

THINGS THAT WELCOMING MEETINGS DO*

* (based on emerging data. Other studies, from several yearly meetings, also exist. This is based on interviews with 15 Friends over time.)



Have a significant chunk of **welcomers** inside the group.

(So if you're a large meeting, you need more people out there being friendly & curious.)



Be **open** and **willing** to change.

(Does the time of your committees work for parents? Are people finding the spiritual nurture that they crave?)



Have **translators** and **encouragers** who can talk about Quaker practices one-on-one.

God! Let's sit with it together.

Oh, you've already discerned with three people? Well what is one thing I could do to...?

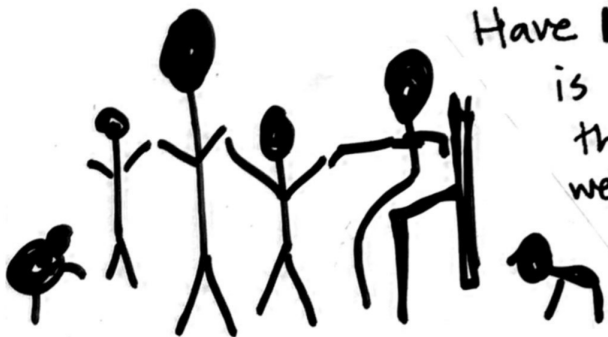


Be **teachable** and also willing to **learn**.

Wow

(New attenders at your meeting, no matter what their age, can lead a workshop on something that they're passionate about.)

Have **intergenerational time** that is just **social** without a specific structure that people need to follow. People from welcoming meetings find it very easy to join the social life inside the group.



Invite **questions** and new learning for **all**. Provide a space where people who are unsure can ask questions about gender identity, or antiracism work, with their curiosity brought to a safe space.



Offer **leadership roles** for younger people.

(serving on weighty committees, hosting coffee hour, teaching what they know about antiracism work, etc.)