

**MINUTES OF ANNUAL SESSION 2022
BALTIMORE YEARLY MEETING
OF THE RELIGIOUS SOCIETY OF FRIENDS**

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ANNUAL SESSION 2022
OF
BALTIMORE YEARLY MEETING
OF THE RELIGIOUS SOCIETY OF FRIENDS
Held hybrid due to Covid Pandemic
Online and in-person at Hood College, Frederick, MD

Tuesday, August 2, 2022

Y2022-1 *Opening Worship.* The Meeting opened with a period of silent worship.

Y2022-2 *Welcome and Process Review.* Presiding Clerk, Stephanie “Steph” Bean (Adelphi) welcomed Friends to the session and introduced those assisting with this session including Recording Clerk Meg Boyd Meyer (Stony Run), Tech Assistants, Jason Eaby (Nottingham) and Carl Benson (Annapolis) and our Prayerful Presence, Gary Sandman, (Roanoke), holding us all in the Light. Steph requested Friends who wish to hold us in the Light to notify Ministry and Pastoral Care. Steph offered guidance on how to use the Zoom features for this Meeting and reiterated advices for speaking in Meeting. They also read queries on anti-racism aloud so Friends could hold them in preparation for business.

Carl Benson spoke to Friends online describing how they could ask for assistance if needed. Closed captions are available if that is helpful. Additional details were added.

The Clerk spoke about Meeting for Worship with a Concern for Business and provided Friends with guidelines for speaking. They reminded us that we have agreed as a group to make our decisions using our anti-racism queries. They read these queries.

Y2022-3 *Land Acknowledgement.* The Clerk read the land acknowledgement provided by the Indian Affairs Committee:

The Baltimore Yearly Meeting office is located on Piscataway ancestral land. BYM’s summer camps are located on the lands of the Piscataway (Catoctin Quaker Camp, near Thurmont, MD), the Massawomek (Opequon Quaker Camp, near Winchester, VA), and the Manahoac (Shiloh Quaker Camp, near Stanardsville, VA). BYM honors peoples and cultures of the many past and present Native Nations in our geographic area. We honor these peoples and cultures by actions more than words. As a Yearly meeting and as individuals, we have a spirit-led duty to act on our acknowledgement of these lands’ original peoples by our deeds.

Y2022-4 *Welcoming Visitors and First Time Attenders.* The Clerk invited visitors and first-time attenders to introduce themselves. The following individuals did so: Nikki Holland, of Belize Friends and Staff with Friends United Meeting, Rania Maaya, Head of Ramallah Friends School and FUM Field Staff, Emily Provence, a (member of Friends United Meeting Board) of 15th St Meeting in NYYM. Brian Holland of Belize and West Richmond Friends Meeting; Susan Nahni, Friends Committee on National Legislation; Auguste Kirkpatrick, NYYM; Faith Josephs, Associate Secretary for Development with Friends General Conference; Wayne Finegar (Sandy Spring) and Quaker House; and Sarah Gada, Representative of Friends Publishing.

Y2022-5 *Welcome Message from Program Committee.*

Barbara Thomas (Annapolis) and Linda Coates (Little Britain) welcomed all. They described the work of the committee and Friends were invited to work with them. Volunteers are also needed for this week. Friends are also invited to share personal history in this anniversary year.

Y2022-6 *Epistle Committee.* The Clerk wishes to nominate Friends to serve on the Epistle Committee: please volunteer or suggest someone who may do this.

Y2022-7 *Report from Interim Meeting.* Meg Boyd Meyer (Stony Run) reflected on her observations over two years as IM Clerk. She spoke of the Search Committee's responsibility for finding officers of YM and members of the Supervisory and Nominating Committees. She asked Friends who have ideas for new members for the Search Committee to contact Donna Kolaetis (Menallen).

Meg reflected that perhaps Baltimore Yearly Meeting has too many committees - some should probably be working groups. Also, committees seem to talk a lot, but perhaps not actually have a Meeting for Worship with a Concern for Business. Also, does your committee meet more often than it needs to?

The IM Clerk spoke of working at camp for a week, and remembering that many Friends come to BYM through camp and are not familiar with the ways of our Meetings and Meetinghouses -- but Young Friends learn well how to do business in a Quaker fashion, so we need to look to them for ways Friends will meet in the future. Quakerism in the future will not look like Quakerism today. She hopes that Friends can be open and flexible in trying new things.

The Clerk thanked the IM Clerk, noting that it was helpful working with someone with experience at BYM.

Y2022-8 *350th year acknowledgement of Baltimore Yearly Meeting.* The Governor of Pennsylvania sent a letter to BYM remembering William Penn's founding of the state and acknowledgements of what Quakers have done over 350 years. The letter is ATTACHED.

Y2022-9 *General Secretary Report and Staff Introductions:* Sarah Gillooly, General Secretary, (Adelphi) spoke of things they have seen and learned this year. They also introduced the staff.

Brian Massey, Camp Program Manager, Thanks for your visionary ambition.

David Hunter, Camp Property Manager, Thanks for your spiritual devotion to your work.

Dylan Philips, Caretaker at Catoctin, Thanks for diving in with Hands, Head and Heart.

Dyresha Harris, Camp Director, Thank you for saying 'yes' again.

Harriet Dugan, Finance Manager, Thank you for endless hours managing our books and for a heart of companionship.

Khalila Lomax, STRIDE Coordinator, Thank you for resilient persistence, rooted in a vision for liberation.

Lexi "Sunshine" Klein, Youth Program Coordinator, Thank you for your effervescent presence.

Lucy Azenga, Administrative Assistant, Thank you for taking a risk on us.

Mary Braun, Development Director, Thank you for talking to people about money with a deep spiritual grounding.

Mike Reed, Caretaker at Shiloh, Thank you for endless creativity.

They spoke of seeing at camp self-governance; richly spiritual young people; joy, play and fun as well as challenges and difficulties. These youth have found a way to live in both/and.

They left us with queries: How can we be open to a new generation of wild flowers? What kind of ancestors do we want to be?

They spoke of how their capacity to love grows every day - despite the busyness of the office with fewer staff than needed.

Y2022-10 *Closing Worship.* Worship was enriched with a song. "This Love that I have, the world didn't give it to me....the world can't take it away" and subsequent verses sung together.

APPROVED

Wednesday, August 3, 2022 AM

Y2022-11 *Opening Worship.* The Meeting opened with a period of silent worship.

Y2022-12 *Welcome.* Presiding Clerk, Stephanie “Steph” Bean (Adelphi) introduced the Recording Clerk Meg Boyd Meyer (Stony Run), Tech Assistants Carl Benson (Annapolis) and Jason Eaby (Nottingham), Reading Clerk Greta Garrison-Taylor (Sandy Spring) and Prayerful Presences, holding us all in the Light, Eileen Stanzione (Patapsco) and Greg Robb (Washington).

Y2022-13 *Land Acknowledgement.* The Clerk read the land acknowledgement. The Baltimore Yearly Meeting office is located on Piscataway ancestral land. BYM’s summer camps are located on the lands of the Piscataway (Catoctin Quaker Camp, near Thurmont, MD), the Massawomek (Opequon Quaker Camp, near Winchester, VA), and the Manahoac (Shiloh Quaker Camp, near Stanardsville, VA). BYM honors the peoples and cultures of the many past and present Native Nations in our geographic area. We honor these peoples and cultures by actions more than words. As a Yearly meeting and as individuals, we have a spirit-led duty to act on our acknowledgement of these lands’ original peoples by our deeds.

Y2022-14 *Queries on Anti-Racism.* The Reading Clerk read queries on anti-racism aloud so Friends could hold them in preparation for business. In addition, the query for today was read: “In this year of our 350th anniversary are we observant of our Quaker Spirit that is rooted in the past? In what way does this foundation of love and justice continue to feed our communities?”

Y2022-15 *Welcoming Visitors and First Time Attenders.* The Clerk invited visitors and first-time attenders to introduce themselves. None were present, but the Clerk reminded Friends that inter-visitation does an evening gathering each evening at 9:30 in Blazer Hall.

Y2022-16 *Announcement and thoughts of those who cannot be present.* Margaret Stambaugh of Gettysburg Meeting died about one and a half hours ago. She had come to the Yearly Meeting office once a month for the last 30 years to minister to staff. Many others also remember her.

Martha Baer (Annapolis) brought greetings from Barbara Platt (Sandy Spring) who planned to attend but could not due to family needs.

Ken Stocbkridge (Patapsco) reflected that these Friends and Sheila Bach (Langley Hill) cared deeply for this gathering of Friends. Sheila was registrar of BYM Annual Sessions and Clerk of the Program Committee for many years. She moved to Idaho recently to be with her son.

Ellen Arginteanu (Richmond) is loved by the children of Yearly Meeting; she and her husband Jules are at home where he is in hospice care.

Y2022-17 *Clerk's Message: A word on process, speed, and documents.*

Steph Bean (Adelphi) noted that there have been 'bumps' on the road toward bringing documents to Friends. She also reminded us that making statements is only a small part of what we bring into the world. We must also ask ourselves what resources we will commit to working on each situation.

Y2022-18 *Peace and Social Concerns: Poor People's Campaign and Working Group on Reproductive Justice.*

Annette Breiling (Frederick) noted a Working Group on Friends and Gun Violence under the care of Peace and Social Concerns. Quaker Voice of Maryland is another Working Group under the care of the Committee. This group is having a fellowship gathering on October 1 to explore issues facing the state of Maryland.

Peace and Social Concerns committee received endorsement of the Poor People's Campaign at Interim Meeting. Friends present today chanted "No Justice, No Peace". The Maryland Poor People's Campaign is now asking for endorsement of the statement "The Maryland General Assembly shall establish a joint Senate-House Commission to end poverty in Maryland that includes representatives that are poor or low income." The Poor People's Campaign presents with this statement a 14 page resolution. Friends are asked to study this document.

Kathy Rogers (Stony Run), clerk of the Working Group on Reproductive Justice, read the names of the working group aloud. The Statement was read and is ATTACHED.

Kathy reported on what several individual Meetings are doing in these areas, and spoke of ways the committee plans to create materials and on-line forums for Monthly Meetings. Three interest groups on-line and in person will be held this week.

One Friend asked Baltimore Yearly Meeting to act beyond the requests of the Working Group. Friends Meeting of Washington approved a minute which provides a

groundwork to stand on and allows action to be taken. Every Monthly Meeting in BYM is asked to consider passing a similar minute.

A member of Bethesda Meeting noted that that Meeting has also passed a minute. This is a national crisis. Friends are called upon urgently to act.

A member of Sandy Spring spoke: “Open your hearts, In Love, hear me. I hear outrage in many over the loss of reproductive rights. When justice is denied to any person we are all not-free. For a long time Africans and Native Americans were not considered human in this country. Many people did not get involved; did not speak up. We are all together, we are all humans. The same outrage belongs to reproductive rights and Native Americans and People of Color. These are all connected and we need to reach out in love and care and support of everyone.”

An Adelphi member reminded Friends that an acknowledgement of the need for reproductive justice comes from Women of Color, reminding Friends that the history of work on reproductive rights has not included all parts of care needed. A Charlottesville Friend spoke of the ways she has volunteered to help work on some of the oft-neglected issues. A Friend from Friends Meeting of Washington reminded us that young adults care deeply about these issues.

A Herndon Friend spoke of the need for Friends to be more frank about the range of issues on which they may agree and disagree. A Takoma Park Friend reminded us that connecting our actions to one of our Testimonies would help us. Others also spoke.

A Friend noted that religious freedom and abortion is noted in the 350th anniversary history documents. These also include BYM’s 1979 minute on abortion, when three minutes were proposed, but only two were approved.

Y2022-19 *Indian Affairs Committee*. Dellie James (Stony Run) co-clerk of BYM Indian Affairs Committee spoke. The committee has crafted a land acknowledgement and also asked Interim Meeting to approve a minute to support steps necessary to gather records and reparations of injustices at Board Schools this year, which was done.

She mentioned many resources available to use and share. An interest group will be held with a Chicksaw professor on Thursday this week. The Baltimore American Indian Center will hold a pow-wow in November. She read the names of the committee members.

Dellie feels that Baltimore Yearly Meeting has a lot of learning to do to understand better what BYM had to do in or with Boarding Schools. The committee is willing to meet with any Meeting which wishes. We also need to look forward to see with love in our hearts what we can do to correct the errors of the past.

It was noted that “Indian” is often not the preferred name. A Friend spoke that this was ‘mis-naming’ and not changing this use is not acknowledging what is understood. There are many other possible ways to talk about it. The committee hasn’t worked on this, but it was strongly suggested that this work be initiated. Many of the things brought by this committee are relevant to the Reparations Action Working Group.

Y2022-20 *Reparations Action Working Group.*

Marcy Seitel (Adelphi) introduced a minute for consideration. Meetings and the Yearly Meeting are asked to learn our own history to work together to take action to make things better. The minute was read aloud and will be considered at another Meeting for Business.

Y2022-21 *Camping Program.*

Brian Massey, Camp Program Director introduced the Camp Directors. Rosy Eck (Homewood) and Jesse Austell (Stony Run) of Teen Adventure who spoke of transformations they see in campers at Teen Adventure which has its largest ever number of campers. Jared Wood (Opequon) spoke of a ‘trying and excellent’ summer. Most exciting was having ‘teaching artists’ on campus -- the art walls have been ‘hair-raisingly’ beautiful. The degree of commitment and love the staff bring to campers has been “awesome.” Hope Swank (Shiloh) spoke of challenges in staffing which led to new opportunities -- some from other programs, which added a lot. Staff coming from Teen Adventure are also good to have. The change of having longer staff training was really helpful.

Brian noted that camp has been very, very successful. Many people were present: a 268 NEW campers and the largest number of new staff. The directors and staff have done “incredible work” - but it has been a very challenging summer. A strategic planning process for the camps is being worked on.

A Friend appreciated the work of the Camping Program Director and others and wants everyone to hold in the Light all at camp and to recognize that Black children often have had no opportunity to experience the out-of-doors. Often when they join a community of campers they feel out of place; they need to be given love and welcome and white children need to be taught to be caring and sensitive to differences. The camp Directors are supported in their work.

Y2022-22 *Closing Worship.*

APPROVED

Wednesday, August 3, 2022 4:15 PM Visioning Worship Sharing IMAGINING OUR QUAKER FUTURE TOGETHER

The clerk felt that we needed a space together to reach into our spiritual selves about the future of Quakerism. Friends will speak out of the silence, as in worship sharing.

Some possible queries: What is special about Baltimore Yearly Meeting? What makes us who we are? What might we need to change or let go of to be more present to the Spirit and to each other? What does the best version of BYM look like 10, 50, or 100 years from now?

Non-profit organizations often go through a Strategic Planning Process -- this involves not only imagining the future but also looking at the strengths and weaknesses in the organization or the plan. We need to become aware of what we have done well and what we have done badly.

One strength is to lift up the leadings of individuals...to make this a better world. Perhaps we should convert some committees into working groups...

BYM has seemed open to learning from our children and youth in the past; in as much as we let them lead us, it seems easier to find unity and community.

One of our strengths is our people. Our challenges include a slowness in process, racism and our desire to NEVER evangelize. I remember Meetings with more people, and younger people. I'd like to see meetings being run by people in their 30s and 40s...resisting their talents and suggestions is a barrier for us. In 100 years I'd like to see Quakerism reflect the diversity of our country following SPIRIT.

Our bond of Friendship is our willingness to care for each other. Deep mutual caring for one another is what I long for.

Metaphor of a path -- individually and for the YM. Equality testimony -- Equity is a better word. You can't have Equity without Diversity. Diversity by itself isn't the same as Inclusion. From this should come Friendship. Then LOVE. This is close to WHOLENESS - - possibly the Integrity testimony.

In this complex time it is helpful to focus on the basic testimonies: SIMPLIFY -- Focus on what's most important. What can we do well? FRIENDS OF THE TRUTH - being able to tell the TRUTH to POWER is a mainstay of Quakers. Standing up for what is TRUE. A place of refuge and safety in the Inner Light can be offered to this world. Silence is a simple path.

I've come to BYM since 1969 -- Many people were role models and mentors. Some had tenacity. I'm different than I would have been without BYM. I appreciate the opportunities I had to develop my skills. This was always a safe place to try things out and test myself. I hope BYM will continue to help people develop their skills and offer them to one another.

I have 2 dear friends. One gets in touch with her Spirit through a quiet time in the morning. "What is mine to do today?" I have another Friend who operates with the same principle -- even if it isn't articulated that day. He had a desire to stand on Georgia Avenue with a sign saying "We are ONE family." We need not to think we all have to move together--you go to the place of Love and Light within and say "What is mine to do today?" and you move. Young people have been trying to reach us for a long time, and we don't step up and ask "What is mine to do today?" If we do, we will begin to make it a better place for everyone.

I was excited by the Reparations Action Working Group saying that BYM could join intentionally with the wider Reparations movement. Meetings that engage with the broader community have as much or more enrichment than others. We should join the wider world in some projects.

Our camps and our youth programs are done really well. I've seen young people in my Meeting transformed by two weeks at camp. It is exciting to see their enthusiasm. I hope that in 5, 10, 50 years down the road, we will be open to having more leadership from young people. We need to be mindful of giving youth more skills needed. Lots of exciting things can happen if we don't close ourselves off. We need to live our passions.

The Quaker Leadership Institute weekend gathering of Young Adults was held for a few years long ago. Some version of this needs to be reinstated to bring together folks from around the YM to grow leadership skills.

Lack of safety in the world for children and particularly Black children -- the ease with which white children often encounter the world. In a lot of QUAKER work, we're often

continuing to build new dichotomies, new differences, when we seek elsewhere -- but in the equality testimony we push the coals together, we keep the remnant of fire at the center and we're able to receive emerging testimony and truth gladly, joyfully, even when we don't know what it means, and we do it as a corporate body, which is needed in creation.

BYM has been a transformative setting for my life. "How is my life spiritually centered in worship sharing?" -- and I continued all year long to reflect on that. A year later I had been inspired by a Friend at Sandy Spring. I asked the head of Sandy Spring Friends School about starting a school for elementary students. The next summer I spoke to another Friend at Annual Sessions, and she suggested I start a school independently. That started me on the path. I started a school. The second school I started is about to celebrate its 25th year. People really appreciate this culture for youth where our Quaker values are put to practice. I am very grateful personally to BYM and I treasure coming here.

I have a vision for our YM with many different pieces: We could grow camps for our adults. I see a broader role of pastoral care for our YM. I see more services for young families, for those approaching retirement years, for becoming a grandparent. A more open pay-as-led retreat program. Sharing our burial grounds. More services to our elderly. More naming of Ministry; holding roles that various of us are playing, releasing those to their ministries. A more diverse worship style. Camp worship is vibrant -- we need to do that more widely. We need to welcome all who walk in.

Thursday, August 4, 2022

Y2022-23 Opening Worship. The Meeting opened with a period of silent worship.

A Friend expressed a "feeling necessary for the growth of the Baltimore Yearly Meeting community made up of those who love one another and promote growth and Love and Light to be carried into the world - - if it is less than that it is a club. Yesterday I felt in pain and I am coming to you with this message. I expressed to you yesterday about the inequity and injustice that is coming to Black youth in our country. I spoke about it. Some Friends sat with me and I am grateful. There are Lights among you. I learned that the Black teenagers left Teen Adventure. The Camp program and the STRIDE program did all they could for these youth; there was no incident coming from the staff or anyone which caused this. They saw what was happening.

I'm proud of these youth who see flying Confederate flags as they come -- but they also saw first hand that white children live in safety and without fear and they see that Black people are treated differently. Despite the love and care and concern given to them by the staff and the camp community -- they were still aware of the wider world and it hurt them. My pain is not just for myself, but for Khalila too -- who works hard for the children and to see this kind of pain for the youth despite all that was done for them is painful. Race is the biggest issue we have in our country and everything else comes from that. I am not discouraged because I see that. The camping program is Light -- there are others, but one thing I know is that your own children have tried to express to you the pain they see in the world, and they want you to address it and you have shut them out because you want to remain in your current lives. That is not care and concern for each other. I see Light around me every day. I'm in pain but I move forward. I am saying to you that if there are those among you who care about the life of Black youth in our country -- reach out. Get involved in whatever the Spirit leads you to do that day. Together we must work. This is a movement throughout the world to see love and justice and equity for all. Please wake up "

The Clerk asked "What would it look like for our community to be wholly safe for all people?"

Y2022-24 *Welcome.* Presiding Clerk Stephanie "Steph" Bean (Adelphi) welcomed Friends to the session and introduced those assisting: Recording Clerk Meg Boyd Meyer (Stony Run), Tech Assistants Carl Benson (Annapolis) and Jason Eaby (Nottingham), Reading Clerks Corinne Hess (BYM Camps) and Caroline Hill (Charlottesville) and our Prayerful Presences, Eileen Stanzione (Patapso) and Greg Robb (FMW) holding us all in the Light.

Y2022-25 *Land Acknowledgement.* A Reading Clerk read the land acknowledgement. The Baltimore Yearly Meeting office is located on Piscataway ancestral land. BYM's summer camps are located on the lands of the Piscataway (Catocin Quaker Camp, near Thurmont, MD), the Massawomek (Opequon Quaker Camp, near Winchester, VA), and the Manahoac (Shiloh Quaker Camp, near Stanardsville, VA). BYM honors the peoples and cultures of the many past and present Native Nations in our geographic area. We honor these peoples and cultures by actions more than words. As a Yearly meeting and as individuals, we have a spirit-led duty to act on our acknowledgement of these lands' original peoples by our deeds.

Y2022-26 *Queries on Anti-Racism.* A Reading Clerk read queries on anti-racism aloud so Friends could hold them in preparation for business.

Y2022-27 *Welcoming Visitors and First-time Attenders.* The Clerk held space for visitors and first-time attenders to introduce themselves. Emily Clark (Frederick) representing the American Friends Service Committee and will be joined today by visitors from Quaker United Nations Office. Intervisitation Working Group hosts an informal gathering each evening at Blazer Lounge at 9:15.

Y2022-28 *Epistle Committee.* The Clerk announced that Susan Russell Walters is willing to work on an Epistle. All are welcome to either join with her or to send suggestions for things to be mentioned or feelings/thoughts you have about Annual Session.

APPROVED

Y2022-29 *Nominating Committee - First Reading.* The Nominating Committee presented a first reading of nominations. All nominations and current committee members are available on-line for Friends to view.

The clerk hopes that Friends are willing to share their gifts and talents and that none are overburdened but all can join in joyfully.

Chip Tucker (Charlottesville) read the names of new nominees. Those underlined have agreed to renew an appointment for an additional three years. 76 individuals are new or renewing their work. The Nominating Committee seeks input from all and will have a table at lunch for people to talk about themselves or others!

Appreciation was expressed. The committee has not had difficulty with Baltimore Yearly Meeting's practice of naming Friends to only one committee. Some committees are, however, understaffed.

Y2022-30 *Search Committee.* Anne Bacon (Hopewell Centre) reported. Search Committee is tasked with finding officers of the Yearly Meeting, and members of Nominating and Supervisory Committees. Some vacancies still exist.

Stephanie "Steph" Bean (Adelphi) for two more years as Presiding Clerk
Anna McCormally (Herndon) for two more years as Recording Clerk of Yearly Meeting

Bette Hoover (Sandy Spring) for Clerk of Interim Meeting
Deborah Haines (Alexandria) for Recording Clerk of Interim Meeting

Supervisory Committee

Ramona Buck (Patapsco)
Susan Griffin (Friends Meeting of Washington)
Rebecca “Becca” Haines Rosenberg (Alexandria)
1 vacancy for 1 year remains

Nominating Committee

Marilyn Rothstein (Gunpowder) for 1 year only
Karie Firoozmand (Stony Run)
Rebecca “Becca” Gardner Rhudy (Deer Creek)

APPROVED

Y2022-31 *Naming Committee* Donna Kolaetis (Menallen) of the Naming Committee which brings forward names for Search Committee. Usually the Naming Committee reports to Interim Meeting. It has had difficulty finding volunteers. Two more openings exist: one for 1 year and one for 2 years.

Meg Boyd Meyer, (Stony Run)

APPROVED

Y2022-32 *Manual of Procedure*. Clinton Pettus (Stony Run) presents two items, previously approved at Third Month Interim Meeting. One is to include The STRIDE Coordinator in the Youth Policy Working Group. The second is to change the Manual of Procedure to remove Section 10 as out-of-date information about the procedure for revising Faith and Practice.

APPROVED

Y2022-33 *Treasurer’s Report*. BYM Treasurer James “Jim” Riley (Hopewell Centre) reported on the financial position as of June 30, 2022. Jim began with a poem written by a Seattle Friend. “Friend, if thee feels moved to speak in Meeting, we beseech thee --- Shriek!” Thee will be held in terms endearing By those of us who are hard of hearing!”

Jim reported on finances as of June 30, 2022.

The full Treasurer’s report is ATTACHED. The Independent Audit is available.

A short report based on the 2021 Draft Audit has just been received. Consolidated financial statements combine BYM financial statements with Miles White Beneficial Society. There are also statements for BYM alone. The Auditors are finished, but Baltimore Yearly Meeting Trustees need to approve them.

The Statement of Activities for 2021 shows that BYM had an excess of revenues over expenses of \$590,667. Of this amount, \$190,107 was from operating activities. We received \$222,319 of investment income and \$178,241 from the forgiveness of the first Paycheck Projection Project Loan. On December 31, 2021, our unrestricted net assets (unrestricted reserves) were \$1,166,103. The 2021 audit report includes a “clean” opinion which means that the financial statements accurately present the financial position of BYM.

Friends expressed appreciation to Harriet Dugan and former comptroller Margo Lehman along with Jim Riley and Terrence McCormally for their work.

We ACCEPTED these reports, with gratitude.

Y2022-34 *Stewardship and Finance First Reading of 2023 Budget.* Terrence McCormally (Herndon) Co-Clerk of Stewardship and Finance Committee presented the first reading of the 2023 Budget and Apportionment.

The 2023 apportionment plan was presented; a few Meetings have not yet responded. The apportionment will include 3% more than last year, indicating that Monthly Meetings have received more income. Apportionment is capped at 25 % of a Meeting’s income but represents only 20% of Baltimore Yearly Meeting income.

A small surplus of \$12,568 is predicted for 2023. This budget does not require any spending from unrestricted reserves. A detail of 10 areas where the money comes from shows that most comes from Camp Program and Camp Property. Money is spent on nine full-time employees, however we are still without an Assistant General Secretary and a Comptroller. Camp has added a full-time director and wants a second full-time director; however, the Stewardship and Finance committee did not feel there are funds for the second director at this time. Perhaps that can change when camp funds for this year are resolved. Administrative expenses include administration of burial grounds and depreciation.

The proposed budget includes funding to Quaker Groups as these were before the pandemic; a complete list is in the published budget. The End of Life Care Committee hopes to publish a book this year and the budget includes this. A large part of the cost of the printing will probably be recouped in sales. Some funds are also included for Growing Diverse Leadership for Juneteeth Work, the Reparations Action Working Group, Working Group on Racism, Young Adult Friends, and Intervisitation.

The committee does have a contingency fund that can be approached by other committees.

Camp Property may have to defer some needed work if funds aren't available. Camp Property budget is primarily restricted funds. Some funding is being included for maintenance of the Baltimore Yearly Meeting office.

Terence thanked staff who worked diligently on this proposal. Sarah Gillooly invited Friends with questions to meet at lunch.

Friends would like to know the Impact of Pay-as-Led for annual sessions. This will be clear in three months.

Friends were reminded that funds that formerly were used at Monthly Meetings for scholarships to camp or BYM annual sessions can be sent to the Yearly Meeting, since the sliding scale and pay-as-led reduce the request for these at the Monthly Meeting level. Friends need to recognize that Camps are on a Sliding Scale and Annual Sessions are Pay-as-Led.

Does the budget include funding for individuals who represent BYM to travel to Meetings? The Administrative budget does include expenses for Friends to travel.

A Friend noted that this budget is the Budget of all of us, not of the committee. One Friend is disturbed that the cost-of-living raise for our staff is so low. It was noted that the cost of living changes were higher for lower income staff.

Y2022- 35 *Closing Worship.* We closed with a period of silent worship.

APPROVED

Friday, August 5, 2022

Y2022-36 *Opening Worship.* The Meeting opened with a period of silent worship.

Y2022-37 *Welcome.* Presiding Clerk Stephanie "Steph" Bean (Adelphi) welcomed Friends to this session and introduced those assisting including the Recording Clerk, Meg Boyd Meyer (Stony Run), the Tech assistants Carl Benson (Annapolis) and Jason Eaby (Nottingham), Reading Clerks, Graham Hill (Charlottesville) and David Covington (Charlottesville) and our Prayerful Presences, holding us all in the Light, Rita Willett

(Richmond), Greg Robb (Friends Meeting of Washington) and Martin Melville (State College).

The Clerk reminded Friends that our policy is for masks to be worn indoors. People are immuno-compromised and are with us.

Steph also held space for visitors and first-time attenders to the Meeting. Caleb Holland from Belize Friends, introduced himself. The Intervisitation Committee has a gathering for all Friends each evening at Blazer Hall at 9:15 p.m.

Y2022-38 *Land Acknowledgement and Queries* Out of the silence, a land acknowledgement provided by Indian Affairs committee was read:

The Baltimore Yearly Meeting office is located on Piscataway ancestral land. BYM's summer camps are located on the lands of the Piscataway (Catocin Quaker Camp, near Thurmont, MD), the Massawomek (Opequon Quaker Camp, near Winchester, VA), and the Manahoac (Shiloh Quaker Camp, near Stanardsville, VA). BYM honors the peoples and cultures of the many past and present Native Nations in our geographic area. We honor these peoples and cultures by actions more than words. As a Yearly meeting and as individuals, we have a spirit-led duty to act on our acknowledgement of these lands' original peoples by our deeds.

The Anti-racist queries were read.

The queries for the day were read:

What brings us to love, to manifest Spirit? How can Spirit aid in our healing of the hurts that we suffer as individuals and as a community?

Y2022-39 *Roll Call of Meetings*. The Clerk read the names of Monthly Meetings and Worship Groups comprising Baltimore Yearly Meeting. Friends stood or raised their hands to be recognized when their community was called.

Junior Yearly Meeting	Langley Hill
Young Friends	Little Britain
Young Adult Friends	Little Falls
Camp Community Friends	Lynchburg Indulged

Adelphi	Mattaponi
Annapolis	Maury River
Augusta Worship Group	Menallen
Baltimore Monthly Meeting Stony Run	Midlothian
Bethesda	Monongalia
Blacksburg	Nottingham
Buckhannon	Patapsco
Carlisle	Patuxent
Charlottesville	Penn Hill Preparative
Deer Creek	Pipe Creek
Dunnings Creek	Richmond
Eastland Preparative Meeting	Roanoke
Fauquier Friends Worship Group	Sandy Spring
Floyd	Shepherdstown
Frederick	State College
Friends Meeting of Washington	Takoma Park Preparative Meeting
Gettysburg	Valley
Goose Creek	Warrington
Gunpowder	Williamsburg
Herndon	York
Homewood	
Hopewell Centre	Also visiting: Friends Church Baltimore

The Clerk noted to Friends that seeing who is here helps us see who is not here. We should consider whom we need to visit.

Y2022-40 *Junior Yearly Meeting.* Junior Yearly Meeting Friends were welcomed.

Y2022-41 *Development Report.* Mary Braun, Development Director reported. She reminded Friends to look at the report of the committee which says that BYM is \$72,000 behind our goals for the first six months of this year.

Mary reflected on Friends' philanthropy, reviewing for us ways in which our actions help our Friends community. Baltimore Yearly Meeting communicates regularly with us - through announcements, newsletters, and webpages - by phone and email - and it promotes communicating with one another.

She noted that Friends work for equity and inclusion, in part through Pay-as-Led registrations for Annual Sessions, Youth Programs and Spiritual Formation. She appreciated the ways that committees work together to provide spaces and resources for our work.

Friends were reminded that financial and personal gifts of time are important ways of being involved in Baltimore Yearly Meeting.

One Friend reflected that some felt the Yearly Meeting's recent hiring process was not as inclusive and reflective as needed.

Mary Braun was thanked and appreciated for her work.

The report was ACCEPTED.

Y2022-42 *Ministry and Pastoral Care.* Gary Sandman (Roanoke) and Greg Robb (FMW) Co-clerks of Ministry and Pastoral Care presented. The work of the last year highlighted being a resource for/with local Meetings through quarterly meetings with clerks and others from Monthly Meetings. A meeting was also held with people who wrote the Spiritual State of the Meeting reports.

The committee is working on a group to help Friends with conflicts that are a little too big for the local Meeting. A joint project with Stewardship and Finance Committee visiting regional groups of Meetings has been successful and will be expanding this fall.

Appreciation and gratitude were expressed for the Zoom meetings where Friends talked with other Meetings. Writing the Spiritual State of the Meeting is quite a task, support and reflection is appreciated.

The committee was asked how diversity is reflected in the work of the group. It was noted that it is 'folded into the work we do'. There are internal discussions about diverse ministries as well.

One Friend noted that broad publication of the availability of the working group on Conflict was very necessary.

Next year, the co-clerks of Ministry and Pastoral Care will be Eileen Stanzione (Patapsco) and Rita Willet (Richmond).

The report was ACCEPTED.

Y2022-43 *Spiritual State of the Yearly Meeting*. The report was read aloud by Gary Sandman (Roanoke), Greg Robb (Friends Meeting of Washington), and Eileen Stanzione (Patapsco).

The report is ATTACHED.

Eileen said she and Rita would like to know from individuals and Meetings how the Ministry and Pastoral Care Committee can serve them.

A long period of speaking followed with most of the speaking by Global Majority Friends (Friends who identify as dual- or multi-heritage, Indigenous, Aboriginal, Black, Pacific Islander, Brown, and West, South or East Asian and see themselves as belonging to the global majority rather than as 'minorities. These groups represent about 80% of the world population. The term "People of Color" by contrast, centers whiteness as the norm while implying that white people have no race in a racialized world.)

Individuals were disappointed in the report of the Spiritual State of Baltimore Yearly Meeting and felt a lack of leadership from the Ministry and Pastoral Care Committee.

A lot of concern was expressed about the experiences of Global Majority Friends in Baltimore Yearly Meeting and apparent lack of recognition of them; little was said of the things which individuals and Meetings are doing to address concerns on this issue. Some Global Majority Friends feel they are not truly welcomed at Meetings. Global Majority Friends and Young Adult Friends have repeatedly experienced identifying a problem and then having white Friends give it back to them to fix.

Baltimore Yearly Meeting was reminded that early Friends did things that were very much against the prevailing culture and were courageous, yet today Friends seem to use Quaker process to stall real change.

A number of Friends noted that Friends have agreed to work on anti-racism but often seem to give the work back to Global Majority Friends or Young Friends, when it is work that white Friends need to do. Friends also need to provide pastoral care for all in the Meetings, not just for white Friends.

Almost all of BYM's racism work currently is 'opt-in'. Quakers of poverty do not have this privilege. Meetings have to be safe for all. The Spirit is leading us to truly come together in a space like this annual session for deciding how to move forward. If we have a young Quaker saying the same thing in 2017 and 2022, we have to do something in Baltimore Yearly Meeting that makes change true for us.

The Clerk noted that Friends have been reminded of several places where we have work to do. Friends are encouraged to reflect on what they can personally do and to continue the conversation. After hearing this message, Friends left for lunch, being encouraged to continue their conversations.

APPROVED with thanks to the Clerk and Recording Clerk

ATTACHMENT to AUGUST 5, 2022 Minutes

Baltimore Yearly Meeting, Annual Session Notes Friday August 5, 2022

NOTES FROM MEETING AFTER MINISTRY AND PASTORAL CARE REPORT

A Friend spoke. "I am deeply disappointed in what I have heard. To me, Ministry and Counsel is a pivotal community in any spiritual community. As such they should be concerned in the care and leadership of us all. I don't see leadership, I see conforming to the status quo to turning over to what each MM can do. That is an abdication of leadership."

"I am extremely concerned that the larger share of the reports was around the pandemic. The effects on people of color was never mentioned. I am concerned that many think that giving money to organizations to people of color is a way of demonstrating that you are becoming non-racists. I don't see that and I don't buy that, I can't see that there is genuine open hearted desire to include people of color in your meetings and I don't think you are being realistic to the challenge that this is to your community. The only way we can deal with it is to have TRUTH and I don't see real truth coming forward.

“The change groups are foundering. The challenge of people opening their hearts and hearing is there. The isolation and people living in white communities closed off from people of color --- many people make no effort to actually go into these communities. Sometimes one or two may.... But that doesn't happen often. Many times people of color will reach out and come to you, but very seldom do you go into there. I don't see any real reach into neighborhoods and asking children of color to come to your meetings. I don't think you are truly listening. There are processes that you have to seek out and separate out people of color .. and separate them from your community ties Some people say 'this is the way we've always done things.

“Who do you have on your financial committees? Are they the people who are the most racist in your environment? Are they leaders in your community? Do you deliberately accept them because you know they will limit the participation.....?

“I will say that we are not whole. We as a community and as a people of faith and as a spiritual community we are not following the spirit. We are not whole if we are not together. If we are not working with love to all people.

“We have serious issues we are not putting on the table. We need the Ministry & Pastoral Care Committee to step up to their role even if in conflict with what Monthly Meetings are doing, and I don't see it. “

The committee stated that it has been trying to 'lead from the back' and that this may not be the way it needs to happen. The final chapter has not been written. The committee would be glad to have any request a meeting with it.

The committee was told to do its own work and not ask others to tell them what to do.

The Clerk noted that Friends have been reminded of several places where we have work to do.

“One of the things that this process has highlighted for me has shown how Quaker process has allowed us in some ways to abdicate our responsibility. Going forward the onus needs to come from this body; we, as a body, need to take the first steps. We need to reach out to people of color individually and ask them to share their concerns. Someday I hope this body takes personally the need for pastoral care for others.”

A participant noted that M&PC had asked for information about ? “Because it was asked for but there wasn't much in the report on it I was concerned because it didn't

seem to reflect our anti-racist queries and commitment as a body. One thing I found of importance of our adoption as a body of the anti-racist queries was that we took the burden on every member of this community to think but how decisions we made affected people of color and we didn't say we made a commitment to ask people of color. We took the burden off of their shoulders so it would be born by the community as a whole. I feel very much that as a whole we may not be meeting the commitments that we made on this point. And the idea that People Of Color should read out to any committee seems to be the opposite of 'what are we doing to hold concerns of groups that are not here with us.' We have taken those commitments on. I am grateful that this friend and others out of deep love have continued to raise these issues."

Another Friend united with the last three messages. "We need to think about what we're doing, what we're not doing, and what we should do now. We have to change our behavior. We need a special group to undertake that in my view."

A Friend noted that in 2017 they stood in the same place and told BYM that it was racist. "It was very hard to come out and call your family racist. You raised me up. Many times I had to brush off racism. This community is, in its own way, doing what it thinks it needs to be done. 'I'm sorry we disappointed you' is so different than 'we have let you down and we apologize.' We are so broken. And those who feel most broken have been very quiet and now are SCREAMING. We use Quaker process so much to STALL CHANGE. There was a time when Quakers MOVED THE EARTH TO GET THINGS CHANGED. There is something wrong with this community and our Spiritual State of the Meeting needs to show that."

A Friend noted that Young Adults had previously reported having a similar experience; when they brought a concern it was given back to them to fix. It seems that white BYM wants People Of Color and Youth to fix the situation for themselves.

A friend spoke, asking "how dare you not respond to a beautiful young woman who is trying to decide whether to stay in BYM.... Very few AA people dare to come back from where they had been. Rashid tells BYM he has survived your racism. I have hope that there are those among you who can give up your racist past...You have an opportunity for growth. I'm grateful for the light that I see among you."

Read - White Fragility by Robin DiAngelo

"This is a generational problem. Racism has kept my brother from being part of Quaker Meetings. I feel like our Meeting is broken and I don't like it. We can't ignore this problem."

Friends were asked to scan their bodies. Anger- sadness-grace- wholeness. “ We allow almost all of our racism work to be ‘opt-in’. Quakers of poverty do not have this privilege.

“The first time I heard the word ‘eldering’ I thought it was something good. Have we sat with those we know are explicitly opting out of this work? Have we passed along the things that are helping us?

“It seems that the spirit is pulling us into ‘not annual session but into anti-racist session’ Will we be able to go forward? We are being moved -- we have to opt in or people silently push against it and opt out. This space has to be safe for all. Some elderring needs to happen.

“The Spirit is leading us to truly come together in a space like this for deciding how to move forward. If we have a young Quaker saying the same thing in 2017 and 2022 --- we have to do something for our Meeting that makes it true for us. The Spirit is speaking.”

Saturday, August 6, 2022

Y2022-45 *Opening Worship.* The Meeting opened with a period of silent worship.

Y2022-46 *Welcome.* Presiding Clerk Stephanie “Steph” Bean (Adelphi) welcomed Friends to this session and introduced those assisting including the Recording Clerk, Meg Boyd Meyer (Stony Run), the Tech assistants Carl Benson (Annapolis) and Jason Eaby (Nottingham), Reading Clerk Young Friend Z Tate (Sandy Spring) and prayerful presences, Martin Melville (State College) and Sabrina McCarthy (FMW)

Y2022-47 *Land Acknowledgement.*

The Baltimore Yearly Meeting office is located on Piscataway ancestral land. BYM’s summer camps are located on the lands of the Piscataway (Catoctin Quaker Camp, near Thurmont, MD), the Massawomek (Opequon Quaker Camp, near Winchester, VA), and the Manahoac (Shiloh Quaker Camp, near Stanardsville, VA). BYM honors the peoples and cultures of the many past and present Native Nations in our geographic area. We honor these peoples and cultures by actions more than words. As a Yearly meeting and as individuals, we have a spirit-led duty to act on our acknowledgement of these lands’ original peoples by our deeds.

Y2022-48 *Queries on Anti-Racism*

The Reading Clerk read the Yearly Meeting's queries on anti-racism aloud so Friends could hold them in preparation for business.

How could this decision affect those who have been harmed by racist behavior?

To what degree have privilege, class, stereotypes, assumptions, and our ability to include other perspectives affected this decision? Will this decision promote equity, diversity, and inclusiveness? Will it enable us to be friendly and whole?

How will we provide opportunities for those most likely to be directly affected by our decision to influence that decision?

How does this decision support the declaration of our Yearly Meeting that we are an anti-racist faith community?

The Clerk quoted another part of the Declaration from Appendix G of our Manual of Procedure:

We approach racism as a virus to be healed. Simply "addressing" racism is too weak. Believing that we can simply end racism is too optimistic. Our response to racism must be to challenge it, to confront it, to correct it, and to heal this societal infection.

We are committed to becoming more inclusive and welcoming to all. We are committed to discerning how our Meetings at all levels can be more inclusive and welcoming to all, can encourage participation and leadership among all Friends, and can build an anti-racist, multicultural community.

We strive to do more to build and maintain trust. We will focus upon being more authentic (sharing the real me), logical (being rigorous in my thinking), and empathic (my being in it for others).

Y2022- 49 *Welcoming Visitors and First Time Attenders.*

No one identified themselves.

Y2022-50 *Activity about racism in our communities.* The clerk said that we are called to do deeply spiritual work in listening and responding to each other and introduced a short activity. Each person was asked to write answers to two questions on a card, then share with someone else. Afterwards the cards were collected and will be anonymously put into a form that can be used at our first Interim Meeting in the fall by Daquanna

Harrison (Adelphi) and Breyette Covington (Charlottesville). The planning for this activity seemed filled with Spirit.

1. As we have engaged in the worship and conversation about racism in our communities, what arises within you? ((thoughts, feelings, reactions, obstacles)
2. What work can I do on myself to truly support BYM's commitment to be an anti-racist faith Community?

Y2022-51 *Reparations Action Working Group.* Marcy Seitel, Clerk of RAWG, presented a minute. She spoke of her gratitude for yesterday and today's speaking. We don't have to understand, we have to lift it up to the Spirit. The members of the RAWG were listed.

She presented the suggested actions.

The minute was read aloud.

Y2022-52 *Announcements.* The Clerk made some announcements.

Y2022-53 *Memorial Meeting.* A Memorial Meeting was held, remembering the following Friends. Full memorial minutes are on the website.

Ann Morley, Sandy Spring	Lois Sexton, Gunpowder
Linton Harrington, Sandy Spring	Tom Hill, Charlottesville
Mosi Harrington, Adelphi	Michael Boardman, Stony Run
Ian Tasker, Frederick	Jules Arginteanu, Richmond
Katrina Darnell, Frederick	Margaret Stambaugh, Gettysburg

APPROVED

Sunday, August 7, 2022

Y2022-54 *Present.* Presiding Clerk Stephanie "Steph" Bean (Adelphi) welcomed Friends to this session and introduced those assisting including the Recording Clerk, Meg Boyd Meyer (Stony Run), the Tech assistants Carl Benson (Annapolis) and Jason Eaby (Nottingham), Reading Clerks, Young Friends Greta Garretson-Taylor (Sandy Spring) and Anjuli Shah (Sandy Spring). Tom Webb (Young Adult Friend) served as prayerful presence.

Y2022-55 *Land Acknowledgement*

The Baltimore Yearly Meeting office is located on Piscataway ancestral land. BYM's summer camps are located on the lands of the Piscataway (Catoctin Quaker Camp, near Thurmont, MD), the Massawomek (Opequon Quaker Camp, near Winchester, VA), and the Manahoac (Shiloh Quaker Camp, near Stanardsville, VA). BYM honors the peoples and cultures of the many past and present Native Nations in our geographic area. We honor these peoples and cultures by actions more than words. As a Yearly meeting and as individuals, we have a spirit-led duty to act on our acknowledgement of these lands' original peoples by our deeds.

Y2022-56 *Queries on Anti-Racism*

The Reading Clerk read the Yearly Meeting's queries on anti-racism aloud so Friends could hold them in preparation for business.

How could this decision affect those who have been harmed by racist behavior?

To what degree have privilege, class, stereotypes, assumptions, and our ability to include other perspectives affected this decision? Will this decision promote equity, diversity, and inclusiveness? Will it enable us to be friendly and whole?

How will we provide opportunities for those most likely to be directly affected by our decision to influence that decision?

How does this decision support the declaration of our Yearly Meeting that we are an anti-racist faith community?

Y2022-56 *Travel Minutes.* Travel minutes have been received and signed for Emily Provence (15th St Meeting, New York Yearly Meeting), Jerry Knutson (Orlando and Monongalia MMs) and Jean Smith (East Africa YM). The Clerk announced that Rania Maaya (Ramallah Friends School) has made it back to Palestine safely.

Y2022-57 *Stewardship and Finance.* Co-clerk Terrence McCormally (Herndon) brought the second reading of the Plan of Apportionment and the 2023 Operating and Capital Budget Proposals.

Terrence noted responses to some earlier questions. Representative Travel is available. Cost of living increases for staff, given the unstable economy, are allowed by the Supervisory Committee in consultation with Stewardship and Finance as the year progresses.

The Meeting **APPROVED** both the plan of apportionment and the Budget proposal. They are ATTACHED.

Y2022-58 *Nominating Committee*. The Nominating Committee presented a Second Reading, with the addition of a few changes. Kari Firoozmand (Stony Run) reported. Additions:

Cynthia Merriweather DeVries (State College) Program Committee

Barbara Thomas (Annapolis) Ministry & Pastoral Care Committee

Jade Eaton (Adelphi) BYM representative to Friends World Committee on Consultation

Friends **APPROVED** the nominations roster, waiving the second reading for the three new names.

The Nominations Roster is ATTACHED.

Y2022-59 *Reparations Action Working Group*. Marcy Seitel and Phil Caroom Co-Clerks were present. The minute was shared on screen.

In response to a question the group said it would like to include immigrant groups. The committee would like to add this if this is important.

Suggestions for improvements were made, with the understanding that the Working Group will labor with ideas suggested for changes or improvements.

A request to change “let us embrace” to “we embrace” was approved by those present.

APPROVED. The minute is ATTACHED.

Meetings were asked to share this at business meetings. Friends were encouraged to share with the additional thousands of Friends within Baltimore Yearly Meeting. A Friend noted that the challenges of immigrants and American People of Color are different. The working group scope is African-American and Indigenous; more may be included. Some Friends spoke in favor of this. Others say that a difference needs to be recognized between repair and social justice.

Y2022-60 *Endorsement of Maryland Poor People’s Campaign Statement*. “The Maryland General Assembly shall establish a joint Senate-House Commission to end poverty in Maryland that includes representatives that are poor or low income.”

APPROVED.

Y2022-61 Search Committee. Anne Bacon (Hopewell Centre) presented additional names.

Joan Liversidge (Sandy Spring) for Supervisory Committee for 1 year

Diane McHale (Sandy Spring) for Nominating Committee for 3 years

APPROVED.

Y2022- 62 Epistle from Young Friends. Young Friends shared their epistle.

Friends ACCEPTED this epistle. It is ATTACHED.

Y2022-63 Epistle. Susan Russell Walters (Homewood) read the first draft of an epistle.

Friends were asked to volunteer if they would like to work on this. The Epistle will come to InterIm Meeting for approval. Friends are invited to send comments or questions to epistle@bym-rsf.org or Steph Bean directly.

A Friend asked all to consider ‘what would our request be to other Yearly Meetings to join with us in doing X?... with BYM deciding what that X should be.’ Friends were encouraged to read Epistles from other Yearly Meetings. They will be in the electronic Weekly Announcements as they are received.

Friends have a long understanding that we never have committees of one. We all have a responsibility to let Susan Russell Walters know what needs to be mentioned or said in the Epistle before Interim Meeting in October.

The Clerk noted that an epistle is expected from Global Majority Friends.

Y2022-64 Clerk’s Message. The Clerk noted that she regretted that Friends were unable to hear reports from other bodies at this session and referred Friends to those which have been distributed.

The Minutes were **APPROVED** with gratitude.

Attachment Y2022-8: 350th Year Acknowledgement of Baltimore Yearly Meeting

Document Forthcoming (8/15/22)

Attachment Y2022-18

Addendum: Draft statement by Working Group on Reproductive Justice

July 19, 2022

The Religious Society of Friends (Quakers) believe that there is that of God in every person, and that the spiritual journey is one of continual seeking and revelation. Often life brings us to difficult, meaningful moments of decision making. We are taught to hold these decisions in the Light, seeking guidance by Spirit. We may turn to our community for help in gaining clarity. We know and respect the individuality of each person's spiritual journey, knowing that decisions can lead to both endings and beginnings, often in unexpected ways. The decision to have, or not have, children and the decision of who to marry, or not marry, are examples of deeply personal, individual decisions to be made by the person or people involved, in the presence of Spirit.

We are troubled by recent federal and state legal actions which threaten the autonomy of women's and pregnant people's bodies, and which criminalize these private, personal decisions. Friends should work to decriminalize any such decisions, and to preserve an individual's right and ability to carry out their decision.

Baltimore Yearly Meeting Friends draw on our shared beliefs and practice in rejecting the reasoning that would enable judges and legislatures to ban abortion and promote forced birth, no matter the risks. We are also concerned about proposed restrictions on additional rights, including same gender couples and contraceptive access. We support rights of conscience, freedom of religion, and separation of church and state.

As a religious organization that adheres to the testimony of equality, we believe that both rights and equitable access to care are important. We believe an equitable society does not impose the greatest burdens on those least able to bear them.

In allyship with other faith traditions and social justice advocates, we seek to address injustice and inequity in reproductive health. We set forward these queries for consideration by individual Friends, Monthly Meetings, and the Yearly Meeting as a whole.

- What actions do we take that empower and support people to choose when, how and if they will have children?
- How do we support people in our meeting and in our larger community to make informed, values-aligned decisions about their sexual and reproductive health throughout their lives?
- How can we support and help individuals obtain the reproductive health care they seek?
- What conversations do we need to entertain to understand the myriad concerns (e.g. theological, emotional, spiritual, economic and social) of Friends as we carry this work forward?

The Working Group on Reproductive Justice will continue to meet and discern further on these issues, working within the reproductive justice framework. We invite concerned Friends to join us as we work on these issues.

The Working Group consists of Kathy Rogers (Convener), Debby Churchman, Charlie Goedeke, Rob McGarrah, Martha Solt, Sharon Stout.

Liaisons from Ministry and Pastoral Care: Martin Melville, Rebecca Richards.

**Treasurer's Report
Baltimore Yearly Meeting
Annual Session
August 2022**

Today I am reporting on BYM finances as of **June 30, 2022**. This marks the halfway point in our fiscal year. Lots of camp payments had been collected but camps had not started yet. So the cash balance is high. The first six months also included the forgiveness of our second PPP loan and the paying down of some of our friendly loans.

First, we will look at the **Statement of Financial Position or Balance Sheet**. This report gives us a snapshot of our assets, liabilities, and net assets as of June 30, 2022. Our total cash is a little under \$1.6 million. This is very similar to our cash position one year ago on June 30, 2021. Our property and equipment, net of depreciation, stands at just over \$2.7 million. Our investments had a total market value of \$1,760,582 on June 30. A year ago, this total was about \$1,838,000. At the end of 2021 when the stock market was at a peak, the value was \$1,969,000.

In the liabilities section, there is no entry now for deferred income since our two PPP loans have been forgiven. The balance of our friendly loans is \$80,115. We recently paid off three loans totaling \$125,000. A year ago, we owed \$211,677 in friendly loans. Our total liabilities are \$572,819. This is much less than a year ago when our total liabilities were a little over \$956,000. This significantly strengthens our balance sheet.

Total net assets are the difference between our total assets and our total liabilities. Total net assets on June 30, including year to date net income of \$840,639, are \$5,907,969.

The **Statement of Activities or Income Statement** shows the revenues and expenditures for the first six months of the year. It shows the activity in our unrestricted and restricted funds. Apportionment income is just over \$222,000 which is a little less than last year. Program revenue is \$1,556,925. This is mostly from camp registration fees. Unrestricted contributions total about \$137,000 and restricted contributions total a little over \$22,000. Both totals are down as compared to the first six months of 2021. Our investment income is mainly comprised of interest and dividends received and the unrealized gain or loss on our investments. The stock market has been dropping so the unrealized loss for the first six months of the year is \$408,161. Most investment income is ultimately allocated to restricted funds. This is done by our auditors, and we don't show this allocation on our interim financial statements. Total revenue so far this year is \$1,757,701.

The expenditures are all in the unrestricted column and total a little over \$917,000. You can see the various camp related expense categories. The camping program expenses total about \$225,000. The camp property expenses total about \$178,000. So net revenue over expenditures totals \$840,639. But, as I noted earlier, there are lots more camping expenses to come. Nevertheless, we ended the first six months of 2022 in a reasonably strong financial position.

Respectfully submitted,

James Riley
BYM Treasurer
Hopewell Centre Meeting

Baltimore Yearly Meeting
Statement of Activities
From 1/1/2022 Through 6/30/2022

	Unrestricted	Designated	Temporarily Restricted	Permanently Restricted	Total
Operating Revenue					
Apportionment Income					
5100	222,118.00	0.00	0.00	0.00	222,118.00
5101	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
	222,118.00	0.00	0.00	0.00	222,118.00
	1,556,924.69	0.00	0.00	0.00	1,556,924.69
Contributions					
5001	136,985.42	0.00	0.00	0.00	136,985.42
5005	0.00	0.00	0.00	0.00	0.00
5020	0.00	0.00	0.00	0.00	0.00
5052	0.00	0.00	17,551.29	4,470.00	22,021.29
5055	<u>178,241.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>178,241.00</u>
	315,226.42	0.00	17,551.29	4,470.00	337,247.71
Revenue Released from Restriction					
5090	<u>29,675.00</u>	<u>0.00</u>	<u>(29,675.00)</u>	<u>0.00</u>	<u>0.00</u>
	29,675.00	0.00	(29,675.00)	0.00	0.00
Investment Income					
5801	28,309.31	0.00	0.00	0.00	28,309.31
5802	(408,160.90)	0.00	0.00	0.00	(408,160.90)
5803	0.00	0.00	0.00	0.00	0.00
5804	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
	(379,851.59)	0.00	0.00	0.00	(379,851.59)
Property & Vehicle Rental					
5500	18,920.40	0.00	0.00	0.00	18,920.40
5550	0.00	0.00	0.00	0.00	0.00
5600	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
	18,920.40	0.00	0.00	0.00	18,920.40
	600.00	0.00	0.00	0.00	600.00
Revenue from Sale of Goods					
5340	0.00	0.00	0.00	0.00	0.00
5350	1,741.68	0.00	0.00	0.00	1,741.68
5390	0.00	0.00	0.00	0.00	0.00
5395	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
	1,741.68	0.00	0.00	0.00	1,741.68
	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
	<u>1,765,354.60</u>	<u>0.00</u>	<u>(12,123.71)</u>	<u>4,470.00</u>	<u>1,757,700.89</u>
Expenditures					
100	378,866.13	0.00	0.00	0.00	378,866.13
200	157,771.15	0.00	0.00	0.00	157,771.15
210	22,454.66	0.00	0.00	0.00	22,454.66
220	15,791.56	0.00	0.00	0.00	15,791.56
230	12,349.50	0.00	0.00	0.00	12,349.50
240	17,308.73	0.00	0.00	0.00	17,308.73
241	0.00	0.00	0.00	0.00	0.00
250	0.00	0.00	0.00	0.00	0.00

Baltimore Yearly Meeting
Statement of Activities
From 1/1/2022 Through 6/30/2022

	Unrestricted	Designated	Temporarily Restricted	Permanently Restricted	Total
260	Outreach & Inclusion	37,367.76	0.00	0.00	37,367.76
300	Camp Property Administration	114,806.22	0.00	0.00	114,806.22
310	Catoctin Property	26,359.87	0.00	0.00	26,359.87
320	Shiloh Property	22,494.68	0.00	0.00	22,494.68
330	Opequon Property	14,897.65	0.00	0.00	14,897.65
410	Young Friends	0.00	0.00	0.00	0.00
415	Young Friends Exec.	0.00	0.00	0.00	0.00
420	Jr. Young Friends	0.00	0.00	0.00	0.00
430	Youth Programs Committee	0.00	0.00	0.00	0.00
440	Youth Secretary	25,421.12	0.00	0.00	25,421.12
501	Advancement & Outreach	0.00	0.00	0.00	0.00
502	Ministry & Pastoral Care	0.00	0.00	0.00	0.00
503	Peace & Social Concerns	0.00	0.00	0.00	0.00
504	Religious Education	0.00	0.00	0.00	0.00
505	Young Adult Friends	0.00	0.00	0.00	0.00
506	Unity With Nature	0.00	0.00	0.00	0.00
508	Interim Meeting	749.49	0.00	0.00	749.49
510	Stewardship & Finance	0.00	0.00	0.00	0.00
511	Trustees	1,612.00	0.00	0.00	1,612.00
513	Indian Affairs	0.00	0.00	0.00	0.00
514	Racism WG	0.00	0.00	0.00	0.00
515	Intervisitation	0.00	0.00	0.00	0.00
517	Faith & Practice Revision	0.00	0.00	0.00	0.00
518	Growing Diverse Leadership	0.00	0.00	0.00	0.00
519	Reparations Action Working	0.00	0.00	0.00	0.00
610	Annual Session	2,196.00	0.00	0.00	2,196.00
632	Spiritual Formation	7,698.67	0.00	0.00	7,698.67
633	Women's Retreat	0.00	0.00	0.00	0.00
635	Other BYM Programs	0.00	0.00	0.00	0.00
920	Development	58,916.76	0.00	0.00	58,916.76
	Total Expenditures	<u>917,061.95</u>	<u>0.00</u>	<u>0.00</u>	<u>917,061.95</u>
	Net Revenue over Expenditures	<u>848,292.65</u>	<u>0.00</u>	<u>(12,123.71)</u>	<u>4,470.00</u>
				<u>4,470.00</u>	<u>840,638.94</u>

Baltimore Yearly Meeting
Balance Sheet
As of 6/30/2022

Assets		
Current Assets		
Cash & Cash Equivalents		
Operating Account	1,565,315.70	1001
Payroll Acct	19,974.13	1002
Camp Property Manager	3,477.49	1004
Catoctin Caretakers Account	2,077.58	1005
Shiloh Caretakers Account	2,722.39	1006
Catoctin Directors Account	1,030.21	1007
Shiloh Directors Account	1,000.00	1008
Opequon Directors Account	1,000.00	1009
TA Directors Account	1,000.00	1010
Petty Cash	<u>100.00</u>	1050
Total Cash & Cash Equivalents	1,597,697.50	
Accounts Receivable		
Apportionment Receivable	281,657.00	1200
Student Loans Receivable	10,858.85	1300
Allowance for Doubtful Accts	(50,000.00)	1302
Harford Friends School Note	40,000.00	1512
Other Receivables	<u>7,750.00</u>	1599
Total Accounts Receivable	290,265.85	
Prepaid Expenses		
Prepaid Rent	32,500.00	1711
Deposits	<u>9,862.26</u>	1715
Total Prepaid Expenses	<u>42,362.26</u>	
Total Current Assets	1,930,325.61	
Long-term Assets		
Property & Equipment		
Land	1,106,495.65	2010
Land Improvements	377,407.96	2011
Buildings	1,867,424.56	2020
Leasehold Improvements	285,601.15	2030
Accum. Depr. Buildings &	(1,125,560.52)	2039
Leasehold		
Furniture, Fixtures & Equipment	271,671.54	2050
Accum. Depr. FF&E	(197,706.09)	2059
Vehicles	185,384.22	2060
Accum. Depr. Vehicles	(157,732.84)	2069
Projects in Progress	<u>176,894.99</u>	2900
Total Property & Equipment	2,789,880.62	
Long-term Investments		
Friends Fiduciary	1,364,480.96	1110
Sandy Spring Bancorp Stock	1,442.40	1111
Morgan Stanley Smith Barney	<u>394,658.41</u>	1113
Total Long-term Investments	<u>1,760,581.77</u>	
Total Long-term Assets	<u>4,550,462.39</u>	
Total Assets	<u>6,480,788.00</u>	

Baltimore Yearly Meeting
Balance Sheet
As of 6/30/2022

Liabilities

Short-term Liabilities

Accounts Payable

Account Payable 139,289.34 3000

Total Accounts Payable 139,289.34

Deferred Revenue

Prepaid Apportionment 6,060.00 3130

Deferred Apportionment 281,657.00 3200

Total Deferred Revenue 287,717.00

Other Short-term Liabilities

Current Year

Wages Payable 48,071.29 3010

Payroll Taxes Payable 11,560.23 3020

Pension Payable 6,738.52 3030

FSA Payable (671.86) 3060

Total Other Short-term Liabilities 65,698.18

Total Short-term Liabilities 492,704.52

Long-term Liabilities

Long-term Liabilities

Friendly Loans 80,114.90 3510

Total Long-term Liabilities 80,114.90

Total Long-term Liabilities 80,114.90

Total Liabilities 572,819.42

Net Assets

Beginning Net Assets

Net Assets

Net Assets 5,067,329.64 4099

Total Net Assets 5,067,329.64

Total Beginning Net Assets 5,067,329.64

Current YTD Net Income

840,638.94

Total Current YTD Net Income 840,638.94

Total Net Assets 5,907,968.58

Total Liabilities and Net Assets

6,480,788.00

Attachment Y2022-33b

Treasurer's Report – 2021 Audit Baltimore Yearly Meeting Annual Session August 2022

This additional report concerns the 2021 Baltimore Yearly Meeting audit which we have just received from our auditors, bbd of Philadelphia Pennsylvania.

Our auditors prepare consolidated financial statements which combine BYM and Miles White Beneficial Society of Baltimore City. This is required because BYM appoints all the trustees of the Miles White organization. However, there are reports in the audit which show BYM activity separate from Miles White. I am reporting today on BYM activity only.

The financial statements are in draft form as of July 25, 2022. The auditors have completed their work and the only step left is for BYM officers and trustees to review the statements and approve them. Then bbd will issue the final statements as well as the IRS Form 990 which we have also received in draft form.

The Statement of Activities for 2021 shows that BYM had an excess of revenues over expenses of \$590,667. Of this amount, \$190,107 was from operating activities. In addition, we received \$222,319 of investment income and \$178,241 from the forgiveness of our first PPP loan. On December 31, 2021, our unrestricted net assets (unrestricted reserves) were \$1,166,103.

The 2021 audit report includes a “clean” opinion which means that the financial statements accurately present the financial position of BYM.

Respectfully submitted,

James Riley
BYM Treasurer
Hopewell Centre Meeting

Attachment Y2022-43

Baltimore Yearly Meeting (BYM) – 2022 Spiritual State of the Meeting Reported to Annual Sessions in Eighth Month, 2022 Ministry and Pastoral Care (M&PC) Committee

Each local meeting was invited to reflect on the spiritual condition of their meeting during 2021. BYM Ministry and Pastoral Care Committee suggested four queries:

- Talk about the joys and sorrows that your meeting has experienced this year. How have you grown in the Spirit?
- What wisdom and tools might your meeting share with other meetings about how the Spirit has guided your response to the pandemic. What have been the challenges?
- What wisdom and tools might your meeting share with other meetings about how the Spirit has guided your discussions on racism. What have been the challenges?
- And an off-beat one: If your meeting was asked to make a t-shirt that you would all wear, what would be the slogan? Would there be a picture?

Members of M&PC reviewed reports from thirty-one local meetings. Friends who played a central role in writing their meeting's report gathered online one evening for a BYM-wide discussion.

A common thread among local meetings was a spirit of resilience and hopefulness during an especially challenging year. Resilience required perseverance, creativity, and a willingness to try something new when the pandemic disrupted the usual practices of our communities. While Friends were grateful for their resilience, they did not minimize the sorrows and challenges. Communities lost beloved members, were separated by the pandemic, or dealt with conflicts amid change. Some Friends simply felt exhausted. Through joys and sorrows, accomplishment and adversity, there was hopefulness.

During these past two years, there was a concern about whether our rather small meeting could survive... Today, the walls of our Meetinghouse echo the laughter of our children and the joy of members and new attenders coming together again.

One wisdom of our collective voice was heard clearly throughout the year: that hopefulness is an essential tool of faith.

Friends and attenders demonstrated resilience and creativity, and worked faithfully to keep the Light shining.... We are aware, however, that, by year's end, many of us felt fragile and weary.

Having been stripped of our usual patterns and togetherness in 2021, we worked to remain a community. We are hopeful that the coming year will allow us to be gathered once again.

Overwhelmingly the thoughts, feelings, and actions that we experienced in 2020 have intensified this past year. Our feelings of joy, appreciation, and support have been great, as well as our feelings of despair, isolation, and longing.

Even with its challenges, we consider the past year a gift in which to be alive.

Meeting for Worship remained central to the life of meetings despite the pandemic. Online or in-person, Friends found spiritual nurture and joy. Meetings were grateful for the work that kept worship going. At the same time, worship during the pandemic was challenging. Meetings struggled to balance safety and the varied needs and preferences of their members. Participation was often difficult for families with children. Some Friends were excluded from access to online communication due to regional internet gaps or financial circumstances. Some meetings adopted multiple worship settings to meet varied needs – and then yearned for a more cohesive worshipping community. Some Friends stopped attending because worship was inaccessible or unsatisfying. Their presence was missed.

The fact that the Meeting (as a whole) is not able to share in the regular presence of children in worship and fellowship, again, deepens our sense of fragmentation.

The Meetings for Worship are the centerpiece of our life as a spiritual community.

**Baltimore Yearly Meeting (BYM) – 2022 Spiritual State of the Meeting
Reported to Annual Sessions in Eighth Month, 2022
Ministry and Pastoral Care (M&PC) Committee**

Some Friends met in person or on Zoom in the meeting room, and some outdoors. While this met a diversity of needs, some Friends lamented the division of the community.

Despite the ongoing pandemic...Friends have kept our Meeting. We have cared about the safety of our most vulnerable...We had no argument about what was right to do. Love and caring concern were our guide.

The relative safety out-of-doors allowed Friends to gather in person. This was especially important for children and First Day School. There was renewed appreciation and care for outdoor spaces.

We purchased a grill and 2 picnic tables... We gathered around a borrowed fire-pit... This fellowship felt healing.

Numerous [outdoor] workdays... helped renew our spirit and build community.

The meeting itself is renewed, healthier, 'blooming'.

An above-ground vegetable garden, which our children delight in maintaining.

A robust worship group gathered in our beautifully renovated garden each week.

With pandemic-related illness and isolation, community connections and pastoral care were especially important. Friends were grateful to those who provided support in their meetings. Technology – phone calls and online – helped Friends to stay connected when they could not visit in person.

Many Friends reached out and offered support to the community and to one another. All this helped to ameliorate our sorrows, tend to needs that arose and knit us together in new ways.

Healing prayer for Friends who request it is a meaningful part of the shared life of the Meeting.

... our dear Friends who are homebound... In normal times we would have been at their side as much as possible with cheer and soup and cookies. It frustrates and saddens us that we cannot be physically there for our loved ones.

I couldn't have gotten through the pandemic without meeting.

Meetings were intentional about becoming anti-racist faith communities. Efforts included use of BYM queries, change groups, and opportunities for education and reflection. Some meetings increased engagement with the wider community. Many provided financial support for community organizations.

We decided to involve ourselves with a local historic museum called the Christiansburg Institute, originally a school established in 1866 to educate freed slaves.

Our Faith into Action initiative has included regular meetings throughout the year. Friends mentioned that these conversations have encouraged them to be more active in attending community events whose primary focus has been racial justice.

The query about t-shirts sparked creativity and humor in this year's Spiritual State of the Meeting process. In many meetings, younger Friends enjoyed generating ideas. Some proposed t-shirts:

Symbols of peace on a Zoom screen

Thank God for Zoom (on front) I Hate Zoom (on back)

A blank t-shirt, to represent simplicity and silence.

Quaker UP, Small but Mighty!

Life is a Series of Moments

Attachment Y2022-57a

2023 BYM Budget Year Plan of Apportionment--Based on Reported 2021 Income

	2019	2020	2021	2022	Proposed 2023
Adelphi / Takoma Park+A4:	33136	34484	32470	37205	32421
Alexandria	11114	8149	7950	7055	11971
Annapolis ⁽¹⁾	14576	14889	14400	12625	12625
Baltimore - Stony Run	69565	75815	70350	66160	64632
Bethesda	34519	29967	37400	33750	35296
Blacksburg ⁽²⁾	9268	2900	2900	2900	2900
Buckcannon ⁽²⁾			175	55	300
Carlisle	5499	5553	5500	5500	9301
Charlottesville	16493	17227	17000	15525	16835
Deer Creek	5279	5374	5400	5810	5813
Dunnings Creek	2267	3140	1495	1965	1380
Floyd	1442	1091	1350	1350	1125
Frederick	7011	7791	7800	6475	8192
FMW	66685	67000	67000	67000	67000
Gettysburg	579	700	450	395	369
Goose Creek ⁽¹⁾	15194	13869	16850	16555	16555
Gunpowder	14471	15117	15300	19585	20459
Herndon	14586	12671	15000	17660	16785
Homewood	19499	22654	22000	21060	22455
Hopewell Centre	5959	6472	6850	4380	6246
Langley Hill	32504	33207	32400	28960	29032
Little Britain	520	300	375	535	502
Little Falls	4823	3376	5800	6525	5867
Mattaponi ⁽²⁾	495	500	500	605	888
Maury River	4069	3929	4000	3610	3677
Menallen ⁽²⁾	2412	2436	1825	750	1800
Midlothian	4135	1680	1680	1680	1680
Monongalia ⁽¹⁾	1734	1504	1640	2155	1988
Nottingham ⁽¹⁾	3121	3106	3400	3400	3400
Patapsco	3804	5033	5500	5145	5244
Patuxent	5004	4842	5400	6025	6741
Pipe Creek ⁽¹⁾	1202	1214	1350	1325	1325
Richmond ⁽¹⁾	19084	18700	19500	23660	23660
Roanoke / Lynchburg	6861	6927	6660	7395	8989
Sandy Spring	51684	51700	54000	52500	55962
Shepherdstown	3139	2743	3250	2570	2787
State College	4941	2239	2250	4000	2286
Valley and Augusta	4448	4491	4460	4460	5514
Warrington	1634	1493	1260	985	985
West Branch	4722	1000	1000	0	0
Williamsburg / Norfolk ⁽²⁾	2389	1035	1050	1500	1000
York	4489	5611	3950	3165	4558
TOTALS	514356	501929	508890	503960	520543

1. Numbers in green represent estimates based on previous year for Meetings not yet having submitted questic

2. Meetings requesting adjustment in apportionment amount

Attachment Y2022-57b: 2023 Budget

	A	C	D	E	F	G	H
1	BYM 2023 BUDGET SUMMARY						
2	Description	2020 Actuals	2021 Budget	2021 Actuals	2022 Budget	2023 Budget	Notes
3	Total Income	\$1,329,535	\$2,103,815	\$2,222,663	\$2,495,385	\$2,715,502	
4	Total Expenses	\$1,260,791	\$1,857,954	\$1,967,997	\$2,494,068	\$2,702,934	
5	Net Operating Budget	\$68,745	\$245,861	\$254,666	\$1,317	\$12,568	
6							
7	Income Summary						
8	General Fund Income	\$809,981	\$669,503	\$959,791	\$673,088	\$704,400	
9	Annual Session Income	\$34,074	\$98,500	\$27,070	\$99,500	\$97,500	
10	Camping Program & Property Income	\$207,978	\$1,057,000	\$1,167,471	\$1,410,403	\$1,576,780	
11	Other Income	\$8,926	\$0	\$0	\$0	\$30,935	1
12	Released Funds	\$0	\$194,512	\$0	\$219,954	\$165,707	2
13	Spiritual Formation Income	\$4,997	\$15,200	\$4,326	\$16,500	\$21,500	
14	STRIDE Income	\$24,192	\$26,000	\$48,016	\$44,000	\$50,000	
15	Women's Retreat Income	\$44,065	\$0	\$117	\$2,500	\$44,065	
16	Youth Programs Income	\$7,323	\$43,100	\$15,872	\$29,440	\$24,615	
17	COVID-19 Emergency Grants	\$188,000	\$0	\$0	\$0	\$0	
18	Total Income	\$1,329,535	\$2,103,815	\$2,222,663	\$2,495,385	\$2,715,502	
19							
20	Expense Summary						
21	Total Staff Compensation (Salary & Benefits)	\$776,015	\$504,434	\$817,653	\$849,092	\$906,086	3
22	Administrative Expenses	\$104,080	\$142,550	\$145,965	\$150,793	\$164,450	
23	Annual Session Expenses	\$5,595	\$94,500	\$10,964	\$94,500	\$101,600	
24	Camp Program and Property Expenses	\$270,905	\$958,413	\$939,286	\$1,210,315	\$1,263,380	4
25	Committee Expenses	\$13,068	\$10,950	\$2,497	\$11,395	\$38,345	
26	Contributions to Major Organizations	\$0	\$3,000	\$0	\$27,000	\$27,000	
27	Contributions to Other Organizations	\$0	\$0	\$0	\$4,825	\$5,025	
28	Development Expenses	\$28,985	\$58,900	\$37,900	\$64,450	\$62,900	
29	Sue Thomas Turner Quaker Education Fund	\$0	\$25,000	\$0	\$25,000	\$25,000	
30	Educational Grants	\$0	\$12,000	\$0	\$12,560	\$16,000	
31	Indian Affairs Historical Fund	\$0	\$2,200	\$0	\$1,200	\$0	
32	Spiritual Formation Program Expenses	\$2,108	\$15,500	\$628	\$15,000	\$20,000	
33	STRIDE Expenses	\$6,799	\$7,282	\$7,906	\$8,600	\$10,250	
34	Women's Retreat Expenses	\$42,961	\$0	\$3	\$0	\$42,778	
35	Youth Programs Expenses	\$10,275	\$23,225	\$5,195	\$19,337	\$20,120	
36	Total Expenses	\$1,260,791	\$1,857,954	\$1,967,997	\$2,494,068	\$2,702,934	

	A	C	E	F	G	H
1	BYM 2023 BUDGET DETAIL - INCOME					
2	Description	2020 Actuals	2021 Actuals	2022 Budget	2023 Budget	Notes
3						
4	Apportionment	\$499,374	\$511,613	\$503,960	\$520,000	
5	Allowance for Unpaid Apportionment	(\$9,548)	(\$1,560)	(\$2,095)	(\$1,600)	
6	Book and Clothing Sales	\$588	\$1,084	\$1,020	\$1,000	
7	General Fund Contributions (Unrestricted)	\$269,271	\$227,240	\$150,000	\$165,000	
8	Grants	\$11,000	\$178,241	\$0	\$0	
9	Interest and Dividends	\$39,296	\$43,174	\$20,203	\$20,000	
10	Total General Fund Income	\$809,981	\$959,791	\$673,088	\$704,400	
11						
12	Annual Session					
13	Annual Session Bookstore	\$0	\$0	\$3,500	\$1,500	
14	Annual Session Contributions	\$9,952	\$6,692	\$5,000	\$5,000	
15	Annual Session Fee Income	\$24,122	\$20,378	\$91,000	\$91,000	
16	Released Funds (Carey Lecture)	\$0	\$0	\$0	\$0	
17	Total Annual Session Income	\$34,074	\$27,070	\$99,500	\$97,500	
18						
19	Camp Program & Property					
20	Camp Program and Property Contributions	\$166,996	\$119,446	\$71,000	\$75,000	
21	Camp Program Fee Income	\$21,400	\$1,011,580	\$1,290,310	\$1,408,680	
22	Book, Clothing, & Other Sales	\$677	\$7,821	\$9,343	\$10,100	
23	Family Camp Weekend Income	\$0	\$0	\$4,500	\$0	
24	Gain on Sale of Fixed Assets	(\$1,059)	\$0	\$0	\$4,500	
25	Releases from Restrictions	\$872	\$5,783	\$12,450	\$50,000	5
26	Property Rental Income	\$19,092	\$22,842	\$19,800	\$28,500	
27	Vehicle Rental Income	\$0	\$0	\$3,000	\$0	
28	Total Camp Program and Property Income	\$207,978	\$1,167,471	\$1,410,403	\$1,576,780	
29						
30	All Other Programs					
31	All Other Programs Income	\$8,926	\$0	\$0	\$30,935	1
32	Total All Other Programs Income	\$8,926	\$0	\$0	\$30,935	
33						
34	Released Funds					
35	Unrestricted Reserves	\$0	\$0	\$0	\$0	
36	Camp Property	\$0	\$0	\$181,194	\$124,707	
37	Educational Grants	\$0	\$0	\$12,560	\$16,000	
38	Indian Affairs	\$0	\$0	\$1,200	\$0	
39	Sue Thomas Turner QEF	\$0	\$0	\$25,000	\$25,000	
40	Total Released Funds	\$0	\$0	\$219,954	\$165,707	
41						
42	Spiritual Formation Program					
43	Spiritual Formation Contributions	\$1,117	\$0	\$1,500	\$1,500	
44	Spiritual Formation Fee Income	\$3,880	\$4,326	\$15,000	\$20,000	
45	Total Spiritual Formation Income	\$4,997	\$4,326	\$16,500	\$21,500	

	A	C	E	F	G	H
47	STRIDE Program					
48	STRIDE Contributions	\$24,192	\$48,016	\$44,000	\$50,000	
49	STRIDE Released Funds	\$0	\$0	\$0	\$0	
50	Total STRIDE Program Income	\$24,192	\$48,016	\$44,000	\$50,000	
51						
52	Women's Retreat					
53	Women's Retreat Book Sales	\$0	\$0	\$0	\$0	
54	Women's Retreat Contributions	\$560	\$117	\$2,500	\$560	
55	Women's Retreat Fee Income	\$43,505	\$0	\$0	\$43,505	
56	Total Women's Retreat Income	\$44,065	\$117	\$2,500	\$44,065	
57						
58	Youth Programs					
59	Youth Programs Clothing Sales	\$0	\$0	\$340	\$195	
60	Youth Programs Contributions	\$1,640	\$8,106	\$6,000	\$5,000	
61	Youth Programs Fee Income	\$5,683	\$7,766	\$23,100	\$19,420	
62	Total Youth Program Income	\$7,323	\$15,872	\$29,440	\$24,615	
63						
64	Total Income, All Sources	\$1,141,535	\$2,222,663	\$2,495,385	\$2,715,502	

	A	C	E	F	G	H
1	BYM 2023 BUDGET DETAIL - EXPENSES					
2	Description	2020 Actuals	2021 Actuals	2022 Budget	2023 Budget	Notes
3	Staff Compensation					3
4	Wages	\$577,535	\$615,253	\$656,699	\$679,400	
5	Taxes	\$42,055	\$43,678	\$42,994	\$51,975	
6	Benefits	\$123,857	\$125,692	\$115,679	\$133,947	
7	Retirement	\$32,568	\$33,030	\$33,720	\$40,764	
8	Total Staff Compensation	\$776,015	\$817,653	\$849,092	\$906,086	
9						
10	Administrative Expenses					
11	Accounting and Audit	\$3,000	\$16,510	\$17,340	\$18,500	
12	Addition to Reserves	\$0	\$0	\$4,975	\$0	
13	Bank & Credit Card Fees	\$7,263	\$9,121	\$4,590	\$9,600	
14	Building and Ground Maintenance	\$4,977	\$8,097	\$6,630	\$13,000	6
15	Clerks' Expenses	\$582	\$0	\$3,570	\$3,500	
16	Computer Equipment, Supplies, Maintenance	\$6,794	\$20,922	\$14,020	\$24,000	
17	Depreciation	\$8,892	\$8,112	\$6,630	\$10,000	
18	Dues and Subscriptions	\$3,654	\$2,280	\$2,550	\$2,500	
19	Employee Development	\$602	\$10,678	\$8,567	\$11,350	
20	Equipment Purchase and Maintenance	\$2,526	\$2,452	\$2,754	\$2,500	
21	Insurance	\$10,975	\$11,803	\$10,200	\$12,000	
22	Legal and Background Checks	\$227	\$20	\$5,100	\$500	
23	Miscellaneous Expenses	\$11,423	\$25,617	\$4,896	\$19,700	
24	Office Supplies, Postage, Printing	\$23,417	\$6,472	\$26,622	\$8,500	
25	Payroll Processing	\$1,906	\$1,938	\$2,142	\$2,300	
26	Representative Travel	\$0	\$0	\$3,264	\$1,000	
27	Staff Travel	\$1,447	\$1,263	\$9,501	\$3,500	
28	Telephone and Utilities	\$8,276	\$6,984	\$8,772	\$9,500	
29	Web Access	\$8,121	\$13,695	\$8,670	\$12,500	
30	Total Administrative Expenses	\$104,080	\$145,965	\$150,793	\$164,450	
31						
32	Annual Session Expenses					
33	Background Checks	\$0	\$0	\$50	\$50	
34	Bank & Credit Card Fees	\$185	\$806	\$2,200	\$2,200	
35	Bookstore Supplies	\$0	\$0	\$1,000	\$1,000	
36	Equipment Rental	\$0	\$0	\$2,000	\$7,000	
37	Food	\$0	\$0	\$13,000	\$13,000	
38	Lodging	\$0	\$0	\$65,000	\$65,000	
39	Office Supplies, Postage, Printing	\$3,410	\$3,158	\$7,250	\$9,350	
40	Site Costs	\$0	\$0	\$1,000	\$1,000	
41	Speakers	\$2,000	\$7,000	\$3,000	\$3,000	
42	Total Annual Session Expenses	\$5,595	\$10,964	\$94,500	\$101,600	
43						
44	Camp Program and Property Expenses					
45	Advertising	\$0	\$35	\$200	\$200	
46	Bank and Credit Card Fees	\$10,918	\$32,500	\$27,817	\$6,127	
47	Building and Grounds Maintenance	\$11,724	\$47,312	\$25,400	\$30,300	

	A	C	E	F	G	H
48	Camp Program Wages & Benefits	\$20,705	\$396,061	\$615,000	\$661,765	7,8
49	Computer Equip/Supplies/Repair/Web Access	\$6,917	\$11,256	\$11,904	\$14,099	
50	Consultants	\$250	\$21,137	\$13,599	\$19,800	
51	Depreciation	\$105,132	\$110,462	\$77,938	\$145,226	
52	Equipment Purchase/Maintenance/Rental	\$2,976	\$9,867	\$25,791	\$24,300	
53	Food	\$358	\$89,749	\$100,000	\$105,500	
54	Insurance	\$39,339	\$39,233	\$87,993	\$43,067	
55	Laundry	\$0	\$736	\$875	\$1,350	
56	Medical	\$170	\$14,982	\$15,000	\$18,000	
57	Miscellaneous Expenses	\$1,195	\$195	\$300	\$300	
58	Office Supplies/Printing/Postage	\$408	\$8,165	\$9,000	\$10,825	
59	Opequon Lease	\$6,500	\$6,500	\$6,500	\$6,500	9
60	Other Employee Expenses	\$1,299	\$2,978	\$4,664	\$6,350	
61	Purchases for Resale	\$0	\$9,252	\$7,476	\$0	
62	Site Costs	\$0	\$644	\$1,586	\$1,000	
63	Taxes & Fees	\$2,252	\$3,136	\$12,423	\$4,850	
64	Teen Adventure Space Rental	\$0	\$5,169	\$5,250	\$5,000	
65	Telephone & Utilities	\$22,817	\$31,641	\$38,869	\$37,328	
66	Transfer for Friendly Loan Principal Repay	\$0	\$105	\$0	\$0	
67	Travel/Parking/Meetings	\$1,160	\$5,582	\$5,817	\$25,543	
68	Vehicle Insurance	\$17,577	\$16,803	\$26,400	\$22,000	
69	Vehicle Maintenance/Fuel/Permits	\$18,212	\$41,565	\$66,614	\$53,650	
70	Work Weekends	\$0	\$0	\$3,900	\$300	
71	Workshop and Program	\$996	\$34,221	\$20,000	\$20,000	
72	Total Camp Program and Property Expenses	\$270,905	\$939,286	\$1,210,315	\$1,263,380	
73						
74	Committee Expenses					
75	Advancement & Outreach Committee	\$0	\$0	\$0	\$0	
76	Camp Property Management Committee	Included in Camp Program and Property Expenses				
77	Camping Program Committee	Included in Camp Program and Property Expenses				
78	Development Committee	Included in Development Expenses				
79	Faith & Practice Committee	\$35	\$11	\$0	\$0	
80	Growing Diverse Leadership Committee	\$4,424	\$200	\$500	\$2,000	
81	Indian Affairs Committee	\$1,250	\$0	\$695	\$795	
82	Manual of Procedure Committee	\$0	\$0	\$0	\$0	
83	Ministry & Pastoral Care Committee	\$500	\$0	\$250	\$7,500	10
84	Nominating Committee	\$0	\$0	\$0	\$0	
85	Peace & Social Concerns Committee	\$0	\$0	\$0	\$0	
86	Program Committee	Included in Annual Session Expenses				
87	Religious Education Committee	\$0	\$0	\$0	\$100	
88	Search Committee	\$0	\$0	\$0	\$0	
89	Stewardship and Finance Committee	\$0	\$0	\$0	\$0	
90	Supervisory Committee	\$0	\$0	\$0	\$0	
91	Trustees	\$0	\$655	\$500	\$0	
92	Unity with Nature Committee	\$0	\$0	\$0	\$0	
93	Young Adult Friends	\$17	\$0	\$1,700	\$1,700	
94	Youth Programs Committee	Included in Youth Programs Expenses				
95	ad hoc 350th Anniversary Committee	\$0	\$0	\$0	\$0	

	A	C	E	F	G	H
96	End of Life Working Group	Included in Ministry & Pastoral Care				
97	Growing Our Meetings Working Group	\$0	\$0	\$0	\$0	
98	Intervisitation Working Group	\$0	\$0	\$4,000	\$1,000	
99	Pastoral Care Working Group	\$0	\$0	\$0	\$0	
100	Quaker Voice of Maryland Working Group	\$0	\$0	\$0	\$0	
101	Refugee & Immigration Working Group	\$0	\$0	\$0	\$0	
102	Reparations Action Working Group	\$6,761	\$926	\$2,750	\$2,750	
103	Spiritual Formation Program Working Group	Included in Spiritual Formation Expenses				
104	STRIDE Working Group	Included in STRIDE Expenses				
105	Women's Retreat Working Group	Included in Women's Retreat Expenses				
106	WG on Rights of Trans and Non-binary Peop	\$0	\$0	\$0	\$0	
107	Working Group on Racism	\$0	\$200	\$0	\$20,000	11
108	WG on Right Relationship with Animals	\$0	\$0	\$0	\$0	
109	Youth Safety Policy Working Group	\$81	\$504	\$0	\$0	
110	Committee Overage Contingency	\$0	\$0	\$1,000	\$2,500	
111	Total Committee Expenses	\$13,068	\$2,497	\$11,395	\$38,345	
112						
113	Contributions to Major Organizations					
114	Friends General Conference	\$0	\$0	\$10,260	\$10,260	
115	Friends United Meeting	\$0	\$0	\$8,910	\$8,910	
116	Friends World Committee for Consultation	\$0	\$0	\$7,830	\$7,830	
117	Total Contributions to Major Organizations	\$0	\$0	\$27,000	\$27,000	
118						
119	Contributions to Other Organizations					
120	American Friends Service Committee	\$0	\$0	\$200	\$200	
121	Friends Committee on National Legislation	\$0	\$0	\$200	\$200	
122	Friends House (Sandy Spring)	\$0	\$0	\$200	\$200	
123	Friends Meeting School	\$0	\$0	\$200	\$200	
124	Friends Peace Teams	\$0	\$0	\$200	\$200	
125	Interfaith Action for Human Rights	\$0	\$0	\$200	\$200	
126	Prison Visitation & Support	\$0	\$0	\$200	\$200	
127	Quaker Earthcare Witness	\$0	\$0	\$200	\$200	
128	Quaker House	\$0	\$0	\$200	\$200	
129	Quaker Religious Education Collaborative	\$0	\$0	\$200	\$200	
130	Sandy Spring Friends School	\$0	\$0	\$200	\$200	
131	Washington Quaker Workcamps	\$0	\$0	\$200	\$200	
132	Friends House on Capitol Hill	\$0	\$0	\$0	\$200	
133	Church councils, SS Fire Department					
134	Interfaith Center of Metro Washington	\$0	\$0	\$225	\$225	
135	National Council of Churches	\$0	\$0	\$200	\$200	
136	Sandy Spring Volunteer Fire Department	\$0	\$0	\$200	\$200	
137	Virginia Council of Churches	\$0	\$0	\$200	\$200	
138	World Council of Churches	\$0	\$0	\$200	\$200	
139	Other organizations					
140	Center on Conscience and War	\$0	\$0	\$200	\$200	
141	Earlham School of Religion	\$0	\$0	\$200	\$200	
142	Friends Council on Education	\$0	\$0	\$200	\$200	
143	Friends House, Moscow	\$0	\$0	\$200	\$200	

	A	C	E	F	G	H
144	Friends Journal	\$0	\$0	\$200	\$200	
145	Pendle Hill	\$0	\$0	\$200	\$200	
146	Right Sharing of World Resources	\$0	\$0	\$200	\$200	
147	Total Contributions to Organizations	\$0	\$0	\$4,825	\$5,025	
148						
149	Development Expenses					
150	Advertising	\$56	\$35	\$1,500	\$250	
151	Bank & Credit Card Fees	\$0	\$78	\$1,000	\$150	
152	Computer Equip/Supplies/Repair/Web Acces	\$2,050	\$2,904	\$7,000	\$2,700	
153	Consultants	\$0	\$0	\$3,500	\$2,000	
154	Dues and Subscriptions	\$1,858	\$1,550	\$2,200	\$2,000	
155	Miscellaneous Expenses	\$447	\$170	\$8,750	\$4,000	
156	Office Supplies, Postage, Printing	\$23,899	\$33,050	\$28,500	\$48,800	
157	Travel/Parking/Meetings/Entertainment	\$673	\$114	\$12,000	\$3,000	
158	Total Development Expenses	\$28,985	\$37,900	\$64,450	\$62,900	
159						
160	Other Program Expenses					
161	Sue Thomas Turner Quaker Education Fund	\$0	\$0	\$25,000	\$25,000	
162	Educational Grants	\$0	\$0	\$12,560	\$16,000	
163	Indian Affairs Historical Fund	\$0	\$0	\$1,200	\$0	
164	Total Other Program Expenses	\$0	\$0	\$38,760	\$41,000	
165						
166	Spiritual Formation Expenses					
167	Bank & Credit Card Fees	\$157	\$128	\$0	\$0	
168	Food	\$0	\$0	\$0	\$0	
169	Lodging	\$0	\$0	\$0	\$0	
170	Site Costs	\$756	\$0	\$15,000	\$20,000	
171	Workshops and Program	\$1,195	\$500	\$0	\$0	
172	Total Spiritual Formation Expenses	\$2,108	\$628	\$15,000	\$20,000	
173						
174	STRIDE Program Expenses					
175	Bank and Credit Card Fees	\$246	\$407	\$0	\$400	
176	Computer Equip/Supplies/Repair/Web Acces	\$0	\$0	\$0	\$0	
177	Consultants	\$750	\$0	\$2,000	\$0	
178	Food	\$310	\$188	\$0	\$200	
179	Miscellaneous Expenses	\$2,395	\$2,430	\$3,000	\$0	
180	Office Supplies/Printing/Postage	\$0	\$118	\$0	\$50	
181	Travel/Parking/Meetings/Entertainment	\$141	\$2,770	\$2,400	\$4,600	
182	Workshop, Program, & Equipment	\$2,957	\$1,992	\$1,200	\$5,000	
183	Total STRIDE Program Expenses	\$6,799	\$7,906	\$8,600	\$10,250	
184						
185	Women's Retreat Expenses					
186	Bank & Credit Card Fees	\$1,344	\$3	\$0	\$1,344	
187	Office Supplies/Printing	\$0	\$0	\$0	\$0	
188	Site Costs	\$41,342	\$0	\$0	\$41,434	
189	Speakers	\$0	\$0	\$0	\$0	
190	Workshop and Program	\$275	\$0	\$0	\$0	
191	Total Women's Retreat Expenses	\$42,961	\$3	\$0	\$42,778	

	A	C	E	F	G	H
192						
193	Youth Programs Expenses					
194	Consultants	\$2,360	\$1,800	\$2,500	\$3,000	
195	Bank and Credit Card Fees	\$243	\$387	\$450	\$450	
196	Food	\$2,243	\$0	\$6,077	\$6,200	
197	Purchases for Resale	\$0	\$0	\$300	\$0	
198	Workshop and Program	\$3,286	\$391	\$2,450	\$2,450	
199	Travel/Parking/Meetings/Entertainment	\$1,566	\$1,728	\$1,500	\$1,800	
200	Site Costs	\$312	\$242	\$1,560	\$1,560	
201	Medical	\$0	\$217	\$0	\$200	
202	Scholarships	\$0	\$0	\$4,500	\$3,860	
203	Miscellaneous Expenses	\$265	\$431	\$0	\$600	
204	Total Youth Programs Expenses	\$10,275	\$5,195	\$19,337	\$20,120	
205						
206						
207	Total Expenses, All Sources	\$1,260,791	\$1,967,997	\$2,494,068	\$2,702,933	

Notes

- 1 Employee payments for dependent health coverage. These become payroll deductions in Actuals.
- 2 See Income Detail. Includes releases from Barry Morley Income Fund, Educational Grants, and STTQEF
- 3 Includes all (9) full-time, year-round staff.
9 year-round staff are: GenSec, Finance Manager, Admin Coordinator, Development Director, Youth Program Manager, STRIDE Coordinator, Camp Program Manager, Camp Property Manager, Camp Director - Catoctin
- 4 Does NOT include \$324,011 in personnel costs (salary, tax, benefits) accounted for in Line 21.
- 5 Barry Morley *Income Fund* release; Current Income Fund has \$160,000 balance.
- 6 Includes \$7,500 for annual burial ground maintenance
- 7 Includes all seasonal camp staff + 2 year-round, part-time camp caretakers
- 8 In accordance with the creation of new staff positions as outlined in the Manual of Procedure, the Camping Program Committee has approved an additional, 2nd Camp Director position as soon as budget allows. That position is NOT included in the 2023 budget due to budget constraints.
- 9 During the first 5 years of lease payments for the Opequon property, we doubled our \$6,500 payment to pre-pay years 6-10. 50% was booked as rent payments (expense) and 50% was booked as pre-paid expenses (asset). Year 6 begins in 2023, so we are no longer paying our cash rent. However, for years 6-10 we must record the expense in order to reduce our prepaid asset line.
- 10
EOLWG has requested \$7,500 for publication and distribution of End of Life publication. Detailed plan submitted.
- 11 WGR has requested \$20,000 for anti-racism training and healing spaces. No detailed plan submitted.

	A	B	D	E	F	G
1	BYM 2023 Capital Budget					
2	Description	2019 Actuals	2021 Actuals	2022 Budget	2023 Budget	Notes
3	Camp Property Restricted Fund					
4	Opening funds	\$89,237.00	\$138,486	\$203,251	\$137,879	
5	Restricted Contributions	\$66,551.00	\$162,462	\$135,000	\$150,000	
6	Catoctin Expenditures	(\$8,445.00)	(\$35,024)	(\$45,424)	(\$38,496)	
7	Shiloh Expenditures	(\$25,511.00)	(\$40,274)	(\$96,211)	(\$18,818)	
8	Opequon Expenditures	(\$21,493.00)	\$0	\$0	\$0	
9	Vehicles, Eqp, & Contingency	\$0.00	(\$23,661)	(\$58,737)	(\$89,428)	
10	Other Camp Capital	\$0.00	\$0	\$0	\$0	
11	Ending Balance	\$100,339.00	\$201,989	\$137,879	\$141,137	
12						
13	Fund for Friendly Loan Repayment					
14	Opening balance in designated fund	\$0.00	TBD	TBD	TBD	
15	Transfer from Camping Program	\$37,300.00	TBD	TBD	TBD	
16	Transfer from Camp Property	\$0.00	TBD	TBD	TBD	
17	Expenditures	Unknown	TBD	TBD	(\$73,663)	1
18	Ending Balance	\$25,253.00	TBD	TBD	TBD	
19						
20						
21	Office Property					
22	Opening Balance	\$0.00	TBD	TBD	TBD	
23	Transfer from Operating Budget	\$0.00	TBD	TBD	TBD	
24	Expenditures	\$0.00	TBD	TBD	(\$20,000)	2
25	Contingency	\$0.00	TBD	TBD	\$0	
26	Ending Balance	\$0.00	TBD	TBD	\$0	
28						
29	PPRRSM Designated Fund					
30	Transfer from Operating Budget	\$0.00	\$0	\$0	\$0	
31	Expenditures	\$0.00	\$0	\$0	\$0	
32	Ending Balance	\$0.00	\$0	\$0	\$0	
33						
34						
35	Notes:					
36	1. Repayment of 1 outstanding bathhouse loan					
37	2. Remediate poor drainage and update HVAC at BYM Office					

Guided by the diversity and anti-racist queries, the Nominating Committee has worked hard this year to invite into the work of the Yearly Meeting some of those whose voices may not have been heard. Questions? nominating@bym-rsf.org

ADVANCEMENT AND OUTREACH (c. 9)**2023**

Yarrow First-Hartling Frederick (20)
Damaris Kifude Stony Run (20)

2024

Margaret "Maggie" DeTar-Lavallee Williamsburg (21)
Stephen "Steve" Morse Langley Hill (21)
Steven "Steve" Tatum Blacksburg (18)
Robert "Bobby" Trice Washington (21)

2025

Laura Goren Richmond (19)
Mari Schimmer Adelphi (22)
James "Jim" Citro Patapsco (22)

CAMP PROPERTY MANAGEMENT (10+)**2023**

Heather Carter Adelphi (20)
Elizabeth "Lizzie" Givens Charlottesville (20)
Richard "Rick" Post Langley Hill (20)
Gregory "Greg" Tobin Frederick (20)

2024

Gary Gillespie Homewood (18)
Katherine "Kate" Meaker Sandy Spring (18)

2025

Christine "Chris" DeWilde Catocin (19)
Anne Honn Sandy Spring (19)
Richard "Rick" Honn Sandy Spring (19)
Lamar Matthew York (19)
Chris Greeley Stony Run (22)

CAMPING PROGRAM (c.18)**2023**

"Becca" Bacon YAF (20)
Deirdre Citro Patapsco (20)
Donald "Don" Crawford Opequon (20)
Karen Daniel Frederick (20)
Corinne "Cory" Joseph Goose Creek (17)
Jacalyn "Jackie" Kosbob Goose Creek (17)
Nicole "Nikki" Richards YAF (20)
Nora Swift Shiloh (17)
Justin Sykes Shiloh (20)

2024

Linda Garretson Sandy Spring (21)
Kary Haun Hopewell Centre (21)
Elizabeth "Betsy" Krome Williamsburg (18)
Elizabeth "Betsy" Roush Sandy Spring (18)

2025

Anna Katherine Best Richmond (19)
Jennifer Collins-Foley Annapolis (19)
Joseph "Joe" Coates Eastland (22)
James "Jamie" DeMarco Homewood (22)
Kate DiPasquale Richmond (22)

DEVELOPMENT (5+)**2023**

Gretchen Hall Alexandria (20)

2024

Frances "Frannie" Taylor Goose Creek (18)

2025

Arthur M. Boyd Stony Run (22)
Barbara "Barb" Platt Sandy Spring (22)

EDUCATIONAL GRANTS (6+)**2024**

Tanza Aliberti Stony Run (21)

2025

Katherine "Katie" Caughlan Sandy Spring (19)
Lauren Brownlee Bethesda (22)
Anita Drever Takoma Park (22)
Sujata Massey Stony Run (22)
Travis Reyes Alexandria (22)

FAITH AND PRACTICE (6-10)**2023**

Ann Marie Moriarty Adelphi (20)

2024

Davis Balderston Alexandria (18)
Diana Bowden Richmond (18)
Sarah Bur Homewood (18)
Arthur David Olsen Takoma Park (18)
Helen Tasker Frederick (18)

2025

James "Jim" Fussell Langley Hill (19)
Ann Riggs Annapolis (19)
Linda Goldstein Charlottesville (22)
David "Dave" Fitz York (22)

GROWING DIVERSE LEADERSHIP (6)**2023**

Peirce Hammond Bethesda (19)

2024

Tronette Anochie Sandy Spring (21)
David Etheridge Washington (19)

2025

St.Clair Allmond Richmond (19)
Chester McCoy Adelphi (22)
Michael Wallace Bethesda (22)

INDIAN AFFAIRS (c. 12)**2023**

Normalee "Norm" Fox Alexandria (17)
Mary Kearns Langley Hill (20)
Patricia "Pat" Powers Sandy Spring (20)
Frances Schutz Charlottesville (20)
Sharon Stout Adelphi (20)

2024

Kimberly "Kim" Benson Annapolis (21)

Daniel "Dan" Cole	Frederick (18)
Dellie James	Stony Run (18)
Susan "Sue" Marcus	Alexandria (18)
2025	
<u>Abbey Compton</u>	<u>Herndon (19)</u>
<u>Jana McIntyre</u>	<u>Sandy Spring (13)</u>
Mac Broussard	Roanoke (22)

MANUAL OF PROCEDURE (3 or 4)

2023	
W. Clinton Pettus	Stony Run (17)
Susan "Sue" Williams	Roanoke (20)
2024	
Daquanna Harrison	Adelphi (21)
Gloria Victor Dorr	Sandy Spring` (21)

MINISTRY AND PASTORAL CARE (10-12)

2023	
Henry Apencha	Stony Run (20)
Martin Melville	State College (20)
Eileen Stanzione	Patapsco (20)
<u>Gregory "Greg" Robb</u>	<u>Washington (18) (one-year extension)</u>
2024	
Paul Isayi	Stony Run (21)
Rebecca Richards	Gunpowder (21)
2025	
<u>Gary Sandman</u>	<u>Roanoke (19)</u>
<u>Thomas "Tom" Webb</u>	<u>YAF (19)</u>
<u>Rita Willett</u>	<u>Richmond (19)</u>
Elise Hansard	Roanoke (22)
Susan Russell Walters	Homewood (22)
Barbara Thomas	Annapolis (22)

PEACE AND SOCIAL CONCERNS (c. 12)

2023	
Barbara Bezdek	Homewood (20)
Philip "Phil" Caroom	Annapolis (20)
2024	
Jean Athey	Homewood (18)
Annette Breiling	Frederick (21)
Richard Capron	Mauy River (21)
Tamina Chowdhury	Washington (21)
Suzanne O'Hatnick	Stony Run (21)
Elizabeth "Beth" Tauser	Warrington (21)
2025	
<u>Bob Rhudy</u>	<u>Patapsco (19)</u>

PROGRAM (9+)

2023	
Jason Eaby	Nottingham (17)
2025	
<u>Linda Coates</u>	<u>Eastland (19)</u>
Breyette Covington	Charlottesville (22)
Cynthia "Cy" Merriwether DeVries	State College (22)
Margaret "Peg" Hansen	State College (22)

RELIGIOUS EDUCATION (c. 12)

2023	
<u>Madison "Maddy" Doll</u>	<u>Homewood (21) (one-year extension)</u>
Rory Kennison	Homewood (20)
John Stephens	Alexandria (20)
2024	
Ellen Arginteanu	Richmond (18)
2025	
<u>Susan "Sue" Williams</u>	<u>Dunnings Creek (19)</u>
Erik Hanson	Sandy Spring (22)
Nancy Moore	Stony Run (22)
Alison Prudner	Floyd (22)

STEWARDSHIP AND FINANCE (14)

2023	
Allen Cochran	Goose Creek (20)
Melanie Gifford	Adelphi (20)
Otis Kenny	Roanoke (20)
Catherine Tall	Monongalia (20)
Victor Thuronyi	Adelphi (17)
Timothy "Tim" Yeaney	Langley Hill (20)
John Yost	Eastland (20)
2024	
2025	
<u>Linda Pardoe</u>	<u>Patapsco (19)</u>
Andrei Israel	Adelphi (22)
Aaron Johnson	Washington (22)
Karen Hansen-Kuhn	Alexandria (22)
Xan Whitt	Roanoke (22)

SUE THOMAS TURNER QUAKER EDUCATION FUND

Ongoing	
Howard Zuses	Sandy Spring
Rosalind Zuses	Sandy Spring
Ex-Officio	
H. Steven "Steve" Morse	A&O Representative
Margaret "Peg" Hansen	RE Representative

TRUSTEES (7)

2023	
Kathryn "Katy" Schutz	Charlottesville (19)
2024	
Marion Ballard	Bethesda (21)
Dante Bucci	Washington (21)
Richard "Rich" Liversidge	Sandy Spring (18)
Byron Sandford	Washington (18)
2025	
<u>Thomas "Tom" Farquhar</u>	<u>Sandy Spring (19)</u>
Richard "Rich" Thayer	Stony Run (22)

UNITY WITH NATURE (c.12)

2023	
Carl Benson	Annapolis (20)
Ralph Hutton	Mattaponi (17)
Jean Pfefferkorn	Patapsco (20)
Julia Storberg-Walker	Hopewell Centre (20)
2024	
2025	
Leonard "Len" McGinnis	Fds Mtg Schl (22)
Ann Payne	Frederick (22)
Andrew "Andy" Spawn	Stony Run (22)

YOUTH PROGRAMS (16)**2023**

Hannah Brown	Homewood (20)
Thomas "Tom" Horne	Takoma Park (17)
Julie Odland	Frederick (17)
Maggie Willow	Sandy Spring (20)

2024

Jesse Greer	Adelphi (21)
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James Key	Adelphi (18)
Carol Seddon	Stony Run (21)

2025

<u>Peter Lauten</u>	<u>Goose Creek (19)</u>
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Anna "Annalee" Flower Horne

Takoma Park (22)

Ted Heck	Richmond (22)
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Darcy Lane	Sandy Spring (22)
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Representatives to Other Organizations**AMERICAN FRIENDS SERVICE COMMITTEE CORPORATION (4)****2023**

David Robinson	Alexandria (17)
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2024

Bethanne Bruninga Socolar	Annapolis (19)
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2025

<u>Sean Beeny</u>	<u>Langley Hill (19)</u>
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Lauren Brownlee	Bethesda (22)
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FRIENDS HOUSE RETIREMENT COMMUNITY**2023**

Elizabeth "Liz" Willson	Herndon (20)
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2024

William "Bill" Foskett	Washington (18)
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2025

Bim Schaffler	Sandy Spring (22)
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FRIENDS COMMITTEE ON NATIONAL LEGISLATION REPRESENTATIVES (6)**2023**

Jesse Greer	Adelphi (20)
William "Tad" Jose	Alexandria (20)

2024

Kallan Benson	Annapolis (21)
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Luke Mayhew	Homewood (21)
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2025

<u>Walter Brown</u>	<u>Langley Hill (19)</u>
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Doug Vaughn	Stony Run (22)
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FRIENDS MEETING SCHOOL (2):**2024**

Peirce Hammond	Bethesda (15)
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2025

<u>Linda Sepe</u>	<u>Sandy Spring (19)</u>
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FRIENDS PEACE TEAMS**2023**

Bette Hoover	Sandy Spring (21)
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2025

<u>Richard "Rich" Thayer</u>	<u>Stony Run (19)</u>
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FRIENDS GENERAL CONFERENCE CENTRAL COMMITTEE (17)**2023**

Folajimi "Jimi" Ayodele	Patapsco (20)
Dorothy "Dot" Walizer	Annapolis (17)

2024

Sharon Custer-Bogges	Floyd (21)
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Clay Daetwyler	Takoma Park (21)
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Katherine "Kat" Darnell	Frederick (18)
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Robert "Bob" Goren	Stony Run (18)
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Bette Hoover	Sandy Spring (18)
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Donna Kolaetis	Menallen (18)
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Nancy Moore	Stony Run (18)
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Clinton Pettus	Stony Run (21)
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John Smallwood	Herndon (21)
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2025

<u>Patricia "Patsy" Martin</u>	<u>Roanoke (19)</u>
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Rebecca Haines Rosenberg	Alexandria (22)
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Martin Melville	State College (22)
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FRIENDS UNITED MEETING GENERAL BOARD (3)**2023**

Georgia Fuller	Langley Hill (14)
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Ann Riggs	Annapolis (17)
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2024

Damaris Kifude	Stony Run (21)
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FRIENDS WILDERNESS CENTER**2024**

Deborah "Debbi" Sudduth	Goose Creek (19)
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FRIENDS WORLD COMMITTEE FOR CONSULTATION (SECTION OF THE AMERICAS) (4-6)**2024**

Martha Willcox	Washington (21)
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2025

Jason Eaby	Nottingham (22)
Jacki LaBua	Stony Run (22)
Jade Eaton	Adelphi (22)

INTERFAITH ACTION FOR HUMAN RIGHTS

2023

John “Jack” Lahr	Annapolis (17)
Suzanne O’Hatnick	Stony Run (17)

MILES WHITE BENEFICIAL SOCIETY OF BALTIMORE (7-10) (3 terms)

2023

Alexandra “Alex” Bell	Bethesda (20)
Heidi Blalock	Homewood (20)
Allison Duncan	Adelphi (20)

2024

Gilielma “Guli” Fager	Stony Run (19)
Phillip “Phil” Fratesi	Stony Run (15)
Elizabeth “Beth” Harlan	Little Falls (15)
Deepti Scharf	Stony Run (18)

2025

<u>Amy Schmaljohn</u>	<u>Gunpowder (16)</u>
Madison “Maddy” Doll	Homewood (22)
Clinton Pettus	Stony Run (22)

PRISONER VISITATION AND SUPPORT

2024

Erika Janifer	Alexandria (21)
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QUAKER EARTHCARE WITNESS

2024

Barbara Adams	Richmond (18)
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QUAKER HOUSE (Fayetteville, NC)

2024

Donna Kolaetis	Menallen (21)
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QUAKER RELIGIOUS EDUCATION COLLABORATIVE

2023

Marsha Holliday	Washington (20)
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SANDY SPRING FRIENDS SCHOOL (4)

2023

Mary Grady	Sandy Spring (20)
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2024

Barbara Gibian	Sandy Spring (21)
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2025

Nicole “Nikki” Richards	YAF (22)
Sally Eller	Sandy Spring (22)

Attachment Y2022-59

Proposed minute from the Reparations Action Working Group – for August 2022

"Baltimore Yearly Meeting (BYM) Friends recognize a calling, both from our history and from our present day, to repair past and present harms inflicted upon indigenous and African-American people in our communities, in our country, and even beyond.

We also seek to repair relations among Friends, especially with Friends who have experienced racism within our own Quaker community. We seek to bridge the divides, and to build stronger relations between Friends of all backgrounds

"We seek opportunities to get to know our neighbors in our communities better, to widen our circles to include people in our neighborhoods who have suffered from the harms of systemic racism. We seek to hear and understand each others' stories and experiences; to recognize 'that of God' in our neighbors, people whose family and faith traditions may differ from Friends', and to find ways to develop relationships with our neighbors so that we can work together to address the harms that have resulted from racism.

"We hope: to engage young and old, those well-off and those in need; to understand the inequities in our communities' education, food, healthcare, housing, justice and other systems; to find together the ways we may repair these systems.

"Let us see what love can do and see how we can make changes for the better together. We embrace this as new and ongoing testimony of Friends for social justice."

Recommended Actions:

- **Make our Meetings and Camps places of truth-telling**, where we include the people and include historical events that happened whether or not they speak well of Quakers. Our history is important to know and pass on as it truthfully is (idea of truth telling is part of Harold Weaver's Pendle Hill Pamphlet #465, focused on retrospective justice).
- **Learn more about Mutual Aid** – what it is and how people can be part of this way of bringing immediate change to the lives of people impacted by racism. A fall workshop is being planned and written resources will be available.
- **Continue our Liaison program**, working in a mutually supportive way with people from local Meetings and camps
- **Ask local Meetings and camps to look again at their histories** and create timelines or add to ones started in our anniversary year, including:
 - the policies and practices of our Meetings and Camps, as well as the wider community, to see in what ways systemic racism has had a role in our histories. Some Meetings have already added their history of slavery. Meetings can also look at real estate practices and the way wealth has been accumulated. And there are other possibilities, too.
 - the history of the indigenous people or peoples who were living on the land that is now the home of your Meeting or Camp.
 - the history of the wider community of local Meetings and Camps in general – demographics, changes in demographics, and more

- **Be active players in the national movement for reparations.** Call together Quakers throughout the US to listen to indigenous and African American leaders in the national reparations movement, and to discern together how we together can support this national movement. Then begin to do this.
- **Explore and discern how to establish a Fund for Reparations.** Perhaps this would be done in each Yearly Meeting in the US or perhaps we would organize a national fund that all Friends can be part of. We would work through the year to discern both the vision and logistics of such a fund. We would like to find a way for Friends to share their wealth with to address specific harms of systemic racism.
- **Work on the relations within our own BYM community,** offering help with conflicts where racism is a factor and offering listening and resolution for those who have experienced hurts from policies, practices, and everyday encounters in their Meetings and Camps, recently or in the past.

Attachment Y2022-62: Epistle of Young Friends

Document Forthcoming (8/15/22)

Attachment Y2022-63: Epistle of the Yearly Meeting

Document Forthcoming (8/15/22)