

Quaker Guiding Principles

shape the work life at Pennswood Village



EQUALITY

Friends believe that God lives in every person, and that respect must be shown for differences among individuals regardless of race, color, class, religion, ethnicity, handicap, or sexual orientation.

Friends believe in actively encouraging efforts to overcome prejudices and antagonisms. At **Pennswood Village**, we welcome inclusiveness and celebrate the presence of many faiths, ethnic groups, and cultures.

INTEGRITY

Friends regard honesty, truthfulness and fairness as fundamental to all endeavors. In our day-to-day operations we encourage integrity and respect among the staff, residents, business partners and the community at large. Our management and Board members abide by our conflict-of-interest policy and are committed to our corporate compliance program.

STEWARDSHIP

Friends believe that God's gifts have been entrusted to us for our responsible use. Recognition of the source of the gifts affects the quality of our lives as we seek an understanding of God's will.

At **Pennswood Village**, this principle influences our proper sharing of economic and environmental resources, and our sense of responsibility for ongoing service to others.

Stewardship also affects how our Board of Directors makes investment decisions that use our funds in a socially responsible manner.

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SIMPLICITY

Friends believe enjoyment of life is achieved when we are free of distractions and excesses. Comfortable, unpretentious surroundings promote a lifestyle that encourages common pleasures. At **Pennswood Village**, opportunities abound for enrichment through participation in the arts, music and hobbies. Intergenerational activities include work with George School, Newtown Friends School, Bucks County Community College, our public schools, community service projects and many other activities.

PEACE AND NON-VIOLENCE

Friends believe that violence violates the sanctity of human life. The Quaker Peace Testimony requires us to honor that of God in everyone. We seek to model peacefulness and collegiality in all our relationships and gatherings, and resolve to be open, patient, and respectful when mediating differences.

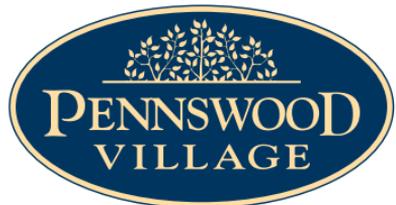
Our commitment to peace and non-violence demands zero tolerance of violence at **Pennswood Village**, calls for us to be good neighbors and, if so moved, to become instruments of peace in our community and the larger world.

COMMUNITY

In 1976 the testimonies of the Society of Friends guided the founding of **Pennswood Village**, and continue to provide guidance to the corporate board, the residents association, our employees and all those who live in the community. The testimonies of community continue to serve as a spiritual base for all.

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