

## Healing and Reconciliation (H&R) Committee Annual Report, 2018

Members: Ken Orvis, clerk, Zoe Plaughter, Betsy Bramon, Ylene Larsen, Janet Dinsmore

The role of the H&R Committee is to limit any hurtful behavior in Meeting-related settings and initiate processes for healing and reconciliation between members and attenders. Activities can include interrupting hurtful exchanges, active listening to discover ways toward harmony, and proactive taking steps to foster healing. Its interactions with individuals complement efforts of the Ministry and Worship Committee to resolve conflicts within the Meeting community. H&R may recommend long-term actions to Ministry and Worship, the Meeting for Worship with a Concern for Business, or the Committee of Clerks. H&R does not itself undertake any action other than those directed toward healing and reconciliation.

While our committee has undertaken direct or supportive action in several Meeting conflicts in 2017, we have also noticed that much of this work has been led by other committees. In particular actions by, Ministry and Worship, Personal Aid, and Clerks have reduced the need for our committee. We welcome these efforts as a sign of our Meeting's health and vitality.

We anticipate a continuing need for H&R to quickly and sensitively respond to interpersonal conflicts when they arise. However, the overlap of our mission with the work of Ministry and Worship and Personal Aid has led us to consider a new structure for our committee.

As the Meeting evaluates the committee structure overall, we hope that H&R's status can be reconsidered. In particular, we would advocate for a change, such as changing H&R to a task force or subcommittee under the Ministry and Worship Committee. Such a change in status should in no way limit prompt responses to conflicts. We are aware of and value the role of our committee. We are aware of the value of proactive steps and are committed to making the Meeting community more joyful, safe, and welcoming, even to renewed reminders to the community to reach out to newcomers every Sunday.

Should the Meeting decide to restructure H&R as a Task Force rather than a Committee, we recommend remaining as a "standby" during the process of restructuring.

The Committee wishes to recognize the wise leadership of Ken Orvis whose work on behalf of Healing and Reconciliation has continued despite his significant burdens of responsibility as Property Manager at this time.