



[Spot]Light on *Willistown Friends Meeting*

Changing Seasons

Philadelphia area Quaker meetinghouses built in the 17th and 18th centuries were generally located on main roads and often near town for accessibility by horse and buggy. Three hundred years later, with cars replacing horses and development all around, the din from these busy highways can challenge the most serene Quaker's attempt to sink into the silence of unprogrammed waiting worship. But lucky Willistown Meeting has been twice blessed: not only is their meetinghouse situated on a beautiful country road, the Meeting also has been the recipient of a number of land gifts over the years. Willistown currently has 42 acres of land under its care. Perhaps it is the country setting and relative isolation that has influenced the Meeting traditionally to be what one member terms "worship-centered as opposed to activist." But it may also be this very immersion in nature that is now drawing the Meeting out to witness to care for the environment, as it did this fall with the Meeting's first Environmental Stewardship Festival.

The Festival was the brainchild of the outreach



Little Angels and Onlookers at Christmas Celebration

committee, conceived with the goal of letting the local area know that they are "not just an historical monument," but a real, live community. Plans began small with about 5 groups expected to participate. By the time it all came together, 12 speakers and 20 exhibitors took part, one calling just the day before to ask if they could have a table. According to one committee member, individuals and groups coming to

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Nicola Jefferson to Speak at Quarterly Meeting January 22



Nicola Tollett Jefferson first encountered disadvantaged youth as a law student at Columbia University when she tutored Daphney, an eighth grade girl from Harlem. She made a special connection with the young lady and met up with her again three years later when her friend was a junior in high school. Nicola was surprised to find Daphney having trouble

passing the state's proficiency exams for graduation, tests that should have been easy for the bright young woman. She offered once more to tutor her. Daphney passed the exams, and the experience stayed with Nicola over the years, through five years of practice as a corporate attorney and other jobs.

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educate about their work and/or sell their wares were as enthusiastic as the committee. A mule team and cart was donated for rides; a business person donated the use of popcorn and pretzel machines and the food to go with them; and a conservation group offered to sell hot dogs and sodas. A wood worker made birdhouses from wood provided by the Meeting and sold the houses and kits as well as his own work, donating the proceeds of the former. The clerk of Exeter Meeting, founder of the Franklina Society, sold Franklina trees for \$10 to benefit the Society and donated one to the Meeting to plant on its grounds. At the beginning of the Festival, a white oak tree was planted in honor of Lindley Winston, longtime cherished member and passionate environmentalist who died suddenly in a car accident a few months before.

While the enthusiasm of these environmental people was energizing, the best part of the "outreach" event was the "inreach" it generated: 80 people from the Meeting took part in the day. All members and attenders living close to the area were contacted and invited to participate. Some donated home made baked goods and jams, others helped with booths, still more worked with the presenters and did the many small jobs required to pull things together.

The efforts of the Worship and Ministry committee, as well as the interest stirred by the Environmental Festival, have gener-

ated an increase in membership. Several inactive members have returned to worship. Extensive publicity for the Festival in the local area brought new people to the meeting and several have become attenders. Two families with children who have been attending for some time recently applied for membership; a daughter in one took part in the Thorncroft Equestrian Dressage which performed on Festival day. The Meeting is continuing its environmental stewardship/outreach with donation of space for organizational meetings of The Wild Ones, a group dedicated to preserving native plants for future generations, and plans for covered dish suppers with speakers from the Festival day.

Willistown Meeting in its earliest day consisted mainly of farmers who established a school in 1753 on an acre of land given by Anne Smedley for that purpose. The school was open to the community as no public schools had yet been established in the area. In 1769 a marriage was recorded as having taken place in the "Willistown Meeting," which apparently was the schoolhouse; that year is therefore used as the Meeting's founding date. In 1793 Anne Yarnell deeded over 3/4 of an acre for the construction of a meetinghouse. 1798 saw the construction completed of the present meetinghouse, which was modeled after its sister in Newtown Square, the closest meeting at the time. In 1956 a two-story addition was built to house the social room, kitchen, four class-



Shepherd and Sheep at Willistown
Christmas Gathering

rooms and two bathrooms. Mrs. Herbert Lutz, heiress of the Eli Lilly fortune and owner of nearby Plumsock Farm, gave 22 acres to the Meeting in the 1960s, and later left it the entire farm when she died. Five acres behind the sheds were gained on trade with the Van Alens to protect the stream and pond watershed, completing the property.

Willistown Friends is committed to the preservation of these lands for future generations and has placed some sections of the property under conservation easements. The large field immediately behind the meetinghouse is close to 17 acres. It had been used by a local Quaker farmer to grow corn, soybeans, and sorghum. In 2002 the Meeting decided to return the field to native species grasslands. The long term intention is to promote a healthy cover for ground nesting field birds and small animals. Immediately surrounding the mowed yard of the Meetinghouse property is a strip of warm season grasses, native varieties that the early Quakers would have found when they settled in the area.

TAP cont'd from p. 1

When her husband was named to a position teaching economics at Swarthmore College, Nicola took advantage of the opportunity to take education classes and earn her teaching degree. She discovered that young people in nearby Chester were in a position similar to the ones she knew in Harlem, caught in the inadequacies of a poor school system that did not allow them to learn to their full capabilities. Nicola began to envision a tutoring and mentoring program that would help young people set high standards and achieve academic success. She spent several years studying literature in the field and meeting with parents, educators and community leaders. In the summer of 2002, Nicola recruited 20 eighth grade students from Chester's four middle schools and The Achievement Project (TAP) was born.

TAP takes highly motivated youth through a four year program aimed at helping them succeed in high school and prepare for college. The students attend Chester High School and meet at Chester Eastside Ministries for work with academics, life skills, and pre-college testing and the college application process. Field trips for cultural and recreational experiences and parental involvement complete the program's components. Participants consider career goals and steps needed to achieve them as part of their individualized Plan of Action (*Blueprint for Success*). Nearly every part of the program is individualized for these young people as Nicola and team go way beyond the parameters set by other enrichment programs in order to offer their charges every chance for success.

The current school year is especially exciting for TAP as it is the final year for the first group begun in 2002. Sixteen youth are currently in

the program, including three younger relatives of the original group and one young man who began college at Cheyney this fall after advancing a grade. Nicola and team are already beginning the process of identifying the next group of eighth graders and are poised to begin the next four-year program cycle in the summer of 2006.

Nicola Jefferson will offer a presentation on TAP to Concord Quarterly Meeting on January 22, 2006, at Willistown Meeting at 11:15 a.m. Included will be a 20 minute power point presentation which includes pictures of the young participants involved in activities and projects. She will bring literature and most importantly, a wish list of items needed and ideas on how we can get involved and be part of the success of these special young people as they move toward achieving their dreams.

Middletown Meeting Reaches Out to Bargain Hunters

Although the weather had been cloudy and rainy all week, Friends at Middletown responded brightly to the task of participating in our first tailgate outreach event at the local Penn State campus October 9. The outreach committee gathered treasures squirreled away in attics and basements, went over dozens of offerings left in the schoolhouse and priced each object. One hardy member produced two pieces of outreach literature while recovering from knee surgery, another lent a canopy, and still others loaded up trucks and set

up the tables at the tailgate. The Meeting's 300th anniversary banner was draped on a van.

Evangelical ministry was provided by Chris Stern who seemed a natural as he hawked our outreach literature by calling out to passers by with statements like "Come visit the Quakers without the oats!" and "Middletown Quakers, been here for over 300 years and still kicking!" He gave out a number of pieces of literature, later remarking that this was an ideal venue for outreach because folks passing by were in a leisurely mood. The event took in



Shirley Dodson and Joan Erickson

over \$260, but more than the money, it gave all of us a warm sense of cooperation and let many people know that the Quakers without the oats are alive and kicking! Not quite the stuff of the first Apostles but a real blessing none the less.

Rich Ailes

**Concord Quarterly Meeting for Worship for Business
Held at Wilmington Monthly Meeting
October 23, 2005**

David Scott, Clerk of Quarter, welcomed everyone. Birmingham, Concord, Goshen, West Chester, Westtown, and Wilmington Monthly Meetings were represented. Meeting approved Peg Barrett as Recording Clerk Pro Tem. The agenda was reviewed and approved.

Staff Report (Beth Lawn) Beth reported on a successful quarterly meeting in July 2005. Monthly meetings are asked to consider having similar festivities in July 2006 and possibly a residential quarterly meeting in July 2007.

Nominating Committee (Beth Lawn) Beth gave a report for Quarterly Meeting Nominating Committee as Committee Clerk Pro Tem. She presented Monica Holland as candidate for Quarterly Meeting Assistant Clerk contingent on the Quarter's incorporation, and Peg Barrett as candidate for Quarterly Meeting Recording Clerk. Meeting approved both.

Treasurer's Report (Erica Young) Erica gave the Treasurer's Report as of September 30, 2005. The report reflects monthly meetings' payments to the Quarter. Friends Fiduciary sent Quarterly Meeting a check which will be used for student tuition support. The Treasurer's report is included with these minutes. If Friends have any questions about the year-end financial report, they are asked to contact the Treasurer. The Treasurer's report was approved. The format of the report was also approved.

Planning Committee (David Scott) Clerk clarified the role of the Quarter Planning Committee as the body that plans and assesses programs for quarterly meetings. The Committee also identifies and prioritizes the work of the Quarter's Staff Person, Beth Lawn. The Committee has also begun to do long-range planning for Concord Quarter. Quarterly Meeting approved this role for the Committee. Committee members were encouraged to expand their service as conduits for information between their monthly meetings and the Quarter, bringing ideas and needs from the monthly meetings to the Quarter and news from the Quarter to the monthly meetings.

Update on Incorporation (Erica Young, West Chester) John Spangler, an attorney and member of West Chester Monthly Meeting, has offered to help the Quarter incorporate. David Scott has a rough draft of articles of incorporation and by-laws from Philadelphia Yearly Meeting. Quarter will ask West Chester Monthly Meeting if it will serve as the Quarter's permanent address in Pennsylvania. Draft by-laws and articles of incorporation will be sent to monthly meetings and made available on the Quarter's website for review and consideration at the next quarterly meeting in January 2006.

Progress on Energy Audits Wilmington and Goshen Monthly Meetings endorsed the Young Friends' Minute on Care of the Environment approved at the July 2005 Quarterly Meeting. A report on the progress of energy audits was given by member of the monthly meetings. Birmingham is planning an audit in 2006. Wilmington will encourage use of energy efficient products and has expressed interest and enthusiasm. West Chester has not acted yet but requested other monthly meetings' resources be posted on the Quarter's website. Westtown is examining more energy efficient lighting. Concord has much enthusiasm and interest and is planning further action. Willistown had a successful environmental festival last week and will address this in the future. Goshen Meeting asked their Trustees to review a prior energy audit and do an updated audit. Goshen's Peace and Social Concerns Committee has been asked to look into how the Quarter's minute can be addressed. Birmingham is looking for a trainee program to train people to do energy audits. The Ad Hoc Committee on Global Warming for Concord Quarter has held three meetings and is looking for a clerk. It has gotten reports from monthly meetings on their actions regarding global warming.

PYM Worship & Ministry (Marsha Boone, Wilmington) PYM has asked for each monthly meeting to appoint one or two representatives to its Meeting on Worship and Ministry.

Marsha Boone thanked Quarterly Meeting for supporting her attendance at a conference on Godly Play. As a result, a small group has formed to write Godly Play stories. They will do a presentation at Goshen Monthly Meeting in December 2005.

Old Minutes from Concord Quarter Peter Lane gave the Recording Clerk the minutes of Concord Quarterly Meeting for Worship for Business for the years 1976-1985, 1988, and 1989-1998. These minutes will be stored at Friends

Concord Quarterly Meeting

January 22, 2006

Willistown Monthly Meeting

7069 Goshen Rd.
Newtown Square, PA 19073



Nicola Jefferson (far left) and TAP students at Academy of Natural Sciences

- 8:30** **Registration and coffee**
- 8:45-9:45** **Meeting for Worship with Attention to Business**
- 10-11** **Meeting for Worship with Willistown Meeting**

11:15-12 **The Achievement Project**

Nicola Jefferson, founder and director of TAP (The Achievement Project), will give a power point presentation on this dynamic new program designed to help Chester youth succeed in high school and prepare for entrance to college. TAP is now in its fourth year and is graduating its first group of college-bound students.

12:15 **Lunch (provided by Willistown)**

After Lunch: Continued Business if needed, otherwise end of day

Directions: From the west: Rte. 3 (West Chester Pike) to Rte. 352; left onto 352 to E. Strasburg Rd.; right onto E. Strasburg to the meeting on the right, approx. 3 miles (note-name changes to Goshen after 1 mile). From the east: Rte. 3 (WC Pike) to Providence Rd.; right onto Providence to Goshen Rd.; left onto Goshen to meeting on the left, approx. ½ mile.

CQM Calendar of Events: Pull Out and Post

January

- 7 Oversight Committee (Hickman 9 a.m)
- 8 *An Investment in Hope: The Friends International Center in Ramallah*
Luncheon and Program, Birmingham Meeting 12:15. Contact Sallie Jones, 610.399.1939.
- 11 Gathering on Environmental Stewardship (Westtown School 7 p.m.)
- 22 Concord Quarterly Meeting at Willistown (see flyer on other side)
- 29 Planning Committee Meeting (Hickman 7:30 p.m)

February

- 25 Shareshop Event: Part 1 (West Chester Meeting-9-12)
Children's RE teachers come together for workshops and sharing.

March

- 18 Child Safety Policy Training Day (Arch St. Meetinghouse 8:30-1:30)
- 25 Special PYM Session on How to Nurture Our Meetings
- 31-April 2 *North American Conference for Racial Justice and Equality*
Friends from Canada to Mexico are invited to worship together, learn from each other and develop a supportive network. Deadline for registration is Feb. 28. Contact Maureen Lopes at 25 Old Farms Rd., Madison, CT 06443, or mlopes@snet.net.

April

- 16 Chichester Meetinghouse Meeting for Worship 11 a.m.
Join Concord Meeting and other F/friends of Chichester for Worship in this historic meetinghouse open just twice a year.
- 23 Concord Quarterly Meeting at Birmingham
- 30 Planning Committee Meeting (Hickman 7:30)

May

- 27-28 *Camp Dark Waters: Concord Quarterly Meeting joins Birmingham Meeting*
Details coming soon!

Ongoing Gentle Yoga Willistown

10-11:30 a.m. Tuesdays. **Note time change.** Bring a blanket, mat and cushion. Questions call Ellen Simmons 610.356.3930

CQM Minutes cont'd from p. 4

Historical Library at Swarthmore College.

Approval of Minutes from Threshing Session During the afternoon session, Minutes of the October 2, 2005 Threshing Session on the matter of "How Will Concord Quarter and the Hickman Interact in the Future?" were reviewed. Corrections include:

Page 1: Jane Mack stated that although the minutes correctly reported John Nicholson's explanation of the Hickman's process for selecting its Board members, his explanation was inaccurate. The Hickman Board's Development and Nominating Committee brings candidates who have been through the Hickman's interview process to Concord Quarterly Meeting for appointment.

Page 2, #5: It was John Nicholson, not John Schwab, who commented on the proposal the Board is considering to become self-perpetuating.

Page 2, #3: John Nicholson, not John Schwab, gave the reply.

Page 3, #8: David Carter, the Executive Director of Friends Home in Kennett, said that they probably will have non-Quakers on their Board. David is also a member of the Stapeley Board and said there are non-Quakers on their Board.

Page 3, #3A: The 25-member Board should be the 20- to 25-member Board.

Minutes of the Threshing Session were approved as corrected.

Discussion Clerk noted that the crux of the problem facing us is that the Hickman Board has changed its process for appointing new Board members though the by-laws still state that the Hickman Board is appointed by Concord Quarter. That has put the Quarter in the position of appointing Board members it does not know, which leaves many Friends uncomfortable. Since the Hickman is independent of the Quarter, the Quarter cannot require the Hickman to change its nominating process. Given that, Clerk suggests we focus on what, if any, role should the Quarter have in the Hickman's Board nominating process and what should be the relationship between the Quarter and the Hickman.

Friends expressed a desire for the Hickman to maintain its Quaker identity and an authentic relationship with Concord Quarter. We acknowledge that communication lapses, changing conditions, and diminishing numbers and availability of Friends for Board service have all contributed to a sense of painful disconnection.

Monthly meetings and Concord Quarter Nominating Committee may still bring candidates' names to the Hickman Board Development and Nominating Committee for consideration. Some suggestions for ways that Concord Quarter can remain connected to the Hickman include Friends volunteering at the Hickman; a committee from the Quarter interviewing candidates to the Hickman Board; financial support for the Hickman from the Quarter; the Hickman more fully communicating its needs to the Quarter; a joint liaison committee between the Hickman and Concord Quarter; an advisory board of Quarterly Meeting members to the Hickman Board; reports from Quarterly Meeting to the monthly meetings which include news of the Hickman; and Hickman Board members who are members of Meetings in Concord Quarter becoming more active participants in the Quarter.

Clerk read a minute from Middletown Monthly Meeting dated October 17, 2005 in support of the Hickman. The minute is attached.

Friends wondered if the Hickman Board's requirements for specialized skills in its members rules out Board service by Friends without those specific skills. Are Friends with reasonable intelligence and general skills acceptable on the Board? What are the Hickman's expectations for financial support from the Quarter? What does the Hickman want and need from Concord Quarter?

Concord Quarterly Meeting approved the following minute:

Those attending the October 2005 Quarterly Meeting will confer with members of their monthly meetings who are on the Hickman Board about how Concord Quarter and the Hickman can work together. We hold open the possibility of a joint liaison committee between the Hickman and Concord Quarter formed to define, nurture and strengthen the relationship between them.

Approval of Minutes Meeting approved of these Minutes as recorded.

Respectfully submitted, Peg Barrett, Recording Clerk

Willistown cont'd from p. 2

People at Willistown tend to refer to the Meeting as a “second family,” and like all families, it has had its struggles. A fire on April 10, 2002 destroyed the building extension housing the Smedley Library. In addition to the loss of irreplaceable books, the Meetinghouse sustained substantial damage, including the loss of its piano. One member sees the fire as a catalyst for change as the Meeting was pushed out of its worship space and had to struggle with making difficult decisions about rebuilding and replacing lost items. In the last few years the Meeting has also seen older members decline; it has lost some of these elders and also several younger members to death. The “family” and its dynamics have re-formed somewhat as a result of all these occurrences. Experimentation with an additional, earlier worship time for those desiring a more contemplative experience

has provided alternatives. Education through experiential workshops in the areas of meeting for worship, vocal ministry and Quaker testimonies is fostering renewal. The desire for children at meeting has generated creativity: it was noticed that five mothers with young children living nearby regularly brought their broods to play on the Meeting’s playground equipment, so members of Worship and Ministry invited them to an informational picnic lunch, and then to meeting for worship. One Friend sees these struggles and changes as part of the seasonal pattern that all communities experience, often difficult as they are occurring, but ultimately yielding a richer life.

Willistown Meeting extends an open invitation to visitors to walk the grounds during daylight hours. In addition to the fields, there are abundant woodlands



Field behind meetinghouse returning to native species grassland

with fine specimens of mature forest trees. The location of an old sawmill and its sluice can be seen among the tall poplars along the creek area. Deer, squirrels, raccoons, opossums, and many different birds can often be encountered while walking. Come and walk the fields and woods and watch as the area slowly returns to the flora of an earlier day, and help celebrate the new growth of Spirit as well!

Staff Report *by Beth Lawn*

I presented a first year report to Planning Committee in October, ending with some suggestions for projects for the coming year. These were based on suggestions made at prior committee meetings, my conversations with people at the monthly meetings, and the reports from some who had taken up the question of what they would like from the Quarter. Almost all meetings had taken up this question by November, and the Planning Committee decided to move ahead on four areas of planning: pastoral care, chil-

dren’s RE networking, “inreach” to inactive members, and a family retreat at Camp Dark Waters in the spring.

Pastoral care needs were identified as important at all stages, including the end of life. I will be working with PYM and the meetings to set up a workshop for training and resource identification. A children’s RE Shareshop Event is being set up in two stages, the first to create a network for first day school teachers, the second to expand involvement in children’s spiritual

life to other meeting members. “Inreach” to inactive members is being explored first through attention to our smallest meeting, then taking ideas out to others. The Camp Dark Waters retreat is being planned in conjunction with Birmingham Meeting; information will be sent out after the first of the year.

In other planning, it was decided to provide child care at each QM but have a children’s or inter-generational program only at selected times.

Concord Quarterly Meeting Threshing Session

Held at West Chester Monthly Meeting

October 2, 2005

on the matter of

“How will Concord Quarter and the Hickman interact in the future?”

After a brief period of silent worship, David Scott, Clerk of Quarter, opened the meeting and described its purpose. Birmingham, Concord, Goshen, Haverford, Radnor, West Chester, Westtown, Willistown, Wilmington and Valley Meetings (all with historic ties to the Hickman) were represented, with approximately 58 people attending. Meeting approved Phil Mullen, of Central Philadelphia Monthly Meeting and PYM staff member in the area of Aging Concerns, as Clerk Pro Tem; and Peg Barrett, of Goshen Monthly Meeting, as Recording Clerk. The Clerk Pro Tem noted this was not a decision-making session but a meeting for worship with a concern for threshing questions.

Jane Mack, Chair of the Hickman Board of Managers, introduced the attending members of the Hickman Board and reviewed the Hickman's history. She noted some of the many changes in the laws, regulations, competitive environment and needs of the residents that have caused the Board's focus to shift from the Hickman's daily operations to strategic planning, governance and stewardship.

David Scott explained that he received a letter from Jane Mack in April 2005 stating that the Hickman Board had decided to permit non-Quakers to serve on it, and that he reported this to the April 2005 Quarterly Meeting. Several months later, Friends in the Quarter began raising concerns about non-Quakers serving on the Hickman Board; the nominating, training and installation of Board members; and the ability of the Hickman to fulfill its mission. David pointed out that since the Hickman is independently incorporated, Concord Quarter cannot legally require the Hickman to change its process for selecting, training and installing its Board members. Phil Mullen suggested this session address what is the right relationship between Concord Quarter and the Hickman at this time.

John Nicholson, a member of the Hickman Board's Development and Nominating Committee, explained the Board's process for selecting its members. From the Hickman's founding until the 1980's, the monthly meetings in Concord Quarter nominated candidates for the Board and Concord Quarter approved them. When it became difficult for the monthly meetings to find suitable candidates, the Board itself began to search for candidates. Currently, all candidates are interviewed by the Hickman Director, John Schwab, and the Chair of the Board, Jane Mack. If they are found suitable, the Board Development and Nominating Committee brings their names to the Hickman Board for approval. Candidates approved by the Hickman Board are then brought to the Quarterly Meeting for consideration and approval. Jane Mack noted that the Board's approval process is in keeping with the law and the Quarter's approval process is in keeping with tradition.

At Quarterly Meeting for Worship for Business on October 23, 2005, Jane Mack stated that although the minutes correctly reported John Nicholson's explanation of the Hickman's process for selecting its Board members, his explanation was inaccurate. The Hickman Board's Development and Nominating Committee brings candidates who have been through the Hickman's interview process to Concord Quarterly Meeting for appointment.

Friends raised the following questions, which were grouped at their request into the categories below. The questions are numbered in the order in which they were asked. The responses are included in italics. Time did not permit all questions to be answered.

Documentation and History:

Re-read the mission statement of the Hickman.

Jane Mack read the Hickman's mission statement.

Read the section of the Charter of the Board that refers to the appointment of Board members.

Jane Mack explained that the Charter is the legal incorporation document of the Hickman and makes no mention of the Board's nomination process. The Hickman's Constitution and By-Laws are not legal documents, but creations of the Board that have been changed by the Board many times. Article 3 of the Constitution states that Board members are appointed by Concord Quarterly Meeting. The Board's current By-Laws state that the Hickman Board nominates candidates to the Board, who are appointed by Concord Quarter.

Friends requested the relevant sections of the Hickman's Constitution and By-Laws be included in the minutes of this session.

Does the Charter make the Board self-perpetuating?

The Charter makes no comment on this. John Nicholson said the Board is considering a proposal to become self-perpetuating, in which case the Quarter would be kept informed of the Board's membership.

Was a change made in the 1990's when Quarterly Meeting was not fully functioning?

Peter Lane has received copies of past Quarterly Meeting minutes and believes they will provide more information.

Does the Hickman Board have documentation of the change made in the way Board members are nominated and approved?

Jane Mack believes this is recorded in the Board's minutes.

What exactly changed between 1996 and 2005 that brought about the changes in the Board's nominating process?

Called Meeting cont'd from p. 9

What happened to the Quarterly Nominating Committee in the time the policy was changed?

What financial responsibilities did the Quarter assume for the Hickman in the 1800's?

Have the Hickman's admission policies regarding the financial resources of residents changed since its founding?

Relationship Between Concord Quarter and the Hickman:

Why is the Quarter approving Board members (since the Board now selects its own members)? Will the Quarter approve Board members in the future or will the Hickman Board approve them? What is the Quarterly Meeting's responsibility when it is presented a slate of candidates by the Hickman Board?

John Nicholson replied the Hickman Board currently finds candidates and approves them. In keeping with tradition, it then submits those names to the Quarter for approval. This is not legally required, and the Board may soon change the By-Laws so that Quarter approval is no longer needed.

What is the proper role of the Quarterly Meeting Nominating Committee?

Beth Lawn, Clerk Pro Tem of the Quarterly Meeting Nominating Committee, replied there is a lack of clarity regarding its role in the Hickman Board's nominating process. The Committee was unsure what to do when the Board presented the Committee a slate of candidates this past spring. The Committee brought the candidates' names to the July 2005 Quarterly Meeting without recommendation because the Committee did not know any of the candidates. The Quarterly Meeting Nominating Committee seeks clarity on this matter.

Where do monthly meetings fit into Quarterly Meeting's process of finding candidates for the Hickman Board?

Phil Mullen noted there are two different answers to this question. John Nicholson of the Hickman Board stated earlier that the Hickman Board finds and approves its own candidates. Marian Walker of Concord Monthly Meeting, a 30-year member of the Quarterly Meeting Nominating Committee, said each monthly meeting used to put two people on the Hickman Board, but this changed in the 1990's when the Quarter was not fully functioning.

Non-Quakers on the Hickman Board:

3A. Does current Board policy and practice seek Quaker guidance by the Quarter or monthly meetings as to the number of Quakers on the Board?

Jane Mack replied the current language of the Board's Constitution and By-Laws does not address the issue of non-Quakers on the Board. Proposed language the Board is now considering states there may be up to three non-Quakers on a 20- to 25-member Board, and that the business of the Board is to be conducted in the manner of Friends. The interview process for Board candidates determines whether they understand and agree with Quaker values.

4. What makes it necessary to put non-Quakers on the Board? Couldn't non-Quakers be advisors to the Board rather than members?

Jane Mack replied that the Board had considered the proposal to allow non-Quaker members for a full year before implementing it. Currently, eighty percent of the Hickman's residents are non-Quaker. The Board decided to allow non-Quakers in order to 1) increase the Board's diversity and 2) acquire the skills and talents needed for the Board to meet current regulations and requirements.

Why is it necessary for there to be only Quakers on the Hickman Board when other Quaker Retirement homes have non-Quakers on their boards?

David Carter said he is on the board of the Friends Home in Kennett and they probably will have non-Quakers on their board within a year. David is also a member of the Stapeley Board and said there are non-Quakers on their Board. Another Friend noted that Western Quarter does not approve board members for their retirement home, but receives an annual report that includes the names of new board members.

Hickman's Current Condition and Policies:

What is the Hickman's current situation regarding financial assistance to residents?

How many residents in the Hickman are Quaker? How much of its income comes from Quaker sources?

Jane Mack had replied earlier that 80% of the Hickman's residents are non-Quaker.

12. Has there been a change in the mission of the Hickman in serving people of limited means, and if so, how did it come about?

Was this due to a change in regulations?

13. Information about the Hickman's current finances was requested.

The following questions and concerns were raised for consideration at the October 2005 Quarterly Meeting:

In the future, would the Board have the ability to appoint all non-Quakers?

What is the future role of the Quarterly Meeting Nominating Committee in the Board's nominating process?

If the Board wants the Quarter's approval for its candidates, the Quarter needs to provide input on candidates in order to maintain its integrity. A suggestion was made for the Quarter to have a committee to work with the Board in selecting candidates. In the absence of such consultation, the Quarter and the Hickman are likely to go their separate ways.

Circling Concord Quarter

Birmingham Meeting is hosting a luncheon and program January 8 with James and Deborah Fine of Falls Meeting, clerk and member of the steering committee for the Friends International Center in Ramallah and former AFSC representatives in the Middle East. On Oct. 30, Dave and Bonnie Miller of Plymouth Meeting showed slides and spoke movingly about their trip to Palestine and Israel last April.

Concord Meeting has completed the hard work of repairing the colonial era house on the Chichester Meeting property and is moving toward selecting a new caretaker. The Meeting invites members of the Quarter to worship at Chichester on Meetinghouse Road in Boothwyn on April 16 at 11 a.m.

Goshen Meeting had a successful environmental event and community building day in early November when over 30 people gathered to plant 25 trees on the Meeting property and enjoy a pot luck dinner and campfire afterward.

Middletown Meeting gathered about 35 members, attenders and friends for a Christmas social featuring their traditional retelling of the Christmas story from Luke, complete with a manger scene tableau of adults and children dressed as wise men and women, angels, shepherds and sheep. Unwanted drama was added to the evening when two members were in a minor traffic accident en route to the gathering and made a trip to Chester County Hospital to make sure no damage had been done (fortunately all was well).

West Chester Meeting had a full house for its parenting workshop series this fall..

Westtown Meeting observed the season with The Advent Garden, created by the children and opened to all ages in the Meeting community for celebration and worship.

Willistown Meeting is continuing its environmental stewardship and outreach with pot lucks and speakers from the Environmental Stewardship Festival (see feature article).

Wilmington Meeting enjoyed hosting PYM's Young Friends on their way to Washington this fall. Some members of the Meeting, including a Young Friend who helped craft the Quarterly Meeting Young Friends minute on Care of the Environment, are looking into energy audits and planning events to educate members about energy consumption.

Called Meeting cont'd from p. 10

A copy of the Hickman's Charter, Constitution and By-Laws were requested for October's Quarterly Meeting.

Jane Mack commented there is little point in presenting the current By-Laws since proposed changes to them have not been finalized.

Should Quarterly Meeting approve proposed changes in the Hickman's By-Laws before they go into effect?

How will the Quarter fill the Hickman's Board's needs if it struggles to fill its own positions?

Is there anything for the Quarter to do for Hickman?

Given the Board's decision, do we want to maintain a relationship with the Hickman and, if so, what would that relationship be?

John Schwab said it would be a shame if the Hickman and the Quarter went separate directions. The relationship between the Quarter and the Hickman is core to the Hickman's values.

Board member Howard Starkweather presented a set of Hickman Queries to Concord Quarter. See attached.

A concern was stated that there is not enough communication from the Hickman Board to the monthly meetings regarding the Board's needs.

The meeting closed with a period of worship.

Respectfully submitted,

Peg Barrett, Recording Clerk

Phil Mullen, Clerk Pro Tem

David Scott, Clerk of Concord Quarter

These minutes were corrected and approved at Concord Quarterly Meeting in session at Wilmington on October 23, 2005.

Attachments: Call for Threshing Session (including Queries for All Concerned)
Threshing Session Agenda
Hickman Charter, Constitution, and By-Laws
Hickman's Queries for Members of Concord Quarterly Meeting

(The above attachments are available from Beth Lawn upon request.)

January 2006

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Concord Quarter Meetings

Birmingham
Concord
Goshen
Middletown
West Chester
Westtown
Willistown
Wilmington

**Concord Quarterly
Meeting
January 22, 2006
Willistown Meeting**

For information on program and
schedule see flyer inside

and

Feature article on Nicola Jefferson
and **TAP** on front cover

Pakistani Earthquake Relief

Lynmar and Claudie Brock of Willistown Meeting are traveling to Pakistan January 16th where Lynmar will represent Rotary International. He invites contributions to earthquake relief which will be turned over to the Rotary chapter in Pakistan to be used to buy needed items locally, saving money and aiding the economy.

If you would like to contribute, make out a check to Willistown Friends Meeting, with the notation Pakistani Earthquake Relief, and send to Lynmar at Brock & Company, Inc., 257 Great Valley Parkway, Malvern, Pa. 19355. He will acknowledge all gifts. Call 610.459.2256 (h); 610.647.5656 x227 (o) if there are any questions.

Deadline for receipt of contributions: January 14

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