

CPQM Ministry and Oversight Report  
January 19, 2019

Friends,

You all know of the work of M&O committees in your meetings—the phrase prominent in our quarterly meeting job description is: “nurtures the spiritual life” [of QM and MM]. What a rich phrase and subtle responsibility. In our committee, I think we do that with one another as we work; I think we seek always to find practices, worship sharing queries, panel ideas, visiting plans, that do this in our quarterly and monthly meeting life. This practice is both inward and outward. May we all be such nurturers to one another and to our world.

Our work this past year has attended to many of the various responsibilities given to us by the quarter.

1- we regularly participate in supporting our quarterly sessions, working with the clerk—this year a new clerk—to imagine themes, help clerk in developing plans for the weekend, contribute to seasoning ideas. We develop queries and design worship sharing sessions, offer [typically] an interest group, present sections of state of the meeting reports, and seek to be a supportive presence to the community and its officers throughout the weekend.

2- the job description call to “nurture the spiritual life and good order” of monthly meetings includes suggestions of “encouraging visitation among meetings” and “assisting meetings in planning retreats.” This year half of our committee are serving on the regional gatherings ad hoc group and see this as an expression of this work of encouraging visitations and retreat experiences among meetings. In addition, we respond to requests for guidance and support from individual monthly meetings—and are now working in different ways with Delta Meeting and Santa Cruz Meeting. As we are able to schedule it, we also try to visit a number of monthly meetings each year, especially smaller and more distant ones. We invite requests for such visits from any meeting.

3- We also collect state of the meeting reports each year, review them, and bring them for use at the May quarterly meetings before sending them along to Pacific Yearly Meeting. You should get a reminder letter from us about preparation of this report later in the month.

The committee works well together, is reliable in attendance and attending to tasks taken on, and is a pleasure for its clerk to clerk. It has been for me and I think others, a rich opportunity for nurture and service.

Jim Anderson  
Clerk, CPQM Ministry and Oversight Committee.

January, 2019

Dear Friends of College Park Quarterly Meeting,

Greetings from the Friends Association of Services for the Elderly (FASE)! We welcome you to the Friends House neighborhood. I am traveling this weekend, but I am delighted that our Assistant Clerk, Marla Hastings, as well as immediate past Clerk, Mico Sorrel are available to convey our news.

I am now in my sixth year on the FASE Board and half way through my clerkship with this amazing organization. While not a member of the Friends community myself, I have been exposed to Quaker practice through my work in community mediation/reconciliation and as an early resident of Yulupa Cohousing in Santa Rosa, which utilizes consensus decision-making practices.

As Mico Sorrel reported in January 2018, FASE began the search for a new strategic management partner in late 2017. After thoughtful deliberation, the Board approved a Management Services Agreement with Covia (formerly Episcopal Senior Communities). Covia's service to us as manager began September 1, 2018. The FASE Board and the Friends House resident community have been very impressed with the level of knowledge, professionalism and commitment to Friends House shown by the Covia executive team. We've witnessed Covia's alignment with our Quaker values first hand. I have attached the Vision, Mission and Guiding Principles of Covia to this report for your review.

September was a busy and productive transition month at Friends House, and we celebrated a zero-deficiency survey in Skilled Nursing, extremely rare in this industry. It reflected the dedication of our skilled nursing team to rise to the occasion and resolve issues that were self-identified in an earlier mock survey. Transition issues, such as the donor data system, our telephone system, on-line employee training, and capital expenditures including safety related projects were well handled by Covia.

From a financial perspective, the 2017 audit report showed steadily increasing days cash on hand and healthy operating ratios, both of which are key indicators that reflected the positive financial impact our prior manager (Pacific Retirement Services) had over the past 5+ years managing our community. As of late 2018 we had 195 days cash on hand, 73 days more than what we had budgeted, and our operating ratio was better than it has been in some years.

A successful Quaker Tea last Spring, along with Jazz in July and our annual holiday craft faire raised additional funds for the Resident Support Fund this past year and brought the total fund balance to \$467,000 as of November 30. These events, along with word-of-mouth and newspaper advertising, and the enthusiastic promotion of Friends House by Jet Howell, have introduced a steady stream of prospective residents to Friends House. Assisted and Independent living apartments remained at capacity through much of the year, while the health care unit (skilled nursing) experienced a lower than budgeted average census of 26 residents (capacity is 34). Net operating income for the year is -\$399,000 through November 30, reflecting a downward trend in most facilities for post-acute skilled nursing/rehabilitation services. This trend in skilled nursing is consistent with the experience at Covia communities and industry-wide as Medicare restricts skilled nursing payments and care shifts from a skilled nursing environment to providing more services to seniors in a more home-like care settings. Being aware of these trends will be important in future planning.

Staffing remains a challenge, which is also true throughout the region and at other Covia communities, but opportunities to promote from within is a great staff retention tool.

The Governance Committee, composed of current board members Marla Hastings and Maria Dwight and past board members Mico Sorrel, Sylvia Walker and Kay Kerriden is busy at work. This committee ensures that new board members receive an orientation to Quaker values as well as other preparation for Board service.

The FASE Board of Directors held a productive planning retreat in October at the Redwood Forest Friends Meeting House. The full board was present and we were joined for the morning session by Kevin Gerber, CEO and Ron Schaefer, COO of Covia. Much of the morning session was spent discussing trends in the industry of senior care and recognizing the uniqueness of Friends House in its smaller scale and desirability for those drawn to a more simple living, social justice conscious community. In many ways, Friends House addresses a market niche for seniors who seek the qualities that have attracted residents to Friends House since our doors first opened.

As an outcome this planning retreat, a long-term planning committee comprised of three seasoned board members was formed. These people, in conjunction with the entire FASE board will be stewards of the long-term planning process. The initial planning focus, in partnership with Covia, will be on developing a marketing plan, projecting the need for various services, and financial modeling.

Resident Board members remind us that our assisted living beds are full and there are independent living residents in need of more supportive services. This more immediate issue highlights the need to restructure our provision of care in a way that effectively meets the long-term needs of our residents.

Residents at Friends House continue to plan and enjoy a vibrant community life with movies, music, art and lectures several times a week. The Friends House bus transports residents to stores, doctor appointments, concerts, even kayaking at nearby Spring Lake.

Stay tuned for the upcoming Friends House 35<sup>th</sup> anniversary celebration and Quaker Tea March 28-31. We hope you will join us!!

Respectfully Submitted on behalf of the FASE Board,

Eloise Tweeten, Clerk

### **Covia Vision, Mission and Guiding Principles**

**Vision:** We will be widely known as a trusted resource for aging well.

**Mission:** Covia promotes positive aging by cultivating healthy and engaged communities with a continuum of innovative services that actively support intellectual, physical, emotional, spiritual, and social well-being.

#### **Guiding Principles:**

Honor our heritage. Our mission and principles to serve seniors as a nonprofit provider of services and housing have been shaped by the values of welcome, inclusion, social justice and grace that come from our Episcopal heritage.

Respect one another. We believe in working together, civility in our differences, and treating one another with dignity at all times.

Embrace individuality. We reflect, celebrate, and foster the diversity of those who live and work within the Covia family and society as a whole.

Serve with integrity. Strong ethics are at the heart of who we are and how we operate the organization today and tomorrow.

Grow wisely. We are committed to expanding our mission by bringing our innovative and collaborative programs and housing options to a larger community of seniors with a wide spectrum of financial means.

Build strength. To ensure we can continue to fulfill our mission, we are careful stewards, balancing today's needs and resources with tomorrow's needs and opportunities.

## Prophetic Witness

We have been at odds with the past number of administrations, not just for the last two years. We have something positive to offer. I am anticipating response and some opposition. Because as we know, wherever there are two or three Friends gathered, there are 4 or 5 opinions. How we do a witness that is not in conflict with hope. This idea of prophetic, this idea of naming what no one else will name.

I grew up an evangelical Quaker, in an unprogrammed meeting that used to be pastoral. Early Quakerism developed rooted in Christian faith, the Bible, and revival/revision of “primitive Christianity.”

The peace testimony originally meant not taking up arms to convert people. Not threatening those in power.

Where would a prophetic witness come from?

The equality testimony came from consideration of women, not race. Also about class. Testimony about slavery started early, though.

Prison work started because we were all in prison. Laws were being passed against Quakers. Then we started to protect others.

Because I grew up as an evangelical Christian, I use a lot of “God” language, and I invite you to listen, and if my words don’t resonate, then translate them.

They did what they did because it was near and dear to who they were as a people at that time.

“True godliness don’t turn men out of the world but enables them to live better in it and excites their endeavors to mend it...Christians should keep the helm and guide the vessel to its port, not meanly steal out at the stern of the world and leave those that are in it without a pilot to be driven by the fury of evil times upon the rock or sand of ruin.”

William Penn, 1682

We are to help steer society the way we believe it should go.

“As Christians we need to see ourselves as God’s plumbers, working on tanks and channels for the living water that can quicken the daily life of men, women, and children...Jesus taught us about patterns of living that make for wholeness as we and our neighbors care for one another and build one another up. And all the patterns that Jesus showed us of caring and service challenge the patterns of Mammon that offer quicker and more showy results, but that end in the debris of a possessive society that

allows the living water to run away into the sand. Good plumbers build to last; they don't fall for fashions that rust and fade and crack."

Roger Wilson, 1976

Our work must be rooted in the life of the Spirit.

e.g. Rufus Jones, D. Robert Yarnall and George A. Walton visiting Nazi Germany and holding Meeting for Worship in Gestapo Headquarters

Recently, EQAT holding meeting for worship in places when they go to critique

Non-partisan is best, beyond politics.

Movements rooted in the spiritual last longer than mere political ones

"I don't want to be an anti, against anybody. I simply want to be the builder of a great affirmation: the affirmation of God, who loves us and who wants to save us."

Oscar Romero, *The Violence of Love*

Don't want to get stuck in what we're against – focus on the positive.

What is ours to do? We can't do everything. We can get stuck in the paralysis of analysis.

What is ours to do?

Not what is good or worthy or needed or what we should do.

What are we called to do?

Tests:

- Where is it coming from? (Ego?)
- Is it clear?
- Is it compelling?
- How does it fit within your life and faith?
- Does it come from God's love?
- Will it change us? (if not, why do it?)
- What's getting sifted?

Signs of work that is ours to do: love, caring, beauty, persistence, rightness

"The vocation for you is the one in which your deep gladness and the world's deep need meet – something that not only makes you happy, but that the world needs to have done." Frederick Buechner

Moebius strip with "Acting," "Waiting," "Sensing" – all three have to continually happen, for some things, waiting may be short

How will our work demonstrate:

Love, Joy, Goodness, Long suffering, Peace, Gentleness, Faithfulness, Meekness

So where the Hope?

Continuing revelation and the work of the spirit

Tikkun olam: acts of kindness performed to repair or perfect the world

“Be patterns, be examples, in all countries, places, islands, nations, wherever you come, 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 everyone; whereby in them you may be a blessing, and make the witness of God in them to bless you.”

George Fox, 1656

College Park Quarterly Meeting - Winter Session 2019  
 Membership Quotas for Fiscal Years 10/1/17 - 9/30/18 and 10/1/18 - 9/30/19

	CPQM fiscal year		2018-2019	23 meetings	CPQM fiscal year		2017-2018	
Meeting	# members per PYM '18	CPQM 2018-19 quota	amount paid	date paid	# members per PYM '17	CPQM 2017-18 quota	amount paid	date paid
Apple Seed	14	\$28.00			14	\$28.00	\$28.00	5/10/2018
Berkeley	89	\$178.00			86	\$172.00	\$172.00	3/29/2018
Central Coast	19	\$38.00			19	\$38.00	\$38.00	2/16/2018
Chico	17	\$34.00			18	\$36.00	\$36.00	3/13/2018
Davis	29	\$58.00			31	\$62.00	\$62.00	2/18/2018
Delta	13	\$26.00	\$ 14.00	11/12/2018	13	\$26.00	\$26.00	2/15/2018
Fresno	6	\$12.00			6	\$12.00	\$12.00	4/9/2018
Grass Valley	36	\$72.00			36	\$72.00	\$72.00	3/6/2018
Humboldt	17	\$34.00			17	\$34.00	\$34.00	3/18/2018
Live Oak	17	\$34.00			16	\$32.00	\$32.00	2/12/2018
Mendocino	5	\$10.00			5	\$10.00	\$10.00	2/14/2018
Monterey Peninsula	17	\$34.00			18	\$36.00	\$36.00	2/27/2018
Napa	4	\$8.00			4	\$8.00	\$8.00	4/3/2018
Palo Alto	86	\$172.00			90	\$180.00	\$180.00	2/18/2018
Redding	9	\$18.00			9	\$18.00	\$18.00	6/13/2018
Redwood Forest	75	\$150.00			78	\$156.00	\$156.00	6/21/2018
Reno	13	\$26.00			13	\$26.00	\$26.00	3/16/2018
Sacramento	45	\$90.00			43	\$86.00	\$86.00	2/15/2018
San Francisco	74	\$148.00			75	\$150.00	\$150.00	8/13/2018
San Jose	26	\$52.00			30	\$60.00	\$60.00	3/16/2018
Santa Cruz	64	\$128.00			65	\$130.00	\$140.00	11/2/2018
Strawberry Creek	111	\$222.00			109	\$218.00	\$218.00	2/18/2018
Visalia	28	\$56.00			28	\$56.00	\$56.00	2/23/2018
Totals	814	\$1,628	\$14.00		823	\$1,646	\$1,656.00	

**REGISTRARS' REPORT**

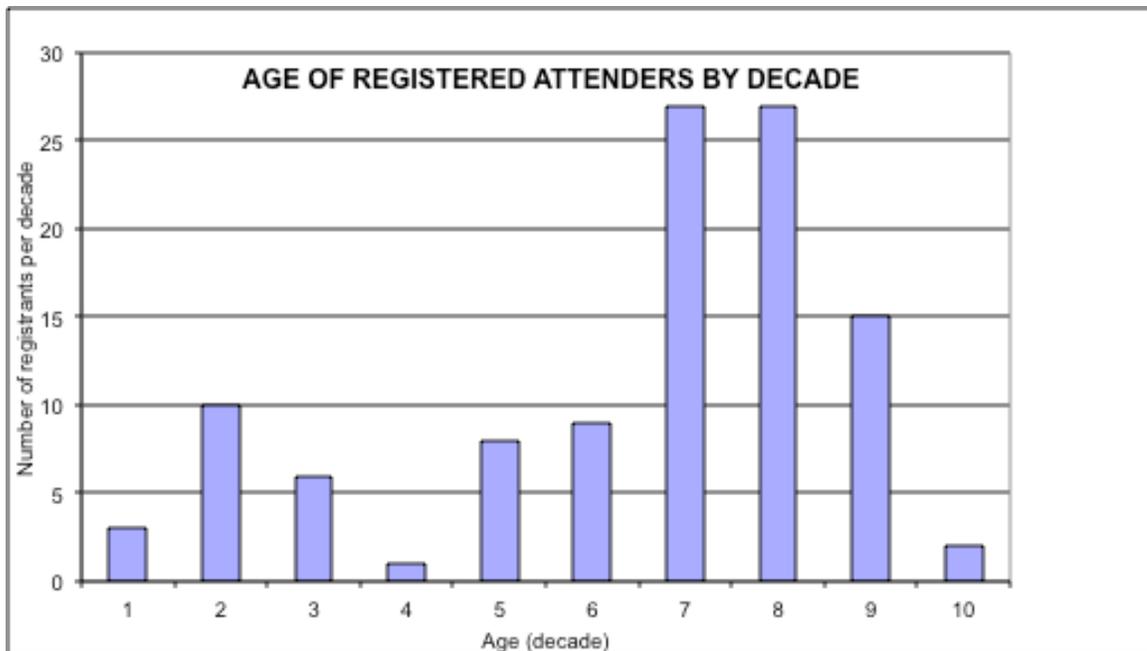
Fall Quarterly meeting was held in the Family Bible Church across the street from Friends House in Santa Rosa. The church has some improvements since 4 years ago when Quarterly was last here: a U-shaped desk has been added to the lobby (ideal for registration, although the height was not accessible to wheelchair users) and the audio-visual system in the sanctuary has been upgraded to digital.

Registration sign-in sheets were pre-printed and on clipboards for self-registration by up to 4 attenders at a time. Hand-written entries on these forms and a change-of-address form were transcribed into spreadsheets. Attenders were asked to enter their ages, which has not been requested for a number of years.

At the final plenary, the information in the box to the right was reported, where all but "count" refer to attenders' ages. At a later date, we can compare the means medians of ages at this session relative to prior sessions where age data is available; there has likely been an increase in mean age, although attenders from Friends House evidently skewed the distribution by increasing the number in the 70 to 90+ range. There were 2 attenders not counted who were under 1 and 3 years old, which also affects the mean and median age. There were also 2 FRAPs and one or more teens who did not sign in with the Registrars.

count	108
sum	6401
mean	59.3
std dev	23.5
median	68
max	96
min	4

and

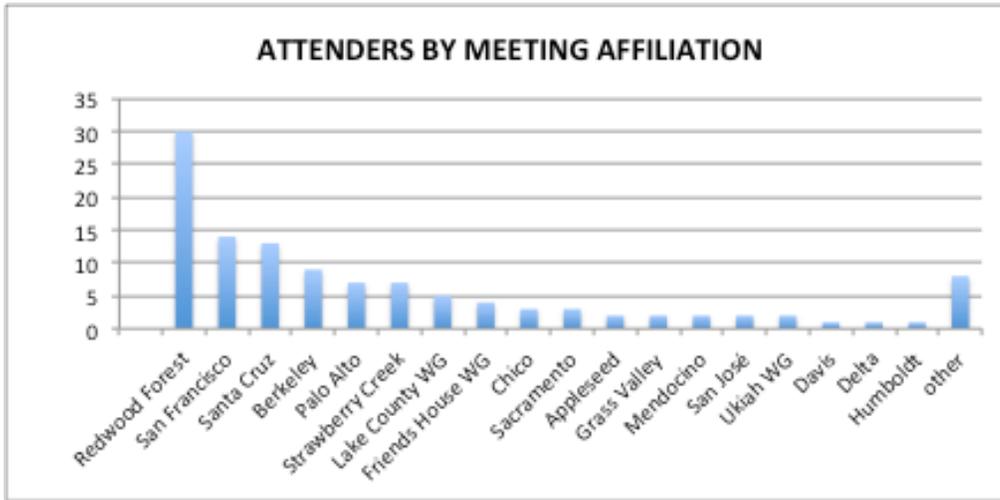


A remark was heard regarding the meaning of the sum of all the ages of all signed-in attenders. The total of 6401 years has no intrinsic meaning, but illustrates the accumulated experience of Friends at this (and similar) gatherings. Assume that 1/3 of each attender's life has been as a practicing Quaker – the ratio is larger for those under 20 and probably smaller for convinced Friends in their 40s and 50s, but the exact ratio is not significant. The Quaker experience of the whole gathering therefore comprises

**2019 WINTER COLLEGE PARK QUARTERLY MEETING**

2134 years, representing a cumulative wisdom that no smaller group – and certainly no individual – could achieve. This wisdom is what Quakers draw upon when making collective decisions by “sense of the Meeting.”

Registration for Quarterly sessions always includes one’s Meeting or Worship Group affiliation. The following chart shows the stated affiliations of Winter 2019 registrants. Not surprisingly, the largest number of attenders came from the host Meeting, probably including some from Friends House Worship Group who did not specify the subsidiary affiliation. The “other” category includes 2 from Meetings in Maryland and one each from F.A.S.E., First Mennonite Church of San Francisco (formerly Berkeley), La Jolla, and West Newton, Indiana (the latter being our guest speaker).



I do not have comparable data for recent Winter Quarterlies easily retrievable. The only Winter registration data at hand is for 1999, hosted by San Francisco Meeting. There were 101 attenders from 18 Monthly Meetings and Worship Groups (as in 2019). The attendance from the host Meeting was quite small (4); there were likely more who helped with lunch but did not register. There were significant differences in the small Meetings represented at the session.

