

Concord Quarterly Meeting for Worship with Attention to Business
Held at Birmingham Monthly Meeting
April 22nd, 2012

Meeting began with a period of silent worship. Clerk Rich Ailes welcomed everyone. There were 30 Friends in attendance. Friends from Birmingham, Concord, Goshen, Middletown, West Chester, Westtown, Willistown and Wilmington were present. The agenda was reviewed and approved.

Charles Spadoni's status was given by Rich Ailes. He has received a letter from Charles. He is doing well, in good humor, and does believe that his appeal may go to court in May and that he is optimistic that he could be released at that time. The clerk asks that Friends keep Charlie in their thoughts and prayers.

Nominating Committee Report was given by David Scott. Friends approved the Nominating Committee's nominations of Bruce Harrison from Westtown Meeting as assistant clerk for a two year term ending June 30th 2014, John Lavin from Birmingham Meeting as Recording Clerk for a 1 year term ending 30th June 2013, and Bruce James from Westtown Meeting as Treasurer starting June 30th for a 1 year term ending June 30th 2013. All terms begin July 1, 2012.

Status of Coordinator position discussion was led by Rich Ailes. The attached report was distributed and reviewed by Friends. Two questions from the report were reviewed by Friends.

The first question is: does the Quarter support the job description for a Coordinator position?

A line should be added to bring the rich Quaker resources of the region such as Pendle Hill to bear on the Quarter as well as the activities and events of the Yearly Meeting. Another request to add spiritual nurture in the summary was made.

A Friend asked what is missing in this job description from what Beth does now. There would be reduced hours in PYM coordination, Beth's work in her leading on pastoral care, and administrative work such as the Quarterly Newsletter. This work would need to be taken up by volunteers.

A Friend felt that possessing a Bachelors Degree is nice to have, but not a requirement. Another Friend felt space should be left for an individual's unique gifts to be reflected in their work as the coordinator.

Friends approved the job description taking into consideration the above suggestions and that the Planning Committee or a subset of the committee can handle the hiring process.

The second question: Does the Quarter approve continuing to work with Western Quarter to fill a shared employee proposal?

Friends discussed both the pros and cons of a full-time position shared with Western Quarter, but there was not unity at this time for a decision. Friends approved a Called Quarterly Meeting to continue discussion of this question. Friends asked the clerk to send a letter to monthly meetings regarding the current status. Friends present were asked to go back to their Monthly Meetings on the financial impact in particular and report on the discussion and the outcome.

For Western Quarter, there was a sense that hiring a single full-time employee would reduce overhead of managing multiple part-time employees as they do now, and sharing a coordinator with Concord Quarter in a full-time position will net a stronger individual who can focus fully on

Quaker concerns.

Friends shared further impressions:

- A shared position was an opportunity to get to know and learn about our neighboring Monthly Meetings and capitalize on the strength of a greater pool of Friends.
- It may be more efficient to bring the resources of the wider Quaker Community to both Quarters.
- Combining positions could allow more youth to come together.
- Concern that both Quarterly Meetings meet on the same day which would require the coordinator to be in two places at the same time.
- A request that the Quarters keep open the possibility of either a full time shared coordinator or a part time Concord Quarter only coordinator based on the candidates that apply for the position.
- From one Friend who had organizing experience with our past Brandywine Region Coordinator Program, came a strong reservation that this could be a similar unsustainable effort. Concord Quarter is blessed with modest vitality because we are keeping it simple for the monthly meetings, the coordinator and our planning committee.
- Concern that if Western Quarter's 5 part-time positions are to be filled by a single position, it sounds more like a full-time job, not half of one.
- Concern about how to manage joint oversight of the coordinator position from both Quarters.

Treasurer's Report was given by Ron Ploeg. The Quarter's finances were distributed to Friends. He mentioned that the Quarter has a \$4,400 reserve and the Quarter needs to consider its use in a future meeting for Business.

A proposed budget was presented. One meeting has committed to a three percent increase and the treasurer needs to hear from other meetings on their commitment. Ron noted that the draft budget includes renewed contributions to the tuition endowment fund which were suspended for two years. Friends accepted the reports with gratitude.

Coordinator's Report was given by Beth Lawn and is attached to the minutes.

Birmingham and Wilmington's Joy's and Challenges will be distributed in the newsletter.

Meeting ended with a period of silent worship.

Respectfully submitted,
John Lavin
Recording Clerk

Richard Ailes
Clerk

Coordinator' s Report

Much of my work this past quarter has centered on transitioning to a reduced time coordinator program. Meetings with the Planning Committee, and with the other quarter coordinators and PYM staff, have focused on how to best make this change. Other work has included both intergenerational and youth activities. The holiday sleepover at West Chester Meeting drew 14 young people who enjoyed roller skating, preparing meals, and bonding with youth across the meetings and quarters. The square dance in February was not as well attended as last year, and the Youth Group did not meet due to low enrollment. Finding a time other than Presidents' Day weekend next year might bring out more people.

Looking to the future for our youth, 12 adults from 6 meetings came together in March to assess the level of interest and energy in holding group activities for our young people next year. We explored questions such as what would it take to start a youth program in Concord Quarter, and if we did start one, what would it take to keep it going and make it successful? There was strong support for asking the Quarter to establish a Youth Committee that would work with the new coordinator for a program for youth from 5th-8th grades. Beginning ideas for structure and programming were explored. More work will need to be done to flesh out the ideas proposed.

Beth Lawn,
April 22, 2012