

PYM is undertaking an Institutional Multicultural Audit!

As many of you have heard Philadelphia Yearly Meeting members at Annual Sessions in July approved a minute of action committing us to undertake an Institutional Multicultural Audit. You might be wondering what an audit is, and why we have chosen to do this. I have drawn from materials published by PYM and Friends General Conference (which is also undertaking an institutional assessment) to write this article.

In January 2015, the Yearly Meeting body minuted its intention to address racism within the organization and beyond. Over the past few years especially, there have been many discussions, some very difficult, and many workshops held on the monthly, quarterly and yearly meeting levels. Old wounds have continued and new ones uncovered. Many are learning that actions taken may NOT have the impact intended because we (those of us in the majority) are unaware of how our words and actions are influenced by the culture of white supremacy in which we live. People not in the majority culture end up feeling marginalized, hurt, and dismissed, and everyone misses out on contributions that could help to create a fully spirit-led community of faith. Many organizations and educational institutions are doing work in this area, using the term "cultural competence" to refer to best practices in social service or educational settings. Organizations look at not only individual actions, but also where and how power is held.

An Institutional Multicultural Audit will help us examine ourselves on all levels and see how well we are doing at becoming a truly participatory community, actively demonstrating that everyone of any racial or ethnic background feels seen, heard, and appreciated. It will allow us to name the barriers which prevent full participation. The audit will look at PYM's own goals and values to identify strengths and challenges. Structural racism

means that we need to look at not only our interactions with each other, but how the actual structures within which we are organized reflect white supremacy, and then how they can be changed. At the end, there will be a report which will include recommendations for moving forward. Though the audit is looking particularly at racism, we all know that there are many other "isms" at work in our society. As PYM examines itself during the audit, we will more easily be able to see the way the other "isms" impact us.

We (Philadelphia Yearly Meeting) will be using a consultant to help us conduct the audit, a model also being used by Friends General Conference. Some consultants conduct the audit themselves, while others train a group of organization members to do the actual data collection and then lead the team in analyzing the data and creating a plan of action. PYM is currently in the process of choosing a Steering Committee to begin the process. The Administrative, Quaker Life and Nominating Councils are choosing members for a Steering Committee from a list submitted from across the Yearly Meeting. The Steering Committee is tasked with choosing a consultant and reporting back at Continuing Sessions on November 4.

If you want to read more background information about racism, PYM's Multicultural Audit, or FGC's Institutional Assessment on Racism, **here are some resources:**

<https://www.pym.org/addressing-racism/home/multicultural-audit-info/>

<https://www.fgcquaker.org/deepen/help-your-meeting-challenge-racism/fgcs-institutional-assessment>

Lynne Piersol, Concord Quarter Coordinator

REnewal and RESources: A Weekend with our FDS Community of Practice

May 5-7, 2017 twenty Friends from across Concord Quarter and beyond gathered at West Chester Meeting for a weekend of learning, listening, worship, and fellowship together. The program was facilitated by Beth Collea, Religious Ed and Outreach Coordinator for New England Yearly Meeting and Melinda Wenner Bradley, Children and Youth Field Secretary for New York Yearly Meeting.



photo by Meg Rose

Beth and I created the program to nurture the "community of practice" among Friends engaged with First Day programs for children and youth, and create a space for them to share joys and challenges as well as resources and tools for this ministry. We piloted the workshop in NEYM, and were excited to be asked by Philadelphia Yearly Meeting staff to share it with Friends in this yearly meeting. The weekend was co-sponsored by PYM, Western and Concord Quarterly Meetings. We were treated to excellent hospitality by the previous Coordinator, Charles Spadoni and Friends at West Chester Meeting.

The workshop is crafted around exploring what we call "Religious Education Articles of Faith" — ideas that ground our work as religious educators for our Quaker community:

- This is sacred work, and vital to the future of the Religious Society of Friends.
- Children are fully spiritual beings.
- Spiritual formation is the responsibility of the whole meeting.
- Children's religious education is ministry; there is a component of travel in the ministry, which requires accompaniment and support from elders.
- We need a community of practice to share ideas and resources.
- The times we're living in require experimentation and new models for programming.
- New partnerships are forming, across monthly and yearly meetings and the world family of Friends, which offer opportunities to learn from one another.

Topics for the program were chosen in response to suggestions offered by registrants beforehand, including: children's spirituality; worship with children; FDS resources and planning; and faithful living in today's world: activism and anti-racism resources for First Day and families. The wonderful group of Friends gathered at West Chester engaged in a variety of workshop modules and discussions, sharing deeply of their experiences and interests and exploring growing edges and questions. Participants received a binder of resource materials to take home and share with their meetings. Many ideas were lifted up on the topic of welcome and inclusion of families and the connection between RE programs and outreach in monthly meetings.

The weekend was a wonderful partnership between monthly, quarterly, and yearly meetings, and we ended by reflecting on both the gifts we bring, and what we need to grow, in this ministry of nurturing the spiritual formation of children. Those reflections were shared with PhYM staff, as the yearly meeting seeks next steps to support RE programs in monthly meetings. -Melinda Wenner Bradley

Resources for First Day Programs: Quaker Religious Education Collaborative www.quakers4re.org and

QREC videos: www.quakers4re.org/videos PYM materials: www.pym.org/religious-education/other-pym-resources/pamphlets

Chichester Meetinghouse Gets a Helping Hand

Bill Birney's ancestors came to Delaware County from Ireland in 1849 and were stonemasons and stonecutters by trade. He has a far distant first cousin whose last name adorns a roadway not far from Neumann University in Aston, PA. To say Bill is a stonemason sells him short. As he stands outside of the old meetinghouse about to hew a 12 inch diameter white oak log, he talks easily about poplar floor boards being kilned, the ages of local Quaker outhouses, how to reconstitute centuries old mortar, and the composition of the nearby creek bed that might be used to make new mortar. He seems to be a Renaissance Man of old buildings. And Judy Reese, the docent at Chichester Meetinghouse has snagged him to do this difficult task of restoring the meetinghouse to the condition it was in when it first arrived in Chichester in 1769.

Judy Reese ran into Birney when she and Paul Indorf from Swarthmore Meeting, paid a Quakerly visit to a Darby Meeting for Worship in Chester Quarter. Judy had researched bids for a Chichester restoration of half of the meetinghouse, which had become home to a family of industrious gophers and hoards of termites. Judy and Concord Meeting had been looking at these bids from a few modern contractors. Prices were high and the replacement materials would be all modern. Bill was doing restoration work at Darby Meeting. In talking to Judy and Paul, he asked to bid on the project. One of his selling points: he'd be using all materials that were originally used in the building's creation, utilizing tools from that era. White oak joists, poplar wall and floorboards; and he'd even sift through the ground to dig up and reuse the original mortar and plaster pieces hiding centuries below. Birney would approach the restoration as an ancient craftsman. He would also be available to do educational demonstrations of the tools, techniques, and materials. Judy had found an anonymous donor, related to one of the original members from 1769, who would pay the costs. He was especially interested when he saw Birney's bid that honored the history of the Chichester Meetinghouse.



Bill Birney has a bit of a quirky appearance and a personality to match. Judy's a bit quirky also (just look at that Judy-size Bouvier



Bill Birney & Robert Martin

service dog which unapologetically follows her around). But both of them are very smart people who deeply favor learned trade skills and Life experiences over advanced degrees. Birney trained in restoration under the direction of Richard "Tucker" Mackie of Cecil County, Maryland, a well-known local historian and politician. One of his historic properties served as Birney's restoration apprenticeship. As Bill related, "The first timbers I ever hewed out were white oaks from his farm in Cecil County while he watched, critiqued, corrected, and finally approved. I knew Mr. Mackie all of my life and he told me about many of my relatives all the way back into the thirties".

Judy's conversation with Bill at that first meeting convinced her he not only had the knowledge and craft to do the work at the meetinghouse but also the heart. His bid was acceptable and



Concord Meeting approved him starting the work. A small committee has been formed to oversee the work which includes Ray Hamilton, Concord Meeting's treasurer, as well as Judy Reese, Paul Indorf, Nancy Webster, and Ryan Berley. The anonymous donors are also part of this group.

Birney's assessment of the project came after floorboards had been torn up and much of the walls removed, thus making it hard to exactly duplicate the original. Besides the replacement of the floor under-structure (white oak joists), the floorboards and wainscoting (paneling), there are shutters to restore, a latrine to put back in order, and a chimney to repair. Some floorboards on the eastern side of the building must also be replaced. Birney aims for as authentic a replacement as possible. That includes reusing all the old nails, the original shutter hardware and mortar and plaster. He and his co-worker, Robert Martin who is a blacksmith, have developed a method to restore the hardware to usable condition. The plaster and mortar can also be reconstituted through a burning process.

Authenticity can only be complete if you use the tools that were common in the mid eighteenth century era. Bill's team, which also includes Travis Brooks, uses the following: felling axe, broadaxe, foot adze and a froe. They are from the mid to late 19th



century for the most part. In producing the floors and wainscoting, they will be using handplanes and handsaws back at Bill's shop in Maryland. Notice that these are all hand tools. Electricity at the site is unnecessary. When I interviewed Birney onsite, he and Robert were busy hewing a 14 foot 12 inch white oak down to a 6 x 6 joist using nothing more than a broadaxe and manly grit. It was quite impressive.

The result of this work will be a meetinghouse that is back to pristine condition, something that comes up to the level of a National Historic Register site. Judy is looking forward to the day when residents from that part of the county who last had an active Quaker meeting over a century ago, can come visit the property, listen to talks on early Friends and the impact they had on the local community, and watch demonstrations of historic construction techniques. There will still be much to do once this restoration is finished. There is talk of restoring the 2 story barn that is 50 yards way and doing work on the 7 acres of woodland in the back to make it walkable, Judy Reese is always on the lookout for financially abled and interested f/Friends to help. You can reach her at chichestermeetinghouse@hotmail.com to pitch in and help or schedule a tour. Bill Birney's website is at <http://www.hiraeth-restorations.com>.

—Rich Ailes, Middletown Meeting (all photos by Rich Ailes)

Concord Quarterly Meeting's October-November 2017 Announcements and Calendar of Events

Announcements

Minutes of the July 23, 2017, Quarterly Meeting have been posted on the Quarter's website (<http://concordquarter.org/documents/?category=Minutes>). If you have any comments on those minutes, please send them to Richard Ailes, Temporary Recording Clerk, at railesjr@ailesdodson.org no later than October 15, 2017.

West Chester Meeting is looking for a new First Day School teacher and several babysitters. Paid positions. If you know anyone who may be interested please have them contact Todd Krasnai at takrasnai@comcast.net

Calendar of Events

- Oct 1 2-6 pm** **Intergenerational Canoeing and Picnic at Westtown Lake** co-sponsored with Western Quarter. Bring a side dish and we'll grill for you! Canoeing first, then supper. All ages welcome! Flyer attached or go to <https://concordquarter.org/special-events/october-canoe-picnic-2017>
- Oct 6 5-9 pm** **Gallery Walk at The Hickman, 400 N. Walnut Street, West Chester.** Join artists and others for art, wine and nosh. Pottery demonstration from 6-7:30pm
- Oct 7 9:15 am** **Extended Meeting for Worship at Birmingham Meeting, 1245 Birmingham Rd, West Chester, PA.** <http://www.pym.org/event/extended-meeting-worship/>
- Oct 15 1-3 pm** **Nonviolent Communication Workshop at West Chester Meeting, 425 N. High St., West Chester.** Led by a certified Nonviolent Communication trainer. Learn more at <http://www.cnvc.org>. **RSVP ASAP** wcfmpeace@gmail.com **Shared potluck at 11:30am.**
- Oct 18 5-6:30 pm** **Sip and Sit Series at The Hickman, 400 N. Walnut Street, West Chester**
Diabetes and Your Health. RSVP by October 11 to 484-899-0547.
- Oct 22 8 am – 1 pm** **Concord Quarterly Meeting at West Chester Friends Meeting, 425 N. High Street, West Chester.** Meeting for Business, Program: tanya thames taylor, "Transforming Principles into Praxis", Worship, Lunch and Children's Program! Flyer attached
- Oct 27-29** **PYM Young Adult Friends Fall Retreat, Fallsington Meeting, Bucks County.** For young adults aged 18-35ish. Spend time at Snipes Farm! For more information or to register: <http://www.pym.org/event/young-adult-friends-fall-retreat/>
- Oct 29 7 pm** **Concord Quarter Planning Committee** at The Hickman, 400 N. Walnut Street, West Chester, PA. This group plans and supports the work of the Quarter and oversees the work of the Coordinator.
- Nov 3-5** **2017 Retreat for Friends of Color at Stony Point, NY,** sponsored by Friends General Conference's Ministry on Racism. For info: <https://www.fgcquaker.org/FOCRetreat>
- Nov 4 7:10 pm** **PYM Continuing Sessions at Arch Street Meeting House, 4th & Arch Streets, Philadelphia, PA.** Programs for all ages! <http://www.pym.org/event/fall-2017-continuing-sessions/>
- Nov 11 4:30-7 pm** **Harvest Buffet at Birmingham Meeting, 1245 Birmingham Rd, West Chester, PA 19382.** Featuring Fresh & Local Food. Pasture-raised turkey. Organic Vegetables. Vegetarian, Vegan, & Gluten Free Options. **For tickets contact Marcia Cole-Quigley at** marcia.cq@gmail.com
- Nov 19 7 pm** **PYM's Collaborative "Supporting Individual Calls to Ministry" Meeting for Worship** during Vespers at White Horse Village, 535 Gradyville Rd, Edgemont, PA. Our community of Quakers is invited to join those at White Horse. Contact Beth Lawn (former CQ Coordinator and the Chaplain at WHV) for more information: melawn@verizon.net
- Jan 20** **George Schaefer of PYM will conduct a Saturday morning workshop for Concord Quarter on "Aging in Place." Save the date. Details to come**

Concord Quarterly Meeting held at Willistown Monthly Meeting - July 23, 2017

Opening Worship

The Meeting started near the appointed hour after a period of worship.

Temporary Recording Clerk Approval

The clerk called for approval of Rich Ailes as temporary recording clerk for the session taking the place of David Leonard who is currently in Ghana. Meeting approved

Welcome -- All Meetings from the Quarter were represented with the exception of Wilmington Monthly Meeting

Agenda Approval

The agenda provided by the clerk was approved with the addition of a report from The Hickman.

Approval of Minutes -- Deb Wood (Clerk)

The minutes of the Quarterly Meeting held on April 23, 2017 posted on the Quarter's website were approved.

The Hickman Report

Pam Leland, Executive Director of The Hickman, provided the annual report of The Hickman to those gathered. Report is attached. Friends accepted the report with deep appreciation for the work that The Hickman continues to do.

Ad hoc Aging Concerns Group request for recognition

Lynne Piersol presented a request to have a group of Quarter Friends dealing with aging concerns become an official Working Group of the Quarter - Concord Quarter Working Group on Aging Concerns. The report is attached. A question was raised about the financial impact of the approval would be. The treasurer, Tom Haviland, asked that he be included in any program decisions which the group makes in the future. This will be done. Meeting then approved this request.

Minute of Travel Request

Deb Lyons (Clerk of West Chester) presented a Travel Minute for Ed Dunlop of West Chester Meeting for the Quarter's endorsement. Ed is deeply involved with the Quaker Bolivia Link and will be traveling amongst Friends this summer promoting this organization. Meeting approved this travel minute for Ed Dunlap that is attached. Meeting approved forwarding this request onto PYM Annual sessions for its endorsement.

Presentation of Joys and Challenges

Valerie Peery, current clerk of Concord Meeting, presented the Joys and Challenges Report from Concord Meeting. Valerie expressed thanks for the Quarters concerns about the Meeting. A number of Quarter Friends have attended worship there in the past weeks. There has been a financial benefactor for helping with the reconstruction of the Chichester Meetinghouse for which the Meeting is deeply grateful. Concerns over the Meeting's low numbers continue to be a worry. The clerk called for additional Friends or attenders to join Concord in Worship on Sundays. They meet for business on 2nd Sundays. We were reminded that Concord Meeting will be on a Delco historical tour on September 15.

PYM Nominating Committee Representative

Deb Wood (Clerk), notified Friends on the need for a replacement for Peter Lane to replace him on the PYM Nominating Committee. Two possible candidates are in line to be asked. Deb would appreciate any additional suggestions.

Coordinator's Report

Lynne Piersol, our new coordinator, presented the Coordinator's Report which is attached. Friends accepted the report with deep appreciation.

Delaware Valley Friends School Consideration

Deb Wood (Clerk) described a possible relationship with Delaware Valley Friends School to Concord Quarter. The school currently has a care relationship with Philadelphia Quarter which may be too remote to be effective. The school is a member of Friends Council on Education. A relationship with a Quaker Meeting or Quarter is one way for the Council to consider an educational institution an "official" Quaker school. Deb is presenting this because the school may come to the Quarter with a request to start a care relationship between the school and Concord Quarter. Generally the relationship may be as little as receiving an annual report from the school to the Quarterly Meeting. More information will be forthcoming in the future as need arises.

Treasurer's Report

Tom Haviland (Treasurer), presented the Financial Report for the FY 2016-2017. He noted with appreciation that all Meetings have been timely in their funds sent to the treasurer on a schedule that is acceptable. Income amounts have been slightly higher than expenses. The Tuition Endowment Fund received an income of \$6700 from five Meetings in the Quarter. The more income that goes in means more distributions can be granted every year. Next year's budget is the same next FY as it was in this previous FY. Starting this month all Meeting contribution to PYM Covenant must go directly to PYM admin offices. A review of the balance sheet was presented. Coordinator budget is continuing to generate a surplus. This will be reviewed in the next budgetary cycle in April 2018. The two Friends Fiduciary Funds were reviewed. A question was raised about values for the Green Fund allocations. Are they close to what the Quarter requested? When Tom sends the money to Fiduciary he does specifically request that allocations be made according to the Quarter's direction. This will be reviewed in the next budgetary cycle. The report was accepted with appreciation.

Respectfully submitted: Rich Ailes (Temporary Recording Clerk) and Deb Wood (Clerk)

Appendix 2: Ad hoc Aging Concerns Group Report

Request for Concord Quarter to recognize a Quarter wide ad hoc group working on Aging Concerns as The Concord Quarter Working Group on Aging Concerns. Below is a CQM newsletter article explaining the group's origins and meetings so far.

In our October 2016 Concord Quarterly Meeting newsletter, Pam Leland, The Hickman Executive Director provided a compact description of a unique program of New York Yearly Meeting to help aging Friends. That program called ARCH (Aging Resources Consultation and Help) "seeks to strengthen the capacity of Meetings and of individuals to care for aging community members by equipping people with information, skills and appropriate boundaries, a network of support and resources, and the spiritual grounding of Quaker values." The article was an invitation for Friends to attend a presentation by Callie Janoff of NYYM on the

attributes of this organization. About 20 interested Friends attended. On May 10 of 2017, 11 members, representing all the Meetings in our Quarter, attended a kickoff meeting at The Hickman, clerked by Pam Leland

On June 23, 2017, the group met again with a few more additional members attending. The positive energy generated at the last meeting continued. The group would like to become an officially recognized working group of the Quarter. Already we are planning events. There is the possibility of a presentation on a relevant topic at the October Quarterly Meeting at West Chester if that is approved at their upcoming Meeting for Business in July. On January 20 in 2018 we want to organize a morning workshop around the questions we need to ask ourselves as many of us enter the "3rd Age". And next spring we may host a weekend long training for our core group or the wider Quarterly Meeting body, using resources contracted from New York Yearly Meeting. Our next meeting date will be August 16 at The Hickman. If you are interested you are welcome to attend.

Current members of this ad hoc group are:

Lynne Piersol	CQM Coordinator
Barbara Knickbocker	Birmingham
Serita Spadoni	Birmingham
Valerie Peery	Concord
Laura Laky	Goshen
Rich Ailes	Middletown
Pam Leland	The Hickman
Deb Lyons	West Chester
Chris Smith	West Chester
Kevin Gallagher	Westtown
Laurie Worth	Westtown
Ann Murray	Willistown
Evelyn Brownlee	Wilmington

The purpose of the recognition is to

1- demonstrate to the Meetings and Members of the Quarter that the Quarterly Meeting approves this group should move forward in bringing aging concerns to the members and attenders of our community; and
2- open the possibility of requesting and receiving grants for programs from Quaker organizations that support aging concerns such as The Friends Foundation for the Aging. – Rich Ailes

Appendix 3: West Chester Monthly Meeting Minute of Travel for Ed Dunlop

Dear Friends,

Greetings of peace and love from Friends at West Chester Monthly Meeting in Philadelphia Yearly Meeting.

We entrust to your loving care Friend Ed Dunlop, who is a member in good standing of West Chester Monthly Meeting, and who will be traveling in the ministry visiting with Friends.

Ed has served on West Chester Meeting's Worship and Ministry Committee and its Peace and Social Concerns Committee, and as Concord Quarterly Meeting Clerk. He is currently the Board Clerk for Quaker Bolivia Link in the USA.

Ed has shared with our Meeting his leading to travel in the ministry among Meetings to deliver information and greetings from Quaker Bolivia Link, which started over twenty years ago in Britain. It is now a registered charity in the United Kingdom, a California 501(c)3 charity in the United States, and a Foundation in Bolivia with offices in La Paz.

West Chester Monthly Meeting unites with Ed's leading to work for Quaker Bolivia Link. We hold Ed and his family in the Light, and we trust that you will benefit (as we have) from sharing his insights and quiet faith.

Approved and minuted at Meeting for Worship with Attention to Business July 9, 2017
West Chester Monthly Meeting - Gwenn Knapp and Deborah Lyons, Co-Clerks

Appendix 4: Coordinator's Report for July 23, 2017

Since I began serving Concord Quarter as your Coordinator on June 1, 2017, I have been working to get to know people in the meetings of the Quarter and learn more about programs and interests. So far I have visited 4 meetings on Sundays, and attended two events sponsored by individual meetings. I helped with Tubing on the Brandywine, an annual Quarter event co-sponsored by Western Quarter, and generously hosted by MaryEtta Clenendin, which happened on June 18, also Fathers' Day. A great time was had by those who attended, but there were only about 22 people who came. The weather forecast was also uncertain until the evening prior. 4 meetings in Concord Quarter were represented.

I attended a meeting of Quarterly Meeting Coordinators and the PYM Youth Program staff on June 7. We heard about programs scheduled for the summer and fall. There was much uncertainty about who might actually be facilitating these programs since the staffing structure for the Youth Programs had not been finalized and the job of Young Adult Friends Coordinator was an open position. In the meantime, Meg Rose, Children's Religious Life Coordinator, is co-coordinating the Young Adult Friends program with Hannah Mayer until someone is hired. And, since that meeting, Hannah Mayer, the Young Friends (High School) Program Coordinator has resigned from her job to teach at Lansdowne Friends, but will, fortunately for all of us, also continue to run the Young Friends Programs as the Young Friends Program Facilitator in the field. No word yet on final staffing decisions for the other youth program work.

Philadelphia Yearly Meeting held a called session on June 24. There was much deep sharing about the hurts and pain caused by racism, especially with regard to the member who was read out of Upper Dublin Meeting, and the staff member whose job and pay were to be reduced at PYM. Although at times it was hard for some to listen, especially when people spoke very passionately, and the meeting ran 2 hours late leading some to leave before the end, many felt there was more movement toward recognizing and understanding the impact of racism in our Yearly Meeting and the need to do something about it. Although there was not unity around a minute brought forward by Green Street Meeting, or one that was written and brought forward at the Clerk's request in the afternoon, there was unity around having the Clerk share information about an institutional audit for PYM. This information will be shared at Annual Sessions.

I have also met with the Quarter's informal working group on aging concerns which is interested in bringing the ARCH program of New York Yearly Meeting to the Quarter.

My plan is to continue to visit meetings and attend events as I am able, to work on the ARCH program tasks, and to learn more about what I can do to serve the Quarter. - Lynne Piersol July 17, 2017

Editor's Note: Due to space constraints, Appendices 1 (Hickman Report) and 5 (Treasurer's Report) are not posted here. They are available on the web at <http://concordquarter.org/documents/?category=Minutes>.

Concord Quarterly Meeting Newsletter
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Asst. Clerk: Chris McKenney
Recording Clerk: David Leonard
Treasurer: Tom Haviland
Coordinator: Lynne Piersol

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