%	0.01%	0.01%

<sup>1</sup> Blended Benchmark: 80% B of A Merrill Lynch 1-3 Year US Treasury & Agency Index, 20% Lipper Money Market Index.  
\*Inception Date: April 30, 2012

**RISKS**

The fund's value is subject to the price movement of the overall bond market and/or specific holdings. The unit price and yield will vary with changes in interest rates and bond market conditions. If interest rates rise significantly from current levels, bond returns will decline and may turn negative in the short term. Mortgage related securities tend to become more sensitive to interest rate changes as interest rates rise, increasing volatility. There is also the possibility that fund holdings may have their credit ratings downgraded or, in extreme cases, suffer a default.

**INVESTOR PROFILE**

The fund is well suited for investors needing liquidity in a one to five year time frame. This may include reserves or funds needed for capital projects.

## **SOCIALLY RESPONSIBLE INVESTING**

Quaker testimonies and values guide Friends Fiduciary's investment activities in three primary ways:

We actively screen out companies that do not meet our SRI restrictions.

We vote shareholder proxies to communicate our Quaker values on environmental, financial, social and governance issues.

We join other institutional and faith-based investors in shareholder resolutions and company dialogues to encourage reforms.

We co-file shareholder resolutions and offer our Quaker views on important business issues in widely distributed op-ed pages.

We actively collaborate with other like-minded institutional investors on a wide range of ESG (environmental, social, governance) issues seeking to improve corporate disclosures and encourage just and sustainable business practices.

## **ABOUT FRIENDS FIDUCIARY**

Friends Fiduciary Corporation (FFC) is a Quaker non-profit organization providing cost effective, professional, socially responsible investment management services exclusively to Quaker meetings, churches, schools and organizations.

FFC manages over \$340 Million for 330 constituents across the country. Friends Fiduciary is a manager of managers, selecting best in class investment managers, who implement Quaker socially responsible investment criteria for specific asset classes.

We are the most active Quaker organization engaging in shareholder and policy advocacy and the Quaker voice on important business issues. We believe our Quaker values support long term company and shareholder value.

## **WHY FRIENDS FIDUCIARY?**

We deliver...

- Excellent investment returns
- Professional investment management
- A disciplined Quaker SRI approach
- Excellent customer service

...at cost

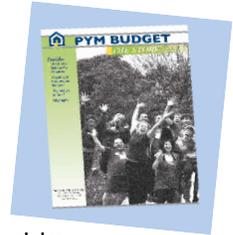
Friends Fiduciary Corporation  
1650 Arch Street, Suite 1904, Philadelphia, PA 19103  
Tel. 215-241-7272 Fax 215-241-7871  
[info@friendsfiduciary.org](mailto:info@friendsfiduciary.org), [www.friendsfiduciary.org](http://www.friendsfiduciary.org)

**FY 2016 PROPOSED BUDGET**  
*Oct. 1, 2015 through Sept. 30, 2016*

**GENERAL (UNRESTRICTED) FUNDS**  
*2016 Budget Notes by Line Item*

**2016 HIGHLIGHTS – What’s new and different**

- **PYM Budget: the Story! The Magazine!** Please see the new Magazine for some of the exciting stories behind the numbers.
- **Estimated income** in the three-year budget includes increased Covenant support from monthly meetings and increased investment and program income. When we began three-year budgets in FY 2013, it was our practice to show flat income, just to demonstrate the budget’s sustainability. Now it seems sensible and realistic to estimate income, if we can reasonably project changes. Where we are not able to make good projections, estimates are flat.
- **The 4.5% Distribution Rate from Friends Fiduciary** on PYM-owned general funds. PYM has both restricted funds where income is restricted by purpose and unrestricted general funds where income flows into the general fund budget. Of its general funds held at Friends Fiduciary, PYM is the trustee for approximately 25% of them. Friends Fiduciary is the trustee for the remaining 75% of general funds and PYM is the income beneficiary.



For FY 2016, we are taking a 4.5% distribution rate on the general funds where PYM is trustee. The 4.5% rate will apply to the 25% of PYM’s general funds where PYM is trustee. On the 75% where Friends Fiduciary is trustee, Friends Fiduciary sets the distribution rate; their standard distribution rate will decline to 4.25% in calendar 2016 and 4.0% in calendar 2017.

Restricted funds are not in the general fund budget. For more information about the distribution rate on restricted funds, see the PYM website: [www.pym.org/financial-stewardship-committee/pym-investment-distribution-rate-information-for-meetings](http://www.pym.org/financial-stewardship-committee/pym-investment-distribution-rate-information-for-meetings)

**2016 HIGHLIGHTS – What’s the same**

- **Another balanced budget** – FY 2016 should be PYM’s fifth balanced budget in five years, starting with FY 2012, which came through the financial crisis to end in the black.
- **Burlington Meeting House** has only the cost of insurance in this budget. Otherwise, BMH does not use general funds (though it is included in PYM’s audit). As approved by Interim Meeting in May 2013, BMH operates under the care and management of its Trustees with the support of BMH-associated restricted funds. We share the Trustees’ hope and expectation that BMH will become fully independent in 2017.

**INCOME AND FUNDS AVAILABLE**

**Line 1, Support from Meetings**

Covenant contributions from monthly meetings make up the largest part of general fund income. Each year we ask the meetings to increase their covenants to maintain pace with inflation. In recent years we have been conservative in our budgeting and have not included the requested increase on the income line. In FY 2016, for the first time since FY 2013, we are adding a 1.5% increase.

Our fiscal sustainability and our capacity to expand service to Friends and meetings depend upon increased giving. The Financial Stewardship Committee felt it was important that this reality be reflected consistently in the budget. Although the income line has been increased, we made the conservative decision not to increase spending to match. If meetings are able to rise to the occasion, the increase in covenant contributions will be used to support monthly meetings in making effective use of their local media for sharing news. See the Magazine article on Shovel-Ready projects.

**Line 2, Gifts of Support**

Visitor contributions at Arch Street.

**Line 3, Bequests**

Hard-to-predict bequests have a placeholder number in the budget.

**Line 4, Annual Fund**

The Annual Fund has been inching down the past few years and we are holding it flat for FY 2016. The facts are that each year only 20% of PYM members contribute to the yearly meeting through the Annual Fund. Of those who give, only 10% contribute \$1,000 or more. These same trends may affect monthly meeting contributions as well. It is important for all of us to work together to address them.

**Line 5, Contributions Income**

Contributions income represents 56% of Total Funds Available.

**Line 6, Funds Held at Friends Fiduciary**

Of the unrestricted general funds held at Friends Fiduciary (where income goes into the general fund budget), PYM is trustee for 25% of them and Friends Fiduciary for 75%. We expect income from these funds to increase about 5% next year. With the benefit of our operating reserves, some PYM funds that had been held in cash were reinvested in the Consolidated Fund and are now contributing income. Friends Fiduciary's reduced payout will affect funds where they are trustee and only the second of two distributions in our 2016 fiscal year. In FY 2017 and FY 2018 we project lower income as Friends Fiduciary's scheduled rate reductions to 4.25% and 4.0% flow through our fiscal years.

**Line 7, Funds Held at Third-Party Banks**

Third-party bank trustees hold approximately \$9 million in funds for PYM and pay between 4.5% and 5.0%. Since the distributions are based on portfolio values as of certain dates, e.g., December 31 or September 30, they are harder to predict and we are estimating flat income.

**Line 8, Event and Program Fees**

Event and Program Fees look almost 9% higher in FY 2016, largely from increased rental activity at Arch Street, but also from pass-through fees for background checks for monthly meetings volunteers.

**Line 9, Administrative Fees, including on Restricted Funds**

Administrative fees on restricted funds for FY 2016 will be based on Consolidated Fund portfolio values on June 30, 2015.

**Line 10, Total Funds Available**

Budgeted to increase by 1.9%.

**EXPENSES**

**Line 11, Staff Salaries and Wages**

Staff salaries and wages are budgeted to increase 2.4% in FY 2016. Salaries include a modest cost of living increase, effective October 1, and there is an increased allowance for the use of flexible short-term project-based staffing.

**Line 12, Payroll Taxes and Benefits**

Budgeted to increase 5.3%, payroll taxes and benefits include taxes, estimated health care premiums for calendar 2016, pension costs, staff travel and training.

**Line 13, Volunteer Expenses**

Expected to increase 8.7%. Costs to facilitate background checks for monthly meeting volunteers will be offset by pass-through income under Event and Program Fees.

**Line 14, Contributions to Others**

Contributions made to outside organizations with general funds, mainly to other religious organizations such as FGC, AFSC, FCNL, FWCC and the National Council of Churches with general funds provided by the Chace Fund. This line drops in FY 2016 because FY 2015 includes some contributions made with general funds by working groups that will be laid down on September 30.

**Line 15, Event and Program Expense**

Event and Program Expense is budgeted to increase 8.9% in FY 2016. For the first time this coming year we will have Continuing Sessions – two single-day sessions for every Friend of every age and every meeting to come together to thrive in the Light together. The first Session is November 7 at Westtown School; the second in March at Arch Street. We have also added the Quaker Life Program Envelope, funding under the Quaker Life Council to support programs, events and services as the Spirit moves among us. Annual Sessions remains the largest event and program expense. Youth programs and communications (*PYM Today*, the website) are also budgeted here.

**Line 16, Professional and Service Fees**

Professional and Service Fees should decline in FY 2016. One-time costs associated with the fiscal year change and the implementation of the long-range plan will fall behind us. The line also includes fees for payroll services, bank services, credit card processing, consulting and legal work.

**Line 17, Copying, Printing and Postage**

We have budgeted a 10% increase in printing and mailing expenses to bring thousands of Friends and 105 meetings into relationship around Continuing Sessions, Annual Sessions and other leadings.

**Line 18, Friends Center Expenses (rent and other)**

The Friends Center rent budget for FY 2016 includes \$40,000 to address capital spending needs. The 15% increase compares to a FY 2015 expense that was lower than expected. Friends Center is

moving to multi-year budgeting and we expect increases in 2017-2018 to be modest. With the AFSC and Central Philadelphia Monthly Meeting, PYM is one of three equity partners in Friends Center.

**Line 19, Utilities**

Utilities at Arch Street Meeting House.

**Line 20, Office Supplies and Support**

Includes all office supplies, copier contracts, printers, etc.

**Line 21, Computer Support and Licenses**

Includes PYM computer support provided by the AFSC, annual computer licenses and routine accounting software support.

**Line 22, Insurance**

Property and liability insurance, including insurance for Burlington Meeting House through 2017.

**Line 23, Repairs and Maintenance**

Includes maintenance contracts for cleaning, equipment and grounds at Arch Street.

**Line 24, Fixed Asset Depreciation**

Calculated from depreciation schedules for Arch Street and depreciable equipment at PYM's offices. It does not include the Burlington Meeting House.

**Line 25, Total Expenses**

Budgeted to increase by 4.1% in FY 2016.

**Line 26, Net Income**

Net Income is income before any one-time expenses.

**Line 27, General Secretary Transition**

General Secretary Transition Funds were included in the FY 2015 budget at the request of the Search Committee, but will not continue into FY 2016.

**Line 28, Net Income Available**

Expected to be \$133,580 in FY 2016.

**Line 29, Number of Full-time Equivalent Employees (FTEs)**

PYM expects to employ 20.85 FTEs again in FY 2016.

**Line 30, Average Total Expense per Month**

Total expenses of \$2,888,500 (Line 25) divided by 12.

***Questions or comments?***

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Linell McCurry, Associate Secretary for Business & Finance  
[lmccurry@pym.org](mailto:lmccurry@pym.org)  
215-241-7205

**FY 2016 Proposed Budget  
General (Unrestricted) Funds**

Annual Sessions 2015

<b>All Periods are 12 Months</b>		<b>12 Months Ended Sept. 30 FY 2015 Estimate</b>	<b>12 Months Ended Sept. 30 FY 2016 Proposed Budget</b>	<b>Dollar Variance Project. FY 2015 to Budget FY 2016</b>	<b>Percent Variance Project. FY 2015 to Budget FY 2016</b>
<b>INCOME AND FUNDS AVAILABLE</b>					
1	Support from Meetings	1,220,000	1,238,000	18,000	1.5%
2	Gifts of Support	8,400	10,400	2,000	19.2%
3	Bequests	20,000	20,000	0	0.0%
4	Annual Fund	425,000	425,000	0	0.0%
5	Contributions Income	1,673,400	1,693,400	20,000	1.2%
6	Funds Held at Friends Fiduciary	400,000	420,000	20,000	4.8%
7	Funds Held at Third-Party Banks	348,000	348,000	0	0.0%
8	Event and Program Fees	194,355	213,180	18,825	8.8%
9	Administrative Fees, including on Restricted Funds	347,500	347,500	0	0.0%
10	<b>TOTAL FUNDS AVAILABLE</b>	<b>2,963,255</b>	<b>3,022,080</b>	<b>58,825</b>	<b>1.9%</b>
<b>EXPENSES</b>					
11	Staff Salaries and Wages	1,162,000	1,190,000	28,000	2.4%
12	Payroll Taxes and Benefits	498,300	526,000	27,700	5.3%
13	Volunteer Expenses	27,075	29,650	2,575	8.7%
14	Contributions to Others	46,300	35,500	-10,800	-30.4%
15	Event and Program Expense	281,850	309,525	27,675	8.9%
16	Professional and Service Fees	108,750	94,800	-13,950	-14.7%
17	Copying, Printing and Postage	63,000	70,075	7,075	10.1%
18	Rent	228,358	271,000	42,642	15.7%
19	Utilities	63,642	66,000	2,358	3.6%
20	Office Supplies and Support	19,450	21,000	1,550	7.4%
21	Computer Support and Licenses	66,750	66,750	0	0.0%
22	Insurance	41,400	42,000	600	1.4%
23	Repairs and Maintenance	48,200	51,200	3,000	5.9%
24	Fixed Asset Depreciation	115,000	115,000	0	0.0%
25	<b>TOTAL EXPENSES</b>	<b>2,770,075</b>	<b>2,888,500</b>	<b>118,425</b>	<b>4.1%</b>
26	<b>NET INCOME</b>	<b>193,180</b>	<b>133,580</b>	<b>-59,600</b>	<b>NA</b>
27	General Secretary Transition	25,000	0	0	NA
28	<b>NET INCOME AVAILABLE</b>	<b>168,180</b>	<b>133,580</b>	<b>-34,600</b>	<b>NA</b>
29	No. Full-time Equivalent Employees (FTEs)	20.85	20.85	20.85	0.0%
30	Average Total Expense per Month	230,840	240,708	9,869	4.1%

**Three-Year Budget Framework 2016-2018**  
**General (Unrestricted) Funds**

Annual Sessions 2015

<b>All Periods are 12 Months</b>		<b>12 Months Ended Sept. 30 FY 2015 Estimate</b>	<b>12 Months Ended Sept. 30 FY 2016 Proposed Budget</b>	<b>For Information Sept. 30 FY 2017 Budget</b>	<b>For Information Sept. 30 FY 2018 Budget</b>
<b>INCOME AND FUNDS AVAILABLE</b>					
1	Support from Meetings	1,220,000	1,238,000	1,250,000	1,255,000
2	Gifts of Support	8,400	10,400	11,000	12,000
3	Bequests	20,000	20,000	20,000	20,000
4	Annual Fund	425,000	425,000	425,000	425,000
5	Contributions Income	1,673,400	1,693,400	1,706,000	1,712,000
6	Funds Held at Friends Fiduciary	400,000	420,000	410,000	400,000
7	Funds Held at Third-Party Banks	348,000	348,000	348,000	348,000
8	Event and Program Fees	194,355	213,180	223,200	234,350
9	Administrative Fees, including on Restricted Funds	347,500	347,500	347,500	347,500
10	<b>TOTAL FUNDS AVAILABLE</b>	<b>2,963,255</b>	<b>3,022,080</b>	<b>3,034,700</b>	<b>3,041,850</b>
<b>EXPENSES</b>					
11	Staff Salaries and Wages	1,162,000	1,190,000	1,210,000	1,234,000
12	Payroll Taxes and Benefits	498,300	526,000	539,050	549,850
13	Volunteer Expenses	27,075	29,650	30,000	30,000
14	Contributions to Others	46,300	35,500	35,500	35,500
15	Event and Program Expense	281,850	309,525	322,450	329,000
16	Professional and Service Fees	108,750	94,800	95,300	95,800
17	Copying, Printing and Postage	63,000	70,075	70,800	72,000
18	Rent	228,358	271,000	273,710	276,450
19	Utilities	63,642	66,000	67,320	68,650
20	Office Supplies and Support	19,450	21,000	21,400	21,850
21	Computer Support and Licenses	66,750	66,750	68,085	69,430
22	Insurance	41,400	42,000	42,420	30,500
23	Repairs and Maintenance	48,200	51,200	52,225	53,270
24	Fixed Asset Depreciation	115,000	115,000	115,000	115,000
25	<b>TOTAL EXPENSES</b>	<b>2,770,075</b>	<b>2,888,500</b>	<b>2,943,260</b>	<b>2,981,300</b>
26	<b>NET INCOME</b>	<b>193,180</b>	<b>133,580</b>	<b>91,440</b>	<b>60,551</b>
27	General Secretary Transition	25,000	0	0	0
28	<b>NET INCOME AVAILABLE</b>	<b>168,180</b>	<b>133,580</b>	<b>91,440</b>	<b>60,551</b>
29	No. Full-time Equivalent Employees (FTEs)	20.85	20.85	20.85	20.85
30	Average Total Expense per Month	230,840	240,708	245,272	248,442

## Report of the General Secretary

### Annual Sessions, July 31, 2015

Early in my tenure with Philadelphia Yearly Meeting, when I was the Children's Religious Life Coordinator, my supervisor Tom Hoopes put signs on the office doors of everyone on our team that said, simply: START. At a team meeting he shared with us the sentiment that an essential step in getting something done is to *start*. With the appointment of a new General Secretary and the approval of a new Five Year plan, which includes a new governance structure, the past year presented opportunities for many starts. This report provides some highlights and reflections.

#### GenSec\* Initiatives

We are our yearly meeting, Friends. Every one of us in each of our 105 meetings and living in this four state region *is* PYM. We have committees and granting groups and, soon, Councils, Collaboratives and more structures to support our work. We have a legacy of money from Friends in our past who were committed to the community. We have several buildings, we have staff. None of these things *are* the yearly meeting, rather they support the yearly meeting. They support us as we live in a powerful community that strives to live from the center of the Divine, holding one another accountable in love. We are PYM.

There were several initiatives in the past year to help share this message as an experience:

- **How Does the Truth Fare with Thee?** This query is a traditional Quaker practice of inquiring into Friends' spiritual conditions. Friends in the yearly meeting stepped into this early tradition and into spiritual relationship with one another by asking their F/friends variations on this query.
- **Intervisitation:** We all were invited to visit at least two other PYM meetings during the year to experience the breadth and depth of our community. This is another traditional Quaker practice.
- **GenSec Visitation:** My goal was to worship with an average of two PYM meetings each month. Since September I have visited 25 monthly meetings and worship groups and 6 quarterly meetings.
- **GenSec Tour 2014:** Last November, all Friends were invited to a baked potato potluck at one of five locations in the yearly meeting for fellowship and to hear about the directions and purpose of the extended family of Friends called PYM.

These activities were highly visible, tangible events and moments that help illustrate a way of being together as a community. In themselves they may not be very significant but they point to an inclusive path that Friends resonate with highly. This is a direction that I believe will make a difference in our success as a community and our ability to financially support ourselves. Next steps will include growing our community and our impact in the world.

#### Implementation of our Structure and Strategic Directions

The Implementation Committee worked since February, tirelessly at times and with deserved fatigue at other times, to translate the Five Year Plan into action. It has focused primarily on the clear desire of PYM Friends to have a simplified structure which resulted in the fourth direction, *Simplify and Strengthen Governance and Administration*.

Defining the structures (Councils, Collaboratives, Threads, Sprints, Resource Friends, Committees and Bridge Contacts) has been a pivotal aspect of the work that Implementation Committee will have to do. The

substructures (those structures under the councils) provide a compelling reason as well as opportunity to be involved in the wider family of Friends. We are working to ensure that the structures are accessible and well used. A description of the substructures and how Friends can access them is currently available. A handbook describing the authority, accountability, responsibilities and available resources to all structures will be complete in September.

Another facet of the Implementation Committee's work that is essential to get right is Continuing Sessions. Continuing Sessions (the one-day sessions when everyone in the whole community comes together for worship, common ministry and spiritual fellowship) needs to provide three essential experiences. It needs to be inviting to Friends from every meeting of every age who carry ministries of every kind, it needs to provide a common ground for all those people and leadings to synchronize into a single experience of community and it needs to provide an experience that Friends will walk away from inspired to live deeply into the spiritual center together in community. The Implementation Committee, in tandem with staff, is doing all it can to set the stage so that the first Continuing Sessions is overwhelmingly successful. That will then prepare the way for all that comes next, including effective use of substructures and manifesting the kin-dom of God on earth. Mark your calendar: November 7 at Westtown School.

One difficult part of the transition has been the need to lay down old structures to prepare room to raise up the new ones. Many people have been involved in the yearly meeting committees and working groups over many years. With the support of those structures, Friends have given vital momentum and faithful service. Because the time horizon did not allow for developing the details of the new structures before steps needed to be taken to lay down the old ones, Friends feel the effect of the uncertainty. I acknowledge the sense of loss and I'm grateful for the patience, graciousness and hopefulness of Friends as we transition.

The staff has been integrally involved in thinking through the logistical, programmatic, financial and communications support that the new structures will require. We want to ensure the success and the sustainability of the supports. Some of this preparatory work is described in sections of this report below.

Throughout the year as I have visited with Friends and worked with the Implementation Committee my continuous experience has been that with each step there is energy, excitement and a willingness to walk in the unknown to develop our path. I find it incredibly inspiring.

### **Broadening Engagement and Deepening Connection**

The fifth strategic direction in our Five Year Plan is to broaden engagement among Friends in our community and to deepen our connection with those who are engaged. This is central to the work of staff and it is a strategic direction that we could act on immediately. This perspective asks us not to prioritize solely getting more people involved but to think about how we communicate with Friends, how we invite participation and how we structure resources and programs so that they are usable by a wide variety of people who come from a wide variety of places – figuratively and literally. The Youth & Young Adult programs are broadening their reach by beginning to partner with monthly and quarterly meetings in their planning. We have begun re-thinking print communications, we have used our development efforts to invite Friends into the activity of the community and we have provided contextual information about our finances. The GenSec Tour took place in three different states, none of the Thread Gatherings were in Philadelphia and we have added an interactive conversation function to our website. The new structure and the format of the substructures such as Collaboratives and Sprints will also provide ways for individuals to engage with others in our extended Family around their ministry and interests.

## Communications

Our communications initiatives connect us across our geography and they respond to the needs identified by Friends in the second strategic direction: Connect Friends across the yearly meeting through effective communications and technologies.

- PYM Connect offers a single webpage to find the current news, events and conversations that are active in our community.
- Online Conversations is a feature that debuted in the spring which allows us to connect and share with one another, regardless of where we live.

These initiatives are creating a space for sharing the experience, value and inspiration of being in community – rather than simply reporting on it.

Two years ago at an annual meeting that our clerk called of the Quarterly Meeting and Standing Committee clerks I heard a lot of concern for the lack of connection through communications. This year at that meeting the message was the polar opposite. Friends felt there were multiple ways of being in touch – that they could go to the website and they could receive e-newsletters and notifications that gave them the information they needed. It was enormously gratifying. It was also fascinating because at that point nothing had significantly changed in the intervening year. It simply took that long for the initiatives of a few years ago to saturate and become expected and used. Our current initiatives have been received with much affirmation for their relevance and usefulness. We are working hard to expedite the natural saturation period so that these initiatives can serve us well and quickly.

## Finances

Our balance sheet and our financial process are solid. Three year budgeting, well-stocked reserves and quarterly reporting help us maintain a strong financial base. We have focused this year on communicating clearly what our budget is used for. Some examples of that focus include:

- Our annual communication to meetings about their contributions (the covenants) included a report on how funding is used.
- A magazine-style narrative to accompany the proposed 2016 budget to help Friends know what the numbers represent.
- In tandem with the work of implementing a new structure, a re-organization of the budget to represent the alignment between the financial resources and who has responsibility for managing them.

Another focus of this year has been consideration of the distribution rate for our funds invested at Friends Fiduciary Corporation (Fiduciary). Our yearly meeting has an increasingly strong relationship with Fiduciary and we worked hard together around the topic of distribution rates. I'm grateful for its expertise and relationship with PYM. In 2016 Fiduciary is lowering its distribution by a quarter percent to 4.25%, followed by another decrease to 4% in 2017. PYM is trustee for 63% of our investments at Fiduciary and for those funds it is our responsibility to determine the distribution rate that is wise both in terms of long term investment strategies and current needs. We did an enormous amount of research, back testing and predictive modeling to inform our decision to maintain the current distribution rate rather than decrease it for 2016. The results of that work are on the PYM website.

It is important to note the progress and change in financial support for two of our properties: Arch Street Meeting House and Burlington Meeting House and Conference Center. Each of these is moving in the direction of increased financial independence. The Arch Street Meeting House Preservation Trust held its first fundraiser

this past year which raised over \$20,000. It also approved a strategic plan which will support the continuation of this forward momentum. More details of their work is available in their report to Annual Sessions. The trustees of the Burlington Meeting House are halfway through our three year plan toward independence. Using all volunteer power they are successfully operating the meeting house. The efforts of both of these groups increase the dynamism of the buildings and decrease the load on our finances.

In addition to our investments our income primarily comes from the covenants (the contributions from our monthly meetings) and the annual fund (the contributions from individuals). While enthusiasm about the activity and community within our yearly meeting has been high, our individual giving is significantly down. In 2011, during our most significant financial crunch, Friends gave more than in previous years or since – we rose to the challenge. That is a fabulous strength and yet our need for financial support for the work we do as a community does not decrease when we are humming along. In PYM, we have seen that the most effective approach to raising money is when Friends in the yearly meeting ask other Friends to support our community financially. We are increasing the ways in which we use this approach. Because our fiscal year has changed, we have three more months to raise money for Fiscal Year 15. Friend, have you given to the yearly meeting this year? Have you invited others in your Quaker community to give?

### **Addressing Racism**

In January our yearly meeting affirmed that we are committed to moving forward with our entire community to increase our consciousness as Friends about the intersection of privilege and race in our culture and in our spiritual community and to integrate this work in an ongoing way at the yearly meeting level.

The clerk has included engaging in this work in each agenda at Interim Meeting and resources for meetings have been posted on the website and sent to the meetings. At Annual Sessions this year careful consideration has been given to providing information, education, experience and support around this ministry throughout the week. A collection of Friends came together first at Sessions last year and then throughout the year who feel, as individuals and corporately, the Spirit powerfully rising among them as they work to undo racism. This Undoing Racism Group has formed working groups to address Learning Communities, Supporting Friends of Color, Connecting with Communities of Color, and creating an Undoing Racism Network. They sponsored the film “I’m Not Racist...Am I?” and a weekend retreat for Friends of Color and their families. The PYM staff has just begun to work with a consultant to transform our workplace to be a truly inclusive and equitable staff community. The work of becoming a truly just, anti-racist community is ongoing and will live at the forefront of our staff community. It will be a lens through which we relate to our work of “broadening engagement and deepening relationship.” The coming work is far more than a learning experience or a training. It affects the way we see ourselves, one another and our community.

### **In Summary**

The year was full of starts as we began the process of changing our structure which prompted changes in communications, finances and program. As those aspects are in motion we are also attending to the effects of racism in our culture and society so that as the changing aspects shift into new forms we are integrating the ministry of undoing racism.

Christie Duncan-Tessmer  
General Secretary

## Implementation Committee Report to Annual Sessions, July 2015

### Overviews of the Structures and Strategic Directions

A community of thousands of Friends and 105 meetings in the mid-Atlantic region, Philadelphia Yearly Meeting is an extended network. This community exists to hold and amplify, deepen and nurture the experience of Spirit, and everyone's talents and involvement help make that happen. You are invited to share your gifts, to bring truth, capacity, and strength into the life of our community.

This document provides two overviews. The first is an overview of the primary structures that support our corporate work and community, which are under the care of the Quaker Life Council and the Administrative Council. The structures' authority, responsibilities, resources, and means of accountability are detailed in a handbook to be completed by September 2015. The second overview is of the strategic directions that will guide our community over the next five years.

### Overview: The Primary Structures

#### THREADS

**Threads** weave our yearly meeting community together by gathering people around common themes.

Common threads of concern run through all our monthly meetings. Some examples include: deepening worship and connection to Spirit; providing care to members; stewarding finances and maintaining property; and engaging in social witness.

In a meeting community, these threads weave together to support the faith, practice, and witness of that meeting. When we bring the threads together across our meetings, we create the fabric of our religious society.

Within a thread, people may gather and communicate or build a network, share or create resources, engage in activities, or create informational publications. It is expected that every thread will execute at least one event per year, whether that's a half-day or day-long Thread Gathering at a meetinghouse, a conference call, a webinar, or another type of event.

#### **Formation of Threads:**

Threads are identified by the Quaker Life Council and are open to participation by all. Periodically, the Council will review the Threads to determine if each should continue or be laid down (due to energy levels, etc). The threads are organized by staff in collaboration with Friends, under the direction of the Councils.



**How Friends Get Involved:**

All Friends are encouraged to participate in the Threads. Friends with an interest in a Thread should sign up on the PYM website to receive the appropriate Threadletter, to receive information about events, news, Sprints (see below), and resources, as well as the Threadletter.

Specific ways that Friends may contribute to our community through the Threads include:

- attend gatherings
- share questions, resources and wisdom through PYM’s Online Conversations and Thread Gatherings;
- writing short news items and stories about the experience of their meeting that may be shared with others; facilitating workshops at Gatherings;
- participate in Sprints to develop or gather resources;
- participate in email listservs;
- join in conference calls.

Some Friends will help organize the offerings of Threads and those who are interested in doing this should contact the Associate Secretary for Program and Religious Life.

**THREAD PARTICIPANT JOB DESCRIPTION**

**SUMMARY**

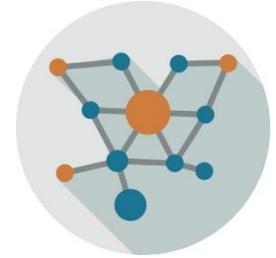
Thread participants identify themselves as having an interest in one or more Threads and then participate to whatever extent they wish.

**KEY RESPONSIBILITIES**

1. Sign up for Threadletters.
2. Let others in their meeting and other Quaker communities know about the activity within a Thread and encourage others’ participation.
3. Engage in Thread opportunities to the extent they are interested.

## COLLABORATIVES

**Collaboratives** make us a dynamic, "community organized" yearly meeting, by providing a vessel to hold Friends with similar ideas and leadings, and help launch projects and activities which grow out of those shared callings. They provide cross-pollination for the specific interests, enthusiasms, and bonds of individual Friends within PYM. Using Collaboratives, Friends will join with other Friends to share their passions and reach critical mass and connection.



Examples of possible Collaboratives include: Undoing Racism, Friendly Crafters, Quaker Parents, and Ecstatic Dance.

### **Formation of Collaboratives:**

Collaboratives are formed by Friends who have a common interest or ministry. They are self-organized and self-facilitated and are formed under the care of the Quaker Life Council through a process established by the Council. Collaboratives reach out to Friends in all meetings to form a focused community across worship groups, monthly meetings, or quarterly meetings. By definition, each Collaborative will include Friends from several different meetings.

### **How Friends Get Involved:**

All Friends are welcome to participate in all Collaboratives to the extent they wish, with a wide range of possibilities offered, including: sharing experience, wisdom, leading, heart-centered presence, and skills with others; attending meetings, events, and social witness; and participating in electronic communications.

Any Friends wishing to create a new Collaborative will use the process established by the Quaker Life Council.

Collaboratives are expected to prepare communications about their progress, achievements, discoveries, and concerns, so that others in the yearly meeting can be aware of it.

### **COLLABORATIVE MEMBER JOB DESCRIPTION**

#### **SUMMARY**

Collaborative members participate to the extent they are interested within the expectations of the specific Collaborative.

#### **KEY RESPONSIBILITIES**

1. Actively welcome, engage, and interact with Friends from all meetings.
2. Demonstrate an excitement about expanding the reach of their interest or work across the geography of the yearly meeting.
3. Report annually to the Quaker Life Council on the Collaborative's activities.

## RESOURCE FRIENDS

**Resource Friends** help our community be healthy and thrive, by providing expert support in areas of need in our monthly meetings and on the yearly meeting level. They are the Friends who have a diverse variety of gifts and tremendous knowledge base from which the community may benefit.

Examples of some concerns that may require Resource Friends include, but are not limited to: religious education, fundraising, community organizing, addressing racism, financial management, facilitation, conflict resolution, the law, pastoral care, healing and wellness, and non-violent direct action.



### Identifying Resource Friends:

Resource Friends are identified by the Councils and then agree to be available to be called on for various needs. The Quaker Life Council identifies areas of necessary expertise, and will cultivate pools of skilled individuals to serve our extended community.

### How Friends Get Involved:

To be considered for engagement as a Resource, Friends can complete a profile in PYM Connect, which feeds the Skills and Gifts Pool the Councils will refer to in order to find appropriate members. Additionally, Friends who have relevant skills and experience are invited to contact the Associate Secretary for Program and Religious Life with their offer of service. Meetings needing support by a Resource Friend should contact the Associate Secretary for Program and Religious Life.

### RESOURCE FRIEND JOB DESCRIPTION

#### SUMMARY

Resource Friends are experts in their fields are experienced and possess a level of knowledge or have a gift that can help with skill building, problem-solving, or moving toward a new understanding.

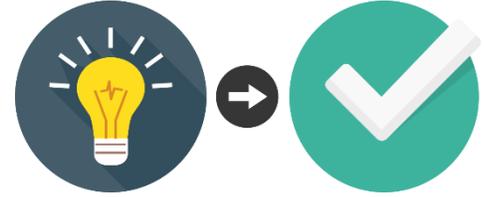
#### KEY RESPONSIBILITIES

1. Respond to constituent information and referral requests to the best of their ability and time. Similarly: Decline a request to serve if they do not have sufficient time, internal resources, experience, or skill to respond to the inquiry.
2. Submit a report at the end of each referral providing a description of the referral, the general response, and an evaluation of the effectiveness of the process. In the event that a referral is a long term process, the Council may request periodic updates.
3. Immediately share with Associate Secretary for Program and Religious Life any occurrence that may have a significant effect on the constituency or the larger community.

The expectations for Resource Friends will vary across the different areas of expertise and depend upon the reasons for which the Resource Friend is being engaged. They may be involved in an ongoing relationship with a constituency or they may be relied on for short term needs and simply engage in email or phone correspondence, or visit the constituency one or two times.

## SPRINTS

**SPRINTS** allow our community to respond to leadings in the moment. They provide agility in addressing a specific need as soon as it arises and help to get the job done quickly. They last no longer than 1-6 months; the shorter the better. This time frame allows Friends jump on board for a project, participate in something meaningful to them, and then move on without extended commitment.



Examples of Sprints might include organizing an event like a weekend retreat or a social action/witness; meeting intervisitation or other gathering; or developing a document or set of resources for Friends on a particular topic.

### Formation of Sprints:

Sprints may be formed by any structure of the yearly meeting including Councils, Collaboratives, Threads, or Committees. Friends who identify a need and have the skills to address it can form a Sprint under the authority of any structure or substructure of the yearly meeting. The supervising structure is responsible for setting the goals and timeframe for the Sprint.

### How Friends Get Involved:

Sprints are formed by those who perceive a need and have the energy, time, and skills to engage in a solution. A Sprint looking for additional participation from Friends who have needed skills may consult the Skills and Gifts Pool, related Bridge Contacts, the Councils, or Nominating Committee for suggestions. Friends wishing to be considered for engagement through Sprints should complete a profile in PYM Connect, which feeds the Skills and Gifts Pool.

Sprint groups are expected to be in regular communication with their supervising structure about the progress, achievements, discoveries, and concerns of their work. This will both strengthen the relationship between the Sprint and sponsoring structure, and ensure the sponsoring structure can communicate the results of the Sprint widely so that others in the yearly meeting community can be aware of it. The contact information of a Friend in the Sprint will be public so any Friend (including Bridge Contacts) in our yearly meeting can be in touch with the Sprint about its work.

### SPRINT MEMBER JOB DESCRIPTION

#### SUMMARY

Sprint participants each bring a skill or experience to the table that is needed in order for the task to succeed.

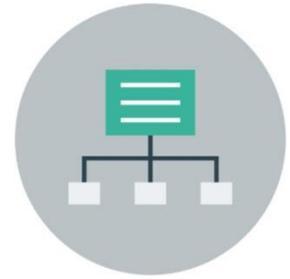
#### KEY RESPONSIBILITIES

1. Participants must be willing to participate in a series of conference calls/video chats or in-person meetings over a period of time extending no longer than 6 months and ideally shorter.
2. Each participant is expected to actively help move the project forward at meetings and between meetings.
3. There is usually a convener, clerk, or team leader who calls meetings and clerks meetings.

## COMMITTEES

**COMMITTEES** provide ongoing attention and expertise to help keep us moving along in key areas. Committee members are appointed and supervised by the Councils. They support work and activities that are required year after year, and which are difficult for the Councils to manage alone.

Examples of possible committees include: a Committee to review and revise Faith and Practice; a Committee to review the Collaborative reports, or a Committee to review the yearly meeting budget.



### Formation of Committees:

Committees are formed by either Council at the Council's discretion. When formed, the Councils enumerate the goals of the committee so its progress can be measured by those goals moving forward. Periodically, the Councils will review the Committees under their care to support them and to determine whether the goals of that work are being met and continue to be needed.

### How Friends Get Involved:

Committee members are appointed by the Councils, which may request help from Nominating Committee in making these appointments if desired.

Friends interested in serving on Committees should complete a profile in PYM Connect which feeds the Skills and Gifts Pool which the Councils and Nominating Committee will refer to in order to find appropriate members. Additionally, Friends who have relevant skills and experience and are interested in service on a particular Committee are invited to let the appropriate Council know that they are willing to be called on.

Committees are expected to prepare communications about the progress, achievements, discoveries, and concerns of their work so that others in the yearly meeting community can be aware of it. The contact information for the clerk, or other designated contact person, will be public so that any Friend in our yearly meeting can be in touch with the committee.

### COMMITTEE MEMBER JOB DESCRIPTION

#### SUMMARY

All Committee members will possess skills, experience, and/or spiritual gifts necessary to achieve the Committee's specific tasks, goals, and outcomes. They will work collaboratively to do significant and necessary work for PYM.

#### KEY RESPONSIBILITIES

1. The Council that created the Committee will clarify the primary responsibilities of the Committee.
2. Committee members will work to sustain what the Council has assigned them in a timely and responsible manner.
3. Committee members shall report back to the Council with results of their work, and uphold the needs of the whole yearly meeting in all that they do.

## BRIDGE CONTACTS

**BRIDGE CONTACTS** help PYM Friends connect with the movement of Spirit across our extended community. They keep up-to-date with the news, events, leadings, and activities in our yearly meeting network, and connect their constituencies to it. Bridge Contacts proactively identify opportunities for collaboration and make introductions. This work of paying attention to “how Spirit is moving among us” is critical to our healthy functioning as a connected yearly meeting, and so every constituency in the yearly meeting is encouraged to appoint a Bridge Contact.



Examples of possible constituencies with Bridge Contacts include: monthly meetings, quarterly meetings, worship groups, Committees, Collaboratives, and Young Adult Friends.

### Identifying Bridge Contacts:

Every constituency appoints a Bridge Contact in their own manner.

### How Friends Get Involved:

Friends wishing to serve as a Bridge Contact should speak with their own constituency.

Of course, *every* Friend is welcome and encouraged, to view *all* yearly meeting communications, and notice where connections between individuals, constituencies, and our work might be made.

#### BRIDGE CONTACT JOB DESCRIPTION

##### SUMMARY

Bridge Contacts help connect the activity and movement within our community network through awareness of their own constituency and connecting it to the yearly meeting.

##### KEY RESPONSIBILITIES

1. Identify themselves to the PYM office as a Bridge Contact.
2. Subscribe to and briefly read all PYM electronic communications relevant to their constituency.
3. Encourage individual Friends in their constituency to subscribe to all relevant PYM electronic communications.
4. Make connections between the constituency and activity in the larger community and between individual members of the constituency and the larger community.
5. Attend Annual and Continuing Sessions as frequently as possible; rally Friends from their own constituency to attend all Sessions.
6. Ensure that the clerk of the constituency is aware of relevant activity in the larger community, particularly when there are items that the yearly meeting is expecting to be reviewed or otherwise acted on in business meeting.
7. Ensure that several news stories from their constituency are shared in written and/or visual format with the yearly meeting annually.

## SKILLS AND GIFTS POOL

Our community is brimming with Friends who possess an enormous array of gifts, skills, and interests. The **Skills and Gifts Pool** is a database which allows us to know about Friends' abilities so they can be called on to participate in relevant activity in our yearly meeting network.

The Pool is accessible to Nominating Committee, the Councils, and Staff. The public aspects of it may be accessed by anyone (through PYM Connect Online Conversations profiles).

### Formation of the Pool:

The Pool is created from the profiles of Friends who create a profile with PYM Connect's Online Conversations.

### How Friends Get Involved:

Friends wishing to be considered for engagement in our yearly meeting structures such as Collaboratives, Sprints, Committees, or Resource Friends can complete a profile with PYM Connect's Online Conversations.



## ADMINISTRATIVE COUNCIL

With divine assistance the **Administrative Council** maintains the health and integrity of the finances, property, personnel and long-term vision of Philadelphia Yearly Meeting. It ensures that resources are well managed in a sustainable manner.



## QUAKER LIFE COUNCIL

With divine assistance the **Quaker Life Council** maintains the health and integrity of the community, spiritual depth and relationships within Philadelphia Yearly Meeting. They watch over yearly meeting activities, including nurturing meetings, supporting corporate work for peace and justice, bringing members across meetings together to collaborate on projects of common interest.



## Overview: Strategic Directions

### CONNECT FRIENDS AND MEETINGS TO ONE ANOTHER SO THAT WE MAY EXPERIENCE VIBRANT, SPIRIT-LED FAITH COMMUNITY

We will share among us the wisdom, creativity, and resources of our meetings and Friends, so they may resonate throughout the whole community and allow us to thrive in relationship with the Divine. Individuals and meetings will give time, gifts, and experience in service, and in turn receive new insight, grounding, and friendships, directly and indirectly enriching their meetings and their own spiritual lives.

### CONNECT FRIENDS ACROSS THE YEARLY MEETING THROUGH EFFECTIVE COMMUNICATIONS AND TECHNOLOGIES

We will connect Friends across the geography of PYM and with Friends from the wider world, in order to carry our concerns together. We will do this in a manner that allows everyone, without travelling, to participate in the life of the community.

### DEVELOP AND WIDELY COMMUNICATE CLEAR MESSAGES ABOUT QUAKERS AND PYM

We will send boldly into the world the message of our distinctive Quaker faith and practice, so that we are known not only for our historic witness but also for our present action, encouraging others to join us, and so that all may be inspired.

### SIMPLIFY AND FOCUS GOVERNANCE AND ADMINISTRATION

We will use our finite resources of volunteer time and energy to focus primarily on God's work, and to sustain our extended community. This process will simplify our structure and processes, clarify roles, responsibilities, authority, and accountability, and reduce the number of things we do. Thus, we will create new opportunities for access and participation, open to anyone with the skills, experience, and will to serve, regardless of time and travel limitations.

### BROADEN COMMUNITY AND DEEPEN RELATIONSHIPS IN OUR YEARLY MEETING

Because we are all interconnected, we seek to increase a sense of belonging to an extended family of Friends. To be effective and whole, we need each other. Our personal experience of being a Friend is deepened by worshipping, discerning business, and sharing community beyond our home meetings. Friends of all ages, locations, and interests will have ways of entering the community and will feel glad they've participated.

## FACILITATE PYM-WIDE CORPORATE WITNESS AND SOCIAL ACTION

As seekers of Truth, we expect to be called to action. **Together, as a PYM community, we will witness to the Light, contributing to transformational work in the world.** We will encourage and support one another in taking risks together, as we make an impact on our society. **We will enhance our effectiveness by focusing our corporate action on fewer, clearer goals.**

## ENSURE OUR COMMUNITIES ARE WELCOMING AND SAFE FOR ALL PEOPLE

We will look courageously into the roots of inequity in our culture, be willing to see and feel the pain it can cause, and choose to do whatever is necessary to take risks and to change. We will dismantle imposed barriers in our yearly and monthly meeting structures and activities, which impede our experience of God within our communities and within ourselves. We seek to make the congregations inside of our meetinghouses reflect the beauty and diversity of the world outside of them.



NEW ENGLAND  
YEARLY MEETING  
OF FRIENDS  
QUAKERS

*Our life is love, and peace, and tenderness; and bearing one with another, and forgiving one another, and not laying accusations one against another; but praying one for another, and helping one another up with a tender hand. ...*

--Isaac Pennington, 1667

To Friends everywhere,

New England Yearly Meeting Friends gathered for our 355th annual sessions August 1<sup>st</sup> through 6<sup>th</sup>, 2015, at Castleton University in Castleton, Vermont, seeking ways to deepen our spiritual lives and strengthen our witness by “Living into Covenant Community.”

During the week, through many programs and events, we were made aware that living into covenant community means faithfully supporting one another towards a larger purpose. Covenant means confronting climate disruption, gender inequality, racial violence, and other daunting issues as full and equal partners with all people and other life communities. As indigenous peoples have been saying all along, “what we do to the web of life we do to ourselves.”

Several speakers and panelists framed many of today’s urgent peace, social, and ecological problems as violations of covenant community. “Racism drains spiritual energy” from the community and therefore harms everyone, not only the oppressed. “We need to stand for Truth, although it may hurt at times.” Financial sustainability is part of our covenant within our yearly meeting. “We need to find a way to live within our means; we can’t keep depleting our seed corn.”

Some Friends, excited by Pope Francis’s recent encyclical calling on the world to confront human-induced climate change as a moral crisis, urged us to find ways for our own Religious Society’s traditionally slow decision-making process to respond to the urgency of this and other global concerns.

Our call to covenant also extends to the work of our monthly and quarterly meetings, our support for the work of the yearly meeting, and our engagement with the larger community. Our yearly meeting staff and our youth programs have been good patterns and examples: modeling inclusive and loving relationships among themselves, nurturing one another’s gifts, and caring for one another have led to the flourishing of their outward work.

Our Bible Half-Hour speaker emphasized that welcoming and healing the oppressed and the excluded of society is at the heart of our beloved community. In our covenant of unconditional love we become the integrated and balanced individuals and meetings we need to be in our work and ministry.

Our yearly meeting secretary challenged us to discern ways in which Friends must be both rooted in our traditions and adaptive to emerging needs as we strive to “make love visible and all things new.” As a great people to be gathered we need a dynamic organization that helps our work to be experienced as a joy rather than a burden. He likened our religious society’s long journey into truth to a team of mountain climbers, who require coordination, often find the going slow, and must take risks to keep moving forward. At different points on our spiritual journey, like climbers who hammer in spikes as anchors to hang on to when they slip, or return to from stuck places, we need to pause regularly to affirm the truths that find life in us.

One Friend reminded us that faithfulness is a process rather than an accomplishment—yet the faithfulness of yearly meeting committees and staff has this year brought to resolution several long-standing concerns in our yearly meeting structure and budget that had been diverting considerable time and resources from our central mission. How can we move beyond the self-imposed boundaries that divide us? How can we eliminate artificial divisions and labels, so that we can work together to do what we know is right? This calls for a courageous humility, a quality that helps us to remain open with others without asserting that we have the final truth. Safe spaces for dialogue allow parties with competing goals and agendas to find common ground and seek the truth together.

Our hope for the work of the yearly meeting is a great hope. In humility and with divine guidance we partner with God in transforming the world.

On behalf of New England Friends,  
Jacqueline Stillwell,  
Presiding Clerk

# **PYM NOMINATING COMMITTEE**

REPORT TO YEARLY MEETING - JULY 29, 2015

# RE-KINDLING OUR FIRE: FIVE-YEAR PLAN

## Vision for Our Future

We envision a vital and growing Philadelphia Yearly Meeting - a faith community committed to deepening spiritually, welcoming newcomers, building supportive and inclusive community, and providing loving service and faithful witness to the world.

# STRATEGIC DIRECTIONS

Connect monthly and quarterly meetings to resources and services that help them be vibrant, Spirit-led faith communities

Connect Friends across the Yearly Meeting through effective communications and technologies

Develop and widely communicate clear messages about Quakers and PYM

Simplify and strengthen governance and administration

Increase participation at Yearly Meeting sessions and other PYM-wide gatherings

Facilitate PYM-wide corporate witness and social action



# NOMINATING COMMITTEE

Nominating Committee shall have approximately 20 members.

Each of the 13 quarterly meetings shall appoint one member.

In addition, up to 7 at-large members shall be appointed by the Yearly Meeting in session after nominations from a naming committee appointed by the Administrative Council.

Nominating Committee shall see to the training of clerks and members of the councils.

# APPOINTED MEMBERS OF PYM NOMINATING

Abington: Tom Rie

Bucks: David Smith

Burlington: Jack Walz

Caln: Cindy Herr

Chester: Joan Broadfield

Concord: Peter Lane

Haddonfield: Margery Rubin

Haverford: James Pettyjohn

Philadelphia: Gabbreell James

Salem: Bob Horvay

Southern: Vacancy

Upper Susquehanna: Melissa  
Rycroft

Western: Linda Pastor

At-Large: Jody Kinney (Caln)

At-Large: Deedy Roberts (Haddonfield)

At-Large: Betsy Bayardi (Bucks)

At-Large: Ellen Deacon (Philadelphia)

At-Large, Clerk: Thomas Swain (Concord)

**ADMINISTRATIVE COUNCIL**

# ADMINISTRATIVE COUNCIL RESPONSIBILITIES

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 session, the yearly meeting officers, or staff. Its authority and responsibility shall include, but not be limited to: property, finance, budget preparation, audit, investments, development, grant-making, personnel and periodic strategic planning.

Appointing and laying down its own committees as needed, assigning responsibilities, and appointing committee members who need not be members of the Administrative Council but are asked to do related work.

Holding committees and other structures under its care accountable to their charge.



# QUALITIES WE SEEK FOR APPOINTMENT

## Members should be:

- Knowledgeable of Quaker principles and practice
  - Active in a PYM meeting or local community of Friends and a member of a Monthly Meeting
  - Able to maintain an active and grounded spiritual life and have the ability to articulate their ministry of administration.
  - Experience with budgets and finance or personnel or property
- 

# QUALITIES WE SEEK FOR APPOINTMENT

These are the areas of expertise needed by some in the Administrative Council:

- The law
- Accounting and finance
- Personnel
- Property
- Fostering deep spiritual connection and experience
- Understands the greater strategic direction of the Yearly Meeting beyond finances

# QUALITIES WE SEEK FOR APPOINTMENT

Understands the greater strategic direction of the Yearly Meeting beyond finances

Strong organizational skills including record keeping and ability to meet deadlines

Strong communication skills, able to communicate complex administrative information clearly and with joy

Comfort with basic electronic communications

Have an ability to share their perspective

Willingness to travel to Monthly Meetings, meetings and events,

Demonstrated ability to deal with healthy conflict and to collaborate with others.

Be able to make hard decisions, to say “no” when necessary.

Understand the roles and responsibilities and authorities as defined within PYM and as defined by relevant laws, regulations, standards and nonprofit best practices

# FURTHER QUALITIES FOR APPOINTMENT

Ability to grasp the totality of the task at hand

Experience with the life of PYM

The ability to persuasively put forward ideas (good salesperson)

Flexibility and open mindedness (continuing revelation)

Grounding in Quaker process and faith

Orientation to the needs of young families

Conciliatory approach, yet independent thinker

Representative of our diversity

Ability to move a plan forward on a reasonable timeline (a sprint)

A trusted Friend

Leadership qualities

# JOB DESCRIPTION (STRATEGIC DIRECTION 4)

Reduce the number of committees and people needed to manage and administer the functions of the Yearly Meeting

Name and clarify where responsibility and authority lie in Yearly Meeting structure and administration

Strengthen the Nominating Committee



# KEEPING IN MIND

Oversee and administer the granting groups under a Granting committee of the Administrative Council

Recruit and train leadership to think strategically and utilize best practices in governance and administration for non-profits including articulating purpose...

Investigate ways to reduce debit and expenses and increase income of Yearly Meeting



**PYM NOMINATING COMMITTEE  
RECOMMENDATIONS FOR  
ADMINISTRATIVE COUNCIL**

**THREE PANELS: 2016, 2017, 2018**



# **BRUCE HAINES – PROVIDENCE (CHESTER)**

**Gatherer**

**Clear focus**

**Clerking  
Experience**



# ANDREW ANDERSON – MM OF FRIENDS OF PHILADELPHIA (PHILADELPHIA)

Good with  
explaining  
Bridging differences  
Grounding as  
Friend

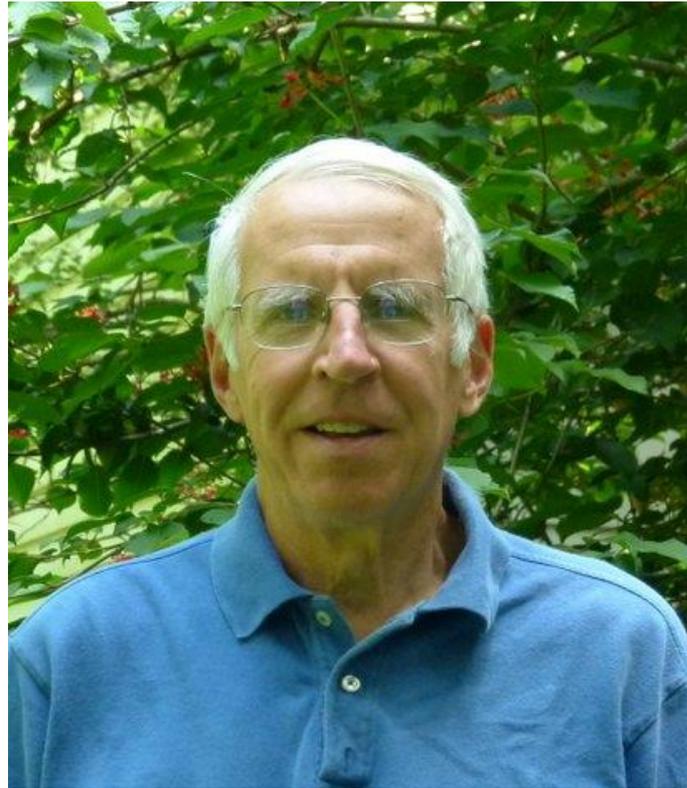


# HARRY BRYANS – DOWNINGTOWN (CALN)

Practical

Thorough

Detailed oriented



# **SUZANNE DAY – WESTFIELD (HADDONFIELD)**

**Practiced in  
change  
PYM  
experienced  
Helps to bring  
us together**



# VENTINA HERSHEY – MOUNT HOLLY (BURLINGTON)

Problem solving

Listening skills

Serene



# FRED MELROY – MEDFORD (HADDONFIELD)

Financially aware

Intuitive

Wise



# **RICHARD MORSE – HARRISBURG (CALN)**

**Well organized**

**Reaches out to  
others**

**Humble**

**General Services SC**

**Development**

**AFSC representative**



# JOYCE MOORE – UNAMI (ABINGTON)

Enthusiastic  
Uses strength  
Bold

Peace &  
Concerns  
Standing  
Committee



# CHRIS PAULMIER – GERMANTOWN (PHILADELPHIA)

Grounded

Property experience



# TOM PETERSON – RICHLAND (ABINGTON)

Thoughtful

Visionary

Suggestions for  
solutions



# SUSAN PETROCELLI – WILLISTOWN (CONCORD)

Organization

Perceptive

Asks difficult  
questions



# LINDA LOTZ – HADDONFIELD (HADDONFIELD)

**Administrator**

**Justice**

**Clarity**



# EVAN DRAPER – WEST PHILADELPHIA (PHILADELPHIA)

Listener

Questioner

Passionate

PYM Adult

Religious

Education

Administrative

Secretary FWCC



# JULIAN BRELSFORD – CENTRAL PHILADELPHIA (PHILADELPHIA)

Technology

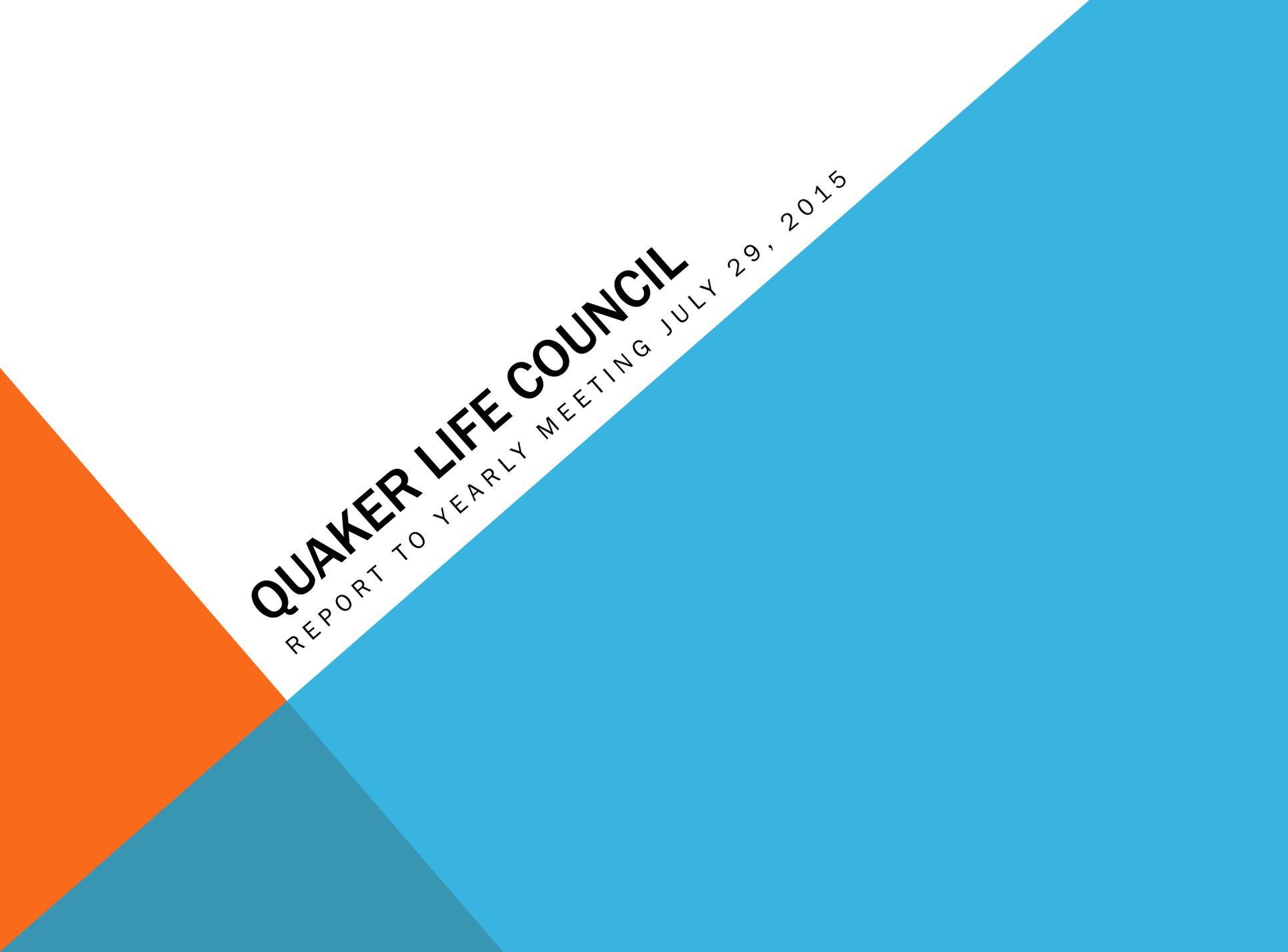
Commitment to  
‘Developing  
World’

Musical

PYM Data Base  
Coordinator

Haiti Relief Volunteer





**QUAKER LIFE COUNCIL**  
REPORT TO YEARLY MEETING JULY 29, 2015

# QUAKER LIFE COUNCIL SUMMARY

Members of the Quaker Life Council undertake a solemn responsibility to help provide the yearly meeting community with humble leadership in Quaker faith and practice. With divine assistance and in relationship with other council members, Friends on the Quaker Life Council maintain the health and integrity of the community, spiritual depth and relationships within Philadelphia Yearly Meeting. They oversee the programs and activities of Yearly Meeting Friends, including nurturing monthly and quarterly meetings, supporting Friends work for peace and justice, bringing members across meetings together to collaborate on projects of common interest.



# QUAKER LIFE COUNCIL SUMMARY

Council members also engage their work with a sense of fun and joy. In partnership with relevant PYM staff, council members provide direction for all programs under the care of the Quaker Life Council and empower many other Friends to carry out the mission of Philadelphia Yearly Meeting. They work together to provide direction, make decisions, raise up, nurture and lay down substructures, create an environment of inclusiveness, and ensure that resources are in place.



# QUALITIES WE SEEK

Members should be:

Knowledgeable of Quaker principles and practice

Active in a PYM meeting or local community of Friends and a member of a Monthly Meeting

Be spiritually centered and grounded; Demonstrate a commitment to own spiritual deepening; Strong interest in and curiosity about spirituality and religion and able to speak adeptly about it.



# QUALITIES WE SEEK

These are the areas of expertise needed by some in the Council:

fostering deep spiritual connection and experience

nurturing individual and corporate ministry

developing or providing effective programs & events

youth development and community  
pastoral care

effective social justice and change



# QUALITIES WE SEEK

Experience with basic budgeting processes

Strong organizational skills including record keeping and ability to meet deadlines.

Strong communication skills, able to communicate complex spiritual and programmatic information clearly and with joy

Understand the potential of collaborations between monthly, quarterly, and the yearly meetings



# QUALITIES WE SEEK

Demonstrated ability to deal with healthy conflict and to collaborate with others.

Be able to make hard decisions, to say “no” when necessary.

Understand the roles and responsibilities and authorities as defined within PYM.



**PYM NOMINATING COMMITTEE  
RECOMMENDATIONS FOR  
QUAKER LIFE COUNCIL**



# LANE TAYLOR – PLUMSTEAD (BUCKS)

Efficient

Grounded

Envisioning

Worship & Care

Standing

Committee - Clerk



# KRI BURKANDER – YARDLEY (BUCKS)

Animated

Participatory

Feet on Ground



# **KATE BREGMAN – CENTRAL PHILADELPHIA (PHILADELPHIA)**

**Outgoing**

**Sensitive to Life**

**Committed to  
Quakerism**



# AMY TAYLOR BROOKS – BRIMINGHAM (CONCORD)

Holistic

Hold things  
together

Joyful

Public School  
District Attorney



# PAMELA DRAPER – WEST PHILADELPHIA (PHILADELPHIA)

Quick in  
understanding  
Delicate negotiator



# GRAY GOODMAN – PROVIDENCE (CHESTER)

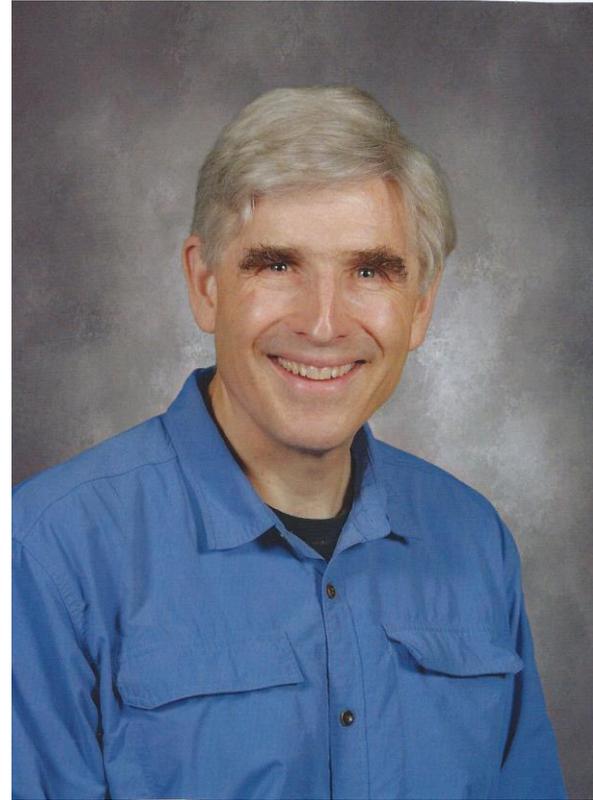
**Caring**

**Teacher**

**Responsible &  
reliable**

**Delaware Valley  
Friends School –  
Teacher**

**Friends Historical  
Association -  
Treasurer**



# BRYN HAMMERSTROM – WELLSBRORO (UPPER SUSQUEHANNA)

Toughness

Passion for justice

Wrestler

Peace & Concerns

Standing

Committee



# JIM HERR – LANCASTER (CALN)

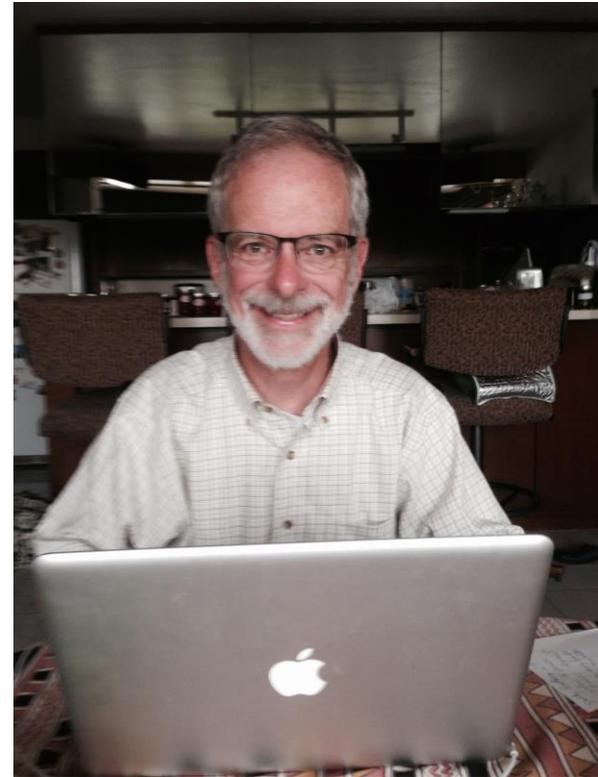
Listener

Word-smith

Joyful

Caln Quarter –  
Clerk

PYM Recording  
Clerk



# TOM HUGHES – READING (CALN)

Passionate

Enthusiasm

Visionary



# CATE MARION – DOWNINGTOWN (CALN)

**Creative**

**Persistent**

**Adventuresome**



# CHARLES RANDALL – MEDIA (CHESTER)

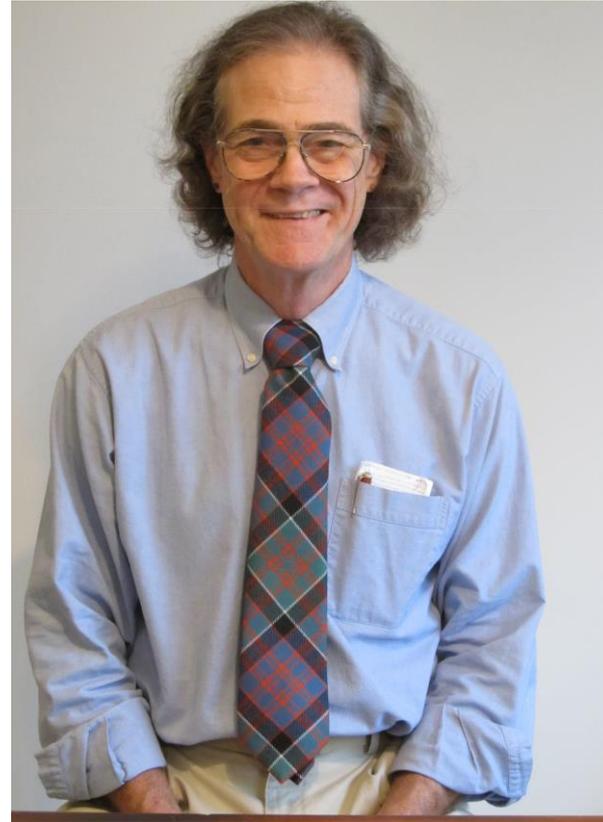
Fixer

Pragmatic

Collaborator

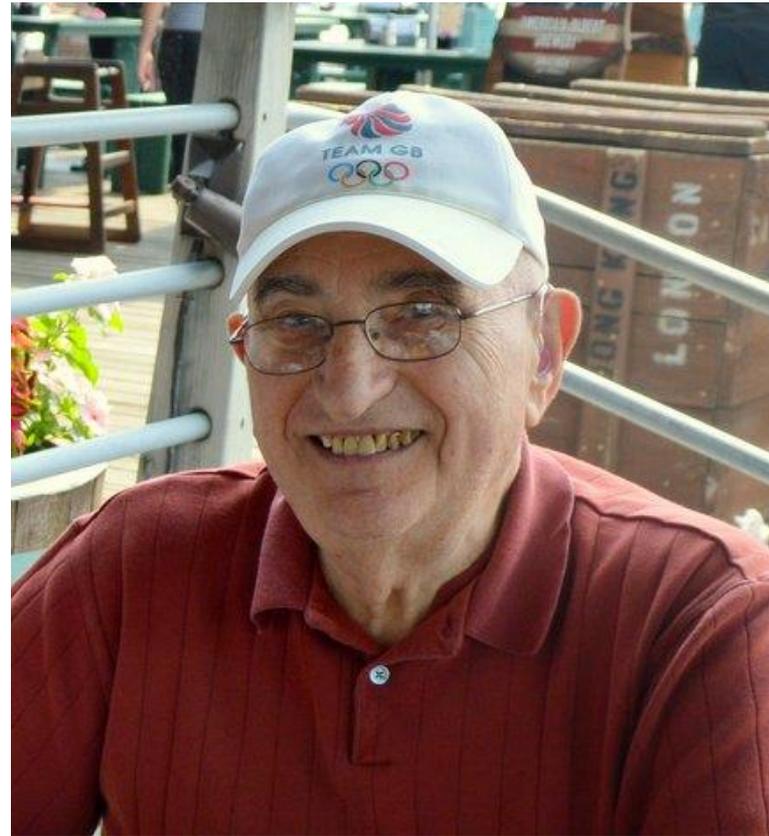
Teacher

Pendle Hill Grounds



# GEORGE RUBIN – MEDFORD (HADDONFIELD)

Persistent  
Knowledge of  
Quaker Practice  
New York YM Clerk  
FWCC  
Representative



# **DEBORAH SAUNDERS – CROPWELL (HADDONFIELD)**

**Gracefulness  
Spiritual Expression  
Hopeful  
Interim Meeting –  
Alternate Clerk  
National Council of  
Churches  
Representative**



# SHANI TAYLOR – GREEN STREET (PHILADELPHIA)

Perceives

Relevancy

Thinks Big

Grounded in Love



# CONNIE WEBSTER – SADS BURY (CALN)

Faithful

Humor

Quaker Historian



THANK YOU, FRIENDS



**Nominating Committee  
Report to Annual Sessions  
July 31, 2015 (Revised)<sup>1</sup>**

**Releases**

<b>Friends General Conference</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>TERM ENDS</b>
Jack Schick	Richland	Abington	2017

<b>Philadelphia Yearly Meeting Elders</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>TERM ENDS</b>
Dorothy Reichardt	Media	Chester	2017
Scott Rhodewalt	Wilmington	Concord	2017

<b>Friends Committee on National Legislation</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>TERM ENDS</b>
Deborah Faulkner	Gwynedd	Abington	2016

**Appointments<sup>2</sup>**

<b>Friends World Committee for Consultation</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>TERM ENDS</b>
Vanessa Julye	Central Philadelphia	Philadelphia	2017
Vicki Poorman	Gwynedd	Abington	2017
Christine Greenland	Horsham	Bucks	2018
Toby Riley	Mount Holly	Burlington	2018
Sarah Robbins	Mount Holly	Burlington	2018

<sup>1</sup> The revisions of this report reflect both the morning and afternoon sessions' presentations.

<sup>2</sup> **All appointment terms end July of the year indicated.**

<b>Friends General Conference</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>TERM ENDS</b>
Lola Georg	Media	Chester	2016
Sallie Jones	Birmingham	Concord	2018
Jess Purvis	Central Philadelphia	Philadelphia	2018
Sally Farneth	Middletown	Bucks	2018
Frank Barch	Schuylkill	Caln	2018
Jean-Marie Barch	Schuylkill	Caln	2018
Elizabeth Piersol Schmidt	Swarthmore	Chester	2018

<b>Friends Committee on National Legislation</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>TERM ENDS</b>
David Johnston	Harrisburg	Caln	2016
Joey Hartmann Dow	Lehigh Valley	Bucks	2016
Joan Broadfield	Chester	Chester	2018
Mary Lou Hatcher	Lehigh Valley	Bucks	2018
Burt Dallas	Radnor	Haverford	2018

<b>Alternate Clerk</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>TERM ENDS</b>
To be presented at November 7 Continuing Sessions			2018

<b>Recording Clerk</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>TERM ENDS</b>
To be presented at November 7 Continuing Sessions			2018

<b>Philadelphia Yearly Meeting Elders</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>TERM ENDS</b>
Robert Dockhorn	Green Street	Philadelphia	2018
To be presented at November 7 Continuing Sessions			2018

<b>Westtown School Board of Trustees</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>TERM ENDS</b>
Jonathan Evans	Westtown	Concord	2018

<b>Arch Street Meeting House Preservation Trust</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>TERM ENDS</b>
Audrey Greenhall	MM of Friends of Philadelphia	Philadelphia	2018
Alan Crosman	Newtown	Bucks	2018

<b>Administrative Council</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>TERM ENDS</b>
Bruce Haines (clerk)	Providence	Chester	2018
Julian Brelsford	Central Philadelphia	Philadelphia	2016
Harry Bryans	Downingtown	Caln	2016
Chris Paulmier	Germantown	Philadelphia	2016
Evan Draper	West Philadelphia	Philadelphia	2016
Susan Petrocelli	Willistown	Concord	2016
Linda Lotz	Haddonfield	Haddonfield	2017
Fred Melroy	Medford	Haddonfield	2017
Tom Peterson	Richland	Abington	2017
Joyce Moore	Unami	Abington	2017
Suzanne Day	Westfield	Haddonfield	2017

<b>Administrative Council (cont.)</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>TERM ENDS</b>
Andrew Anderson	MM of Friends of Philadelphia	Philadelphia	2018
Richard Morse	Harrisburg	Caln	2018
Ventina Hershey	Mount Holly	Burlington	2018
To be presented at November 7 Continuing Sessions			2018

<b>Quaker Life Council <sup>3</sup></b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>TERM ENDS</b>
<i>Lane Taylor, clerk<sup>4</sup></i>	<i>Plumstead</i>	<i>Bucks</i>	<i>2018</i>
Kate Bregman	Central Philadelphia	Philadelphia	2016
Charlie Randall	Media	Chester	2016
Tom Hughes	Reading	Caln	2016
Connie Webster	Sadsbury	Caln	2016
Gray Goodman	Providence	Chester	2016
Bryn Hammerstrom	Wellsboro	Upper Susquehanna	2016
Amy Taylor Brooks	Birmingham	Concord	2017
Deborah Saunders	Cropwell	Haddonfield	2017
Cate Marion	Downingtown	Caln	2017
Shani Taylor	Green Street	Philadelphia	2017
George Rubin	Medford	Haddonfield	2017
Kri Burkander	Doylestown	Bucks	2018
Jim Herr	Lancaster	Caln	2018
Pamela Draper	West Philadelphia	Philadelphia	2018

If you have questions about this report, please contact:  
 Thomas Swain, Clerk of Nominating Committee [tswain58@verizon.net](mailto:tswain58@verizon.net)

<sup>3</sup> In order to make the membership of the Quaker Life Council more diverse among Quarters, there are more people with early terms on this list in order to provide turnover to include diversity in the future.

<sup>4</sup> Quaker Life Council clerk approved Interim Meeting April 11, 2015.

To Friends Everywhere:

We hope this message finds you in good health and spirit. We have important news to share!

Friends from around the Philadelphia region are working together to undo racism. This witness has affected us deeply. Friends came to recognize that while our experiences and our conscious awareness of racism vary, we find ourselves in strong unity: *That this work is essential as we seek to answer to That of God in everyone.*

It has taken a lot of work to bring our community to this point. Much of it was done by many Friends in the year preceding our gathering here on the campus of Muhlenberg College in Allentown, Pennsylvania, for the 335th Annual Sessions of Philadelphia Yearly Meeting, from July 29<sup>th</sup> through August 2<sup>nd</sup>, 2015. This Annual Sessions, carrying the theme “Open Our Eyes, That We May See,” builds on the efforts over the past year from our past session and a special Called Meeting our yearly meeting held on January 10, 2015 to discern how we were led as a community to address racism.

For some Friends, this work was and continues to be painful. For some Friends, this is their ongoing and everyday life experience. In doing this work together, we have stumbled, sometimes in unfortunate and hurtful ways. Despite the pain, anger, and frustration we have come through so far, we know there is still much more work to be done. Our journey to undo racism will require faithfulness, courage, and deep love. We pray for guidance and to learn from our inevitable future mistakes, as we commit to this ongoing process.

With an amazing grace, our gifted presenters, staff, facilitators and clerks guided us through experiences, exercises, queries, and ever deepening worship this week which enabled us to inch forward in progress. The presence and ministry of our Youth and Young Friends program participants was particularly helpful. In intergenerational activities, we learned how to “seek the point”, and learned valuable lessons on differences in perspective from a book called, “Duck! Rabbit!” One particularly poignant piece of vocal ministry came from a young child who reflected on how unfair it feels to play a game when no one will tell you the rules.

Throughout our time together we endeavored to create a safe community that facilitated progress toward our long-term goal of undoing racism. White Friends and Friends of color alike took individual steps needed to share their experience, to be sensitive to the experiences of others, and to acknowledge how those experiences are often unknowingly shaped by unearned privilege. Some of the work of undoing racism must be done in separate affinity groups for white Friends and Friends of color, and we held spaces for these two affinity groups throughout the week. Many white Friends acknowledged for the first time the fragility they react from when confronted with racial issues. Together we have come to a sense that this issue is one without closure – that continuing revelation in the Light will always be needed.

For an example of this continuing revelation, one need not look further than our bold new long-term strategic plan for restructuring the administration and operation of our Yearly Meeting. As was captured in our outgoing epistle last year, it was in approving this plan and the six strategic directions underpinning it where a strong concern for racial justice and equality rose up. Our Implementation Committee worked on the details of the plan and new structures over the year, and identified a new seventh strategic direction for our yearly meeting to grow into: *Provide a safe spiritual home that is welcoming to all.* Our Nominating Committee also made great strides in implementing our new structure, with the appointment of two nearly full slates of Friends to lead us as our yearly meeting’s new Administrative Council and Quaker Life Council. Concurrent with this future-focused work, our Faith and Practice Revision Committee also presented the first reading of a new version of Faith and Practice that has been seasoned over many years.

In what seems like an all too short time together, we managed not only to deepen our commitment to undoing racism and implement a bold new structure, but we also united in supporting urgent efforts to

impact global climate change, passed a balanced budget and celebrated a sound financial outlook for the future – a future that while out of crisis, still requires support from generous donors and work by our dedicated staff and volunteers to remain sound. We also celebrated our outgoing presiding clerk Jada Jackson, who has served us for 9 years and is who what one Friend characterized as “the right person at the right time” for our yearly meeting.

Finally, on Saturday evening, we were blessed to have member Victoria Greene open our eyes to the fact that every murder is real, whether or not it is reported in the media. Her personal story of losing her son Emir to murder moved us. The work and ongoing needs of her organization EMIR in helping families affected by murder to work through trauma and heal presented a clear opportunity for Friends, now having had our eyes opened, to contribute and do something. Truly *doing* witness is the heart of our faith as Quakers. Once we have opened our eyes and finally see, what now will we do?

(Submitted by Andrew Thompson, Monthly Meeting of Friends of Philadelphia, based on an initial draft by Rich Schiffer, Swarthmore Monthly Meeting, on behalf of the Epistle Committee)

Religiöse Gesellschaft der Freunde in der Schweiz (Quäker)  
Société religieuse des Amis en Suisse (quakers)  
Religious Society of Friends (Quakers) – Switzerland Yearly Meeting

To Friends everywhere:

**Epistle from Swiss Yearly Meeting  
Held at Herzberg, Asp ob Aarau, Aargau on 22nd-25th May 2015**

We gathered together in the Light to “Imagine a world without war – Living for a world in peace”. In a world where conflict, war and their consequences are reported daily in the media, the theme of peace was particularly relevant to our personal, national and global experiences. We were 50 Friends and attenders including 4 children. We met for the fourth time over Pentecost on the Herzberg. We welcomed 3 delegates and 2 visitors from other European Yearly Meetings (France, Germany, Britain) and 2 visitors from Russia and the Democratic Republic of Congo.

Workshops over the three days were organized around the many aspects of peace, e.g. religion, education, economy, as well as one workshop on peaceful martial arts (Aikido). Inspiration was gleaned from a video on Bertha von Suttner, the first woman to receive the Nobel Peace Prize in 1905. We were shaken by Junior Nzita’s memoir over his time as a child soldier in the Democratic Republic of Congo.

The history and origins of the Quaker Peace Testimony were presented, followed by sessions to discuss personal testimonies of spiritual transformation and how they influenced living for a world in peace. Many and varied suggestions were made on how we as individuals and a “church of peace” could set about this work. However, the urgency to promote changes as individuals and meetings was palpable.

We began and ended our Yearly Meeting with music, enjoying the musical talents of our children and adults.

Greetings to Friends everywhere,  
Nancy Krieger, co-clerk

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An die Freunde in aller Welt:

Epistle der Schweizer Jahresversammlung  
22-25. Mai 2015; Herzberg, Asp ob Aarau, Kanton Aargau

Die diesjährige Jahresversammlung (JV) der Schweizer Religiösen Gesellschaft der Freunde fand unter dem Motto „Stellt euch vor eine Welt ohne Krieg - leben für eine Welt in Frieden“ in der Begegnungsstätte Herzberg bei Aarau statt. In einer Welt in der täglich Berichte über Konflikte und Kriege Schlagzeilen machen, ist uns das Thema von einer „Welt in Frieden“ ein besonderes Anliegen. An der JV nahmen 50 Freunde und Freunde der Freunde, darunter vier Kinder, teil. Zudem konnten wir drei Delegierte und zwei Besucher von weiteren Europäischen JVen (Frankreich, Deutschland, GB) sowie zwei Besucher aus Russland und der Demokratische Republik Kongo willkommen heissen.

Während der drei Tage wurden Workshops zu vielfältigen Aspekten von Frieden und Friedensarbeit organisiert, z.B. im Zusammenhang mit Religion, Erziehung, Wirtschaft, sowie ein Workshop über friedvolle Kampfkunst (Aikido).

Ein Filmbeitrag über das Leben und Werk Bertha von Suttners, der ersten Frau die den Friedens-Nobelpreis 1905 erhielt, inspirierte uns. Erschüttert waren wir von dem Bericht von Junior Nzita, über seine Erfahrungen als Kindersoldat im Kongo.

Religiöse Gesellschaft der Freunde in der Schweiz (Quäker)  
Société religieuse des Amis en Suisse (quakers)  
Religious Society of Friends (Quakers) – Switzerland Yearly Meeting

Es wurde über die Geschichte und Ursprung der Quäker Friedenszeugnisse referiert. Dieser Vortrag wurde durch den Austausch persönlicher Erfahrungen zu einer spirituellen Transformation ergänzt. Die Notwendigkeit und Dringlichkeit sich des Themas Friedens auf individueller wie auch gemeinschaftlicher Ebene anzunehmen war überall greifbar. Auf der Grundlage dieser Quellen bemühten wir uns konkrete Wege für ein friedliches Miteinander zu finden.

Wir begannen und beendeten die Jahresversammlung mit Musik und erfreuten uns dabei an den musikalischen Talenten unserer Kinder und Erwachsenen.

Herz(berg)liche Grüße an die Freunde in aller Welt,  
Nancy Krieger, co-clerk

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### **Children's Epistle**

We had fun going together to the Naturama. There we saw cute animals like mice, fish, mammoths and others. We also worked together to build a giant puzzle on a wall to explain the importance of maintaining nature. We played Foosball with Junior, ate ice cream and cheetos and decorated shopping bags.

Michel talked to us about Lebanon and how he did a non-violence training program there and that despite the war people still managed to come to the course.

Junior talked to us about being a child soldier and how it took away his childhood that he will never get back.

We enjoyed sharing our musical talents, saxophone, cellos, guitars and voices.

## **Friends Committee on National Legislation (FCNL) Yong Adult Friend Report on PYM FCNL Network**

My name is Joey Hartmann-Dow and I'm here as a Friend, as a Young Adult Friend (I've heard this is important), as a representative of the PYM FCNL Network and a member of the FCNL General Committee, as an activist, a citizen of the United States of America, and a citizen of the Earth. I wanted to let you know how all those identities come together and brought me to where I am now.

I first came into relationship with Friends Committee on National Legislation by way of a push from a Friend. They said, "This is important, you are important, you should team up." I attended Spring Lobby Weekend (begrudgingly!) in 2014 with expectations of feeling overwhelmed, frustrated, and disappointed in our government. Somehow, over a few days, FCNL sneakily transformed me into a hopeful lobbyist. I entered my representative's office on Capitol Hill alone, prepared, centered, and, I believe, effective.

I left DC inspired, and surprised that I could feel so significant as one person, and one part of the story. I had lobbied on ending the Authorization for Use of Military Force, an issue on which I certainly did not feel like an expert, but that I knew with my whole spirit was something that needed to be addressed in Congress. I was impressed by the smooth organization of that conference – how calm and prepared I felt in my new lobbying shoes. I was immediately energized by the four "We Seeks" that define the mission of their operation:

*We seek a world free of war and the threat of war  
We seek a society with equity and justice for all  
We seek a community where every person's potential may be fulfilled  
We seek an earth restored*

I felt supported by the logical and radical concept of using morality as a common denominator. It felt right to say, "I know we have different views but I think we can agree that a society with equity and justice for all is something worth working for, and here's what I think will help make that happen."

And, as a young adult finding my way in the world, I feel warmly supported by the staff of FCNL, and by PYM. Both have been making significant efforts to make this important work accessible to young people. *This is so important.* Having that kind of spiritual and financial support fuels me (literally) to keep going. Specifically, PYM sponsored eight YAFs (Young Adult Friends) to attend FCNL's Annual Meeting and Lobby Days in November, and five for Spring Lobby Weekend in March (are any of those people here?) The reality is that many YAFs are so transient that they don't feel connected to

their home meetings, or a new meeting, enough to ask for support, so getting support from the larger network of PYM is critical, and we are so grateful.

So now here I am – I'm in it. I'm a member of the General Committee, I'm a representative of the PYM FCNL Network, and I'm an organizer in FCNL's newly formed Advocacy Corps. But FCNL is not just the small (and incredibly effective) staff in DC, or the 200 general committee members across the country, it's not just Quakers, or even people of faith. It's a community, and a resource, and a model of social justice work that needs to be done.

I'm 25 years old, and since I was a teenager I've felt embarrassed to be an American. I didn't want to be associated with the reckless consumerism, the racism, the violent greed I associated with our history and our current system – character flaws I had learned to despise growing up in Liberal – and Quaker – circles. It was through difficult, open-minded conversations that I finally realized that my disassociation would not change a powerful country that desperately needs to change. I needed to be an American. I needed to be heard as one, and to be heard, I needed to speak.

But I thought I was already speaking, right? I told Facebook how I felt, and my liberal friends supported me with dozens of clicks. I complained to my mom about the broken system. She was very sympathetic. But eventually I had to admit that, although my mom is important, and social media is a critical tool, the reality is that sweeping political change comes from... policy. And did you know that our representatives are hired by their constituents to take our concerns to the nation's government? Since none of my representatives have accepted my friend requests, I'm stuck with writing to them and meeting with them to let them know how I want to be represented. It's still a little overwhelming, because the system is complicated, and what impresses me over and over again is how easily FCNL prepares ordinary people to talk to their representatives... Who here has lobbied before? Sometimes it's hard, right? It's good though, keep doing it. You're doing great.

I'm anxious – I'm eager – to be a proud American, and FCNL is helping me get there. I'm leaving tomorrow to take part in a training for the Advocacy Corps, which is a new program from FCNL that supports young adults across the country to organize lobbying in their hometowns, for Congress to address climate disruption as a bipartisan, moral issue. It is no wonder to me that FCNL is growing, because they're doing awesome work, and I'm proud to be a part of it.

I want to thank the Peace and Concerns Standing Committee clerk Steve Gulick and liaison Anne Creter for their support of our ministry, especially in providing extra funds for Young Adult Friends to attend Spring Lobby Weekend this year. I also want to welcome the two FCNL staff here with us at Sessions, Christine Letts and Mary Comfort Ferrell; thank you for being here. There are a couple times that anyone is invited to

meet them: Tomorrow at breakfast you can look for the *War Is Not The Answer* sign; and Saturday at the conversation tent.

I also want to invite Friends to attend the PYM FCNL Network's workshop this evening, it's called "Engaging the Other – Working for Justice in a highly polarized Congress". You can also check out our display table right outside here.

Finally, I want to thank YOU – thank you everyone who has been active with FCNL. We couldn't do it without you.

Thank you.

Joey Hartmann-Dow  
[khartd@gmail.com](mailto:khartd@gmail.com)