

# 2016 Annual Sessions

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**336<sup>th</sup> Annual Sessions  
Philadelphia Yearly Meeting  
July 27 – 31, 2016  
Muhlenberg College, Allentown, PA  
Thursday, July 28, 2016 – Morning Session**

Worship

The 336<sup>th</sup> Annual Sessions of Philadelphia Yearly Meeting of the Religious Society of Friends convened Thursday morning at 9:30 am in Seegers Union Building of Muhlenberg College, Allentown, PA. The announced theme of our 2016 Sessions is “Be Transformed!” At the appointed hour, we settled into Meeting for Worship.

Welcome and Introductions

At about 10:00 am, Clerk Penny Colgan-Davis (Germantown MM), greeted us. She read from Romans 12:2, the theme for our sessions: “Do not be conformed to this world, but be transformed by the renewal of your mind, that by testing you may discern what is the will of God, what is good and acceptable and perfect.” Others at the table introduced themselves: Alternate Clerk Alison Anderson (Central Philadelphia MM), Alternate Clerk Tom Hoopes (Valley MM), Alternate Clerk Amy Kietzman (West Philadelphia Preparative Meeting), General Secretary Christie Duncan-Tessmer (Chestnut Hill MM), Recording Clerk John Lavin (Birmingham MM), and Assistant Recording Clerk Erika Juran (Harrisburg MM). Six Elders stood and were recognized. Speech-to-text captioning was provided by Becky Tallarico. Nine first-time attenders to Annual Sessions were recognized.

Friends welcomed visitors from outside of the yearly meeting. First was Listone Ayodi from East Africa Yearly Meeting of Friends in Kaimosi, Kenya. He brought welcome from their Clerk and a message of: “We love you all.” Then Pastor Margaret N. Musalia, also from East Africa Yearly Meeting of Friends, serving at the Friends School in Kegoye as Chaplain introduced herself. She reminded Friends that “God is good, all the time.” They are traveling across America, attending yearly and monthly meetings. Joshua Wilson, from Baltimore Yearly Meeting introduced himself. He is a staff coordinator at William Penn House in Washington, DC. Hannah Larn and Debbie Leter introduced themselves. They are program assistants at the Quaker United Nations Office. Lina Blount from Pendle Hill introduced herself. Carl Seigmond, working with Woolman Center, introduced himself. Friends welcomed Paul Parker from Britain Yearly meeting. He is a senior staff member at Friends House and Recording Clerk. Deborah Rowlands introduced herself. She is Clerk of Britain Yearly Meeting. The Clerk read a Letter of Introduction for Deborah and Paul from Britain Yearly Meeting, describing their plans to visit a wide swath of Quaker organizations across the United States. We began our business by singing: “This Little Light of Mine.”

### Administrative Council Report

The Administrative Council Report from Bruce Haines (Providence MM), Clerk of Administrative Council was received with appreciation. Bruce reported that the work of the Council this year has been guided by the Strategic Directions established out of PYM's Long Range Planning work, and particularly the Direction to "simplify and focus governance and administration." The Council will know it is successful when it is able to liberate the time of more PYM members and the financial resources of PYM to do the work and witness for which we are called. Success will also include transparent and responsive governance with abundant reporting to PYM and steps to promote increased giving to PYM in support of our work and witness through TAG (Thanking, Asking, and Giving).

The Council feels grounded in the Spirit and in PYM's Strategic Directions. It is well supported by Quaker Life Council, Nominating Council, PYM's Clerk, the General Secretary, PYM staff, and PYM members. This year it divided its work into two categories. First, what was needed immediately to keep PYM functioning in good order, and second, establishing or affirming policies and procedures which will enable the new structure to work most effectively and efficiently in accordance with the Strategic Directions in future years.

Some of the things the Council has achieved so far include: 100% support for the Annual Fund, creation of a \$75,000 Strategic Direction Reserve from funds available at the end of FY15, an updated job description for the Treasurer, completion of a conflict of interest policy for the councils, receipt of reports from Interim Granting Committee and the Arch Street Meeting House Preservation Trust, establishment of a committee to work with Burlington Meeting House Trustees, creation of Finance, Property and Governance Committees as well as a Communications Sprint, and the recruitment of the PYM Clerk and Clerk of Quaker Life Council to the Finance Committee to inform financial decisions. The newly created Finance Committee, which is serving in place of the prior Financial Oversight Working Group (FOWG) and Financial Stewardship Committee, has also generated a positive budget for next year and has been pleased with sound financial reports throughout the year.

Next year, the Council will put newly created or reaffirmed policies and procedures to work and assess the results. Amongst other things, it will look to see how PYM can increase philanthropic income, how the Council can improve its reporting to PYM, monitor and support refinement of PYM's granting process and oversee, monitor and support progress of the Arch Street Meeting House Preservation Trust and the Burlington Meeting House Trustees, as well as assess the structure and work of the Interim Personnel Committee.

Members of the Council feel called to this work for PYM, are grateful for the opportunity to be of service, and for the support of PYM members and staff.

A Friend asked what must be done to stop hiding our light under a bushel and spread our message to non-Quakers throughout this region. The Clerk of the Yearly Meeting responded that she has heard this concern before and work is underway.

Another Friend asked if the Council is attempting to address institutional racism with regards to how the Yearly Meeting manages and distribute its funds. The Council's clerk responded that they have not done anything yet specifically.

The Council was asked if they have plans to nominate more Friends for the Nominating Council, and if so, are they diverse. The Council is not bringing additional names at this time but diversity would certainly be considered when they do.

### Granting Committee Report

The Granting Committee Report from Carter Nash (Harrisburg MM) was received with appreciation. The committee serves under the Administrative Council. It was formed in 2014 as the Interim Granting Committee but was made permanent and has a full view of the 15 granting groups it oversees. In addition to oversight to the granting groups, the committee appoints granting group members. They work to streamline the granting process, provide transparency, and reduce the administrative burden of granting. All grants made by the granting groups come from the revenue from the yearly meeting's restricted funds, and it is the job of the granting groups to ensure that the money is used for the express purpose of the donor's bequest.

The committee needs Friends' help. They are looking for diversity not only in race, for example, but also in the skills required to give away money for a purpose. They also need Friends to encourage others to request and use the grants to make the world a better place.

The committee is looking to consolidate the number of granting groups to 10 for efficiency, and make it easier for grant requests to reach the right group.

Carter emphasized the need to be transparent about our past in order to transform our future. Their vision for the future included: simplifying and strengthening the grant making structure, providing the resources needed for members, meetings, and organizations to sustain and grow vibrant, Spirit-led communities and witness, as well as remembering the donors and honor their wishes.

A Friend asked if the committee directs and approves grant requests. The committee does not approve the grant requests; this is done by the granting groups. The committee does provide guidelines to assist the granting groups in their discernment.

Another Friend asked how the yearly meeting's current priorities such as addressing racism and white privilege are incorporated into the grants being made. While some consideration can be made by the granting groups, many of the Restricted Funds' conditions for use are very narrowly defined; the yearly meeting is legally bound to honor those conditions. Multiple Friends

had a concern that much of our funds are not available for the current efforts that PYM is undertaking.

A Friend asked about how one would get assistance since the old working groups and committees were laid down in September, 2015. This work is now under the care of the Quaker Life Council. Many groups have already gone through the application process and received funds. More are in the review process now. All Friends are encouraged to apply for support.

#### Arch Street Meeting House Preservation Trust Report

The Arch Street Meeting House Preservation Trust (ASMHT) report was given by Wally Evans (Doylestown MM) and was received with appreciation. He reviewed the Trust's Strategic Direction with a focus on: simplifying and focusing governance and administration. They strive to keep their focus on how the trust can sustain the extended Quaker community on God's work in the simplest, way possible. Their work is open to everyone.

Wally reviewed the ASMHT's accomplishments since July of 2015. They have added a new board member, raised \$20,000 from their William Penn Fundraiser, established a Funded Programs Coordinator position, received and used a \$60,000 grant from the Pew Center for Arts and Heritage for enhancing Arch Street's educational programming, completed training new docents, performed capital improvements, worked on a Resource Development Plan, created a draft of a Roles and Responsibilities chart documenting the relationships of the stakeholders in ASMHT, and revised the rate and rental guidelines for the meetinghouse.

Their plans for 2017 include approving and implementing the Resource Development Plan, creating RFPs and raising funds for an Interpretation Plan and a Marketing Communications Plan, reevaluate the 20-year Capital Plan, expand Board and committee membership, and continue to implement capital improvements.

The William Penn Fundraiser will be held at Arch Street Meeting House on Friday, October 21, 2016 and the featured speaker will be Michael Quinn, President and CEO of the Museum of the American Revolution.

Wally asked Friends to consider Board Membership. They need people who are experienced in Property or Finance and are not shy about asking other people and groups for money.

A Friend asked if the Preservation Trust is attempting to address institutional racism with their work. Wally responded that not much has been done yet, but they are looking forward to investigating what happened outside of Arch Street Meeting House. Originally a burial ground, it was deeded to Friends by William Penn. There was a mass burial for people who died of yellow fever without restriction by race or class. They plan to attempt to uncover the names and history of those that are interred there. Wally admitted that the Preservation Trust has much further to go.

Another Friend expressed appreciation for Arch Street Meeting House as a valuable resource for Friends and encouraged the Preservation Trust to consider allowing more use of it. Wally noted that one of the recommendations made from the Pew Grant was to reduce, not increase the use of the meetinghouse as excessive use can make preservation of the structure difficult, accelerating its decline. He said they are considering changing the cost to rent the space or reducing the number of events.

### Nominating Council Report

The Nominating Council Report was presented by Melissa Rycroft (Pennsdale MM) Clerk of Nominating Council and was received with appreciation. She asked Friends to do two things. First, she asked Friends to write down the name of a person who would serve the yearly meeting well. Second, she asked Friends to write down an event or activity that their monthly or quarterly meeting hosts, which they can invite the Council to attend. Lastly, she noted that Friends can serve on the Council as at-large members nominated by the Administrative Council.

Melissa then described the attributes that the Council uses to discern its nominations. While specific skills are considered for the positions, she emphasized that Friends must also be well grounded in their meeting community, understand the yearly meeting's strategic direction, and be well versed in Quaker principles and practices.

Melissa presented the attached slate of nominations for Friends' consideration. Friends approved the slate of nominations as presented.

She then presented the attached slate of Friends requesting release from service to the Yearly Meeting. Friends accepted the releases with regret and gratitude for their service.

### Young people and adults reporting back

The body then proceeded to welcome the children by singing "This Little Light of Mine" again. Ben Camp, the Children's Religious Life Coordinator, introduced the Fishers who reported that they completed a weaving project using newspapers and tape, as well as listed things to make people feel special and happy. Some went outside and made "settling jars" to help keep their minds on things like God and parents. Ben then introduced the Fells who explored what it means to "be present." They went on a geo-caching hunt and learned to look for hidden treasures within themselves.

Middle School Friends played the name game: learning the origins of their names. They built community in small groups, made paper butterflies, and worked on helping people.

Young Friends planned their schedule for the rest of sessions, assigned people to committees, played getting to know you games such as the Big Wind Blows, and worshiped with a concern about conformity.

### Session Adjournment

We adjourned, intending to reconvene at 6:45 pm in the evening.

Submitted by,

Recording Clerk, John Lavin (Birmingham MM)

Recording Clerk, Erika Juran (Harrisburg MM)

Presiding Clerk, Penny Colgan-Davis (Germantown MM)



Yearly Meeting of the  
Religious Society of  
Friends in Britain

2 July 2016

Dear Friends

In July and August 2016, Deborah Rowlands (Clerk) and Paul Parker (Recording Clerk – a role equivalent to General Secretary) of Britain Yearly Meeting plan to visit Philadelphia Yearly Meeting and Baltimore Yearly Meeting annual sessions, and speak with their counterparts in these organisations.

Deborah and Paul also hope to visit with American Friends Service Committee (AFSC) Friends Committee for National Legislation (FCNL), Friends General Conference (FGC) and Pendle Hill Quaker Study Centre.

The themes for both US Yearly Meetings resonate with the current overarching theme in Britain Yearly Meeting: 'Living out our faith in the world'. Deborah and Paul will deliver workshops at both US Yearly Meetings to enable cross-fertilisation of ideas and inspiration.

We send loving greetings to all Friends with whom they meet.

Deborah and Paul hope through their visit is to learn more about the life and witness of other Yearly Meetings. They look forward to gaining an understanding of how two different Yearly Meetings hold their annual sessions, and to exchange views on what makes for good governance in Quaker organisations. We look forward to them bringing ideas back to Britain Yearly Meeting. What can we learn from one another?

We hope too that the visit will have value beyond an exchange of facts and ideas. We see this as an opportunity to strengthen relationships between Quaker meetings, organisations and individuals. We are sure Deborah and Paul will also benefit from spending time travelling in the ministry together; and that the visit will deepen their own spiritual lives, and their current and future service.

We, and other committees of Britain Yearly Meeting, look forward to hearing from Deborah and Paul on their return.

In peace,

Ethel Livermore  
Clerk, Meeting for Sufferings

## **Administrative Council 2016 Report to Philadelphia Yearly Meeting**

Philadelphia Yearly Meeting (PYM) devoted over three years to Long Range Planning, examining our priorities and setting a clear path for the foreseeable future of our Blessed Community. The result was a Long Range Plan that has been refined into seven Strategic Directions. Two additional years were devoted to preparing to launch a new governance structure - a key element of the plan.

Now we have lived into the new structure for nine months. From the perspective of the newly created Administrative Council, the picture emerging from our work is positive and encouraging. While there is still plenty to do, we are excited by what is emerging from our work and the work of the Quaker Life Council. This is a brief overview of some of the work and output of the Administrative Council as of June 30, 2016.

We convened in October 2015 and set to work getting to know each other and PYM's new Strategic Directions. We particularly focused on the fourth Direction, which we perceived was most relevant to Administrative Council:

### *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.*

Administrative Council has the challenge to oversee, guide, and hold groups under our care accountable for stewardship of the affairs of the Yearly Meeting with transparency, while at the same time being more efficient in our use of time and treasure. Our goal is to liberate as much as possible PYM member time and PYM financial resources to provide the greatest available capacity to collectively pursue leadings from the Spirit. The spiritual calling of members of the council is to work in service to PYM seeking to create an effective governance structure that is guided by the Spirit and aligned with the Long Range Plan and Strategic Directions.

We also focused on the charge provided by the Implementation Committee, which begins as follows:

*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.*

Guided by the overall charge we studied PYM's current finances and practices, including review of the current budget and progress-to-date, overview of all invested funds, assessment of periodic financial reporting, and the structure of granting groups which disburse income from PYM granting funds. We then wrote an updated job description for the PYM Treasurer and began to examine the PYM Development function. One result was a minute of our commitment as a council *that each of us will give to the PYM Annual Fund each year and will encourage all members of PYM to do the same. We would like to say "Thank you" to each member of PYM who added their personal gift to the Annual Fund this year.* This is critical to support the uplifting work and witness of PYM.

The council reviewed PYM's audited FY15 Financial Statements in January, and we were pleased to find in contrast to the expected limited available funds, there was \$75,000 available that could roll over to FY16. In keeping with our goal to provide the greatest available capacity to collectively pursue leadings from the Spirit, we felt it Rightly Ordered to make these funds available to QLC and the General Secretary as a Strategic Directions fund for support of work and witness aligned with criteria established by QLC. We were led to stop our meeting to walk across the hall at Arch Street to interrupt the QLC meeting to share this decision and *immediately* make the funds available subject to QLC's discernment.

From the outset, the Administrative Council has divided its work into two parts. First, what do we need to do to keep the Yearly Meeting running smoothly while, second, we are led to create policies and procedures that will make the new structure work best for PYM and align with the seven Strategic Directions. We are also documenting all processes and procedures so they can be monitored and carried forward by future members of the council. With these goals in mind we "mapped" each of our areas of responsibility, grouping work around topics and skills required, and with tasks divided between our first and future years.

The "map" prompted us to create three committees and a sprint: Finance, Property and Governance Committees, and a Communications Sprint. We initially populated these with members of the council. Finance quickly added Lane Taylor, clerk of QLC, Penny Colgan-Davis, clerk of PYM, and Harry Bryans from the Council's Property Committee - to inform the work of generating next year's budget. They serve as strong resources to inform Finance on QLC's and the broader body's emerging vision for PYM work and witness, as well as PYM property issues. We anticipate adding additional Friends to committees as need and way opens.

Implementation Committee established PYM's "Interim" Granting Committee (IGC) one year ago. Administrative Council received a report on IGC's work with gratitude for their significant progress in such a short time. (Granting Committee will offer PYM its own report on Thursday morning of Annual Sessions.) Clearly this group is no longer "interim," and we removed that distinction from its name and set up a naming group because their clerk, Wright Horne, is moving away. The new structure distributes nominating responsibility among the three councils. Administrative and Quaker Life Council each nominate members to committees they establish, and Administrative nominates the "at large" members to Nominating Council.

Further work and outcomes of the Administrative Council have been completed in the following committees and Sprint:

- *Finance Committee.* The Treasurer will report directly to PYM on behalf of the Finance Committee on Friday morning of 2016 Annual Sessions. The Treasurer serves as the Finance Committee's clerk. Upon formation Finance dove into the spring budgeting cycle informed by second quarter financial results from the current year, which were on-track. Finance presented a draft budget for approval by the council in May which was immediately circulated to clerks and treasurers of monthly meetings for feedback. Revisions were made in June in response to the new federal overtime pay law. For now, Finance is responsible for the work previously distributed between Financial Oversight Working Group (FOWG) and Financial Stewardship. We are hopeful that this will prove to be sustainable and productive.
- *Property Committee.* PYM has three primary property relationships: The Arch Street Meeting House Preservation Trust, the Burlington Meeting House, and Friends Center Corporation. Friends Center's board consists of the leaders of the three equity partners (AFSC, PYM and Central Philadelphia Monthly Meeting) and other senior representatives. It is an established relationship that runs smoothly. Burlington, by a prior 2013 agreement with Interim Meeting, is being managed by its Trustees through June 30, 2017. To support the Burlington Trustees in their discernment about their future steps, the council has recently formed a dedicated committee to work with them as they move forward. The Arch Street Meeting House Preservation Trust will share its report of progress on Thursday morning of 2016 Annual Sessions.
- *Governance Committee.* Governance is focused on how the council can best do its own work, and where it needs to lead in offering support to other areas of PYM work. In support of this, the council has established a Conflict of Interest Policy for members of all PYM Councils. All members of Administrative Council have completed the conflict disclosure and we will ask QLC and Nominating Councils to complete the disclosure in the near future.
- *Communications Sprint.* Communications is charged with recommending the best ways for the council to listen to, hear from, and share with PYM. This is a sprint because once successful procedures are established, we will not need a dedicated group to continue addressing this topic, as various members of the council and PYM staff will support processes that are set.

Administrative Council is responsible for initiating processes for timely revisions to *Faith and Practice* and future Long Range Planning for PYM. At 2016 Annual Sessions the current *Faith and Practice* Revision Group is expected to recommend adoption of a revised *Faith and Practice* that they have labored with for some years now, guided by input from the body at each

step of the way. Once adopted PYM can be expected to live into the new *Faith and Practice* for some time before future revision is required. PYM is also just beginning work called for in the current Long Range Plan, so again, our role is to be mindful of when future action is required.

It is exciting to discover how we are led to develop the new PYM structure and take responsibility for making it function in the best interests of PYM, while making our work transparent to all in PYM. We view our work as flexible and to some extent experimental. We will complete processes and policies with our best current judgment, see how they work, then make changes to refine them to offer PYM the most effective possible governance structure.

Our goal for the end of our first year [on September 30], in addition to addressing the ongoing business of PYM, is to have each committee and the sprint complete initial procedures and policies for their functional area. Then in year-two we will put these new practices and policies to work and assess what's working well, and what may not be, accepting that refinement may be necessary.

We are grateful for the opportunity to be of service to PYM and thankful for the support of members. We invite questions at all times. We too are PYM!

If you have questions about this report, please contact:  
Bruce Haines, Clerk of Administrative Council  
[brucehaines73@gmail.com](mailto:brucehaines73@gmail.com)



# Report from Administrative Council

# Year-One 2015 - 2016



# 7 Strategic Directions

Connect Friends and meetings to one another ...  
...through effective communications and technologies  
...communicate clear messages ...

## **Simplify and focus governance and administration**

Broaden community and deepen relationships ...  
...corporate witness and social action  
...are welcoming and safe for all people



**Simplify and focus**

**Governance and  
Administration**



# Simplify & Focus

- *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.*



# Measure Success

- Liberate time & money for work & witness
- Abundant reporting to  
and communication with PYM
- Increasing the financial resources of PYM  
incl.
  - Commitment to PYM Annual Fund
  - TAG! (THANKING ASKING and GIVING)



# Where to Start

- **Spirit – Our Personal Ministry**
- **Strategic Directions**
- **Implementation's Work**
- **Then Paint on Blank Canvas**



# How's it going?

- Grounded in Spirit
- Grounded in Strategic Directions
- Support of QLC, Nominating, Clerk, Staff and Membership
- Feels Like Good Progress!



# Council has Completed

- ✓ Unanimous Support for Annual Fund
- ✓ \$75,000 Strategic Direction Reserve
- ✓ Job Description for Treasurer
- ✓ Conflict of Interest Policy
- ✓ Progress on new policies/procedures



# Council has Completed

- ✓ ~~Interim~~ Granting Committee
- ✓ Report from Arch St. Meeting House Preservation Trust
- ✓ Committee to Work with Burlington Meeting House Trustees



# Council has Completed

Finance

Property

Governance

Communications Sprint



# Council has Completed

Transition from FOWG and  
Financial Stewardship to FC

Finance

## **Finance Committee Added:**

Lane Taylor, Clerk QLC

Penny Colgan-Davis, Clerk

Harry Bryans, Property

Full Treasurer's Report Friday Morning!



# Flexibility in budget for new initiatives

- Takes time to make changes!
- When funds were identified -we acted to make \$75,000 immediately available
- Working to increase PYM funding



# Future areas for attention

- Increase gift income!
- Test reporting to PYM
- Support refinement of granting process and reporting
- Work closely with ASMHPT and BMH Trustees



# Report from Administrative Council

# Q&A



# Report from Administrative Council

# Thank You!

# PYM Granting Committee



# PYM Granting Committee

## FORMATION

**Administrative Council**



**Interim Granting Committee**

created by the Implementation Committee  
as part of implementing the  
Long Range Plan approved at Sessions in 2014

# PYM Granting Committee

## FORMATION

**Administrative Council**



**Interim Granting Committee**

# PYM Granting Committee

## FORMATION

**Administrative Council**



**Granting Committee**

Oversight of the 15 PYM Granting Groups  
has shifted to us instead of the former  
Standing Committees.

# PYM Granting Committee

## FORMATION

**Administrative Council**



**Granting Committee**



**15 Granting Groups**

# PYM Granting Committee

## FORMATION

- ▶ Philanthropic knowledge & experience
- ▶ Knowledge & interest in program areas

**Granting Committee**



**15 Granting Groups**

# PYM Granting Committee

## FORMATION

### Members:

- ▶ Wright Horne – Clerk
- ▶ Julian Brelsford
- ▶ Yolanda Covarrubias
- ▶ Wally Evans
- ▶ Carter Nash
- ▶ KerryLynn Resnik
- ▶ Kari Sheridan
- ▶ Margaret Wood
- ▶ Ron Ploeg, PYM Treasurer
- ▶ Carol Walz, PYM Director of Grant Making
- ▶ Christie Duncan-Tessmer, PYM General Secretary *[corresponding member]*

# PYM Granting Committee

## OUR CHARGE

The one group that has a full view and understanding of PYM's Grant Making activity

- ▶ appoints members of the granting groups
- ▶ streamlines the grant making process
- ▶ brings greater transparency
- ▶ reduces the administrative burden
- ▶ optimizes use of volunteer time.

# PYM Granting Committee

## APPOINTMENTS

You can help!!

We seek:

- ▶ A mixture of age, race, and gender
- ▶ Friends who are led to share their talents and skills with the yearly meeting by serving on a granting group
- ▶ Experience in giving money away for a purpose, or in our program areas.

[www.pym.org/grants](http://www.pym.org/grants)

# PYM Granting Committee

## APPOINTMENTS

Know someone with experience and interest in our program areas?

- ▶ Aging Assistance
- ▶ Travel and Witness
- ▶ Quaker Buildings & Programs
- ▶ Education
- ▶ Native American connections
- ▶ Outreach by PYM Meetings
- ▶ And more.

**Contact Granting Committee at [grants@pym.org](mailto:grants@pym.org)**

**[www.pym.org/grants](http://www.pym.org/grants)**

# PYM Granting Committee

## APPOINTMENTS

Help us support the passion of those who would use our funds to make the world a better place, to make an impact, to make a real difference.



PYM's Carlson-Pfaltzgraff family joins Yoshiko Tanaka (in the blue hat) in her regular vigil near a busy train station in Tokyo to promote peace and friendship between Japan and China.

# PYM Granting Committee

## STREAMLINING

We are streamlining the granting process by combining some granting groups that share similar missions

Granting Committee



15 Granting Groups

# PYM Granting Committee

STREAMLINING

Granting Committee



10 Granting Groups

# PYM Granting Committee

STREAMLINING – New Granting Groups

**Aging Assistance**

**Quaker Buildings & Programs**

**Travel & Witness**

**Granting Committee**



**10 Granting Groups**

# PYM Granting Committee

## STREAMLINING – New Granting Groups

### Aging Assistance

- ▶ *Aging Granting Group*
- ▶ *Jeanes Granting Group direct assistance*



# PYM Granting Committee

## STREAMLINING – New Granting Groups

### Aging Assistance

- ▶ *Aging Granting Group*
- ▶ *Jeanes Granting Group direct assistance*

### Quaker Buildings & Programs

- ▶ *Meeting House Trusts*
- ▶ *Pusey Granting Group*
- ▶ *Jeanes Granting Group project funds*



Drilling geothermal wells at Friends Center

# PYM Granting Committee

## STREAMLINING – New Granting Groups

### Aging Assistance

- ▶ *Aging Granting Group*
- ▶ *Jeanes Granting Group direct assistance*

### Quaker Buildings & Programs

- ▶ *Meeting House Trusts*
- ▶ *Pusey Granting Group*
- ▶ *Jeanes Granting Group project funds*

### Travel & Witness

- ▶ *Pemberton Granting Group*
- ▶ *International Outreach Granting Group*
- ▶ *Friends Institute Granting Group*



# PYM Granting Committee

## STREAMLINING – Next Initiative

- ▶ Orient our web presence to grant seekers; create online applications



Philadelphia Yearly Meeting  
*of the Religious Society of Friends*

Introducing PYM Quakers ▾ What We Do ▾ Resources ▾ Community ▾ Connect ▾ Contribute ▾ Contacts

Home > Grants > Grants Witness

## Grants Witness



**Making a Difference:** PYM's grant funds, contributed over the past two centuries, provide the opportunity for witness, stewardship and service today!

Witness

Stewardship

Service

Granting groups allocate their funds thoughtfully. They also create value beyond dollars in many ways: by strengthening connections between members and their meetings; growing Quaker community and institutions; and sharing the knowledge gained by making grants.

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### Contact Information

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**Grants Inquiries, Correspondence, and Applications:**

grants@pym.org  
215-241-7205 (FAX)

### Recent News

[www.pym.org/grants](http://www.pym.org/grants)

# PYM Granting Committee

## TRANSPARENCY

- ▶ Grant making is a major witness of our Yearly Meeting.
- ▶ Grants are made from revenue on **\$26,446,235** in restricted funds.
- ▶ This year **\$969,677** was available for grants.
- ▶ PYM's grant funds are donor-restricted for specific purposes:

❖ *Market Value 3/31/2016*

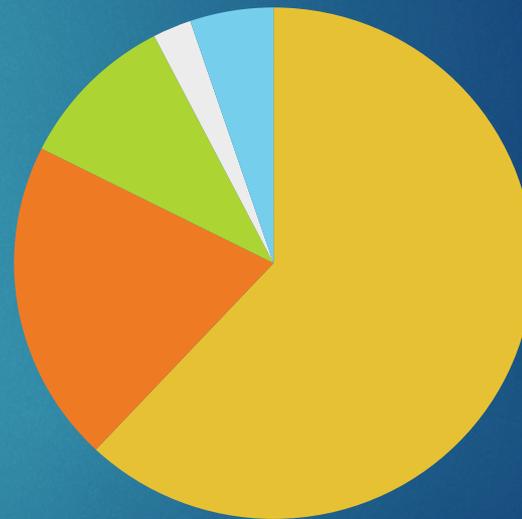
❖ *Fiscal Year 2015-16 budget*

# PYM Granting Committee

TRANSPARENCY: We can use funds only for donor's purposes

## DONOR RESTRICTIONS

- Aging - 62.0%
- Education - 20.4%
- Building Projects - 10.0%
- Travel - 2.4%
- Specific Friends Concerns - 5.2%  
Including Indian Committee,  
Family Planning, and Willits Book Trust



# PYM Granting Committee

## TRANSPARENCY

- ▶ Promote better understanding of PYM's wealth and potential uses.
- ▶ Honor donor restrictions and other legal requirements.
- ▶ Research and honor the donors including:
  - ▶ Contexts the donors came from
  - ▶ How they earned their money
  - ▶ Their leadings to gift PYM with some of their money
- ▶ We will remember their names and ministries:
  - ▶ Publish our research
  - ▶ Acknowledge the funds and their historical context as part of each grant

# PYM Granting Committee

## TRANSPARENCY

### PYM query

*“What is God calling PYM Quakers to do next to end racism and white supremacy in the Religious Society of Friends and Beyond?”*

- ▶ Collaboratives and Sprints to carry this work forward?
- ▶ Please volunteer!
- ▶ Recommend colleges or other historical research resources that could help us accomplish this work in being transparent about our past in order to transform our future.

Contact Granting Committee at [grants@pym.org](mailto:grants@pym.org)

# PYM Granting Committee

OUR VISION



# PYM Granting Committee

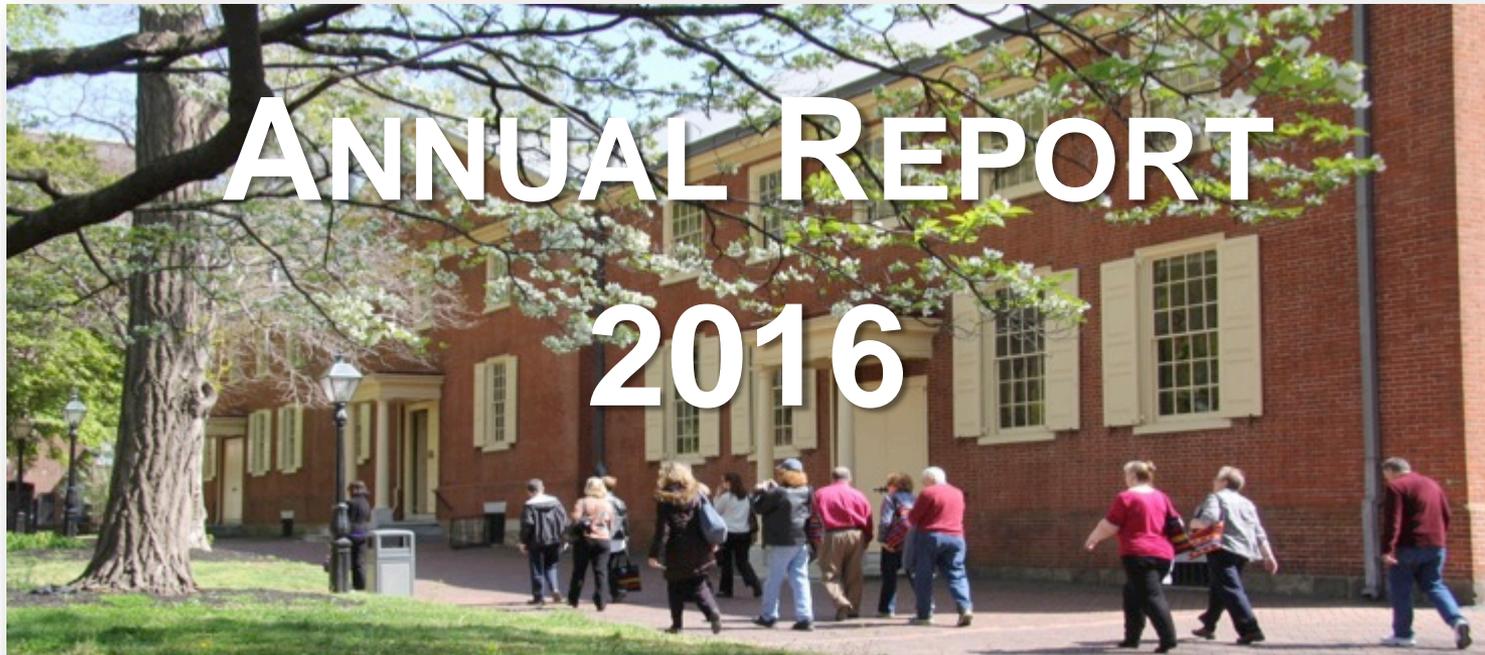
## OUR VISION

- ▶ Simplify and strengthen our grant making structure
- ▶ As much as possible, structure our grantmaking from the perspective of the grant seekers
- ▶ Provide resources that help members, meetings and organizations sustain and grow vibrant, Spirit-led communities and witness
- ▶ Connect Friends across the Yearly Meeting to our resources through effective communications and technologies
- ▶ Develop and widely communicate clear messages about PYM's grants witness
- ▶ Remember the donors

# PYM Granting Committee

Thank You!

# 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 bi-monthly basis
- There are five Board committees: Executive, Governance, Property, Public Program, and Resource Development
- Arch Street Meeting House Director Lynne Calamia and Programs Coordinator Amanda Schaffer assist 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.)



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ARCH STREET  
MEETING HOUSE  
PRESERVATION TRUST

# Accomplishments since July 2015

- Welcomed Audrey Greenhall to the Board of Trustees and 5 PYM members to committees
- Held the William Penn Fundraiser in October 2015 and netted \$20,340 for the Trust with over 180 paid attendees
- Contributed funds to PYM to continue Programs Coordinator, Amanda Schaffer



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ARCH STREET  
MEETING HOUSE  
PRESERVATION TRUST

# Accomplishments since July 2015

- Worked to implement a \$60,000 grant from the Pew Center for Arts and Heritage and planned, piloted, and prototyped engaging educational programs for visitors of all ages. This work will be completed momentarily.
- Closed the Meetinghouse to public tours from November 2015 through March 2016 to invigorate and train a new generation of docents with old and new volunteers



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ARCH STREET  
MEETING HOUSE  
PRESERVATION TRUST

# Accomplishments since July 2015

- Carried out a number of much needed capital improvements on the property such as: repairing porticos, installing weatherstripping and storm windows, planting new street trees along 4<sup>th</sup> Street, interior painting, a roof replacement, and asbestos testing/abatement
- Hired Schultz & Williams and initiated work on a Resource Development Plan, that will determine the Trust's optimum fundraising model and capabilities. This work is about to be completed.



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ARCH STREET  
MEETING HOUSE  
PRESERVATION TRUST

# Accomplishments since July 2015

- Initiated work on a “Roles and Responsibilities” chart that will proactively state the working relationships between the Trust, the Trust’s Committees, Arch Street Meetinghouse staff, PYM support staff, PYM’s Administrative Council, the Monthly Meeting of Friends Philadelphia, volunteers, and others
- Revised the rates and rental guidelines for the use of the Meetinghouse



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ARCH STREET  
MEETING HOUSE  
PRESERVATION TRUST

# Action Plan for FY 2017

- Approve the Resource Development Plan and begin implementation
- Create a request for proposals (RFP) for an Interpretation Plan and a Marketing and Communications Plan and seek funding sources
- Engage a consultant to evaluate the building and grounds with respect to the 20-year Capital Plan



# Action Plan for FY 2017

- 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
- Implement additional capital improvements, including: lighting design for the East and West Rooms, kitchen and pantry improvements, restroom renovations, fencing, storm windows, and brick pointing



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ARCH STREET  
MEETING HOUSE  
PRESERVATION TRUST

# Join us!

at the **Third Annual William Penn Fundraiser**

For an evening with Michael Quinn,  
President and CEO of the  
Museum of the American Revolution

**FRIDAY, OCTOBER 21, 2016**

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



**ARCH STREET  
MEETING HOUSE  
PRESERVATION TRUST**

## Nominating Council Report to Annual Sessions - July 28, 2016

### Appointments

<b>Assistant Treasurer</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>TERM ENDS</b>
Andrew Anderson	Friends of Philadelphia	Philadelphia	2019

<b>Treasurer</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>TERM ENDS</b>
Ron Ploeg	Willistown	Concord	2018 (2)

<b>Recording Clerk</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>TERM ENDS</b>
John Lavin	Birmingham	Concord	2017 (2)

<b>Administrative Council</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>TERM ENDS</b>
Julian Brelsford	Central Philadelphia	Philadelphia	2019*
Harry Bryans	Downingtown	Caln	2019*

<b>Quaker Life Council</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>TERM ENDS</b>
Melanie Douty-Snipes	Fallsington	Bucks	2019
Meryl Klieger	Medford	Haddonfield	2019
Gray Goodman	Providence	Chester	2019*
Kate Bregman	Central Philadelphia	Philadelphia	2019*
Bryn Hammarstrom	Wellsboro	Upper Susquehanna	2019*

<b>Friends Committee on National Legislation</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>TERM ENDS</b>
Emily Temple	Downingtown	Caln	2019
Joey Hartmann-Dow	Lehigh Valley	Bucks	2019 (2)
Margaret Mansfield	Mount Holly	Burlington	2019 (2)
William Cozzens	Germantown	Philadelphia	2017

<b>Friends General Conference</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>TERM ENDS</b>
Carl Stanton	Chester	Chester	2019 (2)

<b>Arch Street Meeting House Preservation Trust</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>TERM ENDS</b>
Mark B. Myers	London Grove	Western	2019 (2)
R. Thomas Unkefer	Friends of Philadelphia	Philadelphia	2019 (2)

<b>Friends Fiduciary</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>TERM ENDS</b>
Amy Taylor Brooks	Birmingham	Concord	2019
Deborah Fraser	Germantown	Philadelphia	2019*
Samuel Allen	Moorestown	Haddonfield	2019 (3)
Susan Haines Cunningham	Moorestown	Haddonfield	2019
Robert Hayden	Swarthmore	Chester	2019*

<b>Westtown Board of Trustees</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>TERM ENDS</b>
Luis Castillo	Birmingham	Concord	2019
Beah Burger-Lenehan	Concord	Concord	2019 (2)
Martha Bryans	Downingtown	Caln	2019 (2)
Anne Roche	Haverford	Haverford	2019
Ann Hutton	London Grove	Wester	2019
Jess Lord	Radnor	Haverford	2019 (2)
Brenda Perkins	Swarthmore	Chester	2019 (2)

**Releases**

<b>Administrative Council</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>EFFECTIVE</b>
Andrew Anderson	Friends of Philadelphia	Philadelphia	2016
Patricia Finley	Old Haverford	Haverford	2016
Evan Draper	West Philadelphia	Philadelphia	2016
Susan Petrocelli	Willistown	Concord	2016

<b>Quaker Life Council</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>EFFECTIVE</b>
Charlie Randall	Media	Chester	2016
Connie Webster	Sadsbury	Caln	2016
Tom Hughes	Reading	Caln	2016

<b>Friends Committee on National Legislation</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>EFFECTIVE</b>
Lance Billingsley	Camden	Southern	2016
David Johnston	Harrisburg	Caln	2016

<b>Arch Street Meeting House Trust</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>EFFECTIVE</b>
Ann V. Satterthwaite	Germantown	Philadelphia	2016

<b>Friends Pension Plan</b>			
<b>NAME</b>	<b>MONTHLY MEETING</b>	<b>QUARTERLY MEETING</b>	<b>EFFECTIVE</b>
Les Hopton	Westfield	Haddonfield	2016

- \* Friend has previously completed a partial term
- (2) Second term
- (3) Third term

If you have questions about this report, please contact:

Melissa Rycroft, Clerk of Nominating Council  
[melissa.rycroft@gmail.com](mailto:melissa.rycroft@gmail.com)

# **NOMINATING COUNCIL**

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Melissa Rycroft, clerk

Pennsdale Monthly Meeting, Upper Susquehanna Quarter

[melissa.rycroft@gmail.com](mailto:melissa.rycroft@gmail.com)

570.916.9529

# Nominating Council needs your help!

- Please card #1 to suggest possible nominees to Nominating Council
  - Name
  - Month Meeting
  - Suggested Position/Representative
- Please use card #2 to invite Nominating Council to an event or activity
  - Event
  - Date
  - Location
  - Contact Person

# NOMINATING COUNCIL

# Nominating Council

- Tom Rie, Gwynedd , Abington
- Eric Peterson, Norristown, Abington
- David A. Smith, Solebury , Bucks
- Betsy Bayardi, Wrightstown, Bucks
- Jack Walz, Mount Holly, Burlington
- Nikki Mosgrove, Trenton, Burlington
- Cindy Herr, Lancaster, Caln
- Joan Broadfield, Chester, Chester
- Jody Kinney, Downingtown, Concord
- Peter Lane, Westtown, Concord
- Edith Roberts, Haddonfield, Haddonfield
- Margery Rubin, Medford, Haddonfield
- James Pettyjohn, Merion, Haverford
- Ellen Deacon, Chestnut Hill, Philadelphia
- Jondhi Harrell, Germantown, Philadelphia
- Victoria Greene, Green Street, Philadelphia
- Gabbreell James, Green Street, Philadelphia
- Robert Horvay, Mickleton, Salem
- Melissa Rycroft, Pennsdale, Upper Susquehanna
- Linda Pastor, Centre, Western

# Internal Positions

- Clerk
- Alternate Clerk
- Recording Clerk
- Treasurer
- Assistant Treasurer
- Administrative Council
- Quaker Life Council
- Elder

# External Organization Representatives

- American Friends Service Committee
- Coordinating Council of the Friends Peace Teams Project
- Friends Committee on National Legislation
- Friends General Conference
- Friends Center Corporation
- Friends Child Care Center
- Friends Pension Plan
- Friends World Committee for Consultation
- National Campaign for the Religious Freedom Peace Tax
- National Council of Churches
- New Jersey Council of Churches Governing Board
- Pennsylvania Council of Churches, Board of Directors
- Quaker Earthcare Witness
- United Nations, Department of Public Information

# Affiliated Organizations

- Arch Street Meeting House Preservation Trust
- Burlington Meeting House
- Friends Education Fund
- Friends Fiduciary Corporation
- Friends Insurance Group
- George School
- Westtown School

# OPENINGS & OPPORTUNITIES

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# Council Members...

- Active in a PYM meeting or local community of Friends and a member of a Monthly Meeting.
- Know Quaker principles and practice.
- Spiritually centered and grounded, demonstrate a commitment to their own spiritual deepening, show a strong interest in and curiosity about spirituality and religion, and able to speak adeptly about it.
- Understand the greater strategic directions of Philadelphia Yearly Meeting.

# Open Positions

- Administrative Council
  - Communication
  - Governance
  - Nominating
- Quaker Life Council
  - Communication
- Friends Pension Plan
  - Human Resources
  - Benefits
  - Attorneys - employment law

# NOMINATIONS

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# Nominations: Internal Positions

## Assistant Treasurer

- Andrew Anderson, Friends of Philadelphia, Philadelphia Quarter, Term ends 2019

## Treasurer

- Ron Ploeg, Willistown, Concord Quarter, 2018 (2)

## Recording Clerk

- John Lavin, Birmingham, Concord Quarter, 2017 (2)

# Nominations: Councils

## Administrative Council

- Julian Brelsford, Central Philadelphia, Philadelphia, Term ends 2019 \*
- Harry Bryans, Downingtown, Caln, 2019 \*

## Quaker Life Council

- Melanie Douty-Snipes, Fallsington, Bucks, Term ends 2019
- Meryl Klieger, Medford, Haddonfield, 2019
- Gray Goodman, Providence, Chester, 2019 \*
- Kate Bregman, Central Philadelphia, Philadelphia, 2019 \*
- Bryn Hammarstrom, Wellsboro, Upper Susquehanna, 2019 \*

# Nominations: External Organizations

## Friends Committee on National Legislation

- Emily Temple, Downingtown, Caln, Term ends 2019
- Joey Hartmann-Dow, Lehigh Valley, Bucks, 2019 (2)
- Margaret Mansfield, Mount Holly, Burlington, 2019 (2)
- William Cozzens, Germantown, Philadelphia, 2017

## Friends General Conference

- Carl Stanton, Chester, Chester, 2019 (2)

# Nominations: Affiliated Organizations

## Arch Street Meeting House Preservation Trust

- Mark B. Myers, London Grove, Western, Term ends 2019 (2)
- R. Thomas Unkefer, Friends of Philadelphia, Philadelphia, 2019 (2)

## Friends Fiduciary

- Amy Taylor Brooks, Birmingham, Concord, 2019
- Deborah Fraser, Germantown, Philadelphia, 2019 \*
- Samuel Allen, Moorestown, Haddonfield, 2019 (3)
- Susan Haines, Cunningham, Moorestown, Haddonfield, 2019
- Robert Hayden, Swarthmore, Chester, 2019 \*

# Nominations: Affiliated Organizations

## Westtown Board of Trustees

- Luis Castillo, Birmingham, Concord, Term ends 2019
- Beah Burger-Lenehan, Concord, Concord, 2019 (2)
- Martha Bryans, Downingtown, Caln, 2019 (2)
- Anne Roche, Haverford, Haverford, 2019
- Ann Hutton, London Grove, Western, 2019
- Jess Lord, Radnor, Haverford, 2019 (2)
- Brenda Perkins, Swarthmore, Chester, 2019 (2)

# RELEASES

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# Recommendations, Suggestions, and Introductions Welcome!

- Card #1 - suggest names to Nominating Council
  - Name
  - Month Meeting
  - Suggested Position/Representative
- Card #2 - invite Nominating Council to an event or activity
  - Event
  - Date
  - Location
  - Contact Person
- Melissa Rycroft, [melissa.rycroft@gmail.com](mailto:melissa.rycroft@gmail.com), 570.916.9529

**336<sup>th</sup> Annual Sessions  
Philadelphia Yearly Meeting  
July 27 – 31, 2016  
Muhlenberg College, Allentown, PA  
Thursday, July 28, 2016 – Evening Session**

Worship

The 336<sup>th</sup> Annual Sessions of Philadelphia Yearly Meeting of the Religious Society of Friends reconvened Thursday evening in Seegers Union Building of Muhlenberg College, Allentown, PA. The announced theme of our 2016 Sessions is “Be Transformed!” We gathered for All-Together Time at 6:22 pm and were led in an origami butterfly sharing exercise by Middle School Friends. At the appointed hour of 6:45 pm, we settled into brief Meeting for Worship, welcomed by Clerk Penny Colgan-Davis (Germantown MM). Then, at about 6:52 pm, the Clerk greeted us. Those present at the clerks’ tables had already been introduced at the morning session. Joining them on the stage was Chris Lucca, Elder (Yardley MM).

Quaker Life Council Report

The Quaker Life Council Report (QLC) was given by its clerk, Lane Taylor (her membership is currently housed at Plumstead Friends Meeting).

She read her butterfly origami and was touched by it. Eight QLC members stood to be recognized. The QLC clerk began by asking the question of Friends: “How does your Spiritual Community nurture your work?”, and asked Friends to answer as they are led. Responders answered: Their meeting has their back, gave them the year off, praises their gifts, established a mid-week meeting so they may worship when they couldn’t attend on First Day, worshipped with them while in rehab center, offered space to sell their work to the public, tells me how they love me, doesn’t let me give up, and visited me in the hospital.

An overview was given of the Council structure, and a reminder that internal committees (Governance, Funding, Program, and Sessions) exist to create and sustain its processes. We were asked to note a change: Sessions Planning is now the Sessions Coordinating Committee (responsible for both Continuing and Annual Sessions planning). The QLC clerk noted that the Council has extended an invitation to Friends outside of QLC to bring their wisdom, spirit, and expertise to the Council’s work, and offered a hearty thanks to Friends who have said yes.

Collaboratives are defined as self-organized and self-facilitated groups and are formed under the care of QLC by Friends who have a common interest or ministry through a process established by the Council. Friends establishing Collaboratives apply through the *Application for Work, Witness, or Activity* within PYM on the PYM website, and paper applications are

welcomed. The goal is to form a focused community that is not limited by geography within PYM. Each collaborative should have a representative mix of meetings. Current Collaboratives are: The Middle East Collaborative, The Eco-Justice Collaborative, The Legislative Policy Collaborative, The Spiritual Formation Collaborative, The India Friends Collaborative, The Public Education Collaborative, and The Supporting Individuals Calls to Ministry Collaborative. Members were asked to stand to represent the Collaboratives in turn and were thanked.

Highlights of Collaboratives' work were shared. Eco-Justice shared that The Friends Economic Integrity Project of EJC just published another book, *Toward a Right Relationship with Finance*, and a video, *Climate Race and Justice*, which will be shown at an Eco Justice workshop this Saturday at Annual Sessions or at monthly meetings, by request.

The Legislative Policy Collaborative's major goal for this current year has been to engage Young Adult Friends in public policy. On February 6, 2016, they held their first FCNL contact gathering at Friends Center to introduce the mission of their collaborative, share stories and lobbying practices, and to give monthly meeting contacts a chance to meet each other face to face.

The Spiritual Formation Collaborative recently completed leading its nine-month program at Lancaster and Central Philadelphia Meetings and is considering offering it to several other meetings. They are exploring offering two residential weekend Spiritual Formation renewal programs open to anyone who wants to bring the program to their meeting. These would be a time for Friends who are active in Spiritual Formation to get inspired, get grounded and continue to grow deeper in their faith. They hope to use the great experience and skill of the Baltimore Yearly Meeting folks in helping them move in this new direction.

The Supporting Individual Calls to Ministry Collaborative seeks to develop resources for supporting individual calls to ministry, which will be posted at [pym.org](http://pym.org), and may include discernment practices, clearness committees, support groups, spiritual accountability, mutual accountability, financial management, overcoming obstacles, job descriptions, frequently asked questions, and adult education curriculum. As a result of this work, QLC will host a threshing session for Minutes of Concern from Quarterly Meetings at Annual Sessions this Saturday at 1:30 pm (change of time noted) and will be facilitated by Tom Hoopes (Valley MM). The group also plans to conduct workshops to support individual ministry.

QLC funding and budget was presented. There is now a funding application for Fiscal Year 2017 at [QLC's webpages on pym.org](http://qlc.pym.org). The QLC Budget: \$39,150, Additional Donations: \$2,000, Strategic Reserve: \$50,000. From total QLC Funding Budget, \$16,775 was requested, \$13,675 was approved, \$3,694 was returned (total used: \$9,981) \$5,675 was used to support the work of the Collaboratives, \$1,500 was used to support the Summit of Change, \$6,500 was used to

support the 2016 White Privilege Conference, which around 200 PYM Friends attended. The body was asked to raise hands if they attended the White Privilege Conference and many hands were raised.

Early in its formation, QLC chose to supply additional funds (additional to the support that was provided as members of the host team) to help PYM Friends attend the Conference. These funds supported a total of 18 PYM Friends. Full reimbursements were given to everyone who requested them, which included several people who applied after the deadline.

The \$3,694 that was returned was unused scholarship funds. Zachary Dutton (Central Philadelphia MM), Associate Secretary for Program and Religious Life, has entered into discussion as to how structural racism may have been present in this process. Impediments might have included the registration and aid application process and insufficient outreach regarding availability of funds. QLC will continue to investigate potential barriers which that will better inform and improve their work in the future.

The Spirituality and Social Justice Thread Gathering is scheduled Saturday, September 24, 2016, at Swarthmore Meeting. This is a continuation of the work begun at the White Privilege Conference.

QLC's future work will continue to include solicitation of feedback. They affirm the statement that living in Spiritual Community is essential. They plan to delineate a structure for stewardship and mutual accountability between the Council and supported groups (Collaboratives, Sprints, etc.). In a further effort to discern these processes, there will be a Collaborative Meet-and-Greet at Sessions this Friday at 1:00 pm, with no location yet posted. A final plea was shared with the community to consider being a Resource Friend. The clerk shared her gratefulness for seeing such passion in action.

The Presiding Clerk and the General Secretary also suggested to Friends that if you enjoy connecting with others in your meeting, and requested a show of hands, that you might make a great Bridge Contact. Consider connecting Friends, and search [pym.org](http://pym.org) to see the Collaboratives teams.

A Friend thanked the clerk for the report and asked about meeting schedule. The clerk replied that the group meets monthly, as well as the subcommittees. Another Friend asked about how thread gatherings are decided. The clerk replied that QLC has care of Threads and still needs to discern how to engage Friends in the work of the planning, and in the interim, the current system for thread-planning that functioned in our previous structure continues. After a question about Faith and Practice, a Friend shared that there are five drafts in the session's library. The clerk was asked to further define Resource Friend. She gave the following example: If there is a

request for assistance from your meeting, the meeting could be connected with a Resource Friend can share their gifts/experience/resources. The Presiding Clerk added that the goal is to create a registry of Resource Friends.

The clerk reviewed Sprints briefly, mentioning the Retreat for Friends of Color in its planning stages, as is Nuts and Bolts, a resource for monthly meetings. This is not an exhaustive list. A Friend complimented the funding process for QLC, that it is much improved in ease.

Penny thanked Lane and QLC for the report, which was shared in summary and in full in advance of the meeting.

### Sessions Coordinating Committee Report

QLC's clerk then introduced the clerk of the Sessions Coordinating Committee (SCC), Emily Blanck (Mickleton MM), also a member of Implementation Committee. SCC's clerk gave the report, beginning by sharing what she loves about Sessions, thanked PYM staff Tricia Coscia (Yardley MM) and her assistant, Eric Berdis, for their work, and she asked us all to thank them. Four members of the committee stood in recognition. SCC's clerk also thanked us all for attending. She lifted the query: "What is sacred about Annual Sessions for you?" and we were asked to share that thought with one friend. SCC's clerk shared a presentation with Friends, mindful of the query shared at Annual Sessions 2015: "What is God calling PYM Quakers to do next to end racism and white supremacy in the Religious Society of Friends and Beyond?"

SCC's clerk gave the history of the last year of Sessions, beginning with Continuing Sessions held in Fall 2015, with 350 in attendance, and Spring 2016, with 375 attending. These Sessions included a focus on continuing education and work and witness to build stronger networks that will become Collaboratives. The growth of the SCC was outlined as beginning as the Interim Sessions Development Committee, tasked with the broad vision of Sessions, continuing to the present Session Coordinating Committee, tasked with the vision for the long term. She showed a word cloud lifting up key words for what is most important and sacred about "Annual Sessions."

The focus of Annual Sessions is on discerning individual leadings, deepening and enriching our faith, having joyous time together, conducting effective business, insuring that our corporate leading is part of our business, and meeting as a multigenerational community. Continuing Sessions needs to be lean since it is held on one day, focusing on core essential needs: belonging and fellowship, expressing and exploring our identity as Quakers, and multigenerational time. More Friends are needed for short and long term projects, and Friends should see the SCC clerk or Tricia Coscia to assist. The SCC clerk invited the community to Westtown on November 5, 2016 for the fall Continuing Sessions.

One Friend asked for a definition of racism and white privilege, and suggested a goal of “progress toward equity” rather than “ending racism.” The Presiding Clerk thanked the SCC clerk and the Committee for their report.

### Undoing Racism Group Report

QLC’s clerk affirmed the 2015 query lifted above in SCC’s report as clearly affirming the work that QLC does. She introduced co-clerks Vanessa Julye (Central Philadelphia MM) and Lucy Duncan (Green Street MM) of the Undoing Racism Group (URG) with their third co-clerk, Noah White, not being present.

Vanessa shared that URG was created at 2014 Annual Sessions, as a response to many Friends noting they did not see anything speaking to race in this new structure. It was suggested by then-clerk Jada Jackson that a group come up with a minute. The minute was not approved by the body, noting that it needed seasoning and work when brought before the body later in that Sessions. Their working document regarding their goals and work can be found at the [Undoing Racism Group pages on pym.org](#).

Four URG groups were noted:

- Friends of Color Retreat held in 2015 (Sprint); URG is in the process of planning another one
- Learning Communities- committed to put racial justice at the core of all that we do and in our practices
- Connecting with Communities of Color in our surrounding neighborhoods to collaborate more effectively (networking)
- Holding ourselves accountable to co-create a new kind of community here at PYM

Lucy reiterated that following our Annual Sessions theme, we are trying to transform PYM. Regarding the authors of *Fit for Freedom, Not for Friendship*, she shared that they wanted to do a book on the “courageous few.” Inspired by the idea, Lucy shared her vision of a courageous *many*; what if PYM was the “courageous *many*,” being the change we want to see? URG meets nearly monthly and generally has thirty members in attendance. Thirteen present Friends stood and were recognized for participating in these groups, which are open to anyone active in PYM. Each meeting includes a learning activity and then work. Their plan is currently on the PYM website. In September, this group will go on a retreat to assess its long-term vision.

Vanessa repeated our 2015 query. Three proposed actions around collective witness were offered in response:

1. William Penn Annual Lecture and the concern for changing its name considering Penn’s history of owning and trading enslaved Africans. URG will present the question to Young Adult Friends, which sponsors the event to see if perhaps it should be renamed. It was

shared that a Friend of Color who had been invited to be a featured speaker did not accept the invitation because of the current name. Names such as Bayard Rustin, Lucretia Mott, Sarah Mapps Douglass were offered as other options.

2. Desire to make Black Lives Matter (BLM) signs available to any meeting that would like them.
3. (Shared by Lucy) Initiative to look at the origins of our wealth as outcomes of oppression and considering the formation of a small fund toward reparations to support the ministries of Friends of Color.

The full group will meet for dinner Friday at Sessions, upstairs, and all are welcome to join them.

Penny thanked the presenters and asked for questions. One Friend shared that Concord Quarter is considering how to be present and responsive, exploring with other faith communities in West Chester, PA, how to accompany People of Color during emergency events. She gave support for BLM signs, but would like a sign to show our Quaker solidarity specifically.

Lucy reminded us of the work of the Quaker Social Change Ministry under the care of AFSC, which helps teach the practice of regular accompaniment, helps meetings find a neighborhood community to be with in accompaniment over time. Five pilot groups in this program this year were deeply moved by this work.

A Friend asked if John Woolman as a series name (for renaming the William Penn Lecture) might be an option. Lucy shared that the name was in fact offered, but the decision rests with Young Adult Friends. A Friend explained about networking, and that the Called Meeting in January 2015 helped Friends learn about what is being done throughout PYM. Several have signed up to be contact persons within their meetings. Friends may visit the website for networking lists.

In closing their report, Lucy noted that URG is not yet part of the PYM structure and that the proper fit has yet to be assessed.

#### Implementation Committee Report

The Presiding Clerk introduced the Implementation Committee (IC), thanking them for the work of 18 months. The IC presentation was given by their clerk, Jonathan Snipes (Fallsington MM)

The IC clerk thanked and named the members of the committee and began by sharing a dream about a collapsing wall, to which he reflected to his wife, “perhaps sometimes even old beautiful structures need to be taken down.” He felt the blessing of working with Friends to be profound, and thanked and recognized the varied gifts and skills of the group.

The IC was formed during the 2014 Annual Sessions to foster the process of moving PYM from its former structure to the structure proposed by the Long Range Planning Group. *Re-Kindling Our Fire: A 5-Year Plan for Philadelphia Yearly Meeting* was the framework used by the Implementation Committee in each step of its process. Friends including those serving on Standing Committees, Working Groups and other committees, moved with openness and good spirit as change was navigated together. Currently, Administrative Council and Quaker Life Council are in full operation, Nominating Council has been expanded, and new Collaboratives and Sprints have begun their work.

IC has been in dialog with the Undoing Racism Group, as it further discerns its role within PYM, as PYM has committed itself to ending racism and white supremacy within PYM and beyond. The Undoing Racism Group is playing a crucial and ongoing role in these efforts and is now seeking to define a formal role within PYM's structure. Consideration of this critical issue should be a priority for the group concerned with structure.

**The transition work now being substantially completed, Implementation Committee requests to be laid down. This request was approved with deepest thanks.**

The IC clerk then requested that in order to guide any remaining work and to deal with other issues of structure as they may arise, the formation of an *ad hoc* structure group composed of the clerks of the three Councils, PYM Presiding Clerk, General Secretary and five at-large members. To provide continuity, the five at-large members could be three Friends from Implementation Committee and two from Nominating Council.

A Friend asked how long would the *ad hoc* group last, and Jonathan suggested term length to be one to three years. Another Friend asked if this *ad hoc* group might be making the structure too complicated and that Administrative Council look at our governance structure. Several Friends also agreed that more seasoning is needed for this concept. Friends repeated the concern that we are building in extra structure and asked if the current structure can manage questions like these.

The Presiding Clerk shared that she is persuaded from the comments that we are not yet in a place for a decision, and she asked for other suggestions on structure. A Friend thought that we need a place for structure decisions when we need it, as we don't know when we'll need it. Another Friend asked that we include members of the Undoing Racism Group, as we need to be aware of institutional racism. Another suggestion was to consider how Elders are included. A Friend shared that we need some mechanism by which we can continuously monitor our process with periodic assessments and look for ways to improve.

Another Friend, concerned about going outside of our structure already, asked why the new structure couldn't handle these concerns. A Friend asked if Continuing Sessions might approve a proposal made by the Undoing Racism Group so that it has its properly-understood place and role, rather than "as this group over all of everything." A Friend then asked if we remembered what started us on this journey: As a body we noted a need for something in the structure that would help us with this work. She gave a plea for the view to be rather than as a group "taking over," but instead to be viewed as Friends with a deep concern and deep leading.

The Presiding Clerk reviewed our history with the new structure, created by the Implementation Committee, and stated that there is still one more question about our structure, understanding that others may arise. How will questions be discerned in future? We must understand if there is something existing currently to make these discernments or if we must create another substructure.

The General Secretary reflected that she heard a concern about the way in which we review our structure regarding institutional racism.

The Presiding Clerk determined that right action would be to give the leadership body of our clerks some time in discernment and that they may be able to come back on Sunday with a recommendation to the body. This course of action was supported by Friends.

We then adjourned at 8:45 pm, after a period of brief worship, intending to reconvene at 9 am on Friday morning.

In Service,

Recording Clerk, Erika Juran (Harrisburg MM)

Recording Clerk, John Lavin (Birmingham MM)

Presiding Clerk, Penny Colgan-Davis (Germantown MM)

# QUAKER LIFE COUNCIL REPORT

**ANNUAL SESSIONS**  
**July 28<sup>th</sup>, 2016**

# Heart-Sharing/Shout-Out

- **Heart-sharing/shout-out: How does your Spiritual Community nurture your work?**

# Council Structure

- We've created internal committees (Governance, Funding, Program, and Sessions) to create and sustain these processes
  - Sessions Planning is now the **Sessions Coordinating Committee** (responsible for both Continuing and Annual Sessions planning)
- We have begun reaching out to Friends outside of our Council to bring their wisdom, spirit, and expertise to this work
- The Council now Meets once a month to create and implement processes for supporting the work and needs of our Yearly Meeting

# 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 (QLC) through a process established by the Council
  - Friends establishing Collaboratives will apply through the **Application for Work, Witness, or Activity within PYM** on the PYM website
- 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

# Current List of Collaboratives

- **Middle East Collaborative**
- **The Eco-Justice Collaborative**
- **The Legislative Policy Collaborative**
- **Spiritual Formation Collaborative**
- **The India Friends Collaborative**
- **Public Education Collaborative**
- **Supporting Individuals Calls to Ministry Collaborative**

# What the Collaboratives are up to!

## Eco-Justice Collaborative

◦ The Friends Economic Integrity Project of EJC just published another book, **Toward a Right Relationship with Finance** and a video, “**Climate Race and Justice**,” which will be shown at an Eco Justice workshop this Saturday or at Monthly Meetings, on request

◦ ECJ is also: 1) working with Friends schools regarding greater sustainability;  
◦ 2) providing groups with climate witness and moral advocacy training;  
◦ 3) coordinating with faith groups and monthly meetings regarding climate advocacy in Pennsylvania; and  
◦ 4) organizing climate awareness nature walks

# What the Collaboratives are up to!

## Legislative Policy Collaborative

- Their major goal for this current year has been to engage Young Adult Friends in public policy
- On February 6, they held their first FCNL contact gathering at Friends Center to introduce the mission of their collaborative, share stories and lobbying practices, and give monthly meeting contacts a chance to meet each other face to face
- As part of the mission to engage Friends in public policy, they coordinated one major lobbying effort on Sentencing Reform (#UnlockJustice)
- More recently, they have planned a series of workshops for this Annual Session, which focus on the transformative nature of lobbying on behalf of our Testimonies as part of one's spiritual journey

# What the Collaboratives are up to!

## Spiritual Formation Collaborative

- The Spiritual Formation Collaborative has just completed leading its nine-month program at Lancaster and Central Philadelphia Meetings
- They are exploring offering it to several other Meetings

- They are exploring offering two residential weekend Spiritual Formation renewal programs open to anyone who wants to bring the program to their Meeting
- These would be a time for Friends who are active in Spiritual Formation to get inspired, get grounded and continue to grow deeper in their faith.
- They hope to use the great experience and skill of the BYM folks in helping them move in this new direction

# What the Collaboratives are up to!

## Supporting Individual Calls to Ministry Collaborative

- Develop resources for supporting individual calls to ministry:
  - These resources will be posted on the PYM website and may include discernment practices, clearness committees, support groups, spiritual accountability, mutual accountability, financial management, overcoming obstacles, job descriptions, frequently asked questions, adult education curriculum, etc.
- Conduct workshops and trainings related to supporting individual calls to ministry
- Cultivate discussions via PYM Connect to address common concerns and issues, offer prayer and support, and notify people of upcoming workshops and trainings

# Threshing Session for Minutes of Concern from Quarterly Meetings

◦ Thanks to the thoughtful work and discernment of the Supporting Individual Calls to Ministry Collaborative, the Quaker Life Council will host a threshing session for Minutes of Concern from Quarterly Meetings on **Saturday at 12:30 pm**

# QLC Funding

- The Quaker Life Council has also joyfully provided resources and support using our budget
- Like the **Application for Work, Witness or Activity within PYM**, there is now a **Funding Application for Fiscal Year 2017** on the PYM website!
- QLC Budget:**
  - Amount Budgeted: 39,150**
  - Additional Donations: 2,000**
  - Strategic Reserve: 50,000**

# QLC Funding, Cont'd.

- From total QLC Funding Budget, 16,775 was requested, 13,675 was approved, 3,694 was returned (total used: 9,981)
  - 5,675 was used to support the work of the Collaboratives
  - 1,500 was used to support the Summit of Change
  - 6,500 was used to support the White Privilege Conference (around 200 PYM Friends attended!!)
- The 3,694 that was returned were scholarship funds that were not utilized

# PYM & The White Privilege Conference

- In one of our first actions, the QLC chose to supply additional funds (additional to the support that we provided as members of the host team) should be designated to help PYM Friends attend the Conference
- These funds supported a total of 18 PYM Friends (we gave full reimbursements to everyone who applied, which included several people who applied after the deadline)
- As I previously mentioned, not all of the funds were used: there has been a conversation about where structural racism may have come up in this process, and it's mostly in the convoluted nature of the registration and then aid application process (we think that it made the whole thing less accessible)
  - We were also on a time crunch, swamped with other things, and didn't do hardly as a good job in outreach about the availability of the funds as we could -- this is where we will work to improve for the future

# PYM & The White Privilege Conference, Cont'd.

- The Spirituality and Social Justice Thread Gathering has been scheduled for Saturday, September 24 at Swarthmore Meeting
- We would like to make the focus of this Thread Gathering follow up from the White Privilege Conference
  - We'll invite all of the PYM people who attended the WPC to attend this Thread Gathering, and it will be announced in other places, too (we haven't yet discerned what the content of the time will be, as making WPC the focus of the Thread Gathering was a recent idea/decision)

# What We've Learned/Coming Soon

- Soliciting Feedback and living in Spiritual Community is essential!
  - Coming Soon
    - A structure for stewardship between the Council and supported groups (Collaboratives, Sprints, etc).
    - Resources Friends
    - Inviting more Friends to participate in the new structure: it won't work without Friends participating! Please think about saying yes!
  - A Collaborative Meet & Greet at Sessions: **Friday @ 1:00 pm**

## **Report from Implementation Committee Philadelphia Yearly Meeting 2016 Annual Sessions**

The Philadelphia Yearly Meeting (PYM) Implementation Committee was formed during the 2014 Annual Sessions to foster the process of moving our Yearly Meeting from its former structure to the structure proposed by the Long Range Planning Group. “Re-kindling Our Fire: A 5-Year Plan for Philadelphia Yearly Meeting” was the framework used by the Implementation Committee in each step of its process.

The work accomplished in the past year and a half has been profound. Friends of Philadelphia Yearly Meeting, and those serving on Standing Committees, Working Groups and other committees, moved with openness and good spirit as we all navigated this change together. At this point, Administrative Council and Quaker Life Council are in full operation, Nominating Council has been expanded, and new Collaboratives and Sprints have begun their work.

With this transition work substantially completed, Implementation Committee requests to be laid down. To guide any remaining work, and to deal with other issues of structure as they may arise, Implementation Committee recommends the formation of an ad hoc structure group composed of Clerks of the three Councils, PYM Presiding Clerk, General Secretary and five at-large members. To provide continuity, the names of several Friends from Implementation Committee will be forwarded to Nominating Council for its consideration to fill two of the at large seats on the ad hoc structure group.

Implementation Committee has been in dialog with the Undoing Racism Group, as it further discerns its role within PYM. The Yearly Meeting has committed itself to ending racism and white supremacy within PYM and beyond. Undoing Racism Group is playing a crucial and ongoing role in these efforts, and is now seeking to define a formal role within PYM’s structure. Consideration of this critical issue should be a priority for the ad hoc structure group.

In appreciation,

Jonathan R. Snipes, Clerk

Implementation Committee

# **Working Document of the Undoing Racism Group of PYM: Fostering Beloved Communities of Love and Justice**

## **The Call into Beloved Community**

During the 2014 Philadelphia Yearly Meeting (PYM) Annual Sessions, a Friend of color (among others) observed that PYM's diversity does not reflect the diversity of our neighborhoods, and called on PYM to address the racism that still persists in our Society. In response, a multiracial group of Friends came together at Sessions and has continued to meet since, holding honest conversations and seeking way forward for PYM and its faith communities. This Undoing Racism Group shares a collective vision and proposes actions which may work to develop the kinds of beloved faith communities we wish for our Monthly, Quarterly, and Yearly Meetings, along with other bodies under our care.

## **A Vision for Beloved Community**

All PYM members and Meetings responsibly co-create that community which graces our Worship and other forms of Spiritual communion. As Bayard Rustin put it, "Good will and love build the sacred base of real [community], in which the dignity and equal opportunity of every person is sacred and guaranteed."

## **Our Current Condition**

Friends yearn for Beloved Community even as we live in a world marred by racism and the huge harm it has caused for centuries. Racism belittles us all, but people of color suffer the most. Many describe the central issue as "white supremacy," which legal scholar Frances Lee Ansley defines as "a political, economic, and cultural system in which whites overwhelmingly control power and material resources, conscious and unconscious ideas of white superiority and entitlement are widespread, and relations of white dominance and non-white subordination are daily reenacted across a broad array of institutions and social settings." Friends may not consciously collude with these systems or realize the ways we participate in supporting them. However, to the extent that we as Friends do not actively dismantle white supremacy and racism, we remain complicit with and perpetuate them.

The October 2014 issue of Friends Journal featured articles by F/friends of color who testify that racism persists within the Religious Society of Friends, including within PYM. European cultural norms, which influenced the founding of the United States and of Quakerism, continue to be dominant within PYM as they are within the larger society. But that is only part of the story. Just as the Living Christ invited Early Friends into greater "perfection," our Guide encourages us today to be open to continuing revelation and the growth it asks of us. All of us deserve Beloved Community in our meetings; yet today, Friends of color experience daily the weight of racism and white supremacy. Our belief in "that of God in everyone" holds us responsible to our God, ourselves, and other people, to undo racism and white supremacy both within ourselves and within our faith communities.

## **A Spirit-Led Invitation**

To be a community richly reflective of all people and to assist Spirit to move freely within and between us all, will require that our meeting communities learn to embrace a world-view of wider and more varied cultural norms, to identify and dismantle white privilege, and to engage in anti-racism work within and beyond the Religious Society of Friends. The Undoing Racism Group sees this as vital spiritual work from which all Friends can benefit. We freely acknowledge that this requires long-haul commitment, and we believe that, with Divine assistance, PYM Friends can co-create sweet Beloved Community, welcoming, inclusive, and nurturing of us all. We invite Friends and Meetings to join us, as they are led.

## Priorities and Plan of Action (a work in progress) of Undoing Racism Group of PYM

The Undoing Racism Group, as individuals and corporately, feels Spirit powerfully rising among us. We share the following as a work in progress with our PYM community. We have formed working groups to address each of the following four areas. We hope that you will join us in implementing the following actions, and we welcome your heart-felt prayers, thoughts, words, and actions, to help this vision become a reality.

1. **Learning communities.** We commit to put racial justice at the center of our spiritual commitments, to make changes to our structures and practices as we learn, and to:
  - a. Provide and participate in annual trainings for PYM Friends and staff, to learn models for discussing racism and white privilege. These will include separate spaces for white people and for people of color, as well as opportunities for these groups to join together.
  - b. Provide and participate in trainings for white Quakers to learn effective ways to identify and lovingly interrupt instances of racism. Create and nurture ongoing support circles for white Friends committed to this work.
  - c. Provide ongoing programs for Young Friends and Middle School Friends to learn about racism and ways to address it in their own lives.
  - d. Encourage participation in the White Privilege Conference in Philadelphia, March 2016.
  - e. Provide a library of related resources on the PYM website.
  - f. Examine and revise our Quaker practices and structures, based on discerning that which is essential to Quaker faith. Pare away those artifacts of white, class-specific culture we may find there.

Contact: Kathy Miller [kathy.miller@gmail.com](mailto:kathy.miller@gmail.com)

2. **Support Friends of color.** We commit to finding practices that actively support Friends of color so they may feel welcome and safe to grow as fully engaged members and leaders of our faith communities, by:
  - a. Supporting Friends of color through the development of leadership, support committees, travel committees along with providing childcare to enable meeting participation and active involvement.
  - b. Providing opportunities for Friends of color to gather together.
  - c. Developing and implementing a clear process to respond early, humbly, firmly, and lovingly to support both Friends who experience racist behavior among Friends and Meeting communities which, wittingly or not, commit it.

Contacts: Vanessa Julye [v\\_julye@aol.com](mailto:v_julye@aol.com) or Viv Hawkins [friendviv2@gmail.com](mailto:friendviv2@gmail.com)

3. **Connect with communities of color.** We commit to reaching out and learning more about people and communities of color in our surrounding neighborhoods, seeking to find how Friends can be supportive and collaborate more effectively with these neighbors, and to:
  - a. Teach and support meetings to find effective and spiritually grounded ways to connect with and companion those local communities most impacted by oppression.
  - b. Learn ways to develop meaningful relationships with people of color in the communities in which we reside, knowing that real love is a motivator for change, and that our inevitable mistakes may become the source of our greatest learning.

Contact: Lucy Duncan [lduncan@afsc.org](mailto:lduncan@afsc.org)

4. **Hold ourselves accountable.** We commit to hold ourselves accountable to co-create a new kind of PYM community committed to undoing racism and examining and ending white privilege within PYM. Toward that goal, we will work to implement the following mechanisms:
  - a. Assess annually our progress in undoing racism and eliminating white privilege among PYM.
  - b. Assist a portion of the state of the meeting reports to reflect on meetings' efforts to understand and address racism and white supremacy.
  - c. Advocate time is allocated for this work annually at PYM Annual Sessions throughout the 5-year implementation of the Long-Range Plan, with the assistance of PYM's clerk and the Sessions Planning Group.

Contact: Susan Chast [schast@verizon.net](mailto:schast@verizon.net)

**336<sup>th</sup> Annual Sessions  
Philadelphia Yearly Meeting  
July 27 – 31, 2016  
Muhlenberg College, Allentown, PA  
Friday, July 29, 2016 – Morning Session**

Worship

The 336<sup>th</sup> Annual Sessions of Philadelphia Yearly Meeting of the Religious Society of Friends reconvened Friday morning at 9:30 am in Seegers Union Building of Muhlenberg College, Allentown, PA. The announced theme of our 2016 Sessions is “Be Transformed!” At the appointed hour, we settled into Meeting for Worship and prepared ourselves for our business.

Welcome and Introductions

At 9:45 am, Clerk Penny Colgan-Davis (Germantown MM), greeted us. Alternate Clerks Tom Hoopes (Valley MM), Alison Anderson (Central Philadelphia MM), and Amy Keitzman, (Central Philadelphia MM, West Philadelphia Preparative Meeting) introduced themselves. The Co-Recording Clerks were Marty Smith (Moorestown MM) and John Lavin (Birmingham MM). Becky Tallerico was the speech-to-text provider.

The Presiding Clerk read Letters of Introduction for visitor, Margaret N. Musalia, from Vihiga Yearly Meeting of Kenya, and from Western YM, whose sessions Margaret had recently visited. Five first-time yearly meeting attenders introduced themselves. Those from outside of PYM introduced themselves: Nia Tenorowitz (Intermountain YM); Carol Anne Ferlauto (Chatham Summit, New York Yearly Meeting) and Earlham School of Religion; Tim Barner and José Santos Woss, staff of FCNL, Washington DC; and Keith Harvey of AFSC’s Northeast Region.

Trevor Johnson (West Philadelphia Preparative Meeting) read the epistle from Baltimore Yearly Meeting. Through a difficult and painful time, Friends grappled with racism and the exploitation of the earth. Friends were challenged to be in balance and community as they faced these challenges.

Melanie Doughty-Snipes (Fallsington MM), George Shaffer (Abington MM), and Amy Duckett Wagner (Fallsington MM) led us in singing *Leaning on the Everlasting Arms*.

Treasurer’s Report

The Treasurer’s Report was given by Ron Ploeg (Willistown Meeting). The Treasurer reported on PYM’s General Fund spending for the first nine months of FY 2016 through June 30. Income year-to-date is tracking budget. Expenses are below budget. Lower volunteer and program

expenses reflect the transition to the new PYM structure. Utility spending is well under budget because of the warm winter.

Next came an informational report: “How Much Money Does PYM Have?” The Treasurer illustrated PYM’s assets with various configurations of 547 chocolate coins. The big picture of 547 chocolate coins represents PYM’s cash and investments of \$54.7 million. But 99% of our assets are either restricted (449 chocolate coins), gated (65 chocolate coins) or earmarked savings (26 chocolate coins). He concluded that PYM is not as rich as it might first appear because only 1% of our assets are free to use and this amount fluctuates throughout the year.

Lastly, the Treasurer presented the FY 2017 General Fund Budget for decision. On the income side, funds available of \$3.04 million is budgeted to increase 1.2% from expected 2016 levels. A goal is to increase direct financial support from individual Friends to 20% of yearly meeting membership. On the expense side, total expenses of \$2.94 million are budgeted to increase 4.3% from expected 2016 levels, which are currently below budget. PYM has budgeted volunteer spending to return to normal pre-reorganization levels and budgeted utility spending for a normally cold winter. We are again expecting a surplus in the next year.

### **Questions and Comments**

In response to a question about where our donations go, the Treasurer said that they go into the General Fund. Another Friend wondered if the financial activity sheet showed the most recent distributions from Fiduciary Corporation; the answer was “yes” and that PYM has three months of operating funds. There were expressions of appreciation for the clarity of the Treasurer’s presentation. Ron then explained that income for PYM comes from covenants, contributions for tours at Arch Street Meeting House, investment income, and administrative fees. A Friend reminded us that those who have gone before have left us financially well-endowed and we should think about giving to PYM. Another Friend wondered where our reserve funds are kept, and the Treasurer explained that they are held in separate accounts at Friends Fiduciary and can be transferred to the general fund only as needed for their intended purpose and only as approved by the Treasurer (new safeguard procedure adopted after the financial crisis). One Friend cautioned that we need to think a little more creatively about interpreting the guidelines for distributing the Restricted Funds. We need to take a look at the origin of our various trust funds to inform us in our decision making. One Friend felt uncomfortable in attempting to circumvent original trust designations.

In response to a question about the budgeting process, the Treasurer explained that the Administrative Council, recognizing the need to handle functions previously handled by the Financial Stewardship Committee and Financial Oversight working group (FOWG), this year used the authority granted to it under the new structure to form a Finance Committee with the Treasurer serving as Clerk. Among other things, the Finance Committee works with staff to

prepare a budget for initial approval by the Administrative Council before bringing it to Annual Sessions for final approval. Work on the budget begins in March or earlier each year and includes sending it to Monthly Meetings for feedback before Annual Sessions.

The Treasurer noted that projected increased expenses for payroll and benefits were due to projected increases in healthcare costs. When a Friend asked about Fixed Asset Depreciation in the expense budget, Ron explained that taking this expense is a GAAP (General Accepted Accounting Principle) requirement even though it is not an immediate cash expense. After the financial crisis, PYM adopted the practice at the end of each fiscal year to transfer cash in the amount of depreciation expense to the Capital Reserve so that these funds would be available to fund future capital expenses without impacting the operating budget. Another Friend wondered how decisions were made about spending surpluses. Ron explained that years ago we made a decision to fund a 6-month Operating Reserve in accordance with best practices for non-profits, to help us weather future financial crises should they occur. The Operating Reserve is at 88% of our goal, and we need to continue replenishing these reserves a while longer until our goal is fully met. The Treasurer explained that a decision this year on disposition of the cash surplus was made by the Administrative Council and that next year a recommendation will come from the newly created Finance Committee. In addition to replenishing the Operating Reserve, the decision this year for the first time included allocating \$75,000 to a new Strategic Project Reserve for use by the Quaker Life Council (\$50,000) and staff (\$25,000) to fund strategic projects. The Treasurer made the point that once the Operating Reserve is fully funded, if we continue to see cash surpluses at the end of the year, we will be able to allocate more money to fund Quaker projects. There was a question about how the income from Covenants and Annual Fund are used; they both go into the General Fund and both are important. The Annual Fund reflects individual commitment and giving to the Yearly Meeting. The most flexible line in the Income budget is from individual contributions. In response to the question about the relationship between administrative fees and administrative expenses, the Treasurer explained that administrative expenses are spread throughout the budget, covered by the 1% administration fee PYM charges the restricted funds to account for and administer them. Much appreciation was expressed for the fiscal discipline and good stewardship of our financial resources. **Friends approved the budget for FY 2017 as presented.**

#### American Friends Service Committee (AFSC) Report

The AFSC report was presented by Lucy Duncan, Director of Friends Relations, and Keith Harvey, Northeast Regional Director.

#### Mission/Nonviolence

AFSC's mission is to build the foundation for lasting peace by partnering with diverse communities, healing and restoring relationships, and transforming unjust systems. It does this

by working at the grassroots with strategic efforts that build alternatives and disrupt current injustice.

AFSC works in 37 US cities and 14 countries around the world. Its global reach gives the organization a distinct perspective for its work in the US and that work in the US informs its work globally. The work is guided by those most impacted, focused on key issues, supporting the rising generation of young leaders for nonviolent social change, and changing the narrative on militarism and violence.

AFSC believes that violence is not only immoral, it is counterproductive if one is seeking peace and that there is a double standard that has been applied to war and nonviolent alternatives to war. No matter how many failed military adventures in the past, the US always seem willing to call for military action as new situations arise and yet more effective responses exist. In the 2011 Book of the Year, *Why Civil Resistance Works*, Erica Chenoweth and Maria Stephan looked at 323 efforts from 1900 and 2006 to end an occupation or topple a regime. To their surprise—and counter to the prevailing narrative—nonviolent resistance was more than twice as likely to end occupation or change oppressive regime: 46% to 20%, and more stable political outcomes were achieved with nonviolence.

### **Working with youth**

In the AFSC Freedom School, using a curriculum developed and taught by the People's Institute for Survival and Beyond, AFSC has been able to hear from young people about the issues that impact their daily lives. For example, the 67 Sueños project was born out of the recognition that the majority of migrant youth were not being included in the national debates about their future. AFSC's goal has been to raise those/our underprivileged migrant youth voices to expand the debate and the legislative possibilities. The Urban Youth Participation Program, implemented in Guatemala by AFSC, has prioritized youth citizen participation and equality between women and men.

AFSC's Palestine program, including Palestinian Youth Together for Change, has facilitated gatherings of youth from all parts of Palestine, with a priority of confronting the fragmentation imposed by the occupation/the state of Israel.

### **Changing the narrative on peace and violence**

In 2012 AFSC worked with its sister organization Friends Committee on National Legislation to develop a Quaker framework for US foreign policy. The two gathered Quaker academics, practitioners, peacebuilders, including a Friend who works at the Pentagon (and is “out” as a Quaker among her colleagues), and in April 2013 published “Shared Security.” Since then the concept has been picked up by peace building partners in the UK, Switzerland, Sweden, Germany, Thailand, Jordan.

In addition, AFSC recently completed a project to help make the theory of changing the narrative feel more real by seizing an opportunity in New Hampshire and Iowa. The New Hampshire staff had organized efforts in the past to train volunteers to go to campaign events to make sure candidates were held to account and made to answer tough questions. This year the staff saw a chance to scale up the work and coordinate with Iowa by selecting key issues to put before presidential candidates from both major political parties, including corporate lobbying policies that benefit the corporations but not the people. The project was called “Governing Under the Influence.”

AFSC recently published a report, “Mixed Messages: How the Media covers Violent Extremism,” in which it analyzed the way the media portrays violent extremism, framing Muslims as extremists, rather than as complex individuals, providing recommendations on how to improve its coverage.

### **AFSC’s Centennial**

AFSC will celebrate our 100<sup>th</sup> birthday in 2017. Their Peace Works website will include stories from the past, and there will be a summit on April 20-23 in Philadelphia, with an exhibit of its work and issues. In addition, there will be local events, at the Friends General Conference Gathering and a special issue of Friends Journal in April 2017.

### **Engaging Friends**

Friends Relations staff have created 11 ways for Friends to engage with AFSC and all are invited to participate. Friends can read blog posts at Acting in Faith, watch QuakerSpeak videos co-sponsored by AFSC, participate in monthly Calls for Spirited Action, use AFSC’s Testimonies booklet for First Day School, borrow 39 Questions for White People, find out 5 things you can do on various issues, participate in Acting in Faith w/AFSC at FGC, join a Quaker Network (QPIN or QNEMI), use the Let your Life Speak cards, or participate in the Quaker Social Change Ministry, which is a spirit-guided social change model focused on accompaniment.

There were expressions of appreciation for the work of AFSC.

### **Friends Committee on National Legislation (FCNL) Report**

The FCNL report was presented by Mary Lou Hatcher (Lehigh Valley MM) and accompanying FCNL Representatives. Mary Lou Hatcher spoke on behalf of our nine nominated PYM representatives to FCNL. At this time of hostile partisan political rhetoric, Friends were invited to be encouraged by some of the successes of the past year and the structures FCNL has in place to make them possible.

First, FCNL was able to seize the moment when, during the negotiations with Iran, the PYM/FCNL network was already highly organized and responsive in reaching out to swing Senate votes in all four states in the PYM catchment area. FCNL sent a video of thanks for that work and donated the Pivot to Peace banner to PYM.

Second, relentless persistence is another way FCNL can measure success. PYM Friends are indefatigable in their efforts to find ways to address climate disruption. This past year FCNL lobbied to keep US pledged monies in place for the United Nations Green Fund and continued to work with a growing bi-partisan Congressional group on the Gibson Amendment calling for acknowledgement and action on climate disruption. PYM Young Adult Friend, Joey Hartmann Dow (Lehigh Valley MM), who has served this past year in FCNL's new Advocacy Corps program was relentless in her engagement with PA Senator Toomey's office – he has not changed his stance *but* Joey has met with numerous of his staff – leaning forward and saying “convince me that I shouldn't be concerned about this issue” who knows where those seeds will sprout?

In both the Iran Deal and in Protecting Climate Disruption Funding PYM/FCNL Reps called on a Rapid Response phone and email chain, to reach Friends known to be concerned about these issues and engage their active involvement in contacting legislators and allies.

And thirdly, working with allies is another way of working toward success. José Woss, FCNL's Legislative Associate for Domestic Policy spoke of PYM and FCNL's leadership in bringing a broad spectrum of young adults to DC to lobby on behalf of reducing mass incarceration through sentencing reform.

Building out “people structures” is a way of building for success.

Here at home, FCNL Representatives are excited by the establishment of the new Legislative Policy Collaborative – making it easier for more PYM Friends to engage in this work. It led a day-long Collaborative gathering of about 50 Friends from across our yearly meeting on federal and state legislative issues this past February and the ways PYM's web presence can connect Friends with each other.

FCNL hosted a FCNL's Capitol Campaign event on site at Friends Center this past April and, in addition to expanding its Young Adult Program, is opening new space on Capitol Hill for civil conversation. The Capitol Campaign is also about building advocacy work *across* the country through supported and trained regional Advocacy Teams. Harrisburg Monthly Meeting is at the center of one of these initiatives, inspired by the work and memory of Friend David Johnson, who died earlier this year. Their focus is on Sentencing Reform.

In all of these ways FCNL is building its community and building its people structures to support more effective engagement on issues of deep concern to Friends.

Friends are asked to consider the following immediate opportunities: engage in civil dialogue, in the manner of Friends, during these next months of vitriolic public debate; check out FCNL's new Toolkit for Social Media engagement; touch base with your monthly meeting to assure you have an FCNL Meeting Contact who can receive Action Alerts, offer FCNL as a resource to young adults in your meeting community and in the surrounding community, and join in FCNL's #LoveThyNeighbor campaign.

Following the FCNL report we saw a video that showed how the work of PYM Friends had an influence on the legislation for the Iran Nuclear Agreement.

Melanie Doughty-Snipes, Ann Duckett Wagner, and George Schaffer again led us in *Leading on the Everlasting Arms* as the children and youth groups entered the space.

#### Young people and adults reporting back

Children and Young People's Reports: The Fishers talked about and wrote about feelings, went on a scavenger hunt, caught some sunlight, and used their five senses to guess what was in a box. The Fells reported that they played some games, found the way to reach unity, reacted to something special in another person, and made dream catchers. Middle Schoolers talked about where they found the Light, watched a movie, and learned how to recognize "ism's." High School Friends played games and finished a business session.

We adjourned, intending to reconvene at Saturday evening 6:45 pm to attend to business.

Submitted by,

Recording Clerk, Marty Smith (Moorestown MM)

Recording Clerk, John Lavin (Birmingham MM)

Presiding Clerk, Penny Colgan-Davis (Germantown MM)



## **FY 2017 PROPOSED BUDGET (Revised)**

*Oct. 1, 2016 through Sept. 30, 2017*

### **General (Unrestricted) Funds** *2017 Budget Notes by Line Item (Revised)*

#### **FY 2017 HIGHLIGHTS – What’s new and different**

**Staff expenses on Lines 11 and 12 were increased to comply with the new overtime pay ruling.** On May 18, the Department of Labor issued updated regulations on overtime pay, effective Dec. 1, 2016. The United States has two classes of employees: exempt from overtime and non-exempt. The DOL raised the salary threshold for non-exempt employees from \$23,660 per year to \$47,476 per year. Employees earning less than \$47,476 must be paid in cash for all hours worked up to 40 hours per week and time and one-half for all hours in excess of 40 hours per week. There is no pro rating of part-time employees. Federal law makes no allowance for compensatory time in lieu of overtime pay. The ruling affects PYM’s youth team, as well as other employees. The general fund budget now includes additional cash costs (including associated payroll tax and benefit expense) of \$12,500 for non-youth staff employees. Expected cash costs of approximately \$44,600 for the youth staff will be covered by restricted program income as a transitional measure for FY 2017 only.

Well before the new overtime ruling, the General Secretary had begun working with youth, families and their communities to consider our youth programs and how they can best meet our needs. Friends are invited to a Youth Programs Visioning Session on Saturday, Oct. 1, 2016, from 11 AM to 3 PM at Arch Street Meeting House. Visit *The PYM Calendar* at [www.PYM.org](http://www.PYM.org) for more information.

**Support from monthly meetings has been budgeted as flat.** See Line 1.

**Support from individuals has been budgeted to increase by \$10,000.** See Line 4.

**PYM has budgeted a smaller bottom line of \$98,500.** See Line 27.

#### **FY 2017 HIGHLIGHTS – What’s the same**

**Another balanced budget** – FY 2017 is expected to be PYM’s sixth balanced budget in six years.

**Burlington Meeting House** has only the cost of insurance in this budget. BMH does not use general funds (though it is included in PYM’s audit). The BMH Trustees have the care and management of the property, supported by income from BMH-associated restricted funds, through June 30, 2017. The BMH Trustees and PYM’s Administrative Council will decide on next steps before that date.

**A 4.5% Distribution Rate from Friends Fiduciary** on PYM-owned general funds has been elected again. See Line 6.

**Restricted funds**, where income is restricted by purpose, are not in the general fund budget.

**INCOME AND FUNDS AVAILABLE**

**Line 1, Support from Meetings**

Many monthly meetings, responding to last year's request, increased their level of giving by 1.5% or more (much more in some cases!) or have expressed an intention of increasing their covenants soon. PYM is deeply grateful for this response. We have budgeted flat income for FY 2017 because we know it creates pressure on monthly meetings to ask for an increase year after year. We trust most monthly meetings can sustain their giving. And we hope meetings that can readily do more may choose to do more.

**Line 2, Arch Street Visitor/Property Support**

Visitor contributions at Arch Street.

**Line 3, Bequests**

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

**Line 4, Support from Individuals**

We have increased the budget for support from individuals by \$10,000, which can be met if 100 new households give \$100. Or if 200 new households give \$50, or if 400 new households give \$25. Only 20% of PYM members today make a direct financial contribution to the yearly meeting. Our fiscal sustainability and our capacity to expand service to Friends and meetings depend upon increased household giving.

**Line 5, Contributions Income**

Contributions income represents 55% of Total Funds Available.

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

Of our general funds held at Friends Fiduciary, PYM is trustee for 25% of them and Friends Fiduciary for 75%. PYM will take a 4.5% distribution on funds where it is trustee. Friends Fiduciary will pay its standard distribution rate. We project lower income in FY 2018 as Friends Fiduciary's lower distribution rates flow through our fiscal years. For many years, PYM has reinvested distributions in the Capital Reserve Fund and that continues in FY 2017. We will also be reinvesting Operating Reserve distributions until that fund reaches its goal of \$1.2 million.

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

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

**Line 8, Event and Program Fees**

Also includes some pass-through fees from monthly meetings for background checks.

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

FY 2017 administrative fees on restricted purpose funds are based on their principal value in Friends Fiduciary's Consolidated Fund on June 30, 2016. The estimate is held flat until that is calculated.

**Line 10, Total Funds Available**

Budgeted to increase by 1.2%.

**EXPENSES**

**Line 11, Staff Salaries and Wages**

New Department of Labor regulations issued in May require that employees earning less than \$47,476 be paid in cash for all hours worked up to 40 hours per week and time and one-half for all hours in excess of 40 hours per week. We have increased staff wages by \$9,500 to cover expected costs (and associated payroll taxes and benefit expenses in Line 12 by \$3,000) for affected staff, excepting youth staff. Total estimated cash costs for the youth staff of approximately \$44,600 will be covered by restricted program income as a transitional measure for FY 2017 only. See Page 1 highlights. Line 11 also includes a modest cost of living increase, effective Oct. 1, and an allowance for the use of flexible short-term project-based staffing.

**Line 12, Payroll Taxes and Benefits**

Increased by 15.1%, largely to cover estimated increases in health care premiums for calendar 2017; 2017 rates will not be known until the fall. This line also includes pension, staff travel and training.

**Line 13, Total Staff Expenses**

Budgeted to increase 4.6%.

**Line 14, Volunteer Expenses**

Budgeted at normal spending levels. As the new PYM structure takes shape, 2016 spending is lower than expected. We have budgeted increased numbers of background checks for monthly meetings, offset by pass-through fees, and higher levels of volunteer activity around youth programs.

**Line 15, Contributions to Others**

Contributions made to outside organizations, mainly to other religious groups such as FGC, AFSC, FCNL, FWCC and the National Council of Churches with general funds provided by the Chace Fund.

**Line 16, Event and Program Expense**

Event and Program Expense is budgeted to increase 3.0% in FY 2016. Annual Sessions remains the largest expense. We now have some experience with Continuing Sessions – two single-day sessions for every Friend of every age and every meeting to come together to thrive in the Light together. This line also includes the Quaker Life Program Envelope, funding under the Quaker Life Council to support collaboratives, programs and events as the Spirit moves among us. Youth programs and communications (*Faith in Practice*, *PYM Today Online*, PYM website) are also here.

**Line 17, Professional and Service Fees**

Professional and Service Fees should decline in FY 2017. FY 2016 includes planned work to evaluate Arch Street's capacity and planning for fundraising. This line includes fees for audit, payroll services, bank services, credit card processing, consulting and legal work.

**Line 18, Copying, Printing and Postage**

We have budgeted increased printing and mailing expenses to bring thousands of Friends and our meetings into relationship around Continuing Sessions, Annual Sessions and other leadings.

**Line 19, Rent (Friends Center Expenses and other)**

This line includes the Friends Center rent budget and charges for record storage. PYM is one of three equity partners in Friends Center with the AFSC and Central Philadelphia Monthly Meeting. Friends Center has moved to multi-year budgeting in an effort to give the partners added visibility.

**Line 20, Utilities**

Utilities at Arch Street Meeting House are budgeted higher for a normal winter in 2016-2017.

**Line 21, Office Supplies and Support**

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

**Line 22, Computer Support and Licenses**

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

**Line 23, Insurance**

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

**Line 24, Repairs and Maintenance**

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

**Line 25, 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 26, Total Expenses**

Budgeted to increase by 4.3% from projected total expenses in FY 2016.

**Line 27, Net Income Available**

In dealing with its 2012 financial crisis, PYM exhausted its reserves. To “refill the granaries” and reach our goal of \$1.2 million in the Operating Reserve fund, we have needed to budget a surplus, providing cash that could be transferred to that fund each year. The Operating Reserve now stands at just over \$1 million or 86% of goal. Three-year budgeting also requires a planned surplus so that the budget is clearly sustainable with flat or only slightly increased income *and* increased expenses over the following two years. We are now at a point where FY 2017 expenses can be budgeted at 97% of expected funds available, leaving net income available of \$98,500.

**Line 28, Number of Full-time Equivalent Employees (FTEs)**

PYM increased its employees by one FTE to 21.8 this year without increasing its 2016 budget. One position at Arch Street was moved from part-time to full-time, providing additional and needed support, reducing overtime expense at Arch Street, and gaining additional flexibility in scheduling.

**Line 29, Average Total Expense per Month**

Total expenses on Line 25, divided by 12.

*Questions or comments?*

Ron Ploeg, Treasurer

[rploeg@verizon.net](mailto:rploeg@verizon.net)

Linell McCurry, Associate Secretary for Business & Finance

[lmccurry@pym.org](mailto:lmccurry@pym.org)

215-241-7205

**FY 2017 Proposed Budget  
General (Unrestricted) Funds**

PYM Annual Sessions 2016

		Fiscal Year Sept. 30, 2016 Projected	Fiscal Year Sept. 30, 2017 Proposed Budget	Dollar Variance Project. FY 2016 to Budget FY 2017	Percent Variance Project. FY 2016 to Budget FY 2017
<b>All Periods are 12 Months</b>					
<b>INCOME AND FUNDS AVAILABLE</b>					
1	Support from Meetings	1,238,000	1,238,000	0	0.0%
2	Arch Street Visitors/Property Support	11,000	11,200	200	1.8%
3	Bequests	20,000	20,000	0	0.0%
4	Support from Individuals	390,500	400,500	10,000	2.6%
5	Contributions Income	1,659,500	1,669,700	10,200	0.6%
6	Funds Held at Friends Fiduciary	444,350	455,000	10,650	2.4%
7	Funds Held at Third-Party Banks	354,470	355,000	530	0.1%
8	Event and Program Fees	200,980	213,000	12,020	6.0%
9	Administrative Fees, including on Restricted Funds	346,230	347,500	1,270	0.4%
10	<b>TOTAL FUNDS AVAILABLE</b>	<b>3,005,530</b>	<b>3,040,200</b>	<b>34,670</b>	<b>1.2%</b>
<b>EXPENSES</b>					
11	Staff Salaries and Wages	1,235,540	1,237,000	1,460	0.1%
12	Payroll Taxes and Benefits	449,740	529,500	79,760	15.1%
13	Total Staff Expenses	1,685,280	1,766,500	81,220	4.6%
14	Volunteer Expenses	16,950	32,800	15,850	93.5%
15	Contributions to Others	35,500	35,500	0	0.0%
16	Event and Program Expense	337,900	347,900	10,000	3.0%
17	Professional and Service Fees	101,800	89,300	-12,500	-12.3%
18	Copying, Printing and Postage	61,200	68,800	7,600	12.4%
19	Rent	262,000	270,800	8,800	3.4%
20	Utilities	52,050	59,000	6,950	13.4%
21	Office Supplies and Support	19,100	20,000	900	4.7%
22	Computer Support and Licenses	51,000	48,100	-2,900	-5.7%
23	Insurance	41,000	42,000	1,000	2.4%
24	Repairs and Maintenance	41,200	46,000	4,800	11.7%
25	Fixed Asset Depreciation	115,000	115,000	0	0.0%
26	<b>TOTAL EXPENSES</b>	<b>2,819,980</b>	<b>2,941,700</b>	<b>202,940</b>	<b>4.3%</b>
27	<b>NET INCOME AVAILABLE</b>	<b>185,550</b>	<b>98,500</b>	<b>-87,050</b>	<b>NA</b>
28	No. Full-time Equivalent Employees (FTEs)	21.80	21.80	0	0.0%
29	Average Total Expense per Month	234,998	245,142	16,912	4.3%

**Three-Year Budget Framework 2017-2019**  
**General (Unrestricted) Funds**

PYM Annual Sessions 2016

<b>All Periods are 12 Months</b>		<b>Sept. 30 FY 2016 Projected Budget</b>	<b>Sept. 30 FY 2017 Proposed Budget</b>	<b>For Information Sept. 30 FY 2018 Budget</b>	<b>For Information Sept. 30 FY 2019 Budget</b>
<b>INCOME AND FUNDS AVAILABLE</b>					
1	Support from Meetings	1,238,000	1,238,000	1,238,000	1,238,000
2	Arch Street Visitors/Property Support	11,000	11,200	15,000	22,000
3	Bequests	20,000	20,000	20,000	20,000
4	Support from Individuals	390,500	400,500	400,500	400,500
5	Contributions Income	1,659,500	1,669,700	1,673,500	1,680,500
6	Funds Held at Friends Fiduciary	444,350	455,000	445,000	445,000
7	Funds Held at Third-Party Banks	354,470	355,000	355,000	355,000
8	Event and Program Fees	200,980	213,000	220,000	230,000
9	Administrative Fees, including on Restricted Funds	346,230	347,500	347,500	347,500
10	<b>TOTAL FUNDS AVAILABLE</b>	<b>3,005,530</b>	<b>3,040,200</b>	<b>3,041,000</b>	<b>3,058,000</b>
<b>EXPENSES</b>					
11	Staff Salaries and Wages	1,235,540	1,237,000	1,255,000	1,277,000
12	Payroll Taxes and Benefits	449,740	529,500	541,000	560,000
13	Total Staff Expense	1,685,280	1,766,500	1,796,000	1,837,000
14	Volunteer Expenses	16,950	32,800	25,000	25,000
15	Contributions to Others	35,500	35,500	35,500	35,500
16	Event and Program Expense	337,900	347,900	350,000	350,000
17	Professional and Service Fees	101,800	89,300	89,500	90,500
18	Copying, Printing and Postage	61,200	68,800	69,000	70,000
19	Rent	262,000	270,800	282,500	295,500
20	Utilities	52,050	59,000	60,000	61,000
21	Office Supplies and Support	19,100	20,000	21,000	22,000
22	Computer Support and Licenses	51,000	48,100	49,000	50,000
23	Insurance	41,000	42,000	43,000	43,000
24	Repairs and Maintenance	41,200	46,000	49,000	51,000
25	Fixed Asset Depreciation	115,000	115,000	115,000	115,000
26	<b>TOTAL EXPENSES</b>	<b>2,819,980</b>	<b>2,941,700</b>	<b>2,984,500</b>	<b>3,045,500</b>
27	<b>NET INCOME AVAILABLE</b>	<b>185,550</b>	<b>98,500</b>	<b>56,500</b>	<b>12,500</b>
28	No. Full-time Equivalent Employees (FTEs)	21.80	21.80	21.80	21.80
29	Average Total Expense per Month	234,998	245,142	248,708	253,792

Philadelphia, Pennsylvania  
3-5 March 2016

### **Change the Story, Change the world: A Report from the 2016 AFSC Corporation Meeting from the Friends Relations committee**

From across the country, Friends gathered at Friends Center in Philadelphia for the annual meeting of the American Friends Service Committee Corporation. The theme for our time together was “Change the story, change the world: Telling the truth about militarism in US communities and around the world.”

Many Friends arrived early and attended pre-meeting workshops with Reverend William Barber II of the Moral Mondays movement and with AFSC's Friends Relations staff on the Quaker Social Change Ministry pilot program. The first formal session, after dinner, began with music and hip hop by City Love; the entire assembly joined in to sing "I believe in you."

Many of us were challenged by the message that there is as much work to be done for racial justice and equality now as there has ever been. Whether in Ferguson or in Gaza we are still faced with racism, imperialism, and a militarized system of oppression that profits from inequity and runs counter to our vision of shared security based on peace and nonviolence. Throughout the programs, workshops, and sessions we were challenged to “change the narrative.”

In our Thursday evening program, Reverend William Barber II described the work of the "Moral Mondays" movement in bringing ethics to bear on unprincipled politics. Rev Barber described the impact of the Black Lives Matter movement as a sign of a “third Reconstruction” taking place in the United States. But along with hopeful signs of progress, we are faced with a reactionary response to expanding civil rights and a recycling of George Wallace's racially coded language of "states' rights," "cutting taxes," "reclaiming America." Rev Barber challenged us to reclaim moral and religious language and continue the work of the Quaker abolitionists and all those who struggled during the Civil Rights movement.

In the business of the Corporation, Clerk Phil Lord opened the Friday session with silent meeting for worship. Our roll call revealed us to be a widely geographically represented group, from most US yearly meetings and many more monthly meetings. New bylaws were approved by the Corporation that would allow the date of the next Corporation Meeting to be combined with the centennial celebration of AFSC and its work towards peace and justice over the last 100 years. The hard work of the Nominating Committee was noted, particularly the work of Jane Kroesen, the outgoing clerk. We also heard from Friends Relations Committee who thanked outgoing members for their work on building up the work of the committee over the last few years.

In the General Secretary's report, Shan Cretin spoke to us about two "overarching strategies" of the AFSC. One is a focus on transformative youth leadership, a process that starts with youth trainings, moves into youth development and youth leadership, and ends up with civic engagement and youth organizing.

The other strategy for AFSC is based on the need to change the narrative around war and militarism. In the past, AFSC has focused on relief efforts after war and conflict through feeding programs and rebuilding efforts. Shan called us to go beyond relief work and change the narrative around war to prevent future wars and build a culture and understanding of shared security. In the DPRK (North Korea) for example, AFSC has engaged with farmers to find simple solutions to increase crop yields in the face of the destabilizing effects of famine. Because of AFSC's work in the DPRK, we are uniquely situated to counter the call for a military response to North Korea and elevate the voices of its people.

Our workshop sessions carried forward this theme with a sobering look at the challenging work in our midst. Staff from regional and international programs showcased a variety of projects. We were invited to witness the psychological trauma of Palestinian children being arrested and taken alone, in the dead of night, and subjected to brutal interrogations and imprisonment. We were invited to 'humanize, not militarize,' working toward a truly just, and shared sense of security in policing across race and cultures.

In our Friday evening program, a panel discussion titled, "When I See Them, I See Us: Policing In a community under occupation," we saw how similar struggles for justice can mutually support each other. The panel featured Ahmad Abuznaid of Dream Defenders, Joshua Saleem from AFSC's St. Louis office, and Tabitha Mustafa with AFSC's New Orleans office. The panelists explored the intersectionality of Black liberation movements in the US and the movement to end the occupation of Palestine. In places like Ferguson and Palestine, where policing has become a tool of racialized violence, the same weapons and tactics are used, including teargas canisters stamped with "made in USA." Israeli and US police also receive the same militaristic training. As allies in a shared struggle, they are seeing that theirs is a movement "to defend and advance humanity through our very existence."

Clerk Phil Lord noted this as the final meeting prior to the 100th anniversary of AFSC in 2017. As we near our 100th anniversary, American Friends Service Committee invites your voice and partnership in our peace and justice work for the next 100 years.

Dan Seeger, clerk of AFSC's Friends Relations Committee



**Power to the peaceful**



# Our mission

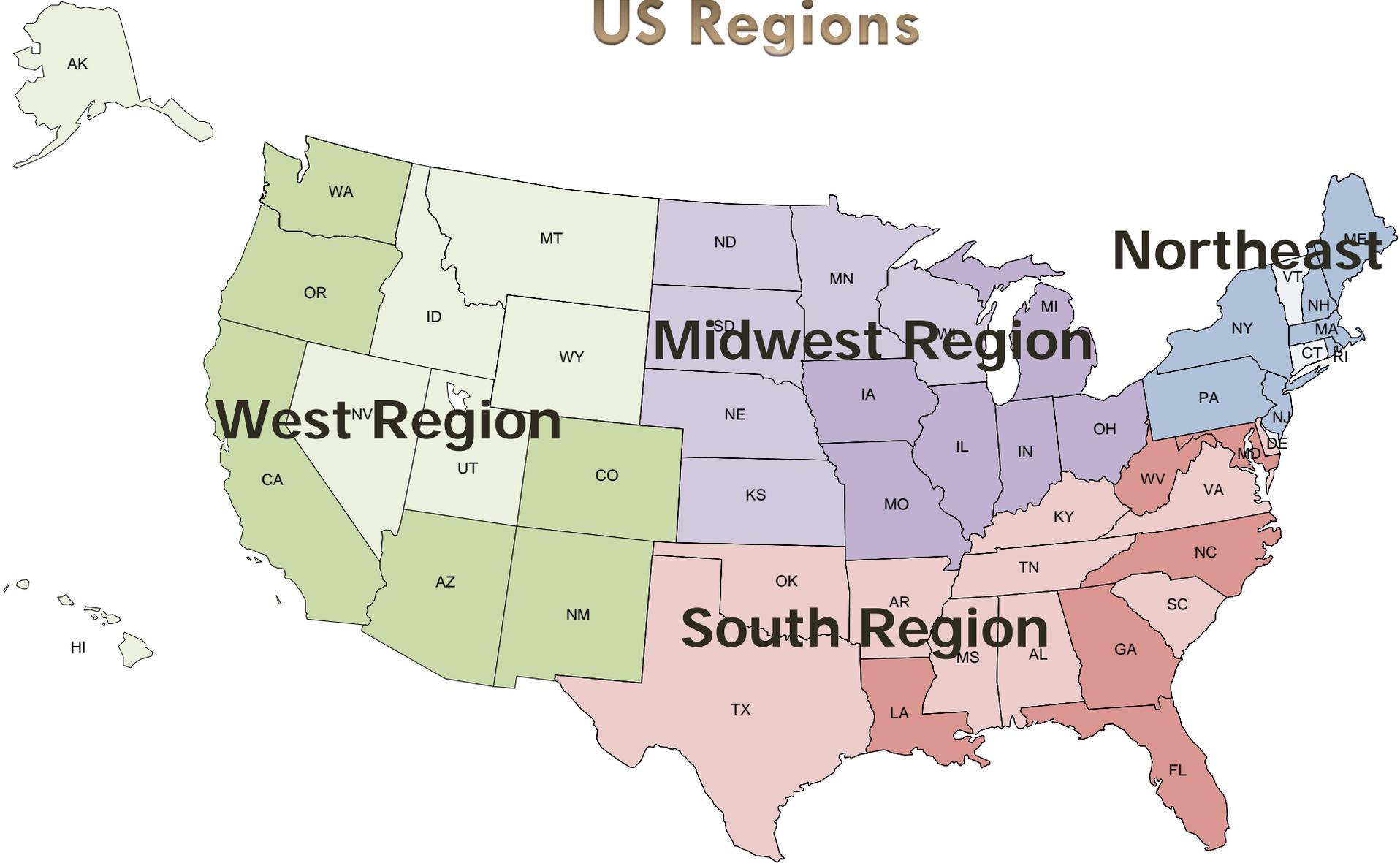


**Build the foundation for lasting peace**  
**...partnering with diverse communities**  
**...healing and restoring relationships**  
**...and transforming unjust systems**

# Global reach



# US Regions



# How we work



- **Guided** by those most impacted
- **Focused** on key issues
- **Supporting** the rising generation of young leaders for nonviolent social change
- **Changing** the narrative on militarism & violence

# Nonviolence



From 1900 to 2006, nonviolent movements were successful 46% of the time—more than twice as successful as violent uprisings.

# THE STAFF



# AFSC Northeast in Action



# Youth Leadership



# Changing the Narrative

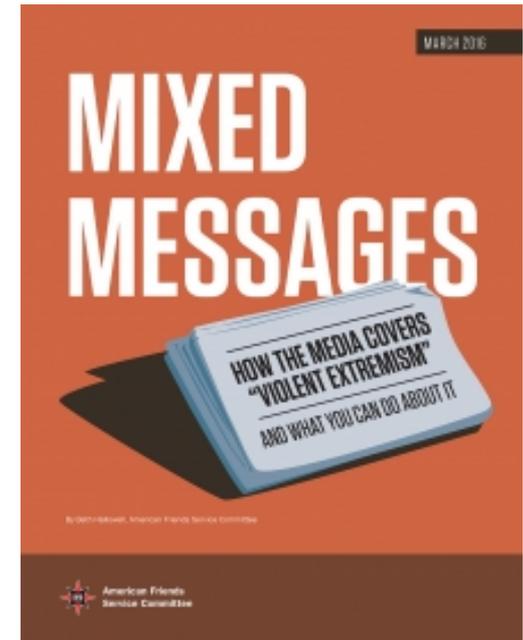


## Shared Security

*Reimagining U.S. Foreign Policy*

A Working Paper of the American Friends Service Committee  
and Friends Committee on National Legislation

April 2013





# Celebrating 100 years



# How we'll celebrate



- Summit
- Sharing stories: Peace works
- Forums
- Local events
- Special issue of Friends Journal
- Plenary at FGC Gathering

# Centennial summit



April 19-23, 2017

Re-igniting a movement  
against militarism

- Workshops, academic symposium, alumni reunion, exhibit, art events, keynotes



# Peace Works

- ✓ Chronicles eras of AFSC's work
- ✓ Offers a way to connect and remember
- ✓ Share your story or invite someone else to share



Explore AFSC's history and share stories

Decade Issue Place Now Recent First Then Chronological

**1910s - 1920s**

**World War I and its aftermath**  
The courage of peaceful convictions creates AFSC

3 stories

I was a volunteer I was a volunteer I was a participant

Add Your Story

**1930s**

**Appalachian self-sufficiency**  
New careers and communities for coal-mining families

3 stories

I was a volunteer I was a volunteer I was a volunteer

Add Your Story

**1930s - 1940s**

**World War II and its aftermath**  
Creating safe havens during and after war's upheaval

3 stories

I was a volunteer I was a staff member I was a staff member

Add Your Story

**1940s**

# Exhibit



Endcap graphic wraps around ends of the wall panels



## IMMIGRANT RIGHTS

### IMMIGRANT RIGHTS

Immigrant rights are the rights of people who have moved from one country to another. These rights are often protected by laws and treaties. In the United States, the Constitution guarantees certain rights to all people, regardless of their status. However, immigrants often face challenges in accessing these rights. For example, they may not be able to vote or hold certain jobs. It is important to ensure that all people are treated fairly and have access to the same opportunities.

#### Japanese Internment

During World War II, the United States government interned Japanese Americans. These people were forced to live in camps and lost their homes and property. This was a violation of their civil liberties. The government later apologized and provided compensation to the survivors.



Small text block providing details about the Japanese internment experience.



Small text block providing details about the Japanese internment experience.

"Lorem ipsum dolor sit amet, consectetur adipiscing elit. Curabitur rutrum arcu quis tortor porta, vel rhoncus ligula condimentum. Vivamus elementum aliquet."

—Lorem ipsum, a block of text commonly used in the graphic design industry to demonstrate the visual effects of different fonts, sizes, and colors. It is often used as a placeholder for actual content.

### Syrian Refugee Crisis

The Syrian refugee crisis is a major humanitarian emergency. Millions of people have been displaced from their homes due to conflict in Syria. They are seeking safety and shelter in other countries. The international community is working to provide aid and support to these refugees.



Small text block providing details about the Syrian refugee crisis.

1 Elevation - Endcap  
SCALE: NTS

2 Elevation - Wall Panels  
SCALE: NTS

# 100 YEARS OF PEACE & JUSTICE WORK



In the NE Region  
Centennial Exhibit -  
Philadelphia, New  
York and Boston

Re-engage with our  
alumni (former  
staff and  
committee and  
supporters of our  
work)



# Partnering with Friends



# Partnering with Friends



# 11 ways to engage



- Acting in Faith ([afsc.org/friends](http://afsc.org/friends))
- QuakerSpeak
- Calls for Spirited Action
- Testimonies booklet
- 5 things you can do
- 39 Questions for white people
- Let your life speak story cards
- AFSC staff member visits
- Acting in Faith w/AFSC at the FGC Gathering
- Join a Quaker network (QNEMI or QPIN)
- Quaker social change ministry

# Quaker social change ministry



- Faith based small group social justice ministry for collective action
- Groups come together, form a covenant, share spiritual practices, tell stories
- Rooted in accompanying communities most impacted by injustice, following their lead
- Creates sustainable groups for the long haul
- Working to create beloved community
- New cohorts forming in the Fall

# Quaker social change ministry



- Faith based small group social justice ministry for collective action
- Groups come together, form a covenant, share spiritual practices, tell stories
- Rooted in accompanying communities most impacted by injustice, following their lead
- Creates sustainable groups for the long haul
- Working to create beloved community
- New cohorts forming in the Fall



“A COMMUNITY CAN USE ALL THE  
SKILLS OF ITS PEOPLE.”  
- MAORI PROVERB



## **Friends Committee on National Legislation (FCNL) PYM Representatives Annual Report to Philadelphia Yearly Meeting in the 2015- 2016 year**

### **PYM Appointees to FCNL in the 2015-16 Year:**

Lance Billingsley, Camden MM  
Joan Broadfield, Chester MM  
Burt Dallas, Radnor MM  
Joey Hartmann-Dow, Lehigh Valley MM, YAF Fellowship  
Paul Indorf, Swarthmore MM  
David Johnson, Reading MM, through April 2016  
Mary Lou Hatcher, Lehigh Valley MM  
Margaret Mansfield, Mt Holly MM  
Lynn Oberfield, Providence MM

### **Our Purpose:**

Our nine PYM Appointed Representatives attend FCNL's General Committee in November of each year, representing PYM in FCNL's governance. Within the Yearly Meeting we are charged with making FCNL's bipartisan work with the United States Government visible to PYM Friends and more effective through Friends' active civic engagement locally and in Washington, DC.

We maintain and coordinate a network of monthly meeting FCNL contacts; our goal is to have a contact in every meeting. Through these contacts and through a growing presence on the PYM website, we promote our monthly meetings' participation in FCNL's Legislative Priorities Process every two years and Policy Statement Revisions every ten years. We offer lobby and advocacy training at Annual Sessions, and to meetings and quarters upon request, and activate a Rapid Response to strategic, timely legislation. Our workshops offered at PYM Sessions in July, 2015, were entitled "Working for Justice in a Highly Polarized Congress." Several of our representatives also serve on FCNL Committees.

### **A SUMMARY OF OUR PAST YEAR'S SPECIFIC EFFORTS:**

#### **Designing and receiving approval for a PYM Legislative Policy Collaborative:**

As part of PYM's restructuring we are now operating as the Legislative Policy Collaborative. We anticipate that the new structure, and the multiple communication resources offered by the Yearly Meeting, will make our work more accessible to YM Friends.

We hosted a Collaborative Training Day in February 2016 where 40-plus Friends from across PYM were able to share ways in which "working with Government" is vital to their witness and their spiritual growth and faithfulness, learn and practice some skills on effective lobby strategies, and work in small groups on issues of specific concern. Multiple staffers from PYM and FCNL were present at the event both as participants and to offer technical and spiritual support.

**Engaging Young Adult Friends:**

As in past years we recruited and offered fiscal support to YAFs attending FCNL's Annual Meeting and Spring Lobby Weekend. We offered mentorship to FCNL's Advocacy Corps member, Joey Hartmann Dow. We are appreciative of the vitality, courage and vision that YAFs bring to this work.

**Strategic Legislative Efforts:**

In an era of suffocating national partisanship, we were excited to be prepared for the strategic opportunity that the "Iran Agreement" presented last August. When the Agreement, an initiative that Friends believed was a vote for diplomacy verses isolation or militarism, was in jeopardy in the U.S. Senate, PYM Friends joined others along the Atlantic Seaboard to effect key swing votes. We provided critical support and advocacy both in DC and through local senate offices. Within that month, emails, phone calls, leafletting at community events, and letters to the editor helped shift the constituent responses from 4 to 1 against the Agreement to an even vote. Six lobby visits helped convince Senators Booker, Casey, and Coon to vote in support of diplomacy. We continue to advocate for environmental legislation by supporting a Call to Conscience on Climate Change, though congressional attention is passive at best and often hostile to this critical issue. Through her role in the FCNL Advocacy Corps, Joey Hartmann Dow's work on Climate was creative and relentless.

We are encouraged by the growing alliances across our nation on issues of Race and Equality and are giving attention to current legislative opportunities to address mass incarceration through support of the Smart Sentencing Act.

**Gratitude and Encouragement:**

As we complete this report we note the growing fragility of nation states across the globe and the devastating consequences such instability has for ordinary people everywhere. We are grateful for the growth in FCNL's witness, for PYM's generous participation, and for Spirit's encouragement and push.

If you have questions about this report, please contact:

Margaret Mansfield

[mmansfield14@gmail.com](mailto:mmansfield14@gmail.com)



## Friends Committee on National Legislation

A Quaker Lobby in the Public Interest

### 2016 Report to Yearly Meetings

As Friends, our faith and experience convince us to work for the peaceful, just, equitable, and sustainable world we seek. Above all, we seek to remain open to where God leads us. The Friends Committee on National Legislation (FCNL) has carried on this witness of the Spirit through action on Capitol Hill for nearly 75 years.

FCNL is strengthening our civil dialogue and lobbying by our community. We are investing in programs to expand our work with young adults and local lobby leadership. We are seeing results such as the introduction of bipartisan proposals to address climate change (H. Res 424) and build peace through the Genocide and Atrocities Prevention Act (S.2551). Our expanded programs to train and support Friends and others building relationships with their members of Congress have helped grow the power of our Quaker lobbying community. This broadening and deepening of our outreach is made possible by our capital campaign, "The World We Seek: Now Is the Time."

FCNL brings the concerns, experiences, and testimonies of Friends to bear on policy decisions in the nation's capital. We are governed by a General Committee of 178 Quakers, representing 25 Yearly Meetings and four Quaker organizations. We are sustained by the advocacy, prayers, and financial support of tens of thousands of Friends and like-minded people across the country, in every state and nearly every congressional district. Thank you for your support and leadership.



Students from Moses Brown School lobby Senator Jack Reed (RI) for the Genocide and Atrocities Prevention Act.

### Living our Faith through Action

FCNL's 17 registered lobbyists meet on Capitol Hill with lawmakers and their staff, and we work as partners with citizen advocates across the country. In 2015, 1,314 Friends and supporters of FCNL made more than 593 personal visits to congressional offices, in Washington and in local districts, on FCNL priority issues. Our network also sent 120,516 issue-related messages to Congress and had 101 letters to the editor published that support our advocacy priorities.

In November, we welcomed more than 400 Quakers and other friends in the FCNL network to Washington for our annual Quaker Public Policy Institute, focused on the importance of the Genocide and Atrocities Prevention Act. Delegations from 38 states lobbied more than 200 congressional offices over the course of two days. As a direct result of FCNL constituent lobbying, three key members of Congress joined as co-sponsors and this legislation (S.2551) was introduced to the Senate on February 12, 2016.

## **The World We Seek: Now is the Time Capital Campaign**

FCNL is building a sustainable future through our capital campaign, which will strengthen the foundation for FCNL's lobbying and programs. FCNL and the FCNL Education Fund are undertaking an effort to build the capacity of our programs and our financial health by raising \$15 million to secure future advocacy. The capital campaign is supporting the next generation of advocates, creating a Quaker Welcome Center on Capitol Hill, re-vitalizing the Friend in Washington Program, and expanding FCNL's lobbying and grassroots network.

## **Thank you**

Thanks to the General Committee, appointed by Yearly Meetings, and our close network of Friends and supporters, FCNL continues to make progress in Washington.

Our faith and experience convince us to work for the peaceful, just, equitable, and sustainable world we seek. Above all, we seek to remain open to where God's spirit leads us. We greatly appreciate and acknowledge the significant impact of the financial support and activism of individuals and Quaker meetings, churches and yearly meetings. Please keep us in your prayers.



Eric Ginsburg  
North Carolina Yearly Meeting (Conservative)  
Clerk, FCNL General Committee  
March 2016

## **FCNL's Executive Committee and Education Fund Board**

Eric Ginsburg, Clerk, North Carolina Yearly Meeting (Conservative)  
DeAnne Butterfield, Assistant Clerk, Intermountain Yearly Meeting  
David A. Bantz, Recording Clerk, Alaska Friends Conference  
Constance Brookes, FCNL Treasurer, Philadelphia Yearly Meeting  
Becky Steele, Ed Fund Treasurer, New England Yearly Meeting  
A. T. Miller, Personnel Clerk, Philadelphia Yearly Meeting  
Diane Randall, Executive Secretary, New England Yearly Meeting  
Scott Duncan, Clerk of the Development Committee, Philadelphia Yearly Meeting  
Deborah Fink, Clerk of the Field Committee, Iowa Yearly Meeting (Conservative)  
Mary Lou Hatcher, At-large member, Philadelphia Yearly Meeting  
Mark Kharas, At-large member Ed Fund, New England Yearly Meeting  
Beth Henricks, Clerk of the Capital Campaign Committee, Western Yearly Meeting  
Karen Putney, Clerk of the Nominating Committee, Southeastern Yearly Meeting  
Kelly Schoolmeester, Clerk of the Policy Committee, Southern Appalachian Yearly Meeting  
David Snyder, Clerk of the Annual Meeting Planning Committee, Lake Erie Yearly Meeting  
John Wilkin, Clerk of the Finance Committee, Northwest Yearly Meeting

## What We Achieve Together:

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

### Iran: Diplomacy Works

FCNL was a leader in mobilizing congressional support for the diplomatic agreement with Iran, which is keeping Iran from developing nuclear weapons and preventing war. Our lobbying intensified as Congress prepared to vote on the agreement. We helped organize faith parties in Washington, D.C. to lobby for the Iran deal. Our powerful combination of Hill lobbying, grassroots advocacy, organization of other faith groups, letters to the editor in all 50 states, and media outreach helped achieve results: 42 senators supported the deal, enough to block the vote. *Congressional Quarterly* called FCNL's Kate Gould "the Quaker lobbyist behind the Iran deal fight," joining the *Wall Street Journal*, *CNN*, and *U.S. News and World Report* in recognizing FCNL's pro-diplomacy leadership. [fcnl.org/iran](http://fcnl.org/iran)

### Climate Change: A Bipartisan Way Forward

Breaking the partisan gridlock that is blocking action on climate change is a central focus of FCNL's advocacy. Our work has directly led to the introduction of a Republican-sponsored resolution committing members to discuss and address climate change. FCNL worked with Rep. Chris Gibson (NY) and other sponsors to build support for the resolution. Speaking at the Climate Justice Rally on the National Mall in September, FCNL's Jose Aguto called it "a crack in the partisan dam, behind which lies a great river of climate solutions." Our lobbying in Washington is supported and reinforced by the members of FCNL's Advocacy Corps, who are organizing in districts across the country for bipartisan climate action. [fcnl.org/climate](http://fcnl.org/climate)

### Mass Incarceration: Ease Harsh, Discriminatory Sentencing

As a result of harsh sentencing laws, the U.S. is the world's leader in incarceration, with 2.2 million people behind bars. FCNL is building support for federal legislation to reduce mandatory sentencing lengths, give judges more sentencing discretion, and limit solitary confinement. This effort was the focus of our Spring Lobby Weekend in March 2016 that brought a record 400 young adults to Washington, D.C. to lobby for bi-partisan legislation. [fcnl.org/incarceration](http://fcnl.org/incarceration)

### De-Militarizing U.S. Police Forces

President Obama announced that the federal government will stop giving certain military equipment to local police departments. Even before the highly publicized killings by police in Ferguson, New York and Baltimore focused national attention on U.S. policing, FCNL was laying the groundwork to get military equipment off Main Street. We collaborated closely with Rep. Hank Johnson (GA) on the Stop Militarizing Law Enforcement Act, legislation that includes many of the provisions in the president's executive order. [fcnl.org/militarism](http://fcnl.org/militarism)

## Ending Endless War

The 2001 Authorization for the Use of Military Force (AUMF) has given two presidents a blank check to justify new wars, deadly drone attacks around the world, detentions at Guantanamo Bay and U.S. airstrikes in Iraq and Syria. FCNL lobbyists in Washington and around the country continue to lead efforts to repeal this law and insist that Congress debate and vote on every war. Last year, we convinced more than 200 members of Congress to vote (at different times) for repeal of the AUMF. As Congress considers a new authorization against the Islamic State, we continue to press members to first repeal the existing law, which allows the president to act virtually without limit. [fcnl.org/endingwar](http://fcnl.org/endingwar)

## Building Structures for Peace

FCNL has led efforts to persuade the U.S. government to invest in diplomacy, peacebuilding, and other means to prevent wars before they start. U.S. support for peacebuilding efforts in Kenya, the Central African Republic and elsewhere show the power of nonviolent approaches to problem-solving. Yet the U.S. infrastructure to carry out this work is precarious and underfunded. U.S. foreign policy needs to pivot to peace. FCNL is helping to secure funding for peacebuilding and build support for permanent authorization of these programs. [fcnl.org/peacebuilding](http://fcnl.org/peacebuilding)

## Cutting the Pentagon and Nuclear Weapons Budgets

While Pentagon spending has declined from its height during the Iraq War, the U.S. government still spends almost as much on the military as it did during the Cold War and Vietnam War. FCNL's current lobbying focuses in two areas: eliminating the loophole that lets the Pentagon avoid spending caps and opposing congressional efforts to fund the Pentagon by cutting domestic spending. We are working to close the loophole that lets the Pentagon avoid spending restrictions and to cut nuclear weapons spending through the SANE Act. This legislation would eliminate \$100 billion in nuclear weapons spending over the next decade. [fcnl.org/budget](http://fcnl.org/budget) & [fcnl.org/nuclear](http://fcnl.org/nuclear)

## Building Life-Long Lobbyists

People of all ages work for change with FCNL. Through advocacy events in Washington, D.C. and programs to sustain and support grassroots organizers in their local communities, we are making change together. In 2014 we began a dramatic expansion of our work with young people. We launched the Advocacy Corps to cultivate young adult leadership and to promote grassroots engagement. We visited more than 60 colleges and universities around the country to build diversity and recruit social justice advocates. We're seeing the results in advances on climate action and ending endless wars, and we are well on our way to raising the money to endow these programs through our Capital Campaign. [fcnl.org/advocate](http://fcnl.org/advocate)

## There's More!

Check out our website to find out why Americans for Indian Opportunity gave their "Spirit of Indigeneity Award" to FCNL, how our lobbyists organize congressional visits and participate in the Interfaith Immigration Coalition, why our staff are working with a coalition of faith groups on a constitutional amendment to address campaign finance reform, the details on an interfaith initiative to stop lethal drones, and more. [fcnl.org/successes](http://fcnl.org/successes)

**336<sup>th</sup> Annual Sessions  
Philadelphia Yearly Meeting  
July 27 – 31, 2016  
Muhlenberg College, Allentown, PA  
Friday, July 29, 2016 – Evening Session**

Worship

The 336<sup>th</sup> Annual Sessions of Philadelphia Yearly Meeting of the Religious Society of Friends reconvened Friday evening at 6:25 pm in Seegers Union Building of Muhlenberg College, Allentown, PA. The announced theme of our 2016 Sessions is “Be Transformed!” At the appointed hour, we settled into Meeting for Togetherness lead by Hannah Mayer. Everyone was asked to join hands in a game of 123 connect, looking to connect with someone they don’t already know. Ben Camp then asked us to prepare ourselves for our business by settling into silence. He asked how the settling helped to transform our space? He then changed the space by dimming the lights, while playing a selection from Bach’s cello suite. Finally, he closed by asking how does this change our core?

Welcome and Introductions

At about 6:40 pm, the Presiding Clerk Penny Colgan-Davis (Germantown MM) greeted us. Others at the table introduced themselves: Alternate Clerk Alison Anderson (Central Philadelphia MM), Alternate Clerk Tom Hoopes (Valley MM), Alternate Clerk Amy Kietzman (West Philadelphia Preparative Meeting), General Secretary Christie Duncan-Tessmer (Chestnut Hill MM), Elder- Jane Keller (Pennsdale MM), Elder- Chris Lucca (Yardley MM), Recording Clerk Anthony Taylor (Fallowfield MM), and Assistant Recording John Lavin (Birmingham MM). Becky Tallarico was our speech-to-text provider.

Undoing Racism Group (URG) Proposal

The URG Co-Clerks, Lucy Duncan (Green Street MM) and Noah White led the proposal discussion. The Presiding Clerk, Penny Colgan-Davis, first addressed the body with guidelines for conversations about race as a community, displayed on projector. The Clerk also informed the body that the proposal was being presented for the body to be aware of what was being requested by the URG, not for approval.

Lucy Duncan and Noah White, two of the three co-clerks of the URG, began by saying that perfection in this work is not attainable, explaining how the idea of perfection is a pillar of white supremacy. This is challenging and imperfect work.

Lucy discussed structure by using a metaphor of a caterpillar morphing into a butterfly, with the idea being that this is transformative work. The body was asked to turn to a neighbor and share

what they think PYM might look like in three years, regarding undoing racism. Lucy explained that the URG believed it could not work effectively within the present structure as a sprint or a collaborative. To plan ways in which URG could fit best into the PYM structure, a group of 30 F/friends from the URG drafted a proposal, which was read for the body. (Attached) The main goal of the group is to eliminate racism and white supremacy within the yearly meeting. Following the presentation, a letter from Jonathan Snipes, clerk of the Implementation Committee, explaining the committee's reasons for not approving the proposal was read. (Attached)

#### Responses:

A Friend asked what has the URG done thus far? Among other things, Lucy and Noah stated that four subgroups have been created: Support for Friends of Color; Accountability Subgroup; Connecting Communities of Color (action group, hosting attending Black Lives Matter in Philadelphia, Coalition for Real Justice), and Learning Communities. (Learning the impact of people most affected by social injustice). In addition, the group has led workshops at Annual Sessions and Continuing Sessions for the past two years, have offered workshops to monthly meetings and co-sponsored showing of the film "I'm Not Racist... Am I?" The Friend also asked what the URG is doing, or has done to address a personal concern that URG is aware of at the Friend's monthly meeting.

A Friend asked how has the group built in benchmarks and milestones, to gauge progress? The response was that an accountability sub-group was formed. It is a co-collaborative effort. The URG documents list goals and a vision that Friends can view on the PYM website.

A Friend expressed that there seems to be tension between the sense of meeting and the need to have a formalized process, to govern things, and move them along. There needs to be an understanding about how the proposed structure will help. Lucy responded by saying that mutual accountability structures need to be created within the yearly meeting to decentralize whiteness. Work done by Jeff Hitchcock (a consultant from NYYM) has guided much of the Undoing Racism Group's work.

A Friend expressed concern, based on disappointment over the direction that the group has taken, feeling that the proposal is steeped in fear. This Friend also asked if the objectives of the group are not redundant to what Friends are fundamentally about.

A Friend asked the body to take a moment to breathe. Then, the Friend illuminated a metaphor about white blood cells and red blood cells within the body working together. However, if the cells do not work together, the body is not functional and the result is "dis-ease." Another Friend asked if appointing elders is a part of the proposal? The answer was 'yes.' Another Friend felt that the proposed structure creates a parallel structure and that the URG should function as a

part of the Quaker Life Council. Another Friend expressed how that he had a problem with point #6, of the proposal, which seems to suggest that the group is only accountable to itself.

A Friend asked how it might be possible to decentralize whiteness in a body that is more than 90% white? The Friend also wondered that, if we are going in the right direction, there would be some joy in the process. The Friend expressed that form follows function and that we should joyously move forward together.

A Friend expressed having heard the proposal as an offering to bring “watchers” to the body, to help keep the body on track. The Friend asked why we don’t just give it a try, in the spirit of experimentation, and see where it goes. Another Friend asked for clarity about what seems to be a hierarchical nature of the proposed structure. The response was that it is a relational body, not a supervisory body.

In closing, the Presiding Clerk summarized with a few highlights:

- Need mutual accountability;
- Undoing racism group is a resource body;
- Structures are needed to ensure that everyone’s needs are met.

#### Friends General Conference (FGC) Report

FGC’s report was given by Elizabeth Piersol-Schmidt (West Philadelphia Preparative Meeting), Traci Hjelt-Sullivan (Green Street MM) and Frank Barch (Schuylkill MM). FGC will continue the Ministry on Racism Program. QuakerBooks is now housed at Pendle Hill, and online sales are doing better than ever. This fall, FGC will kick off its Spiritual Deepening Program which will include a program of online courses to help with Quaker education for Friends and Attenders. Friends were asked to embrace this new opportunity in the Fall, 2016.

Friends were encouraged to become representatives, participate and engage with FGC! Then, Elizabeth Piersol-Schmidt related how her deep and empowering experiences over the years of serving at FGC have helped in learning many skills around clerking and how to fully participate in meeting for business, being fully grounded, handling the pain of hard decisions, but all the while listening to God for guidance.

#### Friends World Committee for Consultation (FWCC) Report

The FWCC report was given by Vanessa Julye (Central Philadelphia MM) and Amy Duckett Wagner (Fallsington MM). Vanessa and Amy opened with a video about FWCC’s global meeting, held in Pisac, Peru. Due to shortness of time, a PowerPoint presentation was not presented in its entirety. However, the presentation can be found on the FWCC website ([fwccamericas.org](http://fwccamericas.org)). Vanessa and Amy shared from their experiences at the Global Meeting, and briefly shared thoughts about the forthcoming World Quaker Day, 2016.

Friends were also reminded that the Nominating Council has places open for FWCC representatives and to see the Council if anyone feels led to participate in FWCC. There are many different ways to get involved: World Quaker Day (October 2, 2016); Traveling Ministry Corps is now taking applications (check the website); [Voices of Friends](#) for those looking for a new religious community but don't know about Quakers; Section meeting in 2017 for FWCC North America will be held in Pittsburgh, PA, in March 2017.

FWCC submitted the following summary of the group's activities at the global meeting:  
Connecting Friends, Crossing Cultures, Changing Lives: FWCC's Global Meeting in Peru. Conference Theme: Living the Transformation: Creation Waits with Eager Longing for the Revealing of God's Children (Romans 8:19)

380 Friends  
37 Countries  
77 Yearly Meetings  
90 Young Adult Friends  
33% Native Spanish Speaking Friends

The days began at 7:15 am with early morning activities, then came periods for worship led by programmed and unprogrammed Friends, business, consultation groups, and our international "Home Groups." Music played a big part in the program and lifted us spiritually to new levels as Friends sang together frequently. Each day, participants went to the morning worship session, met with their Home Group, and the Consultation Group which focused on Growing Vital Monthly Meetings & Outreach. Days ended with evening workshops, presentations and evening worship.

Even amidst the challenges of international travel, participants felt peaceful, safe, and having never felt closer to Friends, and closer to God.

Amy Duckett Wagner, Fallsington Friends Meeting  
Clerk, Outreach

We adjourned, intending to reconvene at 10:00 am in the morning.

Submitted by,  
Recording Clerk Anthony Taylor (Fallowfield MM)  
Recording Clerk, John Lavin (Birmingham MM)  
Presiding Clerk, Penny Colgan-Davis (Germantown MM)

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

### History of the URG group

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

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

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

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

### Our charge and structure

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

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

1. Undoing Racism Group is an autonomous group (not under any of the existing PhYM councils) of Philadelphia Yearly Meeting Friends serving the yearly meeting in its calling to address racism and end white supremacy.
2. Using Friends process, whenever it is discerned that new clerks are needed, a naming group within the Undoing Racism Group will be formed to nominate Undoing Racism clerks and URG will come together for a meeting for worship with attention to business to discern how the Spirit is leading us in this matter.
3. Undoing Racism Group will meet as called (approximately monthly) and will form working groups, subgroups, sprints and collaboratives as needed/as the Spirit moves.
4. Two of the three appointed co-clerks will identify as Friends of color or of mixed race.
5. The URG group (through an appointed nominating committee) will appoint representatives to serve as members of each of the 3 councils; Quaker Life, Administrative and Nominating. The URG co-clerks will confer and consult with the councils as needed. We will give these names to the nominating committee

with the expectation that they will be affirmed.

6. There will be a support and accountability group formed, consisting primarily of Friends of Color with allies who have demonstrated their capacity in undoing racism, named by URG, to lovingly and faithfully hold Yearly Meeting as a whole and the presiding and alternate clerks in particular accountable in the area/s of addressing racism and ending white supremacy.
7. We ground our work in the Spirit. URG, itself, is an open group. Any active participant in the Philadelphia Yearly Meeting community is welcome to participate and be active in our meetings for worship with attention to business, as well as the subgroups, working groups, sprints or collaboratives that form. Indeed, we hope that as has been true from the beginning, members of the councils and the clerk's table will consider themselves members of URG. However, URG co-clerks and appointed sub-group clerks (or their designees) are the official representatives for the Undoing Racism Group and have a critical role in communicating across the yearly meeting.
8. Until it is no longer necessary URG will annually name someone to be on the sessions planning committee, the Faith and Practice rewriting committee, and work with the clerks to make sure that there is at least one aspect of addressing racism and white supremacy on the agenda at sessions. The support and accountability group of Friends of Color and allies will periodically assess our progress. They will hold the responsibility to discern if and when we may be ready to lay the Undoing Racism Group down.
9. At least one of the Undoing Racism group co-clerks or their designee will regularly attend meetings of PhYM leadership (quarterly clerks, monthly meeting clerks, etc.) when they meet.
10. The Undoing Racism clerks or their designees will meet quarterly or as needed with PhYM clerks, alternate clerks, general secretary, and council clerks to consult on moving forward on addressing racism within PhYM.

Goals and objectives:

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

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

The PYM Implementation Committee expresses its deep appreciation to the Undoing Racism Group (URG) for the crucial work it has been doing to help our Yearly Meeting live out its corporate commitment to end racism and white supremacy. We encourage URG to continue to do this work. We see change happening in PYM, as the Yearly Meeting comes more and more under the weight of this concern, we are deeply grateful for this change.

Amy Kietzman met with us at our recent meeting where we reviewed the document you shared with us titled "Proposed Structure and Leadership for the Undoing Racism Group". This was a good opportunity to ask questions and talk about the goals and processes of URG and we appreciate the Amy's presence. Our sense is that the autonomous role proposed by URG for itself in the recent proposal is not in alignment with the expectation that the work of ending racism be the work of our entire community, nor with the manner of holding authority and accountability as envisioned in the Long Range Plan approved by PYM. This creates a conflict for a group that wants to exist within the structure of the Yearly Meeting.

Recognizing the important work already being done by URG, Implementation Committee feels lead to ask the question, "Are there things URG would like to do that it feels it is now prevented from doing in its present informal relationship to the Yearly Meeting?" We see and feel the crucial work being done by URG, for instance in 2016 Annual Sessions planning, and wonder if URG would be most effective continuing its work in this way, hopefully pulling more Friends into efforts to end racism and white supremacy in the Society of Friends and beyond.

Implementation Committee is happy to remain in appreciative dialog with URG, until Implementation Committee is laid down, most likely at the upcoming Annual Sessions.

In Peace, Jonathan R. Snipes, Clerk

PYM Implementation Committee"

**2016 Report to Philadelphia Yearly Meeting  
from PYM Representatives to the World Plenary Meeting of the  
Friends World Committee for Consultation  
Pisac, Peru, January 19-27, 2016**

The World Plenary Meeting of the Friends World Committee was held in Pisac, Peru in January 2016. 380 Friends attended, representing 37 countries and 77 yearly meetings, 8 independent monthly meetings, and 2 worship groups. We were delighted that 90 of those Friends were young adults. About 1/3 of the Friends present were native Spanish speakers, or indigenous people from countries where Spanish is the official language. Friends worshiped in multiple styles, experienced deep prayer and fellowship in their small groups, heard reports on FWCC work all over the world, and had many fruitful conversations regarding the Society of Friends.

The days began at 7:15 am with early morning activities, then had periods for worship, business, consultation groups, and home groups. Each morning, worship was led by Friends from a different part of the world and different Quaker traditions. Later we each met with our regular Home Group, and with the Consultation Group we chose that reflected our current concerns. Our days ended with evening workshops, presentations and worship each night.

Based on the theme, *Living the transformation: Creation waits with eager longing for the revealing of the children of God (Romans 8:19)*, there were four Consultation Groups. In those, Quakers from around the world shared their concerns about engaging young people and newcomers in the Religious Society of Friends; about sustaining life on Earth, environmentally, justly and peacefully; and about preparing the structures of the Friends World Committee to support this work through the 21st century.

The Sustainability Consultation produced a minute, "Living Sustainably and Sustaining Life on Earth", that was approved during the business meeting. More information on the World Plenary Meeting in Peru can be found at [fwcc.world/category/plenary-2016](http://fwcc.world/category/plenary-2016).

There were also opportunities to experience the beauty and history of our surroundings, in the mountains of Peru during their summer rainy season. The weather was warm and mostly sunny, with just enough rain to keep things green. The altitude in Pisac, about 9,700 feet, was a challenge for many of us, but we still enjoyed the area, and many of us took advantage of chances to visit Machu Picchu and other remarkable archaeological sites in the Sacred Valley area surrounding us.

Philadelphia Yearly Meeting was well represented at the meeting, with four official representatives, plus several members-at-large and volunteers. In addition, PYM member Gretchen Castle is the General Secretary in the World Office of FWCC in London, and therefore was charged with overseeing the organization of the conference as a whole. Our member Vanessa Julye was the official conference photographer. Some of her photos can be viewed as a slideshow at the link shown above. Also, Melinda Wenner Bradley was an inspiring speaker at a morning plenary worship led in English by Friends from the Section of the Americas. The text

of her talk, "Seed Pods and Stories: Making a Place for Children in Living the Transformation," is available on the Section of the Americas website (with a few other things) at [http://fwccamericas.org/events/recent\\_events.shtml](http://fwccamericas.org/events/recent_events.shtml).

In the Section of the Americas, the new Traveling Ministry Corps is now accepting applications from those seeking to share their ministry and from meetings who desire to host a visitor. The Representative Engagement Program Group has been extremely helpful in accompanying the Representatives to be better ambassadors for their yearly meetings. The Section of the Americas partnered with QuakerSpeak in 2015-2016 to co-produce three videos which are great resources for seekers and Friends alike. To watch them, visit [quakerspeak.com/friends-world-committee-for-consultation](http://quakerspeak.com/friends-world-committee-for-consultation).

Lastly, FWCC recently announced that the Section Meeting in March 2017 will be held at the Gilmary Center in Pittsburgh, PA. Friends from all over the Americas will be gathering in light of the theme *Vivir La Paz - Living Peace (John 16:33)*. All Friends, even those not formally involved with the Friends World Committee, are invited to attend the Section Meeting. For more details, visit [www.fwccamericas.org](http://www.fwccamericas.org).

Respectfully submitted,

Vanessa Julye  
Vicki Hain Poorman  
Toby Riley  
Sarah Robbins

Representatives of Philadelphia Yearly Meeting to the World Plenary Meeting of the Friends World Committee for Consultation, January 19-27, 2016, Pisac, Peru.

If you have questions about this report, please contact:

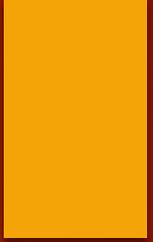
Vanessa Julye  
[v\\_julye@yahoo.com](mailto:v_julye@yahoo.com)



*Amy Duckett Wagner*



*Amy Duckett Wagner*



# FWCC International Meeting: Pisac, Peru



*Amy Duckett Wagner*





“Connecting Friends, Crossing  
Cultures, Changing Lives:  
FWCC’s Global Meeting in Peru ”

Living the Transformation: Creation Waits  
with Eager Longing for the Revealing of  
God’s Children

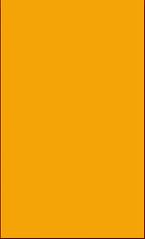
Romans 8:19



# Friends World Committee for Consultation Conference

- ▶ 380 Friends
- ▶ 37 Countries
- ▶ 77 Yearly Meetings
- ▶ 90 Young Adult Friends
- ▶ 33% Native Spanish Speaking Friends



- 
- ▶ "The days began at 7:15 am with early morning activities then came periods for worship led by programmed and unprogrammed Friends, business, consultation groups, and our international "Home Groups." Music played a big part in the program and lifted us spiritually to new levels as Friends sang together frequently. Each day, I went to the morning worship session, met with my Home Group, and the Consultation Group 4 which focused on Growing Vital Monthly Meetings & Outreach. Our days ended with evening workshops, presentations and evening worship every night. "

“LIVING THE TRANSFORMATION”  
“VIVIR LA TRANSFORMACION”



Amy Duckett Wagner

# Friends World Committee for Consultation's Mission:

- ▶ Answering God's call to universal love, FWCC brings Friends of varying traditions and cultural experiences together in worship, communications, and consultation, to express our common heritage and our Quaker message to the world.



Amy Duffett Wagner

¿Qué se requiere para tener  
una sociedad religiosa de los  
Amigos vital y creciente?

What is needed to have an  
Religious Society of Friends that  
is vital and growing?







Amy Duckett Wagner





Anytucker



JUNTA MENSUAL  
DE LA  
CIUDAD DE MEXICO  
LA CASA DE UN  
AMIGO  
AMISTAD SALUDOS FONDOS  
DE NUESTRO AMOR Y FELICIDAD

PSIC  
PERU

Loving greetings  
saludos cariñosos  
salutations affectueuses  
from  
Rugby Local Meeting  
(D-tai)

Canadian Yearly Meeting  
Un pequeño mundo en un solo mundo  
A small family in a vast world

Greetings  
Dear Friends

GREETINGS FROM  
CAMBRIDGE JESUS GARDEN  
MEETING

GREETINGS  
FROM  
IRELAND Y.M.

Ge's  
2016  
Lanzarote de Mexico  
Los Sables

Dear Friends  
Greetings from  
Moxley Friends Meeting  
November 2016  
Peru January 2016

Greetings  
Friends  
FIMC World Plenary

NEW ZEALAND  
Greetings from  
New Zealand

Saludos a  
los  
desde  
Victoria, Tamaulipas  
Mexico  
Peru  
2016

Community  
Peace  
Equality

Philadelphia  
Yearly Meeting of the Religious Society of Friends

Friends  
Greetings

Desde el valle de  
San Juan  
Guatemala y Occidente  
de los Andes  
FIMC  
Peru  
2016

Albuquerque Friends Meeting  
Greetings from  
Albuquerque, New Mexico

World Plenary Meeting  
Pisac, Peru  
January 19-27, 2016

World Plenary Meeting  
Pisac, Peru  
January 19-27, 2016

Friends  
Greetings

Friends  
Greetings

Friends  
Greetings

Friends  
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Friends  
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Friends  
Greetings





CENTRO QOSQO DE ARTE N  
CUSCO PERU



Amy Duckett Wagner



*Amy Duckett Wagner*



# FWCC International Meeting: Pisac, Peru 2016

*“Even amidst the challenges of international travel, I felt peace, safety, and have never felt closer to Friends, and closer to God.”*



# FWCC International Meeting: Pisac, Peru 2016

Living the Transformation  
Next Steps...

1. Restructuring  
↳ more involved in Monthly Meetings
2. Build solidarity with local people
3. Support Quakers in politics and international work
4. Practise what we preach
5. We do only so much on our own  
→ form alliances to have more impact
6. Invest ethically in regard to environmental issues

7 D



*Amy Duckett Wagner*

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- ▶ Source of statistics: Friends World Committee for Consultation
  - ▶ PowerPoint by Amy Duckett Wagner, Outreach Clerk, Fallsington Monthly Meeting, Fallsington, Pennsylvania. February, 2016.
  - ▶ Photo credit to Amy Duckett Wagner, Friends World Committee for Consultation, Vanessa Julye, Yani Zamora. Melanie Douty Snipes & Louise Salinas.

**336<sup>th</sup> Annual Sessions  
Philadelphia Yearly Meeting  
July 27 – 31, 2016  
Muhlenberg College, Allentown, PA  
Saturday, July 30, 2016 – Morning Session**

Worship

The 336<sup>th</sup> Annual Sessions of Philadelphia Yearly Meeting of the Religious Society of Friends reconvened Saturday morning in Seegers Union Building of Muhlenberg College, Allentown, PA. The announced theme of our 2016 Sessions is “Be Transformed!” At the appointed hour of 9:30 am we settled into brief Meeting for Worship, welcomed by Clerk Penny Colgan-Davis, (Germantown MM).

Welcome and Introductions

At about 10 am, the Presiding Clerk greeted us, and introduced herself and others at the clerks’ tables: Alternate Clerk Alison Anderson (Central Philadelphia MM), Alternate Clerk Tom Hoopes (Valley MM), Alternate Clerk Amy Kietzman (Central Philadelphia MM), General Secretary Christie Duncan-Tessmer (Chestnut Hill MM), Co- Recording Clerk Marty Smith (Moorestown MM), Co- Recording Clerk Erika Juran (Harrisburg MM), and Becky Tallarico, speech-to-text provider.

Visitors included Susan Taylor (Tallahassee MM), bringing greetings from Southeast Yearly Meeting, Theresa Burger (Chestnut Hill MM attender), and Gloria Thompson (Manhattan MM), FWCC Northeast regional representative, as well as a member of the FWCC Executive Committee.

First-time visitors included Jim Verna (Norristown MM), Deb and Jim Hale (Gwynedd MM), Marian Mosely (Germantown MM attender), Paul Dexter, (West Philadelphia Preparative Meeting attender), Melissa Morano (Wrightstown MM), Ian Song (Middletown MM), Doreen Velnich (Frankford MM), Laura Lonson (Frankford MM attender), and Crystal Kay (Richland MM).

The Presiding Clerk then welcomed Young Adult Friend Eric Peterson to read the day’s Epistle, “quite possibly the first ever Epistle compiled from social media and written statements, during quite possibly the first ever Quaker Party” held on June 17-18, 2016 at 15 Rutherford Place in New York City. Participants went to social media, compiled moments and things captured their attention, and, from these tidbits, they wrote an Epistle.

Melanie Douty-Snipes (Fallingsgton MM) and Jonathan Snipes (Fallinston MM) led us in singing *If I Had a Hammer*.

Alternate Clerk Amy Kietzman shared that just after she was born in 1952, in 1954, the Young Adult Friends began the work together to mend the rift between the Hicksite and Orthodox. To the alternate clerk, this was a reminder of how important Young Adult Friends are to our yearly meeting. The Presiding Clerk also added: “and how they might also lead us.” The Presiding Clerk introduced the change of agenda to maintain the energy and focus from the previous night, and then introduced Richie Schulz and Vanessa Julye (Central Philadelphia MM). The Presiding Clerk also welcomed Young Friends, mentioning that it was noted that she did not call on Friends younger than age 40 during the previous night, acknowledging this as true, and then apologizing.

### Anti-Racism Work

Vanessa Julye began by leading us through an exercise. She asked Friends to envision the blessed community 20 years from now, asking Friends to consider what the PYM community looks like and how it might need to change for this to happen, and then to share this vision in turn with a neighbor.

Community Engagement Fellow for PYM, Richie Schulz continued, that as we are talking about transformation, the “Continuum on Becoming an Anti-Racist Multicultural Institution” might help us find a way forward. He then shared two different kinds of organizational values that can either lead us into white supremacy or out into a more multicultural antiracist organization: 1. Either/or thinking/binary thinking, which includes secrecy and lack of transparency, leading to inequity, or transformational organizational values that include abundance and inclusion. Vanessa and Richie read aloud the “Continuum...,” which is attached.

Vanessa invited Friends to consider where PYM fits in the “Continuum...,” noting there are times when organizations move back and forth, or between stages. She then asked who considers PYM a ‘five’ on the continuum (no responses), a ‘four’ (a few Friends stood), ‘three’ (approximately half the body stood), ‘two’ (a few Friends stood) and ‘one’ (no Friends stood).

A Friend of Color who is also a Young Friend asked why the term People of Color was used, and why not African-American, saying that she didn’t like the name and felt it referred too much to “colored people.” Vanessa thanked the Friend for speaking, noting her discomfort of the term, and then asked for questions to occur afterward. Vanessa then continued with Stage 1, referencing the “Facilitating Progress Through Stages of Multicultural Organizational Development Resource,” attached, and referenced important things to have for each stage. Richie and Vanessa took alternate turns reading each Stage’s strategic goals.

Vanessa again referred to the “Continuum...,” asking again if the work of Stage 1 has been done, and asked Friends to reconsider the stage we assessed PYM to be at. Friends’ responses included: Stage ‘six’ (0 responses), ‘five’ (several responses), ‘four’ (greater number of responses), ‘three’ (larger number of responses), ‘two’ (approximately the same number of responses), and ‘one’ (few responses). Vanessa noted the shift in responses.

Richie suggested that there was a bold line between Stages three and four, when transformational organizational values break from white supremacy values. He again read the 2015 query: “What are PYM Friends being called to do to end white supremacy in the Religious Society of Friends and beyond?” He suggested that the “Continuum...” might provide a way forward and it is at the heart of the Undoing Racism Group’s proposal. Much appreciation was expressed by the body for the “Continuum...” and the exercise.

Vanessa, aware of time, saw hands up for questions and invited Young Friends to have the floor at this moment. One Young Friend expressed her concern about the term “Friend of Color.” That term makes her sad, as many of her friends are African-American. Another Young Friend noted her opinion that racism spans all colors, so we should all talk about it, as it happens everywhere. Another Young Friend noted her concern about assumptions made of what race people are. Since she is Latino, and her sister is blonde, she is told that Puerto Rican/Hispanics are not blonde and this hurts deeply though she doesn’t show it. Another Young Friend noted that wording is very important and, as she is white, she knows she grew up with privilege and wants others to talk, knowing that incorrect wording can hurt people. Another Young Friend noted that per our query we would have to take proper precautions to end white supremacy and racism completely and asked for a show of hands of those Friends who feel they have been overshadowed? Some heads nodded in assent. He then suggested the need to have some of those Young Friends in the Undoing Racism Group (URG). Vanessa repeated that URG is open to every member and attender of PYM.

Lucy Duncan (Green Street MM) co-clerk of URG, invoked the Person of Color named Loretta Ross, the leader of a famous African-American sexual rights organization. Ross attended a feminist conference, with many white women in leadership whose priorities were set by white women. Ross came up with alternative agenda and priorities with African American and other Women of Color that wanted to join them and shape what was said. This term, Women of Color, was created to include them all, and they were able to bring their alternative agenda to the space. Noting that language changes and evolves, Vanessa said, when she was a little girl the term was Black Power, as a teenager African-American, now as an adult, the positivity of the word “Black” is considered. She prefers African-American, which shows ancestry, but considers that we may be at point for a language change and offered an invitation to Young Friends to join in this conversation.

Vanessa asked for cards to be handed out so Friends might write their vision for our blessed community. She likened the work of addressing racism to that of cleaning her home: things must get messy before they can get tidied up and that there can be no perfection. She noted struggles in the past in PYM, but that part of being in community is loving each other through the struggle. She hopes we can do this. She noted the request from URG for a structure change was work done after being asked and that there is a need for a space in the Religious Society of Friends that can be “both/and, collaborative, with abundance and transparency.”

Gabbreell James (Green Street MM) noted that she has served on Nominating Council and Implementation Committee as well as the Undoing Racism Group, asking Friends to trust. URG members slowly walked to joined Gabbreell at the dais. Many friends joined. The Presiding Clerk noted interest in the work of URG has grown tremendously due to last night’s and this morning’s presentation. Vanessa repeated URG’s invitation to have more involvement from Friends and more joined Gabbreell at the dais. Gabbreell read the Sixth Query from Faith and Practice, “How does our meeting help to create and maintain a society whose institutions recognize and do away with the inequities rooted in patterns of prejudice and economic convenience? Is our meeting open to all regardless of race, ability, sexual orientation or class? What steps are we taking as a meeting to assure that our meeting and the committees and institutions under our care reflect our respect for all and are free from practices rooted in prejudice?”

Understanding that this work would take more than the 25 minutes remaining, the Presiding Clerk suggested there would be space held on Sunday morning agenda for URG and asked that those standing return to their seats so the body could proceed with its next piece of business: consideration of the revision of Faith and Practice. URG then invited friends to talk about any concerns at lunch. A number of URG members and other Friends remained standing after this request.

Alternate Clerk Alison Anderson then introduced Martha Bryans (Downingtown MM).

#### Faith and Practice Revision Group (FPRG) Report

The report was given by its clerk, Martha B. Bryans (Uwchlan MM at Downingtown) and was posted in advance and is attached. The group was charged to commit to paper our Faith and Practice and appointed to correct misstatements and bring the 2002 edition up to date. The FPRG clerk noted that we are still in transition and that the Spirit is at work among us. The FPRG clerk thanked members of the revision group, asked them to stand, five members introduced themselves, with three other members mentioned by name who are no longer serving.

The FPRG clerk reviewed major changes via a PowerPoint presentation. She noted that the

new version is intentionally very general regarding our new structure, referring Friends instead to PYM's website, pym.org, for specific information about a structure that should be dynamic and responsive.

The FPRG clerk repeated our 2015 query on racism, and noted that almost every paragraph was rewritten, with welcoming and inclusive language. They reduced hierarchical language, omitted "shoulds" and included a member of URG from the beginning.

In section VI, 105 extracts were replaced and new extracts were solicited to fill perceived gaps. Authors were contemporary, People of Color, women, young people, and noted that some of our authors were among us here today. One year ago, a draft was presented and received many comments. This year, a draft was posted online for comment. The most recent draft of July 15, 2016 saw the inclusion of several minor additions including the Track Society in section V, green burials in sections V and VII, III, and our 2015 query on racism. Once accepted, the draft will go to a successor group for publication as a paper and e-book.

The FPRG clerk thanked individuals and monthly meetings for their attention to this project; including giving feedback, and noted that half of our monthly meetings have participated in some way. Thanks as well go to PYM for including this topic on the agenda at each annual session since 2009 and for workshops at this year's sessions.

The committee hopes that Friends will be ready to accept this new edition of Faith and Practice, and is confident that this process necessarily will be undertaken again in the not too distant future. When that time arises, the committee encourages Friends to say "yes" to the invitation to serve as a "revisionist." It has been a labor of love and growth for all.

The Presiding Clerk asked: "Are Friends willing to accept the current revision with a little time for changes before its publication?" Martha noted that FPRG will welcome and consider suggested changes in the next two weeks. The Presiding Clerk again asked Friends are willing to accept the revision. The body was not united about approving the revision. Penny asked what is stopping those in opposition from accepting the revision, understanding that we have time to make changes. A co-clerk of URG noted that the current PYM structure is a work-in-progress, we all approved it and that Faith in Practice is not complete but we're ready to approve.

The Presiding Clerk clarified that the approval in question is for Faith and Practice, not the URG proposal and that this has been a seven-year revision process. She then asked if Friends were easy for us to close discussion, hoping for unity the next morning.

One Friend thanked the FPRG clerk and committee, and asked how, between now and publication, can the body give feedback? The FPRG clerk suggested a few ways, including meeting together, and sharing contact information.

As the children were now about to come in, the Presiding Clerk did not take any more questions.

Young people and adults reporting back

Amy Duckett Wagner and Jonathan Snipes led us in singing “If I had a Hammer” with the youth. We then received updates from each children and youth group.

The Fisher group told us that they made new friends, shared stuff about themselves, made a community agreement, talked about what makes our Light shine, and shared some of these. They also did a rhythm circle. The Fells looked at different hats and thought about what it would be like to wear them, played outdoor games, resolved a conflict about being inside or outside, and decided it was more important to all be together, so we found a solution that we all liked. Middle School Friends said that the group talked about undoing racism and our experiences, and that people might be unaware around racism or doing it. They held worship sharing, did crafts, and some of them went to workshops with adults and came back and shared information with the larger group.

Young Friends considered what we know about indigenous people, held a business meeting, and shared their support of the 2015 query.

The Presiding Clerk addressed the children, saying that we adults are in the midst of conflict during discernment about how we want to change. We’re acknowledging our feelings, we know it will take time, but we won’t give up. You were trying to solve a conflict, what did you do? What changes do we need to do? We’re learning a lot.

PYM Staff member Tricia Coscia (Yardley MM) read announcements. The Presiding Clerk thanked Friends for our hard, courageous work of this morning and adjourned, intending to reconvene later that evening.

In Service,

Recording Clerk, Erika Juran (Harrisburg MM)  
Recording Clerk, Marty Smith (Moorestown MM)  
Presiding Clerk, Penny Colgan-Davis (Germantown MM)

## CONTINUUM ON BECOMING AN ANTI-RACIST MULTICULTURAL INSTITUTION

MONOCULTURAL -----MULTICULTURAL -----ANTI-RACIST-----ANTI-RACIST MULTICULTURAL

*Racial and Cultural Differences seen as Deficits*

*Tolerant of Racial and Cultural Differences*

*Racial and Cultural Differences seen as Assets*

<b>1. <u>EXCLUSIVE</u> A SEGREGATED INSTITUTION</b>	<b>2. <u>PASSIVE</u> A 'CLUB' INSTITUTION</b>	<b>3. <u>SYMBOLIC CHANGE</u> A MULTICULTURAL INSTITUTION</b>	<b>4. <u>IDENTITY CHANGE</u> AN ANTI-RACIST INSTITUTION</b>	<b>5. <u>STRUCTURAL CHANGE</u> A TRANSFORMING INSTITUTION</b>	<b>6. <u>FULLY INCLUSIVE</u> A TRANSFORMED INSTITUTION IN A TRANSFORMED SOCIETY</b>
<p>Intentionally and publicly excludes or segregates African Americans, Latinos, and Asian Americans</p> <p>Intentionally and publicly enforces the racist status quo throughout institution</p> <p>Institutionalization of racism includes formal policies and practices, teachings, and decision making on all levels</p> <p>Usually has similar intentional policies and practices toward other socially oppressed groups such as women, disables, elderly and children, lesbian and gays, Third World citizens, etc.</p>	<p>Tolerant of a limited number of People of Color with “proper” perspective and credentials</p> <p>May still secretly limit or exclude People of Color in contradiction to public policies</p> <p>Continues to intentionally maintain white power and privilege through its formal policies and practices, teachings, and decision-making on all levels of institutional life</p> <p>Often declares “we don’t have a problem.”</p>	<p>Makes official policy pronouncements regarding multicultural diversity</p> <p>Sees itself as “non-racist” institution with open doors to People of Color</p> <p>Carries out intentional inclusive efforts, recruiting “someone of color” on committees or office staff</p> <p>Expanding view of diversity includes other socially oppressed groups such as women, disabled, elderly and children, lesbian and gays, third World citizens, etc.</p> <p style="text-align: center;"><b><i>BUT...</i></b></p> <p>“Not those who make waves”</p> <p>Little or no contextual change in culture, policies, and decision-making</p> <p>Is still relatively unaware of continuing patterns, privilege, paternalism and control.</p>	<p>Growing understanding of racism as barrier to effective diversity</p> <p>Develops analysis of systemic racism</p> <p>Sponsors a program of anti-racism training</p> <p>New consciousness of institutionalizes white power and privilege</p> <p>Develops intentional identity as an “anti-racist institution”</p> <p>Begins to develop accountability to racially oppressed communities</p> <p>Increasing commitment to dismantle racism and eliminate inherent white advantage</p> <p style="text-align: center;"><b><i>BUT...</i></b></p> <p>Institutional structures and culture that maintain white power and privilege still intact and relatively untouched</p>	<p>Commits to process of intentional institutional restructuring, based upon anti-racist analysis and identity</p> <p>Audits and restructures all aspects of institutional life to ensure full participation of People of Color, including their world-view, culture and lifestyles</p> <p>Implements structures, policies and practices with inclusive decision-making and other forms of power sharing on all levels of the institution’s life and work</p> <p>Commits to struggle to dismantle racism in the wider community, and builds clear lines of accountability to racially oppressed communities</p> <p>Anti-racist multicultural diversity becomes an institutionalized asset</p> <p>Redefines and rebuilds all relationships and activities in society, based on anti-racist commitments</p>	<p>Future vision of an institution and wider community that has overcome systemic racism</p> <p>Institution’s life reflects full participation and shared power with diverse racial, cultural, and economic groups in determining its mission, structure, constituency, policies and practices</p> <p>Full participation in decisions that shape the institution, and inclusion of diverse cultures, lifestyles, and interests</p> <p>A sense of restored community and mutual caring</p> <p>Allies with others in combating all forms of social oppressing</p>

Used with permission of Crossroads Ministry. Adapted from original concept by Baily Jackson and Rita Hardiman & further developed by Andrea Avazian & Ronice Branding.

# Facilitating Progress Through the Stages of Multicultural Organization Development\*

**Directions:** Start at the MCOD Stage you have chosen that best reflects the current state of your organization. Review the Strategic Actions and use the following symbols:

- Already in place (check-off ✓)
- In the planning stages (star \*)
- Next steps (dash -)

\*Then review the Stages **before** and **after** using the same symbols.

## **Stage 1: The Exclusionary Organization ~ MONOCULTURAL**

***Strategic Actions:*** The goal is to assess the current state, increase safety, decrease exclusionary and discriminatory practices, and make environment far less dangerous for the physical and psychological well-being of members.

- Engage in coalition building ~ develop relationships with other change agents across identity groups
  - \* Build a shared understanding of the current exclusionary practices and oppressive behaviors
  - \* Identify the negative impact of the status quo on members of the organization and the reputation of the institution
  - \* Collectively strategize next steps
- Identify the self-interest of the top leaders to make changes in status quo
- Gather data about impact of status quo on items of self-interest to top leaders
- Develop ways to “put a face” on the negative impact of the status quo and to make the pattern of the offenses well known within the organization, and possibly regionally and nationally
- Identify any internal and external demands, “levers for change” to shift the status quo (i.e., recent bias incidents, increase number of grievances, current or potential law suits, drop in revenue/number of clients, drop in customer service, increase in complaints, decreased reputation in community, perceptions of state legislators, alumni, regional corporations, local communities; change in national priorities)
- Increase visibility of leaders reinforcing their commitment to create a safe, inclusive organizational environment
- Identify and communicate clear expectations and boundaries for appropriate behavior and clear responses for inappropriate behavior\* (Jackson & Hardiman)
- Create structures to ensure all organizational members understand the rules for expected behavior in the organization and the consequences of exclusionary actions, negligence, etc.
- Ensure that all leaders, managers, and staff participate in required related trainings,

- including sexual harassment training, grievance procedures, etc.
- Continually monitor and report on efforts and outcomes to create greater safety for all groups in the organization.
- Gather data from peer institutions: best practices and benchmarks
- Build internal networks across the institution: Human Resources, Legal advisers, EEO/AA, Ombuds, union leaders, Board members, employee resource groups, etc.
- Build networks and partnerships with institutions and agencies in the community, community leaders, grassroots change agents, etc.
- Strategize how to influence top leaders through existing relationships and emerging relationships: identify those who are important to involve and assess their level of commitment to creating a safe, inclusive organization
- Identify and work to resolve gaps in current mission/values statements, and policies and reporting procedures (i.e., non-discrimination policy, hate crimes policy, sexual harassment policies/procedures, bias reporting protocol, personnel grievances, etc.)

## **Stage 2: “The Club” ~ MONOCULTURAL**

***Strategic Actions: Goals ~ To continue to eliminate discrimination and harassment within the organization and institutionalize policies and practices to increase the safety of all organizational members. To begin to assess the current state and create the infrastructure to implement strategies to (a) create an inclusive work environment and (b) successfully recruit, retain and promote leaders, managers and staff who demonstrate the skills and competencies to work effectively within a diverse organization and provide services to an increasingly diverse client population. Increase visibility of top leader commitment.***

- Continue and enhance work on all of the Strategic Actions in Stage 1, Exclusionary Organization.
- Create an Inclusion Change Team: Secure top leader support to form an Institutional Inclusion Change Team.
- Form the Change Team ~ Ensure that the membership represents a diagonal slice of the organization. Adjust members’ work load, as needed, to allow their full participation.
- Team development of Inclusion Change Team. Accelerate the skill and group development of the Change Team through retreats, in-depth diversity/inclusion training, and authentic dialogue among members.
- Initial Assessment: Conduct a comprehensive Cultural Audit (including clients, staff, managers, administrators, members of the local community) including climate assessment, data on recruitment, retention, promotion, development and career pathing, performance ratings, demographics by job position and salary, grievances and hate crimes, assignments of stretch opportunities, infusion of diversity into professional development/training activities and client services and programs, etc.

- Feedback Session : Compile the data and conduct a Feedback Session with top leaders to diagnose results of Cultural Audit and discuss ways to ameliorate the exclusion and disparities that exists in the organization (internally and externally).
- Examples of actions that could result from the Feedback Session:
  - » Assess the current policies, procedures, services, programs, and practices; identify Discretionary Points where bias could enter these processes and create negative differential treatment of clients, staff, managers, and administrators.
  - » Focus on influencing future recruiting efforts to hire leaders and mid-level managers with a demonstrated commitment and track record for creating inclusive, socially just organizational environments.
  - » Revise, as needed, organizational mission, values statement, and Human Resources policies to address issues of inclusion and social justice.
  - » Increase organizational-wide and division/department diversity awareness programs and workshops.
  - » Create a Mentoring Program for staff, managers and administrators from subordinated groups.
  - » Increase resources for programs and services that promote the adjustment, retention, engagement, and success of subordinated groups, including support centers, employee orientation programs, mentoring, employee resource groups, professional development programs/retreats, etc.
- Leadership Team Development: Work with the top leaders to increase their capacity to demonstrate effective leadership of this Inclusion Initiative.
- Continue building coalitions
  - » Form relationships with state and local legislators and other influence figures
  - » Build coalitions among subordinated groups within organization
- Continue to gather relevant data that supports organizational change efforts
  - » Stay current on external demand for peer institutions to provide culturally competent service to a broader range of community members, and to hire/retain staff who demonstrate the skills to live and work effectively in increasingly diverse work environments and communities

### **Stage 3: The Compliance Organization ~ NON-DISCRIMINATING**

***Strategic Actions: Goals ~ To build and implement a data-based Strategic Plan; increase the numbers of staff, managers, and administrators from subordinated groups; create structures to ensure they are welcomed and embraced within the organization and local community.***

- Continue to collect, analyze, and compare comprehensive data on climate, recruitment, retention, promotions, professional development opportunities, costs of status quo, etc.
- Deepen cultural competencies of Institutional Inclusion Change Team to include MCO theory, organizational change models, strategies to engage resistance, etc.

- Top leaders and Institutional Inclusion Change Team develop a long-term Inclusion Strategic Plan; Measures of Success identified and communicated widely
- Clarify and communicate clear expectations for the quality of client programs and services, and the quality of workplace climate for all staff, managers, and administrators
- Identify cultural competencies expected of all administrators, managers and staff
- Revise performance system to hold people accountable for demonstrating these cultural competencies in their daily work activities
- Implement a comprehensive training and development initiative to increase the cultural competence of all administrators, managers, and staff
- Create meaningful dialogue among top leaders and members of subordinated groups and key allies
- Create a “Reverse Mentoring” Program for top leaders and selected other key managers ~ match each leader/manager with a subordinated group member ~ goal of mentoring program is to both increase cultural competencies of leaders/managers and increase the organizational success of subordinated group members
- Continue development and training of Leadership Team to increase depth of commitment and consistent demonstration of cultural competencies
- Integrate cultural competencies into Human Resources programs and all other training sessions
- Form Diversity/Inclusion Committees in departments/divisions that are linked to the Institutional Diversity/Inclusion Change Team
- Examine and revise policies, practices, and structures to include the goals of inclusion and cultural competencies expected of administrators, managers, and staff (i.e., job descriptions, department/division mission statements, decision-making processes, protocol to respond to grievances, hate crimes and sexual assaults, performance evaluations, reward structures, marketing materials, recruiting practices, hiring practices, promotional processes, career development processes, etc.)
- Require Diversity/Inclusion Plans from all leaders and managers that identify measurable strategies to meet Diversity Goals and organizational mission/values
- Implement a Mentoring Program for staff
- Create meaningful opportunities for members of subordinated groups to meet/connect
- Create developmental opportunities for members of dominant groups to examine their privilege, the dominant culture, and explore their role in partnering to create change
- Require all Search Committees to participate in a Diversity/Inclusion workshop designed to eliminate discriminatory practices and increase the hiring of candidates who demonstrate core cultural competencies
- Examine and revise, as needed, all on-boarding and orientation/training programs of staff, managers, and administrators to address issues of inclusion
- Stay current on efforts of peer institutions and other organizations
- Develop productive networks with other community leaders; meet quarterly to

review current plans and progress towards goals; give/receive feedback on plans for next steps

#### **Stage 4: The Affirming Organization ~ NON-DISCRIMINATING**

***Strategic Actions: Goals ~ To continue to enhance the safety of all groups, and increase the numbers of subordinated group members within the organization. Increase attention to access and strategies to ensure success for all staff, managers and administrators. Increase skill and competencies of staff, managers and administrators to create programs, services, and processes to increase engagement and culturally competent services to the increasingly diverse client population.***

- Annual review by top leaders of Inclusion Plans from all leaders and managers within organization
- Share best practices across institution
- Reward system and processes developed and implemented for champions and areas that make significant progress towards Inclusion Goals
- Top leaders review institutional-wide reports on recruitment, retention, development, career pathing, and promotions every 6 months
- 6-month reviews by each top leader of Inclusion Plans from managers in their areas
- Hold public community forums to gather feedback from clients and community leaders on current services and input for changes
- Train leaders and managers to identify the “discretionary points” in policies, practices, and unwritten rules where bias and prejudice could result in negative differential impact and exclusion
- Develop the internal capacity of select staff, managers, and administrators to effectively use a “Diversity Lens” in day-to-day activities ~ Diversity Practitioners
- Develop a group of Internal Trainers/Coaches who can facilitate diversity awareness and skill sessions across the organization
- Conduct Cultural Audits for individual departments and divisions
- Conduct Feedback Sessions with leaders, managers, and staff to diagnose data from Cultural Audits of their area
- Charge existing or develop a Task Force to work directly with leader to address issues raised in department/division Cultural Audits
- Train all staff, managers, and administrators how to integrate diversity and inclusion into their day-to-day activities
- Create structures that reward employees who provide exceptional culturally competent service to clients
- Integrate issues of inclusion into all educational programs and marketing efforts; ensure materials are accessible for English language learners across literacy levels
- Sponsor Dialogue Groups to facilitate authentic dialogue and understanding among members of dominant and subordinated groups
- Stay current on efforts of peer institutions and other organizations
- Create networks with other community organizations
- Establish official Community Liaisons with key subordinated group communities

- Partner with community civic, and business leaders and other agencies to create a comprehensive welcome program for new employees who relocate to the area, and to provide jobs for their spouses/significant others/partners
- Partner with community, civic, and business leaders to assess the current climate in the community for members of subordinated groups, and work collaboratively to improve the quality of life overall, the educational systems for children, etc.
- Develop partnerships with other organizations/agencies who provide related services and/or serve similar client populations; explore ways to increase quality and efficiency of services/programs by sharing resources, collaborating, seeking grants/funding, etc.

## **Stage 5: The Redefining Organization ~ MULTICULTURAL**

***Strategic Actions: Goals ~ To engage the entire organization and local community in a new kind of open dialogue about what it means to create and maintain the new, inclusive organization. To continually innovate, try new strategies, assess impact, and redesign programs, policies, and practices as needed.***

- New norms of the Inclusive Organization are communicated widely
- Revise performance and reward systems, orientation/on-boarding, and development/training programs to highlight key skills and competencies that support the new norms and inclusive culture
- Annual analysis and revision of all policies, practices and procedures to eliminate any unintended differential impact and exclusion
- Create structures to ensure that a “Diversity Lens” is actively engaged in all planning and decision-making processes across the institution
- Continue to influence all recruiting efforts of leaders, managers, and staff to ensure they demonstrate commitment and success in creating and maintaining inclusive organizations for all
- Continually evaluate effectiveness of community outreach efforts and partnership initiatives, and enhance as needed

## **Stage 6: The Multicultural Organization ~ MULTICULTURAL**

***Strategic Actions: Goals ~ To continually reassess current state and organizational needs, and change as needed to ensure social justice throughout organization.***

- Implement Continuous Improvement strategies
- Initiate regional efforts to share best practices, increase inclusion in all regional institutions
- Partner with local and state government leaders
- Stay current on efforts of peer institutions and other organizations
- Conduct regular, comprehensive Cultural Audits
- Revise policies, practices, and norms as needed to maximize inclusion
- Continue to influence all recruiting efforts of leaders, managers, and staff to ensure they demonstrate commitment and success in creating and maintaining inclusive organizations for all

### **\*Sources for MCOD Theory and Stage Model:**

Jackson, B. W (2006). Theory and practice of multicultural organization development. In Jones, B. & Brazzel, M. (Eds.), *The NTL Handbook of Organization Development and Change* (pps. 139-154). Arlington, VA: NTL Institute.

Jackson, B. W., & Hardiman, R. (1994). Multicultural organization development. In E. Y. Cross, J. H. Katz, F. A. Miller, & E. W. Seashore (Eds.), *The promise of diversity: Over 40 voices discuss strategies for eliminating discrimination in organizations* (pp. 231-239). Arlington, VA: NTL Institute.

Jackson, B. W. and Holvino, E. V. (1988, Fall), Developing multicultural organizations, *Journal of Religion and Applied Behavioral Science* (Association for Creative Change), 14-19.

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## **Faith and Practice Revision Group**

### **Report to Philadelphia Yearly Meeting of the Religious Society of Friends**

The **Faith and Practice Revision Group** is pleased to release the proposed new edition of *Faith and Practice of Philadelphia Yearly Meeting* to the yearly meeting for its consideration. This constitutes the second reading and is presented for acceptance. It is our hope that a great upwelling of creativity will ensue as Friends explore the new book in groups and as individuals throughout the yearly meeting. We learned in the revision process that many Friends, new and old, are unfamiliar with our current book. Perhaps the publication of the new edition will inspire, for example, a sprint group to collect the various ways that meetings encounter the book.

The revision group deeply appreciates the many suggestions, comments, responses that Friends throughout the yearly meeting have shared with us over the past 7 years. Since annual sessions last year, we have received feedback on the draft that was then under consideration. The revision group addressed all of the suggestions and incorporated a great many in the draft posted April 30, 2016. In the past three months, several omissions have been brought to our attention; we have rectified that in the document posted and dated June 30, 2016. The revision group believes that the proposed new edition has been greatly improved by the participation of many Friends.

We ask that Friends accept the new edition and turn attention to publishing and using the new book.

#### **Remaining Tasks for the Current Revision Group:**

- Complete “Biographical Notes of Authors”
- Secure permission to include remaining new extracts
- Prepare detailed report on the process of revision for future revisionists
- Request that the current revision group be laid down

#### **Additional Steps to Completion by a Successor Group or Individual:**

- Prepare index and proofread; design layout
- Print paperback version and post online downloadable searchable version
- Plan for distribution and promote usage among Friends

#### **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)

If you have questions about this report, please contact:  
Martha B. Bryans, Clerk of Faith and Practice Revision Group  
[mbryans26@verizon.net](mailto:mbryans26@verizon.net)

Faith & Practice Revision Group

# Report to Annual Sessions

Saturday, July 30, 2016

# Faith & Practice Revision Group

Annette Benert (Lehigh Valley MM, Bucks QM)

Joan Broadfield (Chester MM, Chester QM)

Martha Bryans (Uwchlan (Downingtown) MM, Caln QM)

Howard Cell (Germantown MM, Philadelphia Quarter)

Sallie Jones (Birmingham MM, Concord Quarter)

Bill Smith (Moorestown MM, Haddonfield QM)

Contact: Martha Bryans, Clerk

mbryans26@verizon.net 610-995-0488

# Timetable to Completion

- The “first reading” of the draft occurred last year
- Over the past twelve months, comments from Friends were considered and many incorporated
- Section VI “Extracts from the Writings of Friends” was completed
- The revised draft was posted on April 30, 2016
- A final draft, posted July 15, incorporated a few omissions
- “Second reading for acceptance” – July 30, 2016

# Major Changes Found in the New Edition

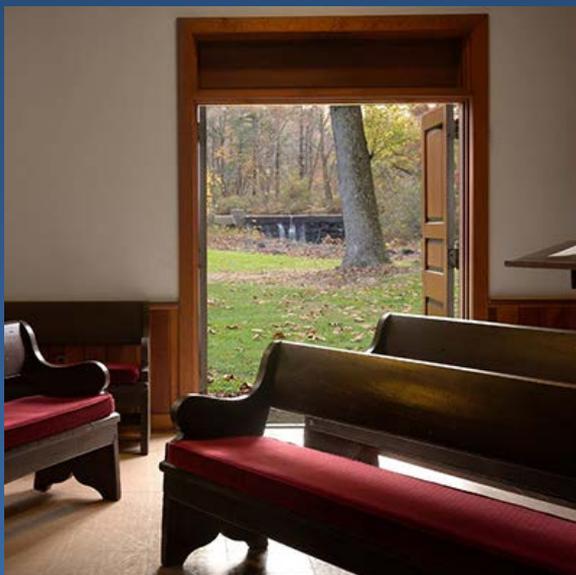
- The first 50 pages give a concise description of Quakerism and Philadelphia Yearly Meeting, suitable for new and seasoned Friends
- Contemporary voices added to Extracts
- New structure of PYM referenced
- “Shoulds” largely eliminated
- Inclusion of a new section on procedures and processes
- Inclusion of a new section on other resources
- Expanded listing of Friends organizations with websites
- Definition of terms included in text rather than separate glossary

# Tasks for the Current Revision Group:

- Complete “Biographical Notes of Authors”
- Secure permission to include remaining new extracts
- Prepare detailed report on the process of revision for future revisionists
- Request that the current revision group be laid down

# Additional Steps to Completion by a Successor Group or Individual

- Prepare index and proofread; design layout
- Print paperback version
- Post online downloadable and searchable version
- Plan for distribution and promote usage among Friends



Thank you!

**336th Annual Sessions  
Philadelphia Yearly Meeting  
July 27 – 31, 2016  
Muhlenberg College, Allentown, PA  
Saturday, July 30, 2016 – Evening Session**

Worship

The 336<sup>th</sup> Annual Sessions of Philadelphia Yearly Meeting of the Religious Society of Friends reconvened Saturday evening at 6:15 pm in Seegers Union Building of Muhlenberg College, Allentown, PA. The announced theme of our 2016 Sessions is “Be Transformed!” At the appointed hour, we settled into Meeting for Togetherness lead by Hannah Mayer (West Philadelphia Preparative Meeting) who led us in playing: “1,2,3 Connect!” We connected to other Friends who have connected for the first time at this year’s annual sessions. We all have *sparks of transformation* and will continue to have them as long as we live. We were asked to think of a “spark of transformation” in our past.

Welcome and Introductions

At about 7 pm, Presiding Clerk Penny Colgan-Davis (Germantown MM), greeted us. Others at the clerks’ table introduced themselves: Alternate Clerk Alison Anderson (Central Philadelphia MM), Alternate Clerk Tom Hoopes (Valley MM), Alternate Clerk Amy Kietzman (West Philadelphia Preparative Meeting), General Secretary Christie Duncan-Tessmer (Chestnut Hill MM), Recording Clerk John Lavin (Birmingham MM), and Assistant Recording Clerk Anthony Taylor (Fallowfield MM). Speech-to-text captioning was provided by Becky Tallarico.

Reading of Draft Epistle

A draft of the outgoing Epistle was read by Melissa Rycroft (Pennsdale MM). She was joined by the rest of the Epistle Committee: Amy Kietzman (West Philadelphia Preparative Meeting), Louis Le Fevre (Trenton MM), and Annette Benert (Lehigh MM). They requested and received feedback on their draft. Friends thanked the Epistle Committee for their work on the body’s behalf.

Keynote Speaker

The body then moved to our keynote speaker for sessions. Avis Wanda McClinton (Upper Dublin MM) introduced our speaker: Dr. tonya thames taylor (Fallowfield MM). Avis roused Friends with exclamations of “Quaker Power!”

tonya thames taylor is the founding director of the African American Studies Program at West Chester University, where she is also an Associate Professor of History. Her keynote was dedicated to anyone anywhere in a struggle for justice.

tonya shared with Friends memories of her life from her grandmother's porch. She retains a deep legacy from her grandmother whose spirit is a part of her. We were inspired and engaged by her "stories from the porch," insights on the Reverend Dr. Martin Luther King Jr, Henry David Thoreau, Harriet Tubman and scripture. She implored us to never let someone discourage our humanity, no matter how they try to hurt us and that we must cultivate our minds, act justly, love mercy, and walk humbly with our God. ([A video of tonya thames taylor's speech is on pym.org.](#))

Adjournment

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

Submitted by,

Recording Clerk, John Lavin (Birmingham MM)

Recording Clerk, Anthony Taylor (Fallowfield MM)

Presiding Clerk, Penny Colgan-Davis (Germantown MM)

**336th Annual Sessions  
Philadelphia Yearly Meeting  
July 27 – 31, 2016  
Muhlenberg College, Allentown, PA  
Sunday, July 31, 2016 – Morning Session**

Worship

The 336<sup>th</sup> Annual Sessions of Philadelphia Yearly Meeting of the Religious Society of Friends reconvened Sunday morning at 9:15 am in Seegers Union Building of Muhlenberg College, Allentown, PA. The announced theme of our 2016 Sessions is “Be Transformed!” At the appointed hour, we settled into Meeting for Worship and prepared ourselves for our business. Clerk, Penny Colgan-Davis (Germantown MM) explained that there are Quakers here from Kenya wanting to meet with us, who have just been at the Democratic Convention. She asked for the Body’s permission to briefly videotape our opening worship, which was granted. The Clerk expressed her hope that our corporate worship will have openings and silence between messages.

Welcome and Introductions

Then, at about 10:00 am the Clerk greeted us. Others at the table introduced themselves: Alternate Clerks Tom Hoopes (Valley MM), Alison Andrews (Central Philadelphia MM); and Amy Kietzman (West Philadelphia PM) introduced themselves. The co-recording clerks were Marty Smith (Moorestown MM) and Anthony Taylor (Fallowfield MM); Becky Tallarico was the speech-to-text transcriber.

A first time attender, Jake Emerson (Swarthmore MM) introduced himself.

Epistle Reading

Annette Benert (Lehigh Valley MM) and Melissa Rycroft (Pennsdale MM) first read the Epistle from Ramallah Friends Meeting and then read from Piedmont Friends Yearly Meeting and Piedmont Friends Fellowship.

Melanie Douty-Snipes (Fallsington MM) and Jonathan Snipes (Fallsington MM) led us in singing *Standing in the Need of Prayer*. The Clerk thanked tonya thames taylor (Fallowfield MM) and Avis Wanda McClinton (Upper Dublin MM) for an inspirational keynote speech Saturday night.

Undoing Racism Proposal

In preparation for considering the proposal, the Clerk said that we are striving to bring a structure which will support our corporate witness of addressing racism within PYM and beyond. We have this chance to be truly led by God. She asked how can we assure a pathway for elders

to be present to guide and lead us? The Clerk then explained why the URG Proposal has come before us for consideration this morning. Thursday night, when the body saw the Undoing Racism proposal for the first time, there was much confusion. Despite her statement then that the proposal was not being brought forward for approval, many Friends have expressed intense interest over the past few days in its consideration for approval. Therefore, in preparation for this morning's consideration, the Clerk met with URG asking them to clarify and simplify the proposal.

The newly-crafted Undoing Racism Proposal was explained by Noah White, Lucy Duncan (Green Street MM), and Vanessa Julye (Central Philadelphia MM). They showed a diagram with URG members "at the table" while decisions are made in relationship with the body. They then showed an organizational developmental diagram leading to inclusiveness and a transformational multi-racial Religious Society of Friends. They stressed that, unless we are actively undoing racism, the PYM body will perpetuate white supremacy. The body then considered URG's proposal, which was created as a "cross-cut structure," having input in all levels of governance within the yearly meeting. URG would be self-governed and appoint their own representatives to serve on the *Nominating*, *Quaker Life*, and *Administrative Councils*. It would remain an open group, welcoming anyone in PYM to participate. They would annually appoint an URG representative to the *Faith and Practice Revision Group* and *Sessions Coordinating Committee* and make sure that at least one aspect of addressing racism and white supremacy would be on the agenda of sessions. URG's place in the structure would be reviewed in 2018, when a full evaluation of the new structure will take place.

There was a period of deep worship with observations, queries, and calls for unity in the Spirit. The Clerk then asked for a two-year experiment to put this proposal into practice. The body was not of one mind and heart to do that, thus the Clerk acknowledged we were not united in approving the proposal.

As the children and young Friends entered, Jonathan and Melanie Snipes led us in song *What God Has Shown Me*.

#### General Secretary's Report

Christie Duncan-Tessmer (Chestnut Hill MM) began her report by the call and response: *God is good all the time; God is good...* It is very important that we be where we are with God. We need to think about that query, when we go back to our meeting. There are so many ways that we can share with one another in the YM what is happening with us in our lives and religious communities. This can be done through the PYM website, so we can be inspired by how others have responded to the Spirit. The General Secretary's formal report is attached.

#### Young people and adults reporting back

Children, Young Friends, and Young Adult Friends:

*Young Adult Friends:* More than 50 YAFs gathered together in the spirit of love and friendship seeking spiritual community beyond traditional Friends meetings. YAFs feel excluded from service within YM but seek direct membership with PYM. Because Young Adult Friends are supportive of anti-racism work, they were disappointed when Friends did not support the URG Proposal Thursday night. YAFs plan to change the name of the William Penn Lecture, at the recommendation of Undoing Racism Group, because Penn owned slaves. YAFs have struggled to find a voice which would be recognized and heard in business sessions; they are discouraged, frustrated, and ignored. But the Young Adults come back to sessions because they trust the Spirit to lead them.

*Young Friends:* 23 YFs participated in workshops on conformity, connected with Friends of all ages, and learned about business meeting. They struggled with a bathroom issue and came to unity. They worked on how to create a non-racist society and pledged to do more work with the undoing racism proposal. They were inspired by Saturday evening's speaker, tonya thames taylor.

*Middle School Friends:* They enjoyed delicious food, made new friends, played a lot of Four Square, did worship-sharing and walking meditations, swam, did crafts, watched a movie and discussed "isms" in the media, delved into undoing racism, and looked at new ways of leadership.

*Fells:* The 4<sup>th</sup> & 5<sup>th</sup> graders shared their favorite activities: playing an unfair game, kickball, finger knitting, and face painting. *Fishers:* The K-3<sup>rd</sup> graders loved being together with old and new friends. They found unity through and discovered "treasures" within ourselves. The Clerk expressed gratitude to staff and volunteers, who planned and oversaw the Children and Youth Programs. Over half of the body stood, when Clerk, Penny asked for those who volunteered to make these Sessions happen.

#### Outgoing Epistle

Amy Kietzman, tonya thames taylor, Annette Benert, Louis Le Fevre (Trenton MM), and Melissa Rycroft. The group shared the outgoing Epistle which includes the acknowledgment that PYM has struggled to understand and address racism in our Body. Many Friends gathered together to discern the will of God. There was praise for the excellent food provided by Muhlenberg University. We were enriched by presence of Friends from Kenya. We received reports from elements in our new structure. We appreciated by the leadership of our Clerk and the sharing of the children, youth, and young adults. The Undoing Racism Group proposed a way to weave their concerns into the structure of the YM. tonya thames taylor gave an inspirational Saturday

night message asking us to consider: *How can we be subversive and transformational?* Melissa then gave a definition of White Supremacy.

Friends suggested adding the phrase: “We are being held in the light and we seek guidance...” and that Britain YM Friends need to be added to the visitors.

**Friends approved the Outgoing Epistle with two additions and much gratitude.** (It is attached.)

#### Clerk’s Report

Due to time constraints, we did not get to hear an oral summary of the Clerk’s report. Following is the written report the Clerk submitted ahead of sessions. Her written report submitted in advance is attached.

The Clerk asked all who had volunteered to stand so we could thank not only the Sessions Planning Committee and the PYM staff who worked so hard to create the week, but everyone else who made this possible.

The meeting ended with worship.

Submitted by,

Recording Clerk, Marty Smith (Moorestown MM)

Recording Clerk, Anthony Taylor (Fallowfield MM)

Presiding Clerk, Penny Colgan-Davis (Germantown MM)

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

### **VISION**

We believe, and our experience has shown, that an elemental aspect of undoing racism is decentering whiteness.

The Undoing Racism Group (URG) is the body within Philadelphia Yearly Meeting (PYM) comprised of significant numbers of Friends of Color<sup>1</sup>. These Friends of Color, along with other white Friends, have been engaged in sustained study and practice of ending racism. Friends of Color within URG are centered in positions of leadership, such that this centering facilitates accountability and forward movement.

In order for PYM to fully live out its commitment to ending racism in our midst, it will be essential for the body to understand that unless we are actively resisting racism, a majority white body will perpetuate the racism and white supremacy.

We believe it is essential that the Undoing Racism Group *also* be placed within the structure of PYM in such a way that it has the responsibility to hold the yearly meeting accountable to its corporate witness around racism.

### **PURPOSE**

Our primary purpose and goal is to eliminate racism and white supremacy in our Yearly Meeting. We will achieve our purpose by:

- forming a Care Committee, consisting of Friends of Color dedicated to the service of holding the Yearly Meeting and our clerks accountable in a loving and faithful manner<sup>2</sup>
- advising in the writing and editing of job descriptions and search committees for yearly meeting employees and leadership (presiding clerk, subgroup clerks, elders), so that addressing racism is woven into all our professional and volunteer work and roles
- assisting the yearly meeting leadership in getting training around racial justice and inclusion
- providing queries on addressing racism and white supremacy for regular use by any subgroup of the yearly meeting

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<sup>1</sup> Our use of the term **Friends of Color** includes people of African, Caribbean, Latinx, Asian, Pacific Islander descent, and indigenous peoples.

<sup>2</sup> The Care Committee does not need to consist of all members of these groups.

- supporting Friends of Color in various ways including securing funding for an annual retreat

## **OUR PROPOSED STRUCTURE**

The Undoing Racism Group proposes the following:

1. Undoing Racism Group does not fit into any current category, or under any of the three councils of the new PYM governance structures.
2. Undoing Racism Group will be created as a cross-cut structure, one that has a relationship with all decision-making bodies of PYM, and serving the yearly meeting in its calling to address racism and end white supremacy.
3. Undoing Racism Group will consist of three co-clerks. Two of the three appointed co-clerks will identify as Friends of Color or of mixed race.
4. Undoing Racism Group—through an internally-appointed nominating committee—will appoint representatives to serve as members of each of the three councils: Quaker Life, Administrative and Nominating.
5. Undoing Racism Group is an open group. Any active participant in the Philadelphia Yearly Meeting community is welcome to participate and be active in our meetings.
6. Undoing Racism Group co-clerks and appointed sub-group clerks (or their designees) are the official representatives for URG and have a critical role in communicating across the yearly meeting.
7. Undoing Racism Group will annually name someone to be on PYM's Faith and Practice Revision Group, the Sessions Coordinating Committee, and work with PYM leadership to make sure that there is at least one aspect of addressing racism and white supremacy on the agenda at sessions.
8. Undoing Racism Group's Care Committee will hold the responsibility to periodically assess and discern if and when URG may be ready to lay itself down.

INWARD LIGHT, SPIRIT, GOD, LIVING CHRIST...

## PYM Clerks & Elders



### Admin Council

- Collaboratives
- Sprints
- Threads



### Quaker Life Council

- Collaboratives
- Sprints
- Threads



### Nominating Council



### PYM Staff

### Quarterly Meetings

Monthly Meetings

Monthly Meetings

Monthly Meetings

UNDOING RACISM GROUP

## Report of the General Secretary to Philadelphia Yearly Meeting

Friends, this past year has been one of enormous energy and many moving parts that has moved us down new paths. Since this time last year we have a new structure that is based on encouraging and supporting Friends to work and learn and live deeply in the heart of God together. This report provides an overview of the highlights of our community during the past year. Each item is described with just a few sentences which must be understood to represent significantly more effort, impact and nuance than implied by the length of the description!

### **Governance Structure**

This year we launched new structures that allow our governance and activity to be accessible, meaningful and immediately usable. One evening in the fall I was working at home at the dining room table while my son was doing his Civics homework and he asked what I was doing. After I described what I was working on with a committee he said “Oh, you’re framers of the Yearly Meeting.” That’s a perfect description of what has taken place in the last 12 months.

**Governance Handbook:** We have a 57-page document of the structures of PYM which describes the details of the authority, responsibility, accountability, available resources and means of accessing the governance structures. It is constantly referred to by the staff, Councils and other structures.

**Council Training:** We offered a training to the members of Quaker Life, Administrative and Nominating Council members so they could hit the ground running with a sense of what their roles are from the big picture to the where the rubber meets the road.

**Council Mapping:** The Handbook explains the roles and responsibilities of the councils as well as the resources and structures they have at their disposal, but it does not tell them *how* to use those resources or meet their responsibilities. The Quaker Life Council and the Administrative Council began mapping out their plans for how to function through establishing committees, sprints and regular practices.

**Continuing Sessions:** Over 400 Friends from 75 meetings participated in Fall Continuing Sessions and 375 people from nearly 80 meetings attended Spring Continuing Sessions. There are far more people in the room for these business sessions than there are for business sessions at Annual Sessions so more Friends of the yearly meeting community are involved in the governance. We continue to struggle with finding how to balance the high number of priorities within a single day of Continuing Sessions. I think we’ve been successful at balancing business, meaningful community engagement, learning and worship in a way that feels not dissatisfying to each group of people who have a particular fondness for each of these foci. At the same time it feels like too much overall.

### **Connect Friends and Meetings to One Another So That We May Experience a Vibrant, Spirit-Led Faith Community & Broaden Engagement and Deepen Connection**

These are the first and fifth strategic directions in our Five Year Plan and they are central to the work of staff. As I wrote last year, focusing on these directions asks us not to prioritize solely getting more people involved but to think about how we engage with one another, how we create partnership 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. There are many, specific ways in which we’ve addressed these directions.

**Friendly 800's:** This event invited all Friends to join a potluck dinner of 8-12 people at the same time and day across our yearly meeting. From Chambersburg to Moorestown and Pennsdale to southern Delaware, at 28 different locations, 250 people ate together, considered queries, posted photos and “micro-Epistles” on social media using the hashtag #friendly800s.

**Community Engagement Staff:** We shifted some titles and job responsibilities to create the Community Engagement Coordinator, a staff position that has the responsibility for ensuring that the interactive work across our community (including coming together at Sessions) is well supported and stimulated. We applied for and received a \$50,000 grant from the Tyson Foundation to allow us to hire a Community Engagement Fellow for 20 months who is helping us get tools in place so that the work can be self-sustaining once established.

**Nurturing Collaborative Work:** Staff makes sure that the seeds that are planted by the Quaker Life Council's work in caring for Sessions, Collaboratives and Sprints are supported so they can come to life. Toward this end we moved nearly 50 projects that were lifted up by Friends at Continuing Sessions into populating seventeen groups that held the most interest to six named Collaboratives and two named Sprints and several more in the works. The Program and Funding Committees of the QLC are functioning well to season, approve, and sometimes fund, these groups. The Community Engagement and administrative staff in the PYM office offer logistics, communications and nurturing support to help Friends in the yearly meeting who are growing and exploring ideas that may become work and witness in the yearly meeting.

**Thread Gatherings 2.0:** The next generation of Thread Gatherings is in motion and the first was held in the spring. There are multiple Threads held at each event so there are fewer events and more cross-over of interests. The first one was enthusiastically reviewed by attendees.

**Gatherings for Monthly and Quarterly Meeting Clerks:** We began a new process this year of holding gatherings for monthly meeting clerks to come together and learn from one another and build community. There were also two conference calls for all MM clerks. A similar schedule was supported for Quarterly Meeting clerks.

**Visit meetings each month:** I continued to visit monthly meetings on a regular basis. In my second year I found that meetings inviting the “new general secretary” was no longer a thing and I began inviting myself or just showing up!

## Finances

**FY15 financial summary:** Our FY15 income overall came in on budget and our expenses were lower than budgeted; support from meetings met budget; support from individuals (Annual Fund) was lower than budgeted and is on that same pathway for the current year. Lower expenses were largely related to fewer program offerings by working groups, careful spending by staff and lower than planned professional and service fees. We transferred \$225,000 to the operating reserve fund, bringing the total up past \$1MM, bringing us much closer to our goal of \$1.2MM (see the treasurer's reports for more detailed information).

**Established a Strategic Direction Project Reserve:** Each year we budget for a surplus that we use to “refill the granaries” (re-establish operational reserves) and to ensure that we have money for a conservative three-year budget. In FY15 the cash we had available at the end of the year was higher than anticipated by \$75k. The default expectation was that all money would go into the operational reserve. I developed an alternative proposal for using these funds to support programs and projects related to our strategic directions which was approved by the

Administrative Council. This reserve fund gives QLC and the General Secretary more money for important projects and it puts Friends contributions to good use.

**Database:** After years of wishing and talking about it, we took the steps needed to shift us to a new database that better supports our needs. After conducting significant research, and receiving approval for the use of capital funds we began the work of moving our data to Salesforce. The database will replace both Raiser's Edge and Gifts (our grantmaking database) and will connect our online giving, electronic communications data and event registration data. It will also simplify and support the maintaining of member data from and for monthly meetings. We are in the final stages of the conversion.

**TAG Together:** TAG stands for **Thanking, Asking, Giving**. It is the approach we are shifting to which invites more Friends to have a stake in our development work. Rather than only reaching out to Friends to ask them to give, we also ask them to help with asking for support and thanking those who have given. For example, we held six TAG-a-thons in which meetings hosted an event local Friends who phoned or emailed other Friends to ask them to give or they sent thank you notes to those who already had given. Also, we play TAG at Annual Sessions where people can Thank, Ask, and/or Give at the TAG Headquarters. Once they have done so, they "tag" another person to ask them to go to the TAG station and Thank, Ask and/or Give.

**Increased Covenant Request:** The 2016 budget asked meetings to increase their giving by 1.5%. We did not increase spending to match rather we affirmed that increased giving would trigger a Shovel Ready project (see the Newsletter Project in Communications below). Many meetings did say that they could increase their covenant, one by as much as 25%, and so we launched the Shovel Ready project. Thank you Meetings!

## Communications

**The Video:** We engaged a professional videographer to capture our first Continuing Sessions for use in sharing what Continuing Sessions is about. We used the video footage for the front page of the website as well.

**Website:** The PYM website was refreshed! The news and the calendar and the front page are particularly stunning. The focus is to show all that is happening in the Quaker world in our footprint and help it look as lively as it is. The Newsletters and Story Editors projects, below, help bring vitality to the website by providing well written content from a variety of places.

**Newsletters project:** Thanks to the additional income from meetings who increased their covenant, we had paid staff support to sign up the PYM office for MM and QM newsletters and to ensure that every MM and QM has a contact to receive info from PYM for their own newsletters. We can therefore encourage sharing the stories from their newsletters with the broader community.

**Story Editors:** We contracted with four people to formulate and/or edit stories for format and content for publication on our website. This allows us to have the capacity to 1) edit text written as announcements to be more like engaging stories, 2) turn stories written for a MM's newsletter into stories for all readers on the PYM communications channels and 3) get a second set of eyes on written material being published online or in print without distracting staff from their real jobs. We are working out kinks in implementation but it has been a great resource.

***Faith IN Practice – Our New Print Publication:*** We replaced PYM Today with a new 8-page color publication that comes out 3 times a year. It's name? Faith IN Practice. This newsletter allows us to communicate three times as frequently, in color, for the same cost as PYM Today. It is designed and written in-house.

## **Staffing**

***Diverse approach to staff positions:*** I began using a more varied approach to meeting the staffing needs of the yearly meeting. This allows us to use funding that is available when it is available to complete project-focused work without imposing a higher fixed staffing cost that isn't flexible when we need it to be. Examples include the use of:

- Temporary staff for short term projects, for example a 3-month full time development person which allowed us to implement new approaches while still using old ones.
- Contracted staff for specific tasks, for example copy editors.
- Interim staff, for example two youth program positions that have turned over and which we expect will change in some way in the next year
- Grant funded staff like the Tyson funded Community Engagement Fellow
- An incoming Fellow through Quaker Voluntary Service, financed by the Strategic Direction Project Reserve.

***Anti-Racism Training:*** The PYM staff is committed to making our office an anti-racist multicultural workplace. Every staff person participated in an intensive 3-day training that began our work to understand the effects of racism in our interpersonal relationships and in the institution. The process to get to the point of having the training was one in which all the dynamics we want to learn to end were surfaced. It was messy, long, painful and freeing. We will continue the work as a whole staff. We are currently defining and identifying an Internal Transformation Team to be trained and, in turn, to train the rest of staff as well as manage proposals of change.

## **Ending Racism Ministry**

Summaries of the work addressing our corporate witness to end racism are more completely reported by the Presiding Clerk and the Quaker Life Council and by the Undoing Racism Group. I will note several things here though. The work to recognize and dismantle white-centered culture and structure is increasingly part of the agenda of yearly meeting meetings. For example, asking what meetings are struggling with and engaged in to end racism is part of every gathering and conference call with clerks. That said, it still happens with regularity that I notice after the fact that addressing racism wasn't included on an agenda or integrated into a program. Also, increasing numbers of meetings, monthly and quarterly, are coming under the weight of our corporate ministry and finding ways to learn, seek (and find) transformation and act in their communities. The relationship of the Undoing Racism Group in our governance structure continues to be undefined along with the way in which we hold this corporate ministry which is increasingly frustrating and complicated. Finally, I think it is true that we are learning more about the discomfort, fear and anger that comes with doing the work of identifying and ending racism among us for real and many of us are, at the moment, trusting our community enough to be able to experience those feelings together. Even though there are several qualifications in that sentence it represents significant strides forward, and yet there are many more strides and changes before us.

## Outside Contacts

The past year has offered an increasing number of opportunities for me to meet with organizations and individuals outside of our yearly meeting. I attended the annual meetings of seven different organizations in the last year in addition to conferences and events sponsored by these and others. I was invited, with other Philadelphia religious leaders, to meet with the Secretary of Homeland Security; I was asked to lobby the House Majority Whip's office with National Council of Churches; I was invited to address an event sponsored by the Islamic Society of North America on anti-Muslim rhetoric. At nearly every one of these events the fact that the General Secretary of PYM was in attendance was remarked on with enthusiasm. This is an area of the role of our General Secretary that may be growing.

## Takeaways

This report includes many words (about 2400 up to this point). You may not remember or even read all of it. But there are a few points that I want everyone to take from it and to make it easy, I'll list them for you:

- We have successfully done a huge amount of work toward restructuring our governance so that it is nimbler and more able to be inclusive.
- Our finances continue to be strong BUT it is imperative that the number of donors and the total dollar amount increase quickly.
- The PYM website is an important tool for sharing the work, witness and events of Quaker organizations – including your meeting. Post stories of what has happened on the news feed (you can do it yourself, it's easy!) and post events on the calendar (again, do it yourself!)
- You individually as well as your meeting as well as our extended family of Friends (the yearly meeting) are called on to end racism and white supremacy in our beloved Religious Society of Friends and in the world.
- Broaden your engagement and deepen your relationship with Friends' community.

To Friends Everywhere,

Greetings from the 336th Annual Sessions of Philadelphia Yearly Meeting of the Religious Society of Friends, held at Muhlenberg College in Allentown, Pennsylvania, from July 27 to 31, 2016.

*What is God calling Quakers in our Yearly Meeting to do next to end racism and white supremacy\* in the Religious Society of Friends and beyond? What will the blessed community look like in the future? How can we create a welcoming and inclusive space for all Friends? Just as the caterpillar struggles to transform into a butterfly, so we have struggled to understand and address the racism present in our yearly meeting.*

Our theme this year comes from Romans 12:2, “Be not conformed to this world, but be transformed by the renewing of your minds, so that you may discern the will of God—what is good and acceptable and perfect.”

Five hundred Friends, ranging from a few weeks to 96 years old, gathered together with the hope and longing to be transformed. We are thankful for the wonderful hospitality provided by Muhlenberg College, especially the friendly, helpful kitchen staff who supported our work by providing healthy food and frozen yogurt. Our Young Friends have reminded us that the Native Americans once lived upon this land.

We were enriched by the presence of Friends from Vihiga Yearly Meeting, East Africa Yearly Meeting (Kaimosi), Britain Yearly Meeting, Southeastern Yearly Meeting, and New York Yearly Meeting. We joined in song with Tribe 1 for an interactive, inventive, and deeply moving concert, which led to a joyful conga-line dancing to “I Can See Through Illusion.”

In our Meetings for Business, we approved nominations and a budget, as well as receiving reports from our Councils, committees, and organizations who are important partners in the wider Quaker world. Each afternoon, we participated in Work and Witness or Undoing Racism Workshops. We look forward to a new version of Faith and Practice, which has been a labor of love over seven years for a small but determined committee. We appreciated the guidance and structure provided by our clerks.

Our children and youth program leaders shared joy, laughter, leadership, and fun through our all together time each day.

Most importantly, throughout Annual Sessions we have talked, thought, prayed, and worshipped about how we will address racism and white supremacy. We disagreed; we protested; we were frustrated, angry, and discouraged. We are being held in the light and we seek its guidance. In all our conversations we made great efforts to speak our Truth with a goal of transforming ourselves and our yearly meeting. Our Young Friends testified that the phrase “people of color” did not resonate with them, to the extent that it should be changed.

The Undoing Racism Group presented a proposal for formalizing the structure, leadership, and governance of Undoing Racism Group in relationship with Philadelphia Yearly Meeting. Using a tool, “Continuum on Becoming an Anti-Racist Multicultural Institution,” we attempted to place our Yearly Meeting along a spectrum of structural racism. Many of our conversations about racism continued long into the night, in big and small groups, during meals, and in the hallways outside our formal sessions.

On Saturday evening, our keynote speaker, dr. tonya thames taylor, carried us to her grandmother’s 5’x7’ front porch, in Gulfport, Mississippi. From that porch, we heard lessons young tonya learned about resilience, the power of language, and encouraging one another – “when a situation arises, you recognize the pain and the struggle, but you don’t let it rob you of your humanity”. In her inspirational and challenging message, tonya drew from the Bible, African American history, the Rev. Dr. Martin Luther King Jr., and Henry David Thoreau. tonya left us with a query: When you have a burning bush experience, how will you respond? How do you be subversive and transforming?

The Undoing Racism Group has asked us to envision a blessed community. We will continue our labors to discern how to move rightly toward achieving that end.

*Like anybody, I would like to live a long life. Longevity has its place. But I’m not concerned about that now. I just want to do God’s will. And He’s allowed me to go up to the mountain. And I’ve looked over. And I’ve seen the Promised Land. I may not get there with you. But I want you to know tonight, that we, as a people, will get to the promised land!*

And so I’m happy, tonight.

I’m not worried about anything.

I'm not fearing any man!

Mine eyes have seen the glory of the coming of the Lord!

*Martin Luther King, Jr., I've Been to the Mountaintop*

\* Many describe the central issue as “white supremacy,” which legal scholar Frances Lee Ansley defines as “a political, economic, and cultural system in which whites overwhelmingly control power and material resources, conscious and unconscious ideas of white superiority and entitlement are widespread, and relations of white dominance and non-white subordination are daily reenacted across a broad array of institutions and social settings.”

<http://www.pym.org/addressing-racism/wp-content/uploads/sites/32/2016/05/Working-Document-of-Undoing-Racism-Group-Fostering-Beloved-Communities-of-Love-and-Justice.pdf>

Annette Benert, Amy Kietzman, Louis LeFevre, tonya thames taylor, Melissa Rycroft

## Clerk's Report to Annual Sessions, July 31<sup>st</sup>, 2016

I want to begin by acknowledging that there are so many people to thank for *so many* acts of kindness and hard work this week. Let me highlight a few:

- **Muhlenberg College** for its warm welcome, flexibility in accommodating our needs, delicious meals and comfortable surroundings,
- **You all** for your hard work and deliberations day after day and willingness to keep on going even when the discernment had been especially intense or the day had been extremely long,
- **Tribe 1** for another fabulous concert. As the Reverend William Barber of Repairing the Breach says, "Music can make us one," and Tribe 1 and Jonathan Snipes, Melanie Douty-Snipes and Amy Duckett Wagner's leading us in song every day certainly strengthened that power of worship that creates the feeling of being one with each other.
- **The Sessions Coordinating Committee** for the many hours members put into envisioning our gathering and making our hopes and dreams real,
- All of the plenary speakers, workshop presenters, worship sharing and affinity group leaders, conversation group facilitators, cart drivers, field guides, volunteers who worked before sessions, Friendly Presences, group leaders and ushers who actually *made* the gathering worth coming to, safe and comfortable, and
- **The entire PYM staff** for its dedication, patience, tirelessness and endless good humor. They made *everything* work, from acquiring Muhlenberg College, managing an easy registration and outreach process, planning and executing a wonderful children and youth program, organizing *all* of the documents and presentations for the website and onsite, packing up a ton of material, moving it here, setting it up and then packing it all up again and schlepping it back to Friends Center. You have been the best, and we *all* owe you a huge ovation!

### My year

This year was not only a transition year for me, moving into a new position, but one for the yearly meeting, living into our new structure. I know how hard it has been for many, giving up what was familiar and cherished and taking the risk to try new approaches to our decision-making and work. I applaud the courage Friends showed in just *doing it*, and I'm feeling much more confidence coming from Friends now that we have had almost a year to experience that new vision. We aren't "finished" and probably never will be. As an experimental and experiential religion, we are constantly in the making, trying new approaches and laying down old ones. What I *have* seen is great success, and I feel a deep appreciation for the trust that Friends have placed in each other and the PYM leadership, as well as a willingness to take risks. Let me highlight some of these successes that we *all* have accomplished:

- Thanks to the work of the Implementation Committee, we have taken the Long Range Plan and its strategic directions and turned them into a structure to support them.

- We have created three well-organized and well-functioning governance councils (Nominating, Quaker Life and Administrative), which has meant that the work of yearly meeting as it relates to finances, human resources, religious education, pastoral care and outreach have continued without interruption *and* we have made great headway in helping Friends join with others who share a leading in order to continue our very important witness in the world. All of the new Collaboratives and Sprints have a PYM website presence so that Friends across our yearly meeting can know what they're doing and how to connect with that work, and many have received funding for particular activities. There is still room, however, for many more Collaboratives and Sprints, and I am eager to discuss how to create them if you're interested. Yes, there are areas in the new structure that have not been addressed as yet, including how to create the very-important Resource Friends Network, recruiting Bridge Contacts for each meeting, how to plan our yearly meeting-wide work to end racism and white supremacy, and lingering questions about process such as how to share Minutes of Concern with the body. We will take up that work in the Fall.
- We held two successful and very well attended Continuing Sessions, one at the Westtown School and the other at Arch Street Meetinghouse. At both gatherings we focused on worship, fellowship, advancing our work to end racism and white supremacy and on discerning our leadings so that our witness for peace and justice in the world can continue and become even more effective and influential.
- Thread Gatherings continued, addressing needs that are shared widely by meetings.
- We found exciting ways to share information across our large yearly meeting on a regular basis electronically and in a beautiful new print form.
- The General Secretary and I met twice this year with monthly meeting clerks and held two conference calls with them to begin building a community of clerks that will provide mutual support. One of the conference calls focused on sharing information and resources about the Syrian refugee crisis. We also met with quarter clerks and coordinators and held a second conference call. These calls and meetings allowed Friends from across the yearly meeting to communicate with each other, hear what's happening throughout the yearly meeting, ask questions, get help with thorny issues and build skills. They all have been well-attended and much appreciated, and Christie and I look forward to continuing the gatherings next year.
- We held a review of the work of our General Secretary. The committee, named by the Administrative Council, was composed of myself; the Clerk of the Personnel Services Working Group, David Jones; and Nancy DeMis, former clerk of the Personnel Services Group, member of the last General Secretary Search Committee, and member of the Pension Fund Committee. The committee's report to the Administrative Council concluded with: "... We feel that PYM is greatly enriched by Christie's dedication to the position of General Secretary. She is a courageous servant-leader for PYM. She articulates her vision for the future of the organization with clarity and surprises us with creative and challenging ways to communicate information. She has strongly supported the implementation of the new PYM structure as part of the Long Range Plan. She has greatly expanded her facility with budget and finance matters, and development concerns. She works tirelessly toward

making the yearly meeting community an integrated body. She is fearless in her willingness to shine a bright light on the issues of racism in the Society of Friends. She builds relationships which are respectful even in disagreement. These are the characteristics of the General Secretary that PYM needs at this point in its history.” We are indeed lucky to have such a leader!

**As I look ahead, what is uppermost in my mind as work for this coming year are four major concerns:**

1. Creating a plan for how our work to address racism in PYM and beyond will move ahead.
2. Creating more ways to engage *all* Friends and *all* meetings in our work in order to unleash our enormous energy to be effective witnesses in the world. If we want *everyone* to be involved in our work, we must find a multitude of ways for Friends to share their skills and leadings and a multitude of ways for Friends to interact with each other about that work.
3. Finding a multitude of ways to reach out to and communicate with Friends about the work of the yearly meeting, our Collaboratives, Sprints, meetings, quarters and governance councils. The new website is rich and full and so much easier to navigate, but I also understand that not everyone thinks of it as the first place to go to learn about what’s happening in our PYM world. My guess is that here are more ways we can use monthly meeting and quarterly meetings’ communication systems and the wonderful position of **Bridge Contacts** to bring “home” what is happening.
4. Approving the revision of Faith and Practice. (I add this now because of the sad failure to do so during Annual Sessions.)

**Just as the yearly meeting has grown and changed, I have too.**

I took on this role because I have been greatly nourished spiritually and personally by the yearly meeting, growing up as a child in Wilmington, DE Meeting, and as an adult working with Quaker educators from our region in public and Friends schools. I learned so much from weekend workcamps, FGC gatherings in Cape May, being a long-time member of the Nonviolence and Children Working Group and as a member of the Committee on Friends Education. Serving on CC11 helped me see the breadth and depth of the yearly meeting and observe servant leadership at its finest.

When I was asked to consider becoming Rising Clerk two years ago, I embraced the opportunity to give back to a community that had been so supportive of me. I also knew that, as a former school leader, I understood the stresses, pain *and* joy of creating a new way of working and being together. I am in-the-making as clerk, I know, and truly humbled by and grateful to the many servant leaders I have had the good fortune to work with and talk with this year. I can honestly say I have loved the many meetings I’ve attended, sitting across the table from Friends, all of whom have access to the truth, listening as the spirit has moved among us. I often describe finding unity as “a magical process,” but I know well that the “magic” comes from our discipline of listening carefully, deep reflection, being open to other perspectives and letting go of our own concerns. Every time I attend worship at my beloved Germantown Meeting, I

come away transformed in some way. I have felt that same process of being transformed when planning Continuing Sessions, creating the budget, attending council meetings or in my meetings monthly with Christie. I have been humbled too by the enormity of the work before us to bring justice and peace to the world and am energized by the work we have accomplished this session.

Thank you, Friends, for your trust in me and for your willingness to let me grow in this role. I welcome your criticism and suggestions, as I know they will strengthen me and help me be of greater service to this beloved yearly meeting.

In gratitude and peace,

Penny Colgan-Davis  
Clerk