nonprofit disillusionment is a person of color. This work- shop will examine ways to discuss the frank reality that nonprofits can be as toxic as for profit enterprises while building resiliency within young professionals so they can help to break the wheel of toxicity in the non-profit workplace.

OSKAR PIERRE CASTRO is an artist/non-profit profes- sional with over twenty years of service in the non-profit sector working on youth development, career develop- ment, peace activism, and labor rights. A 1992 graduate of Rowan University where he majored in law & justice, he currently serves with Quaker Voluntary Service as the Philadelphia City Coordinator and the Director of Equity & Inclusion. A member of Central Philadelphia Monthly Meeting, Oskar is married to a like-minded soul, has two daughters, the best dog ever, and two cats.

Session 2: Workshop

Bob Henry & Beth Henricks
Cultivating an Ethical Congregational Engagement

Bob Henry and Beth Henricks, pastors of Indianapolis First Friends Quaker Meeting will lead an engaging workshop on developing effective tools for attracting and maintain- ing new attendees. The workshop will explore perceived identities within the congregation, valuable methods for creating contacts and engagement, and effective means for tracking attendance and financial contributions. The goal will be to help participants create a multifaceted approach that is supported by social media platforms and database systems while relying heavily on innovative personal interaction.

BOB HENRY is pastor of Indianapolis First Friends Quaker Meeting. He is a speaker, writer, activist, neighborhood collaborator, and avid artist. Bob has a plethora of experi- ences in a variety of churches and organizations in several different denominations (Lutheran, Anglican, Mennonite, and Quaker). Next year, he will celebrate 25 years in ministry. In 2011, Bob received his doctoral degree in Leadership and Spiritual Formation from George Fox Evangelical Seminary. Currently, he lives in Fishers, IN with his wife and their three boys.

BETH HENRICKS is associate pastor at Indianapolis First Friends Quaker Meeting for the last seven years. This is a second career for Beth as she was in the business world for 23 years. Beth received an undergraduate degree in business administration from Taylor University and an MBA from Butler University. She is currently pursuing a Master’s in Divinity from the Earlham School of Religion. Beth was recorded as a Quaker minister in 2016. Beth serves on the boards of Right Sharing of World Resources and Quaker Voluntary Service as well as a financial trustee for Western Yearly Meeting.

When running the white-water river rapids there will be those moments when the big wave before you is roar- ing warnings of danger ahead. The very human instinct to protect or even flee the danger is understandable but the wise navigator knows that safety is possible when the front of the raft is turned to face the wave. This workshop explores how each of us can cultivate the wherewithal to face the waves of crisis that confront us in our faith communities and work places. News of ethics violations, improper actions or sex abuse scandals seems fill the news outlets with increasing frequency. We might watch this from a distance with some sense that this what is occurring is outside our daily lives but when the crisis strikes in our inner circle, our organization or community how will we behave? This workshop will explore lessons learned from current events and case studies. Workshop participants will have the opportunity to encounter a Quaker Way of facing into the turmoil of crisis as well as practical guidance for communication during and after difficult times.

JAIMIE MUDD is the founder of Watershed Ways provid- ing ministry consulting, spiritual direction, and coaching. She leads workshops that strengthen the heart and soul of Friends and other faith communities. Now in her 27th year as a Friend she brings a disciplined Christian practice of 21st century faith communities and has a deep well- spring of tradition and creativity that informs her life and work. Jaimie currently serves as Pastor of Congregational Ministry for Greensboro First Friends. She holds a master's in counseling psychology degree from Arizona State Uni- versity and is currently an HDR candidate at Earlham School of Religion (ESR) having completed ESR’s Certificate in Entrepreneurial Ministry in 2018.
Especially over the past century, Quakers have created dozens and dozens of organizations: schools, colleges, camps, retreat centers, retirement homes, service and advocacy organizations. It is likely that many more people first encounter Quakerism through these organizations than through Quaker Meetings or Churches. But can these organizations be spiritually vital? Does the turn to organizational form degenerate faithfulness? Can this spiritual leading ever be shared among members of a Quaker? In their missions, governance and operations, can these organizations be working systems that bring business value? Can they hope to serve? Likewise, are these organizations likely to be outliers in their respective fields? Can these organizations be accountable not only to those who expect us to make short and long-term decisions for the organizations, but also to do in ways that align with ethical principles as well as our commitments to simplicity, peace, integrity, community, equality, and stewardship?

The purpose of this conference is to gather a group of presenters and participants from a wide range of professional backgrounds interested in wrestling together with this question and identifying principles and practices that can inform behavior and decisions at the intersection of strategy and ethics. You are invited to join us for this conversation and to bring your unique experience and reflection to this important work.

ANNE HOUGHTMAN, a distinguished educator, scientist, author, and higher education leader, became the 20th president of Earlham College and the Earlham School of Religion on July 1, 2019. She previously served as Provost and Vice President for Academic Affairs at Rose-Hulman Institute of Technology. She holds a doctorate from the University of Oxford and a master's degree in Anthropology from UCLA. She earned her bachelor's degree in mathematics from Pomona College. Houtman is a Quaker, and she has been married to Will Houtman since 1978. They have two adult children, Abigail and Benjamin.

LUVISIA MOLENJE earned a B.A. from Earlham in Economics, and a B.S. in Computer Science from University of Maryland University College in College Park. He has over 10 years experience in the Automation technology field. He presently serves as the President of Mastermind Media Corp and works extensively with the Department of Homeland Security as a Subject Matter Expert in Washington DC. He has expertise in areas that include enterprise system design, service oriented architecture, business process engineering, systems integration, IT security, cloud native design and statistical data analysis. His strength is his ability to reengineer business processes by analyzing and translating user requirements and into working systems that bring value to a company. He makes his home in Washington, DC and has served on the Earlham Board of Trustees since October 2017.

DOUGLAS BENNETT served as President of Earlham from 1997 to 2012. Previously he served in positions at Temple University, Reed College, and the American Council of Learned Societies. He has a B.A. from Harvard College, and a Ph.D. in Political Science from Yale University. A member of Durham Friends Meeting (New), he currently serves on the board of Pendle Hill, and has previously served on the governing boards of Harvard University, Germantown Friends School, Friends Committee on National Legislation, and on the Corporation and various committees of the American Friends Service Committee. He is currently writing a book tentatively titled A Faith and Practice for Quaker Organizations.

KAREN TIBBALS, a non-profit executive, is a Quaker who joined the Quaker faith as a young adult while working as a Board Associate at the Friends Committee on National Legislation and in other Quaker institutions. She is a Quaker with a Ph.D. in Strategic Planning from the University of Oxford in Zoology and a master’s degree in the Practice of Peace, Justice and Development from the School of Oriental and African Studies at the University of London. Karen has led efforts to systematically track, share, and learn from the impact of its work and programs. She is a member of the Sandy Spring Monthly Meeting (Baltimore Yearly Meeting), and serves on the Earlham School of Religion’s Advisory Board as well as the board of Friends Community School in College Park, MD. She lives in Takoma Park, MD with her husband, Sam Garman, and their two children.

Alicia McBride is the Director of Integrated Strategy and Impact at the Friends Committee on National Legislation in Washington, DC. She focuses on developing and improving systems for collaboration and on leading FCNL’s efforts to systematically track, share, and learn from the impact of its work and programs. Alicia is a member of Sandy Spring Monthly Meeting (Baltimore Yearly Meeting) and serves on the Earlham School of Religion’s Advisory Board.

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Presentations, Friday night dinner, Saturday breakfast workshops, lunch, and refreshments.