

When to Reach Out

Here are some examples:

- Committee members have deeply held conflicting viewpoints and need assistance in finding common ground and repairing hurt feelings.
- An individual in the Meeting is offended by comments made by another Friend. After speaking to the person, they felt dismissed.
- Several Friends feel railroaded into a decision made at meeting for worship with concern for business. The committee involved feels underappreciated & ignored.
- A Meeting not facing any immediate conflicts would like to build skills to more effectively and constructively deal with conflict. They welcome a perspective from outside their meeting.

We will collaborate with those involved to tailor an approach that meets your specific needs.

If you would like assistance with a conflict from Friends Supporting Friends contact the Baltimore Yearly Meeting Office

Or one of the Co-clerks of the Working group

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Friends Supporting Friends

Baltimore Yearly Meeting

**[www.bym-rsf.org/
friendssupportingfriends](http://www.bym-rsf.org/friendssupportingfriends)**

301-774-7663

We Offer

Deep listening, a first step to discern what assistance may be helpful.

Consultation & resources for committees, monthly meetings, and individuals.

Training and workshops are periodically offered for Friends in BYM around resolving conflict, group facilitation, coaching and consultation.

**For a copy of
Navigating Differences within
Quaker Communities:
A Resource Guide**
<https://bit.ly/BYM-FSF-Resource-Guide>

For general information
<https://bit.ly/BYM-FSF>
or scan QR code below



Who we are

We are a group of Friends who have specialized skill and training in navigating differences and resolving conflict in the manner of Friends. We call on our Quaker beliefs and practices to help those in BYM Meetings to deal with conflict constructively. Friends Supporting Friends was formed as a working group in early 2020 under the care of the BYM Ministry and Pastoral Care Committee.

What we do

We provide support, education, facilitation, mediation and deep listening when experiencing conflicts, differences, and tensions that are interfering with the spiritual health of the community, with the goal of resolution and transformation.

How we work

We want our work to be easily understood and available to everyone in our community, with special care for those who may feel on the margins of Meetings. We share BYM's commitment to inclusivity and diversity.

Guiding principles

- All those involved will be held in the light throughout the process.
- Quaker beliefs and practices will be foundational to all other processes.
- Participation is voluntary.
- Commitment to confidentiality and neutrality.

