

Dear Friends,

We are appreciative of the deep spiritual work that has been ongoing as Meetings consider the proposed “Welcoming All Genders” Minute.

We received suggested wording changes from six Meetings. After prayerful consideration, we are proposing that some of these changes be included in the Minute for seasoning.

First I have provided the updated proposed Minute with the recommended changes. Secondly, I have included the initially proposed Minute showing where changes have been made. Finally I have included a copy of the original proposed Minute.

Several Meetings have expressed concern with the list of genders (which is now at the beginning of the fourth paragraph). This issue has been discussed and seasoned since a Minute was first proposed at Multnomah Monthly Meeting in 2014. Taking everything into consideration, we believe that the list strengthens the Minute. For cisgender people who are gender conforming, the list of different terms helps to show that the Minute is meant to include a wide range of people, and encourages Friends to look up any unfamiliar labels so that the variety of genders among Friends can be better understood. For transgender and gender non-conforming Friends, the list helps create a feeling of being included – even if a Friend’s specific label isn’t on the list, it’s clear that we did think about and want to welcome a wide range of gender experiences. We have repeatedly heard from F/friends who are transgender about the powerful affirmation of being named. If you are interested, we can send additional information on this issue, including testimonies.

A number of Meetings are still seasoning the Minute. We welcome additional suggestions for changes and/or feedback on these suggested changes. Please continue to send them to us. Depending on feedback we receive, we may propose other changes for consideration before Annual Session.

Kepper Petzing  
pronouns they, them, theirs  
ad-hoc Gender Concerns Committee  
Multnomah Monthly Meeting of the Religious Society of Friends

**NPYM Welcoming all Genders / Proposed Inclusivity Minute**  
*Version 2, 2017-04-17*

North Pacific Yearly Meeting of the Religious Society of Friends, an organization of unprogrammed Quaker meetings and worship groups in Washington, Oregon, Idaho, and Montana is an open and affirming faith community. We welcome all to share in worship and the activities of our common life.

North Pacific Yearly Meeting understands that the Divine Source is leading our Meeting to honor the gender identity and expression of each person, as determined by that person. We affirm that gender expression and identity may be fluid and changeable. We recognize that when we embrace the Light within the full spectrum of gender identities in our Meeting, our worship deepens and our community is enriched.

As part of our evolving struggle to live our testimony of equality, North Pacific Yearly Meeting minutes our commitment to becoming an affirming, safe, and nurturing place for everyone to live fully that which the Spirit is leading them to be.

We extend our loving care to people of all genders, including, but not limited to, transgender, genderqueer, cisgender, gender fluid, agender, gender non-conforming and intersex persons, their families and friends. We will continue to educate ourselves and our communities and take appropriate action to bring about a more equal world.

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**NPYM Welcoming all Genders / Proposed Inclusivity Minute**  
*changes included from version 1, 2016-06-19, to version 2, 2017-04-17*

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As part of our evolving struggle to live our testimony of equality, North Pacific Yearly Meeting minutes our commitment to becoming an affirming, safe, and nurturing place for everyone to live fully that which the Spirit is leading them to be. *(This paragraph split into two paragraphs.)* We extend our loving care to people of all genders, including, *but not limited to*, transgender, genderqueer, cisgender, *gender fluid, agender*, gender non-conforming and intersex persons, their families and friends. *We will continue to educate ourselves and our communities and take appropriate action to bring about a more equal world.*

**NPYM Welcoming all Genders / Proposed Inclusivity Minute**  
*Original proposed minute, 2016-06-19, unchanged*

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