

Keys to Growth and Financial Health in a Quaker Meeting



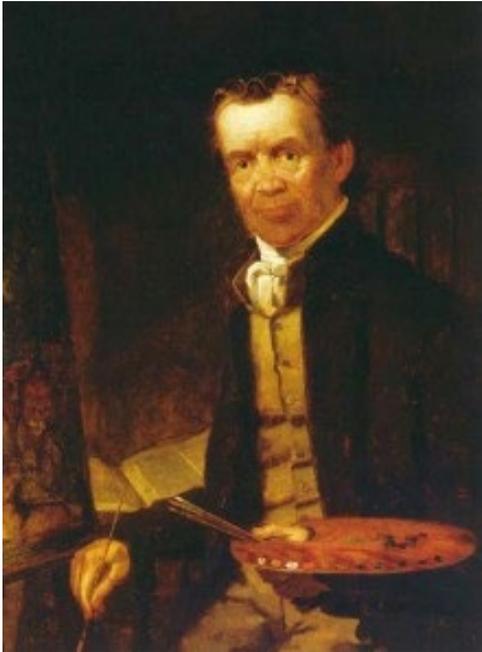
Newtown Friends Meeting (Bucks Quarter)

Growth of NFM has been helped by:

- Quality worship and Friendly spirit;
- Engaged members who reach out;
- Friendly welcome to newcomers;
- Great adult and children's First Day programs;
- Publicizing NFM programs;
- Expanding community and friendships;
- Updating the building and grounds;
- Location with near-by Quaker institutions;
- Use of technology;
- Sharing stewardship of resources.



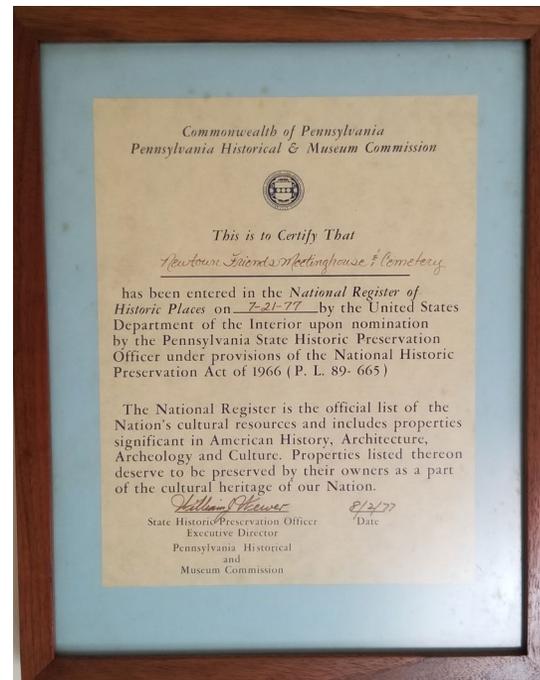
NFM was Founded by Edward Hicks in 1815



A Welcoming Space for All

In 2003, we renovated our 1817 building after a decade-long process of discernment. This required taking out a \$175,000 mortgage which is now paid off.

National Register of Historic Places



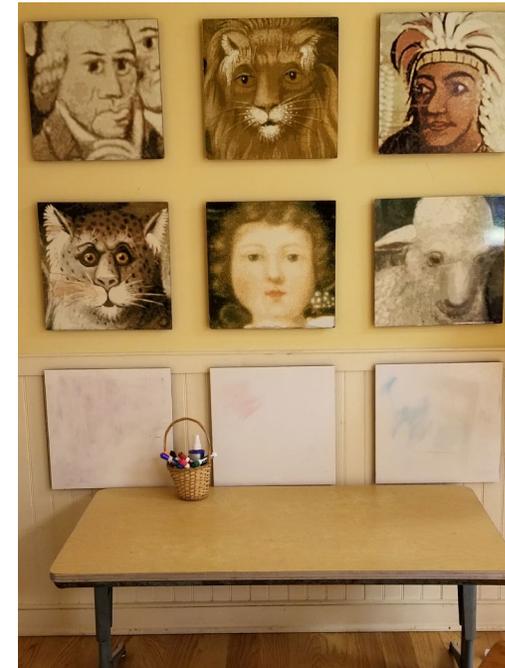
The renovation provides:

- Ground level access (with no steps from driveway),
- Seniors-friendly, kid-friendly Lobby,
- Gathering Room with high-quality Edward Hicks prints,
- First-floor Kitchen,
- Committee Room.



Space Designed for Children

- The ground floor has “Kids’ Corners” in both the lobby and the gathering room.
- Kids’ enjoy an Edward Hicks-inspired “create your own Peaceable Kingdom” magnet board and a Hicks “drawing wall”.
- Classrooms are on the second floor.
- Teenagers have their own lounge/meeting room upstairs.



First Day Classes for Adults and Children

Programs for Adults and Children are coordinated, so parents have a program to attend when the children meet.

Adult First Day programs are publicized and include:

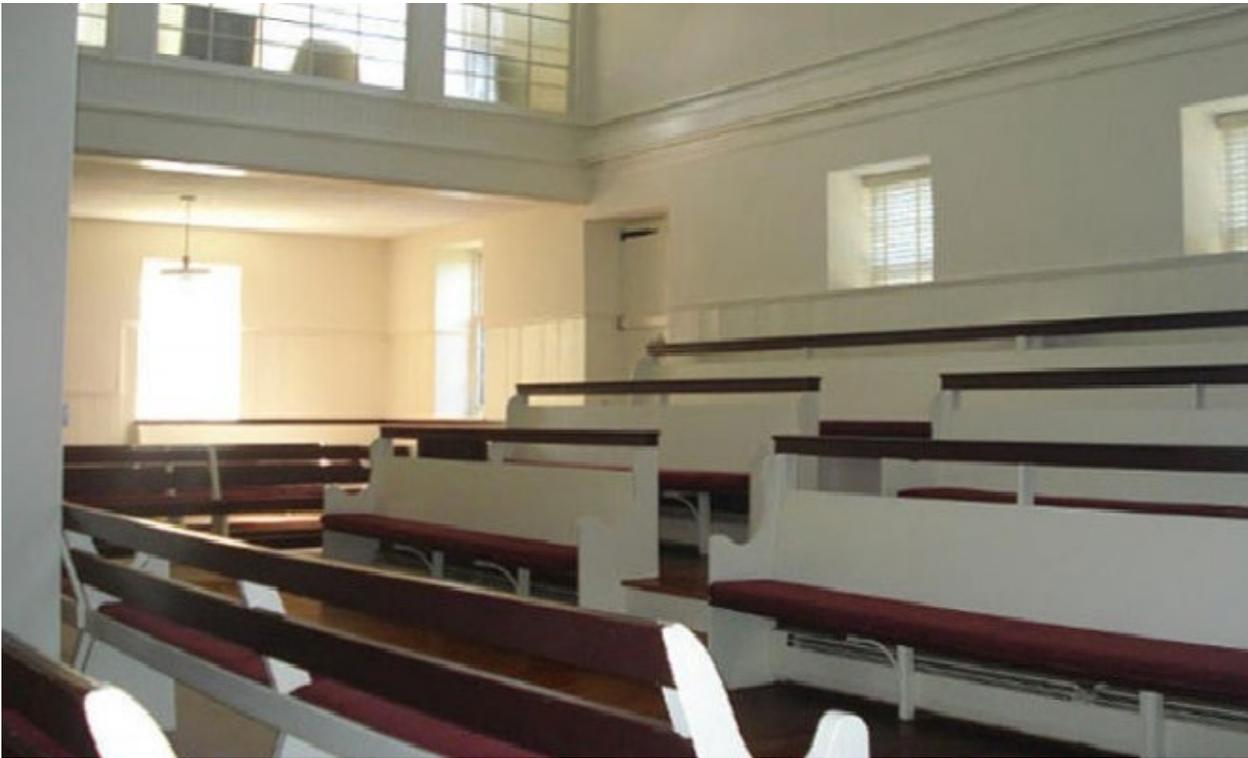
- Spiritual Journeys,
- Quakers in the Arts,
- Quakers at Work,
- Interfaith Awareness,
- World Hot Spots and Quaker Service,
- Recent College Graduates.



Children's classes include studies of Quaker testimonies, the Bible, Quaker heroes, Quaker history, and Quaker ideals. Children learn about the SPICES – Simplicity, Peace, Integrity, Community, Equality, and Stewardship.



A Large, Light and Comfortable Worship Space



Participation and Leadership

- Newtown Meeting has a 2-year term limit for Clerk and Assistant Clerk.
- The Assistant Clerk records minutes and becomes Clerk after a 2-year term, so the issues of the day are familiar to the rising Clerk.
- The Clerk joins the Nominating Committee after his/her term as Clerk.
- We usually alternate genders for Clerk and Assistant Clerk.
- We have 15 standing Committees with terms ranging from 2 to 3 years and with a limit of 3 consecutive terms.

Monthly Meeting		
Term	Term Expires	
Hoskins, Susi (Clerk - 2 yrs)	1	12/31/18
Morachi, Chivo (Asst. Clerk 2 yrs)	1	12/31/18
Rowan, Andy (Recorder - 4 years)	3	12/31/20
Evans, Carolyn (Controller 4 yrs)	1	6/30/18
Kinnel, Laura (Asst. Controller - 4 years)	2	6/30/19
Richardson, Rich (Treasurer 4 yrs)	1	6/30/21
Auditing (3 members)		
Term	Term Expires	
Heinemann, Bill	1	12/31/19
Cyler, Lisa	1	12/31/20
Placek, Doug	1	12/31/20
Building & Grounds (12 members)		
Term	Term Expires	
Harr, Hugh	1	12/31/18
Richardson, Spencer	1	12/31/18
Wolf, Tom	1	12/31/18
Evans, Joe	1	12/31/19
Pepe, Michael	1	12/31/19
Fabian, Will	3	12/31/20
Vari, Peter	1	12/31/20
Burton, Marij (CL)	2	12/31/20
Skinner, Pam	2	12/31/20
Gross, Dwight	1	12/31/21
Feldman, Jo	1	12/31/21
Cagle, Fran	2	12/31/21
Hullihan, Sharon <i>Burial Ground liaison</i>	C	
Kane, Wendy <i>Burial Ground liaison</i>	C	
Harr, Hugh <i>Burial Ground liaison</i>	C	
Care & Counsel (12 members)		
Term	Term Expires	
Snowak, Kati	1	12/31/18
Davison, John	1	12/31/18
Crofts, Betsy	1	12/31/19
Eidenhart-Pepe, Rosanne	1	12/31/19
Whitmore, Jim	1	12/31/19
Borish, Katherine	3	12/31/20
Mammel, Tim	3	12/31/20
Placek, Katie	3	12/31/20
Hollingshead, Jenny	1	12/31/20
Faulerton, Kate	2	12/31/21
Reece, Ann (CL)	2	12/31/21
Jakabowicz, Eva	1	12/31/21
Placek, Katie <i>pastoral care correspondent</i>		
Communications		
Term	Term Expires	
Hullihan, Sharon (Co-CL)	1	TBD
Loscalzo, Nikki (Co-CL)	1	TBD
Announcers (1 year term)		
Braker, Janet	3	12/31/18
Daley, Michael	1	12/31/18
Biancroft, Rebecca	1	12/31/18
Web Clerk (4 year term)		
Mammel, Tim	2	12/31/21
Newsletters (3 year term) up to 8 members		
LeBas, Diane	3	12/31/18
Rowan, Andy	3	12/31/18
Richardson, Rich	1	12/31/19
D'Silva, Ann (CL)	3	12/31/20
Lehman, Doug	2	12/31/20
Conference Grants Committee (3 members)		
Term	Term Expires	
Harr, Hugh (W&M)	1	12/31/20
Eidenhart-Pepe, Rosanne (C & C)	3	12/31/20
<i>Vacancy (Adult Religious Education)</i>	1	12/31/20
Financial Oversight Committee (8 members)		
Term	Term Expires	
Crossman, Alan	3	12/31/18
Reece, Norval	3	12/31/18
Morachi, Chivo	2	12/31/18
Braker, Janet	3	12/31/20
Placek, Doug	2	12/31/20
Ojette, Martin (CL)	2	12/31/20
Harr, Ross*	1	12/31/20
Wetherill, Dan	C	
Evans, Carolyn (Ex Officio)		
Richardson, Rich (Ex Officio)		
Kinnel, Laura (Ex Officio)		
Inreach/Outreach Committee (7 members)		
Term	Term Expires	
Richardson, Carol	3	6/30/19
Skinner, Pam	3	6/30/19
Watts, Debbie	2	6/30/19
Kane, Wendy (CL)	3	6/30/21
D'Silva, Ann	3	6/30/21
Grant, Eileen	3	6/30/21
Sheeks, Brad	1	6/30/21
Reece, Norval - <i>Press Relations</i>	C	
Norton, Jim & Lynn - <i>Friendly Eight</i>	C	
Library Committee (6 members)		
Term	Term Expires	
Hullihan, Sharon (CL)	2	12/31/18
Kerr, Sue	2	12/31/18
Borish, Eugene	2	12/31/18
Rucker, Ann	2	12/31/18
Sarney, Bill	1	12/31/18
Wetherill, Veronica	2	12/31/19

Newtown Friends School (5 members)		
Term	Term Expires	
Mirachi, Melina*	3	6/30/18
Hurst, Elizabeth*	3	6/30/18
Heinemann, Linda	3	6/30/18
Moon, Kevin	3	6/30/19
Fellows, Judy	1	6/30/19
Loscalzo, Nikki	1	6/30/19
Wetherill, Veronica (CL)	1	6/30/20

Nominating Committee (9 members)		
Term	Term Expires	
Hullihan, Joe	1	12/31/18
Hunt, Stacy + David	1	12/31/18
Strong, Nancy	1	12/31/18
Stebbins, Melanie	1	12/31/19
Snyder, Mary Beth	1	12/31/19
Richardson, Rich	1	12/31/19
Kibler, Barbara	1	12/31/20
Sheeks, Brad	1	12/31/20
Muth, Lorraine	1	12/31/20
Peace & Service (8 members)		
Term	Term Expires	
Chandler, Marguerite	2	12/31/18
Spence, Jasmine	2	12/31/18
Wilson, Caroline	2	12/31/18
Bacher, Steve	2	12/31/19
Martin, Nancy	1	12/31/19
<i>vacancy</i>		
<i>vacancy</i>		
Harr, Kathi	C	
Crofts, Betsy	C	
Religious Ed Children (10 members)		
Term	Term Expires	
Grant, Eileen	3	6/30/18
Li, Lisa	3	6/30/19
Buxton, Sarah (CL)	2	6/30/18
Mancuso, Kim	1	6/30/19
Spence-Imstead, Erica	1	6/30/18
Bacher, Steven*	1	6/30/19
Ciccimaro, Gene	1	6/30/19
Ciccimaro, Grace	1	6/30/19
Dmitrenko, Irina	1	6/30/19
Hillman, Anne Marie*	1	6/30/19
Kibler, Barbara	C	
Hullihan, Sharon - <i>babysitting scheduler</i>	C	
Religious Ed Adult (4 members)		
Term	Term Expires	
Hurst, Elizabeth	3	6/30/18
Wolf, Jennifer	3	6/30/18
Umstead, Dan	2	6/30/18
Serkin, Liz	1	6/30/19
Martin, Peter (CL)	1	6/30/19
Reece, Norval - <i>Press Relations</i>	C	
Tuition Assistance (3 members)		
Term	Term Expires	
Fabian, Sue	2	12/31/18
Kinnel, Laura (CL)	2	12/31/20
Heinemann, Linda	1	12/31/20
Worship & Ministry (6 members)		
Term	Term Expires	
Harr, Hugh	1	12/31/18
Skinner, Pam	1	12/31/18
Ratliff, Mark	1	12/31/19
Watts, Debbie	1	12/31/19
Davison, John (CL)	1	12/31/20
Snyder, Marybeth	1	12/31/20

QUARTERLY MEETING COMMITTEES		
Quarter Budget & Nominating (2 members)		
Term	Term Expires	
Braker, Janet	3	12/31/18
Quarter Oversight of Coordinator (1 member)		
Term	Term Expires	
Richardson, Carol	1	12/31/18
Quarter Friends Camp Association (3 members)		
Term	Term Expires	
Hoskins, Scott	3	12/31/18
Van Hart, Todd	4	12/31/20
Quarter Friends Home & Village Board (2 members)		
Term	Term Expires	
Ashton-Hergenhan, Carol	3	12/31/18
Quarter Meeting Representative (1 member)		
Term	Term Expires	
Thompson, Susan	2	12/31/18
Quarter Outreach (1 member)		
Term	Term Expires	
Richardson, Carol	5	12/31/18

Number after each name represents person's current term
Service is limited to 3 consecutive full terms on a committee
except Quarterly committees

KEY	
Finishing out a term vacated by another	*
Volunteers to aid committee: co-opted	C

Pastoral Care of Meeting Members

- The Care and Counsel Committee provides pastoral care for the Newtown Friends Meeting community.
- This includes caring for members in need and processing requests for membership, marriage and Clearness Committees.
- For reasons of confidentiality, service on this committee is limited to members of Newtown Meeting. Care and Counsel Committee consists of 12 members who serve 4-year terms.



Inreach and Outreach for Growth and Renewal

Proper stewardship of our local Quaker Meetings involves both Outreach and Inreach.

- Outreach: Making sure we are known and available to people in the wider community.
- Inreach: Making sure we are taking proper care of our meeting community; Trying to leave it in better condition than we found it.

What do Inreach / Outreach committee members do?

Welcoming Visitors

- A member of I/O staffs the welcome table and greets the visitor who signs in.
- Later he/she personally invites the visitor to stay for refreshments after the rise of Meeting for Worship.
- He/she introduces the visitor to other Friends during the social hour.
- On the next Saturday, I/O members make a follow up phone call and email.



A critical element of success is the welcoming attitude and behavior of the general membership of the Meeting.

Integrating Newcomers into Life of the Meeting

- If the visitor returns and attends occasionally, he/she is invited to a Newcomers Potluck Lunch or Dinner.
- I/O distributes a "Welcome to Newtown Friends Meeting" pocket folder with information for Newcomers.
- I/O maintains a list of Newcomers who attend occasionally and reviews the list monthly.
- I/O and the Communications Committee promote Meeting events via email, social media and personal contact on a continuing basis.



Name Tags

- Name Tags help us to know and recognize each other.
- NFM uses a professional-looking plastic clip-on badge.
- Name Tags are organized and stored in a convenient location.
- Most interestingly, “getting a Name Tag” is a kind of stepping-stone to membership.
 - Kids and adults seem honestly thrilled to be asked if they would like to have a permanent Name Tag.





Asking About Joining the Meeting

- I/O asks about joining the Meeting after several months of regular attendance.
- The decision to ask about membership is based on the Newcomer's:
 - ✓ acquaintance with members;
 - ✓ interest in Meeting activities;
 - ✓ feeling at home and involved in the life of the Meeting, Bucks Quarter, and Philadelphia Yearly Meeting.



In recent months, newcomers comprised about 20% of attendance at Meetings for Worship and Meetings for Business.

Our New Communications Committee

- Consolidates NFM communications:

- **Web Clerk**
- **Newsletter Committee**
- **Press Relations**
- **Display Media (e.g. bulletin boards)**
- **Announcers**
- **Digital/Social Media**



NEWTOWN FRIENDS MEETING

NEWSLETTER

P.O. Box 224, Newtown, PA 18940

Telephone: 215-968-1655

www.newtownfriendsmeeting.org



- Single email address:

communications@newtownfriendsmeeting.org

NFM Web Site



- <http://www.newtownfriendsmeeting.org>
- Calendar, photos, Newsletter, announcements, links to other Quakers
- Password-protected:
 - ❖ Directory with contact information,
 - ❖ Meetinghouse usage schedule,
 - ❖ Minutes of Meetings for Business,
 - ❖ Committee handbook, rosters, web pages, and reports.
- Managed by Technology & Information Management committee.

Media Coverage

- Each week Press Relations places in the local paper a story and a photo about Newtown Friends Meeting –
 - An adult class speaker,
 - A children's project, or
 - A Meeting project or event.
- “Quaker stories” are treated as “news” items if space permits or as “religious news”.
- These stories regularly result in “walk-ins” to Meeting.



Newtown Quaker Kids Invite Public to Simple Supper
Charity Event Will be for Donations to Hurricane Relief



Newtown Friends Meeting presents young adults with Hicks' 'Peaceable Kingdom' prints.



Small Group and All-Meeting Activities

- In recent years, Newtown Meeting has sponsored:
 - Quakerism 101,
 - Spiritual Formation,
 - Sundays at Seven worship/sharing,
 - Friendly Eights dinners,
 - Adult class worship sharing and small group discussions,
 - Wednesday night spiritual exploration gatherings.
- The whole meeting is invited to:
 - Pancake Breakfast on Easter morning,
 - Meeting Potluck Picnic at Core Creek Park in August,
 - Opening Brunch and First Day School Orientation in September,
 - Meeting Retreat at Camp Onas in October,
 - Christmas Program and Homecoming in December.

Fundraising Depends on Friendraising

- Our community is oriented toward membership, participation, and service.
- We are all volunteers, and each of us contributes in different ways.
- We value the contributions of all members and attenders.
- Our organizational structure, governance, processes and conventions provide opportunities for participation and personal growth.
- Our proximity to regional Quaker institutions demands our participation as individual members on boards and in fund raising.



Friends Home and Village



Chandler Hall

Our shared commitments and activities at NFM and other Quaker institutions builds Friendships and a cohesive sense of shared purpose. 20

Newtown Friends School Operates Under the Care of NFM





Money and Finances

- We are transparent about Meeting finances.
- The Financial Oversight Committee holds monthly meetings and prepares regular reports to Monthly Meeting for Business.
- The Controller for Operations and Treasurer for Endowment prepare detailed semi-annual reports to Monthly Meeting for Business.
- The Treasurer prepares an annual remembrance of those who left gifts to our Endowment.
- The Audit Committee audits the books in the fall of each year.

Money and Philanthropy

At NFM, we start talking about money and giving with the children.

- They host fund raisers for good causes that they discuss and choose.
- Each year they sponsor a Lasagna Dinner and a Simple Supper.
- Families bring the food and the children serve the meals and clean up.
- These events are popular and typically raise more than \$1,000.
- They have raised over \$20,000 for Mercer Street Friends programs in the past 6 years!



Simple Suppers



Lasagna Dinners



Financial Oversight at NFM

Meeting finances are managed by the Financial Oversight Committee.

- Controller for Operations prepares the annual budget, pays bills, and reconciles revenue, expenses and accounts.
- Assistant Controller collects and acknowledges contributions.
- Treasurer oversees endowments held mostly at Friends Fiduciary.
- Audit Committee audits the books in the fall of each year.



Sources of Revenue

Contributions support NFM operations.
Bequests build the endowment.

- Gifts received by:
 - Bank EFT
 - PYM Online Donations Page
 - Checks to Newtown Monthly Meeting of Friends
- Endowment income, interest and dividends
- Fees for use of the Meetinghouse
- Restricted purpose funds raised for a specific cause



Support for Agencies, Testimonies and Concerns

NFM makes annual contributions to Quaker institutions with which we are actively involved, including

- Philadelphia Yearly Meeting
- Bucks Quarterly Meeting
- Newtown Friends School (under the care of NFM)
- Mercer Street Friends Center and other local Quaker organizations.



NFM donates to local police, fire and EMS.

NFM helps support special projects

- Syrian refugee families
- Afghan student

NFM children host annual fundraisers to support selected agencies.



*...walk cheerfully over the world,
answering that of God in everyone.*

GEORGE FOX, 1656

Stewardship



George Fox extolled us and we are called to:

“Be patterns, be examples in all countries, places, islands, nations, wherever you go, so that your carriage and life may preach among all sorts of people, and to them. Then you will come to walk cheerfully over the world, answering that of God in every one; whereby in them you may be a blessing, and make the witness of God in them to bless you.”