



Connecting Friends in Similar Service [Current]

Friends with relevant gifts and experience partner with staff to host “peer circle” events and opportunities for Friends serving in roles such as:

- Clerking (and recording)
- Eldership
- Naming & nurturing gifts (including nominating)
- Financial stewardship
- Ministry support & oversight
- Faithfulness groups
- Pastoral care
- Pastoral ministry

The Quaker Practice and Leadership Facilitator curates and regularly updates relevant resources (e.g. examples from local meetings, guidance from Faith & Practice) through neym.org

Offer Workshops, Trainings [Current]

The Quaker Practice and Leadership Facilitator, in consultation with the [interim clerk of Ministry & Counsel] and other relevant leadership, ensures consistent, high-quality programmatic offerings in key areas, in particular as part of larger gatherings such as Living Faith and Annual Sessions.

In inviting presenters/leaders, emphasize skill-building, mentoring pairs (more experienced+less experienced), growing into leadership, new and diverse voices and perspectives

Existing; Proposed

Supporting Ministry & Spiritual Life

Host seasonal “Meetings for Ministry & Spiritual Life” [Proposed]

In autumn, winter, and spring, host and support gatherings to:

- worship together
- hold space for those actively engaged in ministry and its nurture, especially in local meetings
- nurture relationships
- reflect on the current practice of ministry, the work of elders, and the spiritual life of local meetings
- honor the challenges of this work
- share upcoming opportunities to nurture ministry and spiritual life
- celebrate how Friends are experimenting, building capacity, and being faithful

The fruits of this experiment would be reflected upon after each gathering, and regular reports would be offered to Permanent Board and to Sessions; the practice would be reviewed in 2022

Meetings would be hosted by the [interim clerk of Ministry & Counsel], supported by a group of Friends who together would “set the table” for these meetings. This group of 5-6 “hosts” would be nominated and approved by the Permanent Board, based on their having demonstrated the gifts and experience needed to ensure this work is carried forward with intention, consistent with the vision offered here

Spiritual Formation, Religious Education [Current]

- Ensure continuing support for future offerings of the *Nurturing Faithfulness* program
- Quaker Practice and Leadership Facilitator maintains curated resources online, and a contact list of religious educators available to support local meetings and offer programs

Care for Worship at Annual Sessions [Current practice, with addition of new Sessions role]

As part of the Sessions planning process, a **worship coordinator** provides primary attention to arrangements for care of worship, elders for speakers, “sacred space”, and memorial meetings at Annual Sessions, in partnership with [interim clerk of Ministry & Counsel], Secretary, Sessions Clerk, and others with relevant responsibilities at Sessions. Recruit Friends with needed gifts and experience for particular service.

Support Yearly-Meeting-Wide Discernment [Current]

As needed, Permanent Board appoints “resource groups” to support and shepherd MM, QM discernment, under the care of Permanent Board, with integration, partnership, and support from staff and volunteer leadership

Respond to Pastoral Care Concerns in Local Meetings [Current]

Drawing as needed on Friends identified as pastoral care resources, [interim clerk of Ministry & Counsel], Secretary, and Presiding Clerk partner to ensure appropriate response to pastoral care needs of local meetings, wherever possible matching Friends with the appropriate gifts & skills with needs in local meetings, nurturing resilience and the service of local leadership