Dear Friends,

Impact reports are a look back at an organization’s successes, challenges, and stewardship. At this time, the novel coronavirus pandemic has asked us all to pause, live very consciously in the present, and carry our faith into a reimagined future.

A new landscape is being born, and we are all being called to listen deeply and to be the hands and feet of Spirit living faithfully.

Last year, FGC settled into deep listening. We asked Friends to share in person and through survey your thoughts on the Gathering, on becoming an anti-racist faith community, on nurturing spiritual vitality. Together we envisioned a vibrant future for the Religious Society of Friends.

We still hold that vibrant future.

We are in a time of change, and what we learned in 2019 will be important in how we move forward. For example, last year FGC collaborated with 7 yearly meetings in the Welcoming Friend Project. We heard from some meetings that people are walking in the door, but not staying. We embarked to understand why and create inclusive approaches, especially focused on welcoming people of color, families, young adults, and LGBTQ+ folks.

The Welcoming Friend Project asked how do we fully embrace that of God in everyone, and shared learnings at two yearly meetings, a Gathering workshop, and an eRetreat. We plan to make the eRetreat freely accessible as a Spiritual Deepening Library topic. At a time when the world needs strong community, welcoming is Spirit working through us.

Our partnerships with yearly meetings are even more crucial with the need for increased resource sharing. That is one reason why we are thrilled to announce that Pacific Yearly Meeting (PacYM) has directly affiliated with FGC! We appreciate the faithful discernment PacYM undertook in making this decision. FGC’s services extend to their 50 local meetings with over 1200 Friends in California, Hawai‘i, Nevada, and Mexico.

We are grateful to FGC committees, staff, and volunteers who work so hard and with such joy in deepening our connections as a large spiritual community. Donors, foundations, and meetings, your generosity continues to be critical to our ministries and the Friends we serve.

We are all stewards of Quaker faith. Now more than ever, we need to listen deeply as a community. Spirit is nudging. Let us live into faithfulness together.

In the Spirit,

Barry Crossno
General Secretary

Frank Barch
Presiding Clerk

"We love FGC, and the organization as a whole is very important to our family. The engendered community is beautiful, diverse, thoughtful, hardworking, and one we very much want our children to know.”

Indiana Friend
SPIRITUAL DEEPENING PROGRAM

Mary Linda McKinney opens space and enters with her own vulnerability when facilitating a Spiritual Deepening eRetreat. A spiritual director and Board member of the School of the Spirit, Mary Linda enjoys seeing “participants bring their full selves and talk from the depth of their experiences.”

“Some have never attended a Quaker meeting but have done tons of reading. They are hungry for what they are seeking,” Mary Linda observes. “Their participation is a gift to everyone in the eRetreat.”

Mary Linda was especially moved during the Aging, Death, and Dying eRetreat. “The stories were shared with such tenderness and self-reflection. In listening, I was brought to a far deeper place with the life I hold.”

FGC revamped our online Spiritual Deepening Library. With materials on six topics of Quaker interest, the Library offers curated resources to support grounding, sharing, and practicing. We added time commitments to the exercises and a children’s section. With some activities taking as little as five minutes, Library patrons found support for personal spiritual practice and small group activities. To encourage the Library’s use, FGC removed the paywall so anyone can access it for free.

Spiritual Deepening eRetreats relaunched on a new e-learning platform. FGC added tutorials and technical support. We created new eRetreats: Aging, Death, and Dying through a Quaker Lens and Weaving a Wider Welcome for meetings. With increased engagement and thoughtful sharing on discussion boards, eRetreats flourished as a resource for individuals, meetings, and newcomers looking to build meaningful connections in a digital space.

www.FGCquaker.org/SDlibrary
www.FGCquaker.org/eretreats

Special thanks to the Friends Foundation for the Aging and individual donors who have made these achievements possible.
INSTITUTIONAL ASSESSMENT ON RACISM

Becoming an anti-racist faith community is spiritual work and requires deep listening and living faithfully into seeing that of God in everyone. Central Committee adopted this query from the Institutional Assessment Working Group to be used by all FGC committees:

“How does this decision support FGC in its goal to transform into an actively anti-racist faith community?”

FGC’s staff and committees adopted this query and meetings, such as Central Philadelphia Monthly Meeting, have adapted it for use with their committees. Additionally, Ministry on Racism staff conducted presentations for monthly and yearly meetings on the assessment.

Communications

To share information and respond to questions about what IAIC is doing within FGC and the wider Quaker body. The group will highlight ongoing efforts by monthly and yearly meetings in addressing racism.

Data Collection

To invite monthly and yearly meetings to submit demographic data as a tool for tracking progress toward transforming into an anti-racist faith community.

Query Implementation

To monitor FGC’s use of the query in business and decision-making. The group will also collect anecdotal information on the query’s impact to share with Executive and Central Committee.

The Bayard Rustin Fund increased the ability for Friends of Color to participate at the Gathering, Retreats, and FGC committee meetings by providing over $5500 in travel assistance. Thirty-eight Friends of Color and their Families participated in the Pre-Gathering in Grinnell, Iowa. The FGC Diversity Committee led an insightful anti-racism activity for the over 100 members of Central Committee. Also, Friends of color increased virtual meeting for worship to weekly.

The Institutional Assessment Implementation Committee (IAIC) formed with 11 members diverse in race, age, geography, and gender, and established three working groups:

IN 2019

MINISTRY ON RACISM

A California Friend originally from Mexico shared her experiences with FGC and our Ministry on Racism. This is her story.

I attended the FGC Pre-Gathering for Friends of Color and their Families for the first time in 2019. I encourage people of color to attend. It was an event where I felt safe, able to share experiences, and found building relationships with others very empowering. I felt reassured. In this space, I didn’t feel alone, lost or helpless. I could share my stories and not be questioned or have to justify my experiences. I was with people who could listen without filters.

During the Gathering, I was in a group that was talking about white supremacy and how Quakers are not white supremacists. The conversation was happening as if I, as a person of color, wasn’t in the room. I could not handle the dialogue. It triggered my anxiety and PTSD. A white ally saw what was happening and intervened.

It’s important to understand that even when it’s not intentional, conversations can still cause pain and trauma. It’s very alienating and a good example of how I was submissive in a situation where I needed to be verbal and create a sense of awareness for the rest of the group. Returning to a space with other Friends of color to process empowered me.

Quakers are challenged by what is race related. We need to be in conversation on how to handle it. FGC offers opportunities for Friends of color to connect, to define what we want to do as group, and became a resource to one another.

I’ve been asked “how do I get more diversity in my meeting?” The question Quakers need to ask is what does it mean to have more diversity? We need to change the rules of the whole institution to become more accessible. When you are innovating the way you do things, then you become more inclusive. You end up having more diversity not because you want to change numbers but because you are inviting. FGC is providing guidance and options to help meetings in this.

IAIC acknowledges this work can be trying, and the question of other needs of the community continues to be on our hearts. IAIC is dedicated to implementing the recommendations of the Institutional Assessment. However, anti-racism is not always straightforward. There will be challenges beyond the committee’s capacity, but that does not diminish our commitment to Friends.

IAIC encourages meetings to share your successes and challenges. You can also request a presentation for your monthly or yearly meeting on the Institutional Assessment at: becomingantracist@FGCquaker.org
FGC 2019 SNAPSHOT

QUAKER FINDER VISITS 68,000
NEWSLETTER SUBSCRIBERS 10,839
QUAKERBOOKS VISITORS 20,114

A big thank you to our volunteers who contributed $18,378 in unreimbursed expenses in FY 2019! Thank you to the yearly and monthly meetings, individual donors, and foundations who contribute to make FGC programming possible.

FGC BY THE NUMBERS

Read our audited financials and financial story from 2004 to 2019 at www.FGCquaker.org/finances

BALANCE SHEET

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<thead>
<tr>
<th>ASSETS</th>
<th>2019</th>
<th>2018</th>
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<tbody>
<tr>
<td>Cash and Equivalents</td>
<td>636,978</td>
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<td>Accounts Receivable</td>
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<td>Inventory</td>
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<td>Prepaid expenses and other</td>
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<td>Investments</td>
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<td>Property and equipment, net</td>
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<td>Beneficial interest in charitable remainder trusts</td>
<td>172,000</td>
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<tr>
<td>Beneficial interest in perpetual trusts</td>
<td>368,000</td>
<td>368,000</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td><strong>5,469,999</strong></td>
<td><strong>6,032,704</strong></td>
</tr>
</tbody>
</table>

| LIABILITIES | | |
| Accounts payable and accrued expenses | 58,218 | 221,014 |
| Deferred revenue | 22,078 | 29,532 |
| **Total liabilities** | **80,296** | **250,546** |

| NET ASSETS | Without Donor Restrictions | 4,084,551 |
| With Donor Restrictions | 1,305,152 |
| **Unrestricted** | 4,452,362 |
| Temporarily restricted | 583,796 |
| Permanently restricted | 746,000 |
| **Total net assets** | **5,389,703** |

| **TOTAL LIABILITIES AND NET ASSETS** | **5,469,999** | **6,032,704** |

FUNDING SOURCES

- FGC Gathering $611,093
- Ministry on Racism & Implementation Cte $125,850
- Bookstore & Publications $120,560
- Other Ministries & Communications $139,276
- Spiritual Deepening & Religious Ed $138,473
- Administration & Governance $457,972
- Development $293,396

**Total Sources** $1,886,620

FUNDING USES

- Individuals & Bequests 32%
- Monthly & Yearly Meetings 16%
- Funds & Foundations 7%
- Gathering (net workgrants & scholarships) 7%
- Bookstore (net cost of books sold) 7%
- Quaker Cloud 4%
- Admin & Office 3%
- Investment Income 2%
- Program Reserves 2%
- General Reserves 1%

**Total Use** $1,886,620

GATHERING

- Total Workshop Participants 681
- First Time Attendees 122
- Adult Young Friend Attendees 106

MINISTRY ON RACISM

- White Privilege Conference Attendees 51
- Pre-Gathering Retreat First Time Attendees 10
- Yearly Meetings Represented at Pre-Gathering 11

E-RETREAT PARTICIPANTS

- NEWCOMERS WHO PARTICIPATED IN AN E-RETREAT 14

SPIRITUAL DEEPENING LIBRARY PATRONS

- COST TO USE THE SPIRITUAL DEEPENING LIBRARY $0
“She saw a key open a door in the blackness, a nameless force tearing into her. What he’d experienced was available to them all.”

Excerpt from “The Kendal Sparrow” by Barbara Schell Luetke.

Quaker Press released two books available through QuakerBooks. “The Kendal Sparrow,” a historical novel about Elizabeth Fletcher, one of the young adults whose spiritual activism fired the early Quaker movement, and Brian Drayton’s updated and expanded “On Living with a Concern for Gospel Ministry, 2nd Edition.”

**QUAKERBOOKS AND QUAKER PRESS**

Quaker Books’ online bookstore, QuakerBooks.org, began the shift to an inventory more focused on friends and their concerns, especially books not easily obtained elsewhere. In reducing inventory, QuakerBooks lowered overhead expenses. We made improvements in website design which made shopping and checkout easier. Finally, yearly meetings helped energize QuakerBooks sales, from hosting numerous book tables to sales from Philadelphia Yearly Meeting’s new “Faith and Practice.”

**INITIATIVES**

**Christian and Interfaith Relations Committee (CIRC):** As FGC’s voice within the World Council of Churches, the Parliament of World Religion, and other ecumenical bodies, CIRC brings Quaker perspective to faith discussions on equity and justice.

**Friends Meeting House Fund (FMHF):** In partnership with Everence financial services, FMHF helps Quaker meetings and churches with grants and loan options to become more accessible and sustainable.

**FGC Communications:** Find us on Facebook, Twitter, Instagram, in monthly and weekly e-newsletters, and your mailbox. Whether on the web or in print, FGC is always seeking fresh ways to connect with Friends and meetings in life-enhancing ways.

**Quaker Cloud:** Supports 141 meetings in creating a welcoming web presence for newcomers, sharing meeting events and projects with the public, and private archiving of committee minutes.

**LOOKING AHEAD**

After considerable discernment, FGC decided that we could not safely hold the 2020 in-person Gathering in the wake of the novel coronavirus pandemic.

A Gathering working group is creating a 2020 Virtual Gathering experience that can provide spiritual sustenance to all Gathering attendees, including youth, high schoolers, young adults, FLGBTQC community, and Friends of Color. The working group is also looking at ways to include those with limited or no internet access.

With the postponement of the April Retreat for Friends of Color in the West and the 2020 Pre-Gathering, the Ministry on Racism is planning for two fall retreats and offering Friends of Color and their Families weekly virtual gatherings for worship.

While we mourn this loss of in-person fellowship, we see an opportunity to explore innovative ways of connecting Quaker community. At this time of great anxiety, the work of nurturing spiritual journeys is more important than ever.

**CENTRAL COMMITTEE**

Over 135 Friends from 16 affiliate yearly meetings and 14 directly affiliated monthly meetings make up Central Committee, FGC’s guiding body. Central Committee brings Spirit-led insight to governance decisions and strengthens connections among yearly meetings.

**MAKE AN IMPACT. VOLUNTEER.**

Central Committee members serve a vital role through service on FGC subcommittees. If you have a calling to make an impact, consider joining a subcommittee. Whatever your availability and interest, you can make a difference. Find out more at www.FGCquaker.org/servefriends.
About our logo

Dandelions with their yellow florets transforming into a fluff of seeds represent the wishes of Friends for love and peace to spread and take root in the world.