MISSION

FGC, with divine guidance, nurtures the spiritual vitality of the Religious Society of Friends by providing programs and services for Friends (Quakers), meetings, and seekers.

VISION

We envision a vital and growing Religious Society of Friends – a faith that deepens spiritually, welcomes newcomers, builds a supportive and inclusive community, and provides loving service and witness in the world.

“FGC brings Friends from across our continent together giving us two simultaneous and complementary opportunities. One is to understand that wherever we walk there is a community of Quakers accompanying us. Another is to broaden our view of the path beyond that which our own experience shows us. Our faith asks us to live each moment from the space of heart-relationship with the Divine and the FGC Gathering helps us do that.”

– Christie Duncan-Tessmer
General Secretary of Philadelphia Yearly Meeting
November 2019

Dear Friends:

We just celebrated our 119th anniversary. Quite a milestone. And while we celebrate that achievement, we continue to look at our needs as an organization with the question, “how can we best serve the next generation of Quakers and newcomers?”

After investing significant thought and energy over the past several years to make FGC more financially sustainable, FGC leadership has spent the last two years carefully identifying and assessing the most pressing needs of FGC-affiliated Friends. Through public listening sessions, surveys, discussions with yearly meeting leadership, gathering at yearly meeting annual sessions, various workshops, and Central Committee meetings, FGC has learned that Friends want us to:

• endow the Gathering to make it more affordable and life-changing for more Friends;
• expand the Spiritual Deepening Program;
• make a greater impact with anti-racism initiatives;
• better serve youth & young adults; and
• deeply connect and communicate with Friends across our yearly meetings.

Today, we’re sharing with you Gathering Together, a vision of how we can dramatically enhance FGC’s ability to nurture the spiritual vitality of Friends. The success of any venture like this is dependent on how well we have listened and distilled a compelling vision, a vision that we hope you and many more Friends will enthusiastically support. Your candid feedback at this early stage is crucial before we go any further with what could be a significant fundraising campaign to strengthen the Gathering for generations to come and expand our ministries.

Thank you in advance for your input.

With much gratitude,

Barry Crossno
General Secretary

Frank Barch
Presiding Clerk
For more than a century, FGC has been the primary organization connecting unprogrammed Friends meetings across the United States and Canada. FGC is uniquely positioned to provide programs and services that continue to nurture the spiritual lives of Quaker meetings and churches, and individual Friends.

Conferences and Consultations
- FGC Annual Gathering
- Friends of Color and Adult Young Friend retreats
- Partnership with White Privilege Conference
- Clerks consultations and young clerks training
- Christian and Interfaith Relations Committee

Religious Education
- Spiritual Deepening eRetreats
- Spiritual Deepening Library for adults and children
- QuakerBooks and QuakerPress
- Sparkling Still for children
- Promotional partnerships with Faith & Play Stories and Friends Couple Enrichment

Services and Initiatives for and on behalf of meetings
- Friends Meeting House Fund
- Outreach resources
- Representing FGC Friends at the World Council of Churches
- Institutional Assessment on Systemic Racism
- Anti-racism training
- Quaker Cloud website service
- Welcoming Friend Project
- Quakerfinder.org
Our Impact

Friends turn to FGC for support and information. Common requests from meetings:

- To share their meeting’s ministry with other Friends
- For support around meeting conflicts and difficult decisions
- To learn about FGC’s anti-racism work and the White Privilege Conference
- For guidance on clearness committees and the marriage process, eldering, and child safety
- For help finding Friends meetings and Quaker institutions
- For introductory materials for newcomers and First Day School curriculum

### FGC 2019 SNAPSHOT

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<th>Category</th>
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<tr>
<td>Staff (full-time equivalent)</td>
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<tr>
<td>Volunteers</td>
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<tr>
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<td>Gathering</td>
<td>842 total attenders, 44 workshops offered, 122 for the first time</td>
</tr>
<tr>
<td>Ministry on Racism</td>
<td>52 White Privilege Conference attendees, 12 affiliated Yearly Meetings engaged in anti-racism efforts</td>
</tr>
<tr>
<td>Spiritual Deepening and Religious Education</td>
<td>154 Spiritual Deepening eRetreat participants, 1,747 Visits to the Spiritual Deepening Library since April 2019</td>
</tr>
<tr>
<td>Youth and Young Adult Ministries</td>
<td>160 High School and Adult Young Friends at the Gathering, 10 Youth/young adults trained as clerks to serve their community at Gathering</td>
</tr>
<tr>
<td>Communications</td>
<td>5,800 Likes on Facebook, 10,800 Newsletter subscribers, 68,000 QuakerFinder visits</td>
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“FGC plays a critical role in helping build and sustain the Religious Society of Friends. It is not only an organization that delivers programs and services that help strengthen Quaker community, FGC itself embodies our wider Quaker community, gathering us together to nurture and sustain each other. It provides a way for us to come together and work together in mutual support and common cause. An important example is work on anti-racism, which many Yearly Meetings have been undertaking. Learning from FGC’s experiences has been invaluable.”

Ken Stockbridge, Presiding Clerk of Baltimore Yearly Meeting
Celebrating a Century of Service

1900 -1925
Friends pool their vision, resources and courage to organize FGC

- Biennial conferences are held in varied locations
- First Day School Committee distributes curricula
- Visits to meetings and isolated Friends encourage meeting growth and spiritual renewal

1925-1950
The Cape May Era: spiritual enrichment for all ages

- Junior Gathering, high school and young adult programs are established
- Outreach focuses on new meetings in college towns
- Rachel Davis DuBois leads discussions on race relations
- FGC is a founding member of World Council of Churches

1950-1975
Conferences expanded

- Off-year conferences are held in new locations around the U.S.
- The Friends Meeting House Fund is established
- The Fellowship of Non Resident Friends is created
- Rev. Dr. Martin Luther King, Jr. speaks at 1958 Cape May Conference

1975-2000
A new vision for FGC programs

- The FGC conference is renamed the “Gathering”
- QuakerBooks of FGC is founded
- FGCQuaker.org website is launched
- Traveling ministries program begins
- Young Quakes Conferences established
- Gathering draws 2,300 in Amherst, MA, 1994
Growth and expansion thanks to support of Friends across the U.S. and Canada

- Committee for Ministry on Racism is formed
- QuakerFinder.org launches
- Quaker Quest begins
- Faith and Play is established
- *Fit for Freedom, Not for Friendship* is published
- First FGC Gathering on West Coast is held in Tacoma, WA, 2006

Re-prioritization of programming for vitality and sustainability

- New Meetings Project is piloted between 2012 and 2015
- Spiritual Deepening Program holds eRetreats
- Spiritual Deepening Library is launched
- Welcoming Friend Project is offered
- Institutional Assessment on Systemic Racism is conducted

An endowed Gathering supports stronger attendance including more children and youth.
FGC serves approximately 35,000 Friends, most of whom are members or attenders of the 16 yearly meetings and 10 monthly meetings directly affiliated with FGC. Since its inception in 1900, the number of affiliate yearly meetings has more than doubled and membership continues to grow. FGC now includes meetings in 56 states and provinces in the U.S., Canada, and Mexico.

Partnership with yearly and monthly meetings is key to the development and implementation of programs Friends request.

For example:

- The Welcoming Friend Project gathered Friends from 14 monthly meetings from 9 yearly meetings through online sessions to identify best practices for welcoming and integrating newcomers into local meetings. These best practices are available through an eRetreat and the Spiritual Deepening library.

- The Spiritual Deepening Program collaborated with New York Yearly Meeting’s Aging Resources, Consultation, and Help (ARCH) Program to develop a new eRetreat and Spiritual Deepening library materials on the theme of Aging, Death, and Dying. This partnership increased the depth and quality of the program and helped NYYM expand their impact to a much wider audience.

- During the 2016 Gathering, Friends of Color, in partnership with Friends of European descent, asked FGC to undertake an assessment to address systemic racism. 10 monthly meetings and 3 yearly meetings wrote minutes in support of this effort. FGC has now completed the Institutional Assessment and is sharing the experience and learnings with yearly and monthly meetings. The hope is to strengthen the will and capacity for change throughout the Religious Society of Friends.
The FGC governing bodies, Central and Executive Committee, include representatives from each FGC directly-affiliated yearly or monthly meeting. The committees gathered together and worked diligently over the past two years, listening to Friends throughout the U.S. and Canada to discern the greatest needs among FGC Quakers today.

The 5 organizational priorities established by the Central and Executive Committees:

1. Nurturing spiritual vitality: The FGC Gathering
2. Moving toward wholeness: The Ministry on Racism
3. Feeding the spiritual hunger: Religious Education & Spiritual Deepening
4. Empowering intergenerational community and leadership: Youth and Young Adult Ministries
5. Building support for Yearly Meetings and Friends: Communicating and Connecting

FGC is prepared to focus on long-term funding to greatly increase the stability of programs that impact the vitality and growth of the Religious Society of Friends.
1. Nurturing spiritual vitality: 
THE FGC GATHERING

**Need:** For more than 100 years, the FGC Gathering has brought together Friends from meetings across the U.S., Canada and beyond for a powerful week of worship, workshops, and fellowship. The Gathering has grown and changed over time, and continues to play a central role in the spiritual revitalization among FGC Friends. This enriching experience grows stronger as Gathering attendance increases. Friends exposed to new ideas and transformative connections take these experiences home with them, strengthening and deepening their local meetings.

Recently, attendance has been declining. FGC conducted a market research study which over 2000 Friends participated in and the answer was clear: FGC must lower the cost to make Gathering more accessible.

The standard cost for an adult at Gathering in 2019 was $820 including the program fee, a double room and full meal plan. Our objective is to reduce the average Gathering attendance fee to **$550** per person through the Gathering endowment.

**Goal:** Ensure long-term vitality of the FGC Gathering

**Strategy:**
- Create a significant Conferences endowment, to lower costs and grow attendance.
- Increase attendance to 1,100+ (30% increase), with a focus on youth, young adults and families.

“The Gathering is a gift to me and my children. It makes me want to give [that gift] to other people’s children.” The Gathering offers people a chance to “take risks in sharing,” Ida observed, “They feel vulnerable, and from that place, form deep and powerful friendships. Children watch how adults interact during the week, and seeing adults in a loving space sets an example.”

~ Ida Trisolini
Piedmont Friends Fellowship and Yearly Meeting
“Junior Gathering is a lifeline for teens. The relationships youth develop there will be with them long into the future—something I want my children to have for whatever the days ahead may hold.” “FGC saves the lives of some of our children.”

– Anne Pomeroy
New York Yearly Meeting

Serving as a co-clerk for the 2017 FGC Gathering changed my life. Manifestations of racism, long experienced by Friends of Color, broke into the consciousness of me and other Quakers of European descent and I experienced Spirit speaking to me with the words, “It’s time.” I knew it was time to address my own racism and the community needed the co-clerks for the next year to walk the anti-racism path. There were people in the FGC community with experience and the desire to help. We listened, learned, spoke, stumbled, stood up, and grew. My life is richer and has more meaning for having started that journey with FGC.

– Steve Mohlke,
General Secretary of New York Yearly Meeting
2. Moving toward wholeness: THE MINISTRY ON RACISM

**Need:** For over 20 years, Friends General Conference has been evolving in its work to transform into an actively anti-racist organization. All Friends will benefit as Quaker meetings, churches and individuals gain a fuller understanding of Spirit through this equity work.

FGC completed an Institutional Assessment on Systemic Racism in 2018. Responses came from almost 1200 Friends and 17 focus groups, with participants from 21 yearly meetings. The findings show that FGC seeks to welcome Friends of Color. However, white/European-American Friends often fail to recognize that Friends of Color have been uncomfortable at FGC Gatherings and the words and actions of white/European-American Friends continue to harm them.

The Institutional Assessment report shows the need for a spirit-led intervention to transform into an anti-racist organization. Therefore, FGC is working to implement the following recommendations:

1. Create an Institutional Assessment Implementation Group to guide the work ahead.
2. Make changes to the organizational structure of FGC to become more inclusive.
3. Increase support and resources for the Ministry on Racism Program.
4. Respond to the following query during times of decision making: “How does this decision support FGC in its goal to transform into an actively anti-racist faith community?”

**Goal:** Move FGC towards greater wholeness as a spiritual community as we transform FGC into an actively anti-racist organization.

**Strategy:**

• Create and train a team of volunteers to raise awareness of the existence and effects of systemic racism and white supremacy among FGC meetings.
• Increase support for Friends of Color to serve in FGC leadership positions and participate in FGC programs.
• Increase staff capacity to support these efforts.

“I am a 65 year-old person of color who has been physically beaten because of my race. I’ve been stopped for walking while black in the wrong neighborhood, stopped for driving while black, and I could go on with dozens of additional examples. While I can only speak for myself I have felt safe, welcomed, appreciated and loved within FGC. But not everyone has that experience and I’m glad FGC is working on addressing those concerns – that to me is a sign of caring.”

– Carter Nash
Philadelphia Yearly Meeting
3. Feeding the spiritual hunger: RELIGIOUS EDUCATION & SPIRITUAL DEEPENING

**Need:** Religious education has been at the core of FGC’s mission since the beginning. And yet, Friends continue to yearn for spiritual depth and the transformative power of the gathered meeting for worship. They want to rediscover the power early Friends experienced in a way that is relevant to their lives today.

This opportunity to deepen Quaker faith and practice is widely sought throughout monthly and yearly meetings. Smaller yearly meetings, in particular, seek resources for spiritual enrichment they could not create on their own. At the same time, FGC staff and committee members have heard about and experienced the deep presence of spirit in many Quaker meetings. We are called to nurture this desire for spiritual deepening and can do so by strengthening current initiatives.

The Spiritual Deepening Library offers collections of readings, videos, and activities for individuals and groups of all ages. FGC is prepared to increase staffing on a short-term basis to expand on the current success of this program.

**Goal:** Improve and increase resources to help yearly and monthly meetings feed the spiritual hunger of Friends.

**Strategy:**
- Develop awareness of and improve the accessibility of current resources.
- Greatly expand the resources shared in the Spiritual Deepening Library.
- Explore spiritual needs and develop new materials.
- Increase and improve available training opportunities.

**Leslie Jardin co-facilitates a Spiritual Deepening group at Friends Meeting of Washington, Baltimore Yearly Meeting. When the meeting started the Spiritual Deepening Program it wasn't “evident how deep it would enable us to grow,” Leslie recalled, “Spirit is really present in the groups. ... We added a second session each month for people to talk about their own deepening experiences—to have a time to be heard, witnessed. ... FGC gives us programs and experience we would not have come up with on our own that is anywhere near this deep. It’s profound.”**
4. Empowering intergenerational community and leadership: YOUTH AND YOUNG ADULT MINISTRIES

Need: Building truly intergenerational community of Friends based in love and mutual respect will profoundly nourish and invigorate the Religious Society of Friends. Creating a community that supports authentic relationships across ages will increase opportunities to realize the divine in our lives, individually and corporately.

Goal: Strengthen opportunities for Quaker youth and young adults to participate in and contribute to Quaker community at all levels.

Strategy: • Support youth and young adults to create spaces for themselves and ways of bridging to the broader FGC community.
• Pilot an intergenerational spiritual friendship program.
• Provide programming and structure to increase the development of leadership and ministry by young Friends.
• Develop methods to help younger Friends, who may lack a strong monthly meeting connection, connect to Quaker community.

“I grew up in a rural community attending a small meeting my parents started. ... I attended the FGC Gathering when I was 6 years-old and was astonished to find young Quakers.” Katrina evolved from being a Gathering attendee to high school program volunteer to Gathering Co-Clerk. Katrina has served on the Long Range Conference Planning committee and Central Committee. “FGC allowed me to serve and volunteer for who I am. They saw my potential,”

– Katrina McQuail, Canadian Yearly Meeting
5. Strengthening connections among yearly meetings and Friends: COMMUNICATING AND CONNECTING

Need: Friends look to FGC to connect across yearly meetings and access a rich network of resources, people and experiences. Whether a meeting is large or small, it has something to learn and share from others experiencing similar issues. Friends need one another to grow and develop into our potential as a religious society and individuals of faith. By serving as a connector, FGC can facilitate this growth.

Goal: Enhance our ability to connect Friends and serve yearly and monthly meetings.

Strategy:
• Increase accessibility to resources by re-designing the FGC Website.
• Increase capacity with an additional full-time communications staff person.
• Increase staff time, volunteer training and travel funds for the Yearly Meeting Visitor Program to better meet the needs of FGC-affiliated yearly meetings.
• Launch a public, web-based directory of traveling ministers to enrich and support meetings.

A participant from the Welcoming Friend Project spoke of the benefit of an FGC-led initiative to bring people together regularly to help their meetings with a common yearning. “The experience helped us build on what we had started in the last couple years, particularly helping us to bring more focus and visibility to the issue of welcoming. ... The assignment materials will be used, I feel sure, in the coming months and years. I think the major impact for us was giving an occasion and structure for forming a task group who in turn have given thought to many aspects of welcoming.

– Arlene Johnson
New York Yearly Meeting
## Investing in Gathering Together

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<th>The Gathering - Conferences</th>
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<td>Total Short-Term Need*</td>
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* To be expended over a 2-5 year period

FGC currently has $4.5 million in endowment and reserves. Each year, earnings from the endowment and draws from the reserves help support FGC’s programming and operations.

FGC has the goal of a strong annual fund each year of the campaign.
Sample Scale of Giving

Scale of Giving typically necessary to raise $5,700,000

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<td>Many</td>
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$5,700,000

Gifts to the Gathering Together campaign could include:

- Cash and pledges payable over a 3 – 5 year period
- Gifts of securities or other appreciated property
- Bequests from insurance policies, estates and other planned gifts

Paul Kriese of Ohio Valley Yearly Meeting is a Friends General Conference planned giving donor, and has pledged half of his estate to the Quaker faith he loves. “FGC is not just an organization, it is my religious home.” Paul refers to philanthropy as a “ministry of responsibility.” It’s a ministry that inspires him. “I was given a gift of making a living,” he said smiling, “and it is my responsibility to share—to honor God’s gift of ability.”

Ensuring Good Use of Endowments

We know that endowments can sometimes outlive their purpose. With that in mind, the following language will be appended to the endowments proposed in this campaign:

In the event it becomes unnecessary, undesirable, impractical or impossible to utilize the Fund for such purposes, FGC shall have the right to utilize the Fund for such other programmatic purposes as it deems appropriate.
“FGC provides tangible, concrete, crucial help to us in Alaska, and welcomes the support and help that we, in turn, give back. We are so grateful.”

- Jan Bronson
Presiding Clerk of Alaska Friends Conference
Yearly Meeting Representatives

Alaska Friends Conference
Doug Mertz

Baltimore Yearly Meeting
Kat Darnell

Canadian Yearly Meeting
Anne-Marie Zilliacus

Illinois Yearly Meeting
Janice Domanik

Intermountain Yearly Meeting
DeAnne Butterfield

Lake Erie Yearly Meeting
Valerie Groszmann

New England Yearly Meeting
Chelle Riendeau

Northern Yearly Meeting
John Greenler

New York Yearly Meeting
Karen Snare

Ohio Valley Yearly Meeting
To be determined

Pacific Yearly Meeting
Heather Levien

Piedmont Friends Fellowship
& Yearly Meeting
Paul Klever

Philadelphia Yearly Meeting
Carter Nash

Southern Appalachia Yearly Meeting and Association
Robyn Josephs

South Central Yearly Meeting
Mary Hampton

Southeastern Yearly Meeting
Susan Wade

At Large Representatives

J. Lee Cook
North Pacific Yearly Meeting

Chad Gilmartin

Katrina McQuail
Canadian Yearly Meeting

Jill Nanfeldt
New York Yearly Meeting

Anthony Stover
Philadelphia Yearly Meeting

Central Committee Officers

Presiding Clerk
Frank Barch
Philadelphia Yearly Meeting

Assistant Clerk/Rising Clerk
Marvin Barnes
Lake Erie Yearly Meeting

Recording Clerk
Rebecca Haines Rosenberg
Baltimore Yearly Meeting

Assistant Recording Clerk
Mathilda Navias
Lake Erie Yearly Meeting

Treasurer
Joan Sampieri
Lake Erie Yearly Meeting

Assistant Treasurer
Cari Burke-Kolehmainen
Lake Erie Yearly Meeting

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(215) 561-1700