

BYM INTERIM MEETING
JUNE 8, 2024
DRAFT AGENDA AND DOCUMENTS PACKET

Agenda

Order subject to change

1. Announcements (Tom Webb)
2. Nominating Committee Report (Debbi Sudduth).....p.02
Action: Consideration of Nominating Committee nominees
3. Naming Committee (Gloria Victor-Dorr).....p.03
Action: Consideration of Search Committee nominee
4. Search Committee Report (Meg Meyer).....p.04
5. Treasurer's Report (Jim Riley).....p.05
6. Stewardship & Finance Committee (Linda Pardoe).....p.10
First reading of DRAFT 2025 Budget. For action at Annual Session.
7. Reproductive Justice Working Group (Sharon Stout & Katherine Cole).....p.14
Action: Third consideration of BYM Minute on Reproductive Justice
8. Stewardship & Finance Committee (Linda Pardoe).....p.15
Action: Second consideration of Travel Expense Reimbursement Policy
9. Presiding Clerk's Report (Steph Bean).....p.n/a
10. Development Committee Report (Arthur Meyer Boyd).....p.16
11. Manual of Procedure Committee (Gloria Victor Dorr).....p.17
Action: Consider recommended updates to Manual of Procedure
12. End of Life Working Group (TBD).....p.20
Action: Presentation of Travel Minute for Patti Nesbitt
13. Indigenous Affairs Committee (Dellie James).....p.21
Action: Request for BYM to pay \$10,000 to the Pawnee Nation in reparations.
14. Announcements
15. Written Reports Not Included on the Agenda
 - a. Working Group on Racism.....p.22

Agenda Item #2 - Nominating Committee Report

Nominating committee reports the following resignations:

- Mac Broussard, Roanoke meeting, resigned from Indigenous Affairs committee.
- Keith Robinson, Williamsburg, resigned from Manual of Procedures committee.
- Kare Hansen-Kuhn, Alexandria, resigned from the Stewardship and Finance committee.

In addition, we bring forward the following nomination:

Katie Caughlan, Sandy Springs Friends Meeting, to the Board of Friends House Retirement Community. This nomination is made early (prior to Annual Sessions) in order that Friends House Board can approve and appoint the member at a called meeting in June or July. We did not have this nomination ready for March Interim meeting, and ask for approval with a single reading.

Agenda Item #3 - Naming Committee Report

In my role as Naming Committee I am mindful of the BYM anti-racist queries and I am making an attempt to bring diversity to Search Committee. I am a member of the SSMM Change Group, and I bring anti-racist readings and queries to SSMM's Finance Committee meetings.

I bring the name of Joshua "Josh" Riley, Hopewell Centre Monthly Meeting, to serve on Search Committee BYM Annual Session 2024 - 2027 (effective June 8 Interim Meeting 2024).

Search Committee assumes a vital role in the life, spirit, and community of BYM. We are seeking three additional members on Search Committee. As the sole member of Naming Committee I would welcome a second person to bring balance to this work.

Respectfully Submitted,
Gloria Victor-Dorr
Sandy Spring Monthly Meeting
5/16/2024

Agenda Item #4 - Search Committee Report

The Search Committee reports the following resignations:

- Jose Woss (FMW) from Nominating Committee
- Alex Arbor (Adelphi) from Nominating Committee

The Search Committee brings the following nominations:

- Steph Bean (Adelphi) to continue for two more years as Clerk of the Yearly Meeting
- Tom Webb (Young Adult Friends) to serve a two year term as Clerk of Interim Meeting
- Barbarie Hill (Charlottesville) to serve a two year term as Recording Clerk of Yearly Meeting
- Deborah Haines (Alexandria) to continue for two years as Recording Clerk if Interim Meeting
- Becka Haines Rosenberg (Alexandria) to continue for two years on Supervisory Committee
- Joan Liversidge (Sandy Spring) to continue for two years on Supervisory Committee

The Committee is still searching for Friends to serve on the Nominating Committee,
Please contact us if you have suggestions.

Meg Boyd Meyer
Search Committee

Agenda Item #5 - Treasurer's Report

Today I am reporting on BYM finances as of March 31, 2024. It is too early to draw any conclusions about how the year will end up. However, the first quarter finances were strong mainly due to the receipt of restricted contributions and program revenue. Here are a few items which I think are of particular interest.

The Balance Sheet gives us a snapshot of our assets, liabilities, and net assets as of March 31, 2024. Total cash is just over \$400 thousand. Cash is high this time of year due to camp registration fees received and not many camp expenses paid yet. Our investments had a total market value of \$2,238,000 on March 31. A year ago, our investments totaled a little over \$1.9 million. Total assets are just over \$6.1 million.

The rest of the Balance Sheet shows the liabilities and net assets. Total liabilities are just under \$600,000 and are all short-term meaning they are owed in one year or less. Net assets, including the current year-to-date net income of \$399,816, are \$5,522,201.

The Statement of Activities shows the revenues and expenditures for the first three months of the year. Apportionment income thus far is about \$117,000. The total budgeted amount for apportionment income is \$562,000. Program revenue is about \$354,000. This is mostly from camp registration fees. Unrestricted contributions total about \$46,000. Restricted contributions total about \$174,000. This is higher than usual due to the funds collected to support the Camp Opequon/Rolling Ridge project. The unrealized gain on our investments for the first three months of the year is about \$91,000. Total revenue so far this year is about \$788,000. A year ago, the first quarter revenue was about \$650,000.

The expenditures total about \$388,000. Of that amount, \$109,786 are camp program expenses and \$122,610 are camp property expenses. We now see accounts for Rolling Ridge program and property expenditures on our financial statement. Net revenue over expenditures totals \$399,816. Of this amount, a little less than \$226,000 is unrestricted.

Our audit for 2023 is well under way and we expect to receive it earlier this year, perhaps sometime later this month. Our auditing firm in Philadelphia, previously called BBD, is now called Withum after being purchased by another firm. We are, however, working with the same people.

Respectfully submitted,
James Riley
BYM Treasurer
Hopewell Centre Meeting

Baltimore Yearly Meeting
Balance Sheet
As of 3/31/2024

	<u>Current Year</u>	
Vehicles	265,480.20	2060
Accum. Depr. Vehicles	(211,771.98)	2069
Projects in Progress	457,958.86	2900
Total Property & Equipment	<u>2,903,275.47</u>	
Long-term Investments		
Friends Fiduciary	1,637,788.02	1110
Sandy Spring Bancorp Stock	817.20	1111
Morgan Stanley Smith Barney	599,313.69	1113
Total Long-term Investments	<u>2,237,918.91</u>	
Total Long-term Assets	<u>5,141,194.38</u>	
Total Assets	<u>6,121,257.13</u>	
Liabilities		
Short-term Liabilities		
Accounts Payable		
Account Payable	<u>107,741.80</u>	3000
Total Accounts Payable	107,741.80	
Deferred Revenue		
Prepaid Donations	7,907.00	3131
Deferred Apportionment	<u>434,745.15</u>	3200
Total Deferred Revenue	442,652.15	
Other Short-term Liabilities		
Wages Payable	32,297.60	3010
Payroll Taxes Payable	2,470.78	3020
Pension Payable	15,315.48	3030
FSA Payable	(1,422.03)	3060
Total Other Short-term Liabilities	<u>48,661.83</u>	
Total Short-term Liabilities	<u>599,055.78</u>	
Total Liabilities	<u>599,055.78</u>	
Net Assets		
Beginning Net Assets		
Net Assets		
Net Assets	<u>5,122,385.02</u>	4099
Total Net Assets	<u>5,122,385.02</u>	
Total Beginning Net Assets	5,122,385.02	
Current YTD Net Income		
Total Current YTD Net Income	<u>399,816.33</u>	
Total Net Assets	<u>5,522,201.35</u>	
Total Liabilities and Net Assets	<u>6,121,257.13</u>	

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Baltimore Yearly Meeting
Statement of Activities
From 1/1/2024 Through 3/31/2024

	Unrestricted	Designated	Temp Restricted	Perm Restricted	Total
Operating Revenue					
Apportionment Income					
Apportionment	117,138.67	0.00	0.00	0.00	117,138.67
Apportionment	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total	117,138.67	0.00	0.00	0.00	117,138.67
Program Revenue	353,796.02	0.00	0.00	0.00	353,796.02
Contributions					
Contributions	46,428.92	0.00	0.00	0.00	46,428.92
In Kind	0.00	0.00	0.00	0.00	0.00
Bequests	0.00	0.00	0.00	0.00	0.00
Restricted	0.00	0.00	174,153.38	105.00	174,258.38
Grants Received	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Contributions	46,428.92	0.00	174,153.38	105.00	220,687.30
Revenue Released from					
Released Funds	<u>256.00</u>	<u>0.00</u>	<u>(256.00)</u>	<u>0.00</u>	<u>0.00</u>
Total Revenue	256.00	0.00	(256.00)	0.00	0.00
Investment Income					
Interest &	492.60	0.00	0.00	0.00	492.60
Unrealized Gain	91,548.32	0.00	0.00	0.00	91,548.32
Realized Gains	0.00	0.00	0.00	0.00	0.00
Change in value of	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Investment	92,040.92	0.00	0.00	0.00	92,040.92
Property & Vehicle					
Property Rental	1,581.10	0.00	0.00	0.00	1,581.10
Program Rental of	0.00	0.00	0.00	0.00	0.00
Vehicle Rental	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Property &	1,581.10	0.00	0.00	0.00	1,581.10
Gain(Loss) on Sale of	2,430.00	0.00	0.00	0.00	2,430.00
Revenue from Sale of					
Book Sales	50.00	0.00	0.00	0.00	50.00
Clothing Sales	92.12	0.00	0.00	0.00	92.12
Other Sales	0.00	0.00	0.00	0.00	0.00
Purchase for	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Revenue from	142.12	0.00	0.00	0.00	142.12
Other Income	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Operating	<u>613,813.75</u>	<u>0.00</u>	<u>173,897.38</u>	<u>105.00</u>	<u>787,816.13</u>

Baltimore Yearly Meeting
Statement of Activities
From 1/1/2024 Through 3/31/2024

	Unrestricted	Designated	Temp Restricted	Perm Restricted	Total
Expenditures					
Admin	88,648.25	0.00	0.00	0.00	88,648.25
Camp Program	101,598.51	0.00	0.00	0.00	101,598.51
Catoctin Program	0.00	0.00	0.00	0.00	0.00
Shiloh Program	0.00	0.00	0.00	0.00	0.00
Opequon Program	7,376.43	0.00	0.00	0.00	7,376.43
Teen Adventure	385.26	0.00	0.00	0.00	385.26
TA Bike Program	0.00	0.00	0.00	0.00	0.00
Camp Alumni	0.00	0.00	0.00	0.00	0.00
Outreach &	15,482.46	0.00	0.00	0.00	15,482.46
Rolling Ridge	425.77	0.00	0.00	0.00	425.77
Camp Property	36,152.90	0.00	0.00	0.00	36,152.90
Catoctin Property	26,786.34	0.00	0.00	0.00	26,786.34
Shiloh Property	20,953.54	0.00	0.00	0.00	20,953.54
Opequon Property	11,128.56	0.00	0.00	0.00	11,128.56
Rolling Ridge	27,588.81	0.00	0.00	0.00	27,588.81
Young Friends	0.00	0.00	0.00	0.00	0.00
Young Friends	0.00	0.00	0.00	0.00	0.00
Jr. Young Friends	0.00	0.00	0.00	0.00	0.00
Youth Programs	0.00	0.00	0.00	0.00	0.00
Youth Secretary	16,655.35	0.00	0.00	0.00	16,655.35
Advancement &	0.00	0.00	0.00	0.00	0.00
Ministry &	2,163.00	0.00	0.00	0.00	2,163.00
Peace & Social	644.00	0.00	0.00	0.00	644.00
Religious	0.00	0.00	0.00	0.00	0.00
Young Adult	0.00	0.00	0.00	0.00	0.00
Unity With Nature	0.00	0.00	0.00	0.00	0.00
Interim Meeting	0.00	0.00	0.00	0.00	0.00
Stewardship &	0.00	0.00	0.00	0.00	0.00
Trustees	0.00	0.00	0.00	0.00	0.00
Indian Affairs	256.00	0.00	0.00	0.00	256.00
Racism WG	2,500.00	0.00	0.00	0.00	2,500.00
Intervisitation	0.00	0.00	0.00	0.00	0.00
Faith & Practice	0.00	0.00	0.00	0.00	0.00
Growing Diverse	0.00	0.00	0.00	0.00	0.00
Reparations	0.00	0.00	0.00	0.00	0.00
Annual Session	0.00	0.00	0.00	0.00	0.00
Spiritual	0.00	0.00	0.00	0.00	0.00
Women's Retreat	0.00	0.00	0.00	0.00	0.00
Other BYM	0.00	0.00	0.00	0.00	0.00
Development	<u>29,254.62</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>29,254.62</u>
Total Expenditures	<u>387,999.80</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>387,999.80</u>
Net Revenue over Expenditures	<u>225,813.95</u>	<u>0.00</u>	<u>173,897.38</u>	<u>105.00</u>	<u>399,816.33</u>

Agenda Item #6 - DRAFT BYM 2025 Operating Budget

BYM Full Budget Summary

	2022 Actual	2023 Actual	2024 Budget	2025 Budget
Revenue				
Total Contributed Revenue	\$533,702	\$358,324	\$350,000	\$375,000
Total Earned Revenue	\$1,667,246	\$1,525,317	\$1,881,985	\$1,983,726
Total Apportionment	\$514,572	\$504,170	\$562,352	\$540,000
Total Released Funds	\$322,181	\$205,588	\$161,000	\$230,391
Total Other Revenue	(\$353,898)	\$316,591	\$50,100	\$54,600
Total Revenue	\$2,683,803	\$2,909,990	\$3,005,437	\$3,183,717
Expenses				
Total Personnel	\$1,472,853	\$1,581,762	\$1,742,483	\$1,815,321
Total Professional Services	\$142,917	\$169,745	\$122,550	\$124,745
Total Administrative Operating Costs	\$301,786	\$267,969	\$316,032	\$343,216
Total Utilities & Physical Plant	\$173,852	\$176,938	\$157,580	\$191,621
Total Vehicles	\$67,540	\$57,242	\$92,900	\$73,700
Total Program Costs	\$322,229	\$375,717	\$390,075	\$443,380
Total Misc. Costs	\$11,568	\$6,179	\$12,850	\$6,300
Total Depreciation	\$125,119	\$165,600	\$158,403	\$194,900
Total Expenses	\$2,617,863	\$2,801,151	\$2,992,873	\$3,193,183
Revenue Over Expenses	\$65,940	\$108,839	\$12,564	(\$9,466)

Expense Detail by Program/Committee

	2022 Actuals	2023 Actuals	2024 Budget	2025 Budget	
Program Expenses					
Youth Programs	\$71,076	\$92,863	\$81,706	\$75,195	
STRIDE	\$94,935	\$109,030	\$87,076	\$87,815	
Development	\$164,547	\$83,350	\$138,732	\$154,018	
Annual Session	\$66,443	\$70,590	\$71,300	\$81,550	
Spiritual Formation	\$16,213	\$22,674	\$22,200	\$25,500	
Women's Retreat	\$219	\$3,009	\$0	\$0	1
BYM Camps	\$1,673,005	\$1,832,204	\$2,002,195	\$2,183,104	
<i>See BYM Camps Detail</i>					
General YM Program & Admin	\$509,585	\$546,260	\$541,478	\$535,401	2
<i>Personnel</i>	\$262,209	\$303,494	\$317,028	\$313,615	3
<i>Professional Services</i>	\$61,068	\$45,632	\$29,000	\$35,500	
<i>Administrative Operating Costs</i>	\$95,902	\$69,571	\$76,450	\$71,806	
<i>Utilities & Physical Plant</i>	\$17,821	\$17,888	\$24,000	\$16,500	
<i>Vehicles</i>	\$288	\$1,124	\$0	\$1,000	
<i>Program Costs</i>	\$58,031	\$91,566	\$76,750	\$79,780	4
<i>Misc. Costs</i>	\$6,441	\$6,029	\$6,750	\$6,200	
<i>Depreciation</i>	\$7,825	\$10,956	\$11,500	\$11,000	
Total Program Expenses	\$2,596,024	\$2,759,980	\$2,944,687	\$3,142,583	
Committee Expenses					
	2022	2023	2024	2025	
Growing Diverse Ladership	\$0	\$3,000	\$1,000	\$8,000	
Faith & Practice	\$0	\$0	\$0	\$0	
Indian Affairs Committee	\$800	\$1,584	\$5,000	\$14,800	
Ministry & Pastoral Care	\$629	\$3,228	\$0	\$0	
Religious Ed		\$0	\$0	\$0	
Trustees	\$3,274	\$7,024	\$0	\$0	
Young Adult Friends	\$0	\$0	\$0	\$0	
Intervisitation Working Group	\$9,356	\$1,630	\$1,000	\$0	
Reparation Action Working Group	\$3,021	\$6,150	\$6,000	\$6,000	
Working Group on Racism	\$500	\$3,067	\$20,000	\$20,000	
Committee Overage Contingency	\$1,000	\$0	\$0	\$0	
Interim Meeting	\$1,258	\$1,139	\$0	\$1,000	
Unity with Nature	\$0	\$0	\$0	\$600	
Advancement & Outreach	\$0	\$0	\$0	\$200	
Other Program & Committee Exp	\$2,000	\$14,349	\$0	\$0	5
Total Committee Expenses	\$21,839	\$41,171	\$33,000	\$50,600	
Total Expenses	\$2,617,863	\$2,801,151	\$2,977,687	\$3,193,183	

BYM Camps Detail

	2022 Actual	2023 Actual	2024 Budget	2025 Budget
Revenue				
Total Contributed Revenue	\$ 82,785	\$130,890	\$75,000	\$100,000
Total Earned Revenue	\$1,584,841	\$1,427,188	\$1,788,905	\$1,888,446
Total Released Funds	\$287,253	\$162,788	\$120,000	\$214,391
Total Other Revenue	\$4,600	\$0	\$100	\$42,600
Total Revenue	\$1,959,479	\$1,720,866	\$1,984,005	\$2,245,437
Expenses				
Total Personnel	\$950,804	\$1,081,302	\$1,173,970	\$1,258,988 6
Total Professional Services	\$66,082	\$58,960	\$84,150	\$75,745
Total Administrative Operating Costs	\$155,894	\$162,886	\$182,892	\$215,100
Total Utilities & Physical Plant	\$98,482	\$94,784	\$81,330	\$115,121
Total Vehicles	\$66,283	\$54,491	\$91,800	\$71,550
Total Program Costs	\$213,040	\$224,988	\$234,950	\$262,600
Total Misc. Costs	\$5,126	\$150	\$6,200	\$100
Total Depreciation	\$117,294	\$154,644	\$146,903	\$183,900
Total Expenses	\$1,673,005	\$1,832,204	\$2,002,195	\$2,183,104

Budget Notes

- 1 Future costs for Women's Retreat were not clear when putting the budget together. However, the program generally covers its costs through participant fees, so it can be added at a future date.

- 2 General YM Program/Admin includes the following: **core Yearly Meeting functions** (record keeping, archive maintenance, 3 Interim Meetings, inquiries from Monthly Meetings, Committee infrastructure & support); **administrative tasks** (accounting, bookkeeping, compliance/reporting, general inquiries); **communications & publications** (website, Yearbook, Faith & Practice, Weekly Announcements, Zoom accounts, Meeting Directory etc); **physical plant of the Yearly Meeting** office and durable equipment; **budgets for Educational Grants and Sue Turner Thomas Quaker Education Fund; special programming; technology, equipment, and staff time** required to execute on BYM events, programs, and committee projects; and **Contributions to Outside Organizations**

- 3 Admin Personnel costs include: General Secretary, Finance Manager, Administrative Associate

- 4 Includes BYM Educational Grants and Sue Thomas Turner Quaker Education Grants

- 5 Differential between 2023 expenses reconciled to the bank and an error in the reporting spreadsheets. Will be reconciled by Annual Session.

- 6 The BYM Camps Personnel line include: Year-Round Positions (Camp Program Manager, Camp Property Manager, Program Associate, Catoctin Camp Director, Catoctin Caretaker, Shiloh Caretaker, Opequon Caretaker) and all Seasonal Camp Staff

Agenda Item #7 - BYM Minutes on Reproductive Justice

Approved by BYM Reproductive Justice Working Group May 8, 2024

Friends believe that God, or the Inner Light, dwells within each of us, and that by centering into stillness, we can individually and collectively listen to that inner voice and become clear about next steps to take. We support each person's right to seek and follow this inner voice and hold such leadings with loving concern for the individual.

The decision to have, or not have, children is an intimate, personal one, to be held lovingly in the presence of the Inner light. Baltimore Yearly Meeting supports each person's right to choose, following the leadings of the Inner Light as they apply to their particular life situation.

Through our process of discernment, the Baltimore Yearly Meeting of the Religious Society of Friends opposes laws that restrict access to contraception and abortion. We support the right of all persons to make decisions involving their own reproductive health. We believe in supporting those who make reproductive healthcare decisions that we might have made differently due to our own spiritual leadings, health and family circumstances. We respect those who hold religious views different from ours, and whose practice of religion differs from our own, as well as those who choose not to practice any religion and we oppose efforts to impose religious views on others.

We recognize that decisions regarding reproductive health are personal and may be difficult due to the person's life circumstances. These include decisions to prevent pregnancy, to become pregnant, to abort a pregnancy, or carry a pregnancy to term. We oppose those who spread false medical information regarding abortion and contraception.

We are aware that, in the United States, persons who are in the global majority are adversely affected more than others when laws are enacted that restrict access to contraception and abortion, and that they have higher rates of complications and death from pregnancy and delivery. We are conscious also of the appalling history of interference in these rights against people of color and other minorities . Our Testimony of Equality, and our leading to become an antiracist body urges us to address and heal these inequities.

We seek and advocate for a just society that allows access for all to the full range of reproductive healthcare, and for a society in which children are protected from abuse and oppression, and have adequate food, housing, healthcare and education.

Agenda Item #8 - Policy on BYM Representative Travel

Draft Updated May 5, 2024

The BYM Nominating Committee nominates persons to serve as BYM representatives to a number of organizations. BYM policy is to pay as funds allow for travel costs of BYM representatives for these purposes:

- To serve on Friends General Conference's governing body, the FGC Central Committee
- To participate as a BYM representative at meetings of Friend United Meeting (FUM)
- To participate as a BYM representative at meetings of Friends World Committee for Consultation (FWCC)
- To serve as nominated representatives to other outside organizations

There is a line item in the Operating Budget for Representative Travel. This line item is funded every year based on expected travel costs for the year. The Nominating Committee will advise the Stewardship & Finance Committee when a year's total travel costs for all representatives are expected to exceed \$5,000, such as in a year where BYM representatives will participate in an overseas meeting.

When BYM representatives plan travel for the above purposes:

- Representatives should submit their travel budgets as soon as possible to the General Secretary. This will allow for adequate planning and budgeting for the travel fund.
- Funds will be given based on several factors, including cost of travel, applicant's financial need, type of gathering and access to non-BYM funding.
- Pilot this approach and re-evaluate the policy in 2 years. It is not certain how much travel will cost each year and travel costs will vary year-to-year.

Payment of travel costs should not be an obstacle for service. The goal is to cover the full cost of representative travel as the budget allows. Here are the policies for reimbursement from the Yearly Meeting:

- Representative Travel expenses include registration, lodging, transportation, and food. Representatives are invited to seek modest arrangements. Conferences often offer housing options or suggestions that could serve as a guide for reasonable costs.
- Friends are also encouraged to ask for support from their local meetings and other sources.
- The policy will be implemented by the General Secretary.

Agenda Item #10 - Development Committee Report

The BYM 2024 Development Program is going strong, with increased staffing and 2 active committees: the standing Development Committee which oversees annual giving to BYM, and the committee for the Special Campaign for Opequon Quaker Camp at Rolling Ridge. There is some overlap in membership (listed below). Nikki Holland began her full-time position as Development Manager in March, and Barbara Wille (Capacity Partners) has continued her work as Interim Development Director this spring. Barbara also works one day a week staffing the Special Campaign.

Nikki will continue to work remotely until late July; an early May visit to the office provided opportunities for in-person orientation and training. She has jumped right into writing and managing appeal mailings and grant proposals. She has assisted with the database transition to GiveSmart, and also oversees the monthly auto-donation program. In this role Nikki will be reaching out individually to all our Sustaining Quakers to be sure that your monthly gift is received and recorded properly in the new database. Please do return her call or reply to her email when you hear from her later this summer.

Income year to date is strong, running about 25% ahead of last year at the same time. We attribute this both to the generosity of Friends, and to the fact that we sent appeal letters earlier in the year. As of May 30, Friends have donated \$100,083 to the General Fund. Thank you to all who have given already this year. Additionally we have received \$3,250 in grant funding for the STRIDE program. Grant proposals are in process for STRIDE, and for the move of Opequon Quaker Camp to Rolling Ridge.

Thanks to many hands coming together for work weekends, and many inspiring gifts, Opequon Quaker Camp is about to welcome its first campers at the beautiful Rolling Ridge Conservancy site. Since March Interim Meeting, we have received nearly \$100,000 more in campaign contributions for a total of nearly \$450,000 toward the \$700,000 needed to fully build out the new facilities before summer 2025. By Annual Session the campaign will have printed materials to share with Friends, and perhaps a video for presentations later this year at Monthly Meetings and house gatherings. Watch your mailbox and inbox for news as the campaign progresses.

Our committee meetings are well-attended and productive. We especially appreciate the participation of the liaison members who add perspective and timely contextual information to our work. We would welcome additional appointed members and are always glad to tell you about what's involved in Development Committee work.

Barb Platt, clerk

Development committee members: Dave French, Gretchen Hall, Arthur Boyd, Barb Platt (clerk), Al Best (liaison from Camping Program Committee), Marion Ballard (liaison from Trustees), Chris Greeley (Liaison from Camp Property Management Committee), Catherine Tall (liaison from Stewardship and Finance), Victor Thuronyi (co-opted)

Special Campaign committee members: Arthur Boyd (clerk), Gretchen Hall, Victor Thuronyi, Al Best, Jon Nafziger.

Agenda Item #11 - Manual of Procedure Committee Draft Changes to Manual of Procedure

Good Afternoon, Friends. Daquanna Harrison, Adelphi, and I, Gloria Victor-Dorr, Sandy Spring, serve as your MOP Committee. We bring to you the following edits for your review. A second reading is expected to be presented during Annual Sessions.

There are three types of suggested changes – 6 in all:

- 1. Clarity or remove duplication
- 2. Those based on procedures updated by BYM, or committee work (name changes), and retiring the relationship (of appointing Board of Trustees members) with SSFS
- 3. A new section describing our relationship with the Board of Trustees of Rolling Ridge Conservancy

#1 Page 8 of 65 (aka pg 302 in 2021 Yearbook)

Delete this paragraph:

The Naming Committee is appointed on Spring Yearly Meeting Day, and served for one year or until a new Committee is appointed. The Naming Committee usually presents its recommendations to Interim Meeting on Summer Yearly Meeting Day. At any time the Naming Committee may present to Interim Meeting nominations to fill vacancies on the Search Committee that occur during the year. The Naming Committee will only nominate Friends to the Search Committee who will not concurrently serve on another standing committee of the Yearly Meeting or Interim Meeting.

Replace with this paragraph:

On Spring Yearly Meeting Day, Interim Meeting appoints from the floor a Naming Committee of two Friends to nominate Friends for appointment to fill the vacancies on the Search Committee. This Committee serves for one year or until a new Naming Committee is appointed. The Committee usually presents its recommendations to Interim Meeting on Summer Yearly Meeting Day. The Naming Committee will only nominate Friends to the Search Committee who will not concurrently serve on another standing committee of the Yearly Meeting or Interim Meeting. At any time the Committee may present to Interim Meeting nominations to fill vacancies on the Search Committee which occur during the year.

******* Concerns: March Interim Meeting - is this winter or spring?
June Interim Meeting - is this spring or summer?**

On the same page (pg 8 of 65) delete the 4th paragraph in the Search Committee section as it duplicates the above.

#2 page 18 of 65 aka pg 312 in 2021 Yearbook

Indian Affairs Committee edits to Indigenous Affairs Committee – repeat as necessary

#3 page 24 of 65 aka pg 318 in 2021 Yearbook

Youth Programs Committee

3rd paragraph – Replace Presence with Mentor and FAP edits to FAM

#4 pg 30/65 aka 324 in 2021 YB

VIII. Corporations Affiliated with Baltimore Yearly Meeting

Sandy Spring Friends School – **Delete this section in its entirety.**

In March 2024 at Interim Meeting the following minute was approved: **I2024-8. Procedure Change Concerning BYM Nominations to Sandy Spring Friends School Board of Trustees.** Friends APPROVED the proposal that BYM will no longer appoint representatives to the SSFS Board. (refer to the Minutes for the detailed report)

#5 page 33/65 aka 327 2021 YB

Quaker House, Fayetteville, North Carolina

Established in 1969, Quaker House is an incorporated organization with representatives appointed by three yearly meetings and about a dozen Monthly Meetings. It provides assistance to military personnel, their families, and those contemplating military service. Quaker House offers information about service-related issues that may involve conscience or unfair treatment, as well as free counseling about domestic violence and sexual assault within the military. They also provide education about topics such as torture and moral injury, and work to promote peace and build relationships between the military and the public. *As appropriate, Peace and Social Concerns Committee recommends to Nominating one person for a three-year, once renewable, appointment by the Yearly Meeting, to serve on the Board of Directors of Quaker House, which meets five times a year in various locations in North Carolina.*

Suggested edit for the last sentence (see: *Italics*) only:

As appropriate, Peace and Social Concerns Committee recommends to Nominating one person for a three-year term, once renewable, for appointment by the Yearly Meeting, to serve on the Board of Directors of Quaker House. The board meets approximately eight times annually, including at least once or twice in person (usually in North Carolina) with a hybrid option.

#6 NEW

VIII. Corporations Affiliated with Baltimore Yearly Meeting

Rolling Ridge Foundation, Inc, d/b/a Rolling Ridge Conservancy

Board representation: Rolling Ridge Foundation, Inc., d/b/a Rolling Ridge Conservancy (RRC) is governed by an all-volunteer Board of Trustees comprised of a combination of Lease Trustees and At-Large Trustees. Each of the three Lessee organizations and RRC appoint the same number of trustees, numbering from a minimum of two to a maximum of four each. Presently each entity appoints three trustees to the RRC Board of Trustees.

BYM Appointees to the RRC Board of Trustees: The term of each BYM Board member runs from the end of Annual Session for three years to the end of the third year's Annual Session, renewable for a second term of three years. In 2024, the first term of one present BYM RRC Trustee will end with the end of BYM's 2024 Annual Session. The term of a second initial BYM RRC Board member will end at the end of BYM's 2025 Annual Session and after that, it is expected that the term of one BYM RRC Trustee will end each year. The BYM Nominating Committee will seek the advice of BYM's Trustees and members of its Camping Program Committee and Camp Property Management Committee, in particular, as it considers the best possible candidates as RRC Trustees to propose to the BYM Body.

In closing, the MOP committee reminds all committees, special and working groups, and Young Adult Friends to review the relevant sections of the MOP for possible edits, changes or updates. This includes affiliated organizations and corporations, as well as the Policies of the Yearly Meeting.

Thank you.
Respectfully submitted,
Daquanna Harrison and Gloria Victor-Dorr
5/28/2024

Agenda Item #12 - Tavel Minute for Patti Nesbitt



**SANDY SPRING MONTHLY MEETING
OF THE RELIGIOUS SOCIETY OF FRIENDS
1775 MEETING HOUSE ROAD
SANDY SPRING, MARYLAND 20860
301-774-9792
e-mail: office@sandyspring.org
web site: www.sandyspring.org**

The Sandy Spring Friends Meeting House

May 6, 2024

Greetings from Sandy Spring Monthly Meeting of the Baltimore Yearly Meeting of the Religious Society of Friends,

Patti Nesbitt, a member of Sandy Spring Monthly Meeting, has opened to us her leading to travel among Friends with a concern for aging and dying Friends. Informed by her work in palliative care nursing and nurtured by her support committee, her ministry focuses on teaching, minimizing suffering, and being a Friendly Presence to companion others as they face death.

Her concern has long been recognized to be true and valued by Friends both in our meeting and beyond. Her service as a Friendly Presence in support committees for those facing terminal diagnoses is well acknowledged. Her accompaniment has helped many Friends open difficult conversations and face hard decisions.

Patti has actively served in local meetings and Baltimore Yearly Meeting for over 40 years. While serving as clerk of Baltimore Yearly Meeting's End of Life Working Group, she has co-authored a book called *A Tender Time: Quaker Voices on the End of Life*. She is now led to share her ministry in wider circles, facilitate workshops, and offer a listening heart as way opens.

Our Meeting unites with Patti's leading and trusts you will find her time amongst you fruitful, prayerful, and enriching. We send you our loving greetings, and commend her to your care and hospitality.

Sincerely yours in the Light,

Jonathon C. Glass
Clerk, Sandy Spring Monthly Meeting

Approved by Ministry and Counsel Committee April 21, 2024
Approved by Monthly Meeting May 5, 2024

Agenda Item #13 - Indigenous Affairs Committee Reparations Request

The Baltimore Yearly Meeting Indigenous Committee (IAC) respectfully requests that the Yearly Meeting provide \$10,000 in 2024 to the Pawnee Nation.

The funds are intended as the beginning of reparations to the Pawnee for Quaker, and specifically BYM, complicity in the intended assimilation of the Pawnee into the Euro-centric pathways. Though this occurred more than a century ago and Friendly practices used to teach Native students may have been conducted with good intention, the facts remain that it harmed Native cultural cohesion

We would propose that funds be used to support the Pawnee language restoration program. However, reparations should be used as the beneficiary decides, not by the donor.

This proposal has been approved by the IAC and is supported, in principle, by the BYM Reparations Action Working Group (RAWG). RAWAG supported the longer explanation, which will be brought to Annual Session Meeting for Business, earlier this spring, though has not specifically approved the phrasing of this request.

Agenda Item #15b - Update on racial justice Change Group work, Working Group on Racism

Adelphi

Spring has seemed quiet so far for our Change Group at Adelphi. But actually, since our last report in March, we have

- hosted two more Friday-night film discussions,
- convened our Change Group for a half-day retreat,
- concluded (for now) our series of readings and discussions on reparations, and
- taken up a review of the Meeting's assessment of where we are in our journey toward becoming an anti-racist meeting.

In addition, the Peace and Social Concerns committee continues its planning for "mini-reparations grants" for this year.

Films and Discussions:

Two members of the Change Group select these films, which are almost always available for free through the library-based system, Kanopy, and then host the monthly discussion about the film. In March and April, they were:

- *The Boy Who Harvested the Wind* – a true story of a 13-year-old boy in Malawi who helped his village recover from a famine caused by climate change by inventing and leading the construction of a wind-powered water pump.
- *Minari* – a story of a Korean family who settled on a farm in Arkansas and worked through the climate- and socially-caused traumas they experienced as they developed the farm.

Change Group Retreat: The members of the Change Group met for a retreat at the end of March. We took some time to hear each other's stories with respect to our own encounters with racism and anti-racism work. Though we've deeply appreciated our work together, we realized that we had not yet paused to ask each other "where are you coming from? And how did you get here?"

These questions -- and our shared answers -- led us to think more deeply about how Friends in our meeting see the relationship between faith and anti-racism. We are exploring avenues for this possible path forward.

Recently, two Friends who participated in the yearlong Nurturing Faithfulness program have guided our meeting in the formation of "Faithfulness Groups." These groups provide a structure for deep personal explorations of faith and living, supported by small groups of Friends who meet to listen to each other. Three of our existing small groups that were focused on anti-racism, as well as a newly formed group, are now taking up the Faithfulness Group process to deepen their spiritual grounding in this work.

During the retreat, we also reviewed carefully what we learned in the January all-meeting assessment of our anti-racism journey and from our recent series on reparations. We shared a sense that the discussions on reparations, while engaging and hopeful, tended to lead us *externally* to the support of specific projects in our community and away from the internal spiritual change that we believe is still needed among Friends.

As we looked toward next steps for the Meeting's anti-racism journey, we were guided, in part, by the Anti-Racism Remonstrance, a challenge that arose out of the Woolman Hill gathering of the 2023

Nurturing Faithfulness cohort, to be shared with Friends across seven yearly meetings. We are drafting a formal response to the remonstrance, which we hope to bring to the Meeting for discernment.

Juneteenth Celebrations:

We are now beginning to publicize Juneteenth related events and resources to celebrate the big day next month.

Annapolis

- 1) Both AFM Meetings for Business and some committees' meetings begin with review of anti-racist queries.
- 2) AFM, in May, has agreed to replace our most recent Black Lives Matters banner that is displayed along the road outside our Meeting House as the old one has become weather-beaten and tattered.
- 3) We have welcomed a few African American visitors from the community to our Meeting for Worship and we attempt other outreach efforts, such as that at the local Kunte Kinte Festival.
- 4) Having previously created a "Retrospective and Restorative Justice Fund for harms of racism," our Meeting for Business approved disbursements of 1) \$1,000 to the American Indian College Fund, 2) \$1,000 to the Thurgood Marshall College Fund, and 3) \$5,000 to the Anne Arundel Community College Foundation (J&J Christofel Teaching and Nursing Scholarship) directed for scholarship support with preference for male African American students who seek to become local public-school teachers.
- 5) AFM continues to participate in our local churches network known as the Racial Reconciliation Collaborative (RRC). In late February 2024, we sponsored a "Community Conversations" program entitled "Does Voting Matter?" aimed towards encouraging young people to understand the historic struggles for U.S. voting rights and to become involved in voting and election support efforts.
- 6) AFM continues to participate with another local churches network known as "Arundel Connecting Together (ACT)," which annually uses a democratic process to select priorities for best assistance to disadvantaged African Americans and other minorities. Ten Friends attended a recent organizational meeting. This year, the top ACT priority is affordable housing. Ongoing legislative and zoning efforts are planned.
- 7) Individually, Friends play active roles in nonprofit organizations that help many disadvantaged community members, who disproportionately are impacted according to their race, in various ways. These include: the Anne Arundel Conflict Resolution Center (free and means-tested ADR), Annapolis Light House Shelter (housing and job assistance), Center of Help (immigration counseling), Maryland Alliance for Justice Reform (policy advocacy as to criminal justice problems), and others.

Bethesda

The BFM Collective Journey group has been actively engaged in fostering deeper understanding and action on systemic racism.

Building on our previous work, the Collective Journey has formed a subgroup specifically focused on exploring the concept of financial reparations. This group is committed to discerning how BFM can contribute to healing the wounds of racial injustice. Their focus is on reparations for individuals and communities of color who have suffered the ongoing consequences of slavery and white supremacy.

The group's discernment process is informed by the experiences and learnings of other faith communities. They are actively researching and learning from reparations initiatives undertaken by other Quaker monthly meetings and faith-based organizations. In addition, the Meeting is active in deepening relationships with two local organizations - one in Maryland and another in DC - that serve predominantly African and African American clientele.

Goose Creek

Our committee had two projects of note during this period of time. The committee sponsored a pizza/movie/discussion with our teen FDS group. We watched the movie, STEP, about a group of young women in Baltimore during the Freddie Gray demonstrations as they tried to navigate their senior year of high school and gaining college admission. In addition, we invited the authors of the book: Dirt Don't Burn - an exploration of the advocacy of black parents in their attempts to gain equality and eventually integration into Loudoun County Public Schools. The event was advertised to the public as well and we had a good turnout.

We continue to explore ways to collaborate with the Loudoun County lynching project.

Herndon

The Antiracism Working Group at Herndon Friends Meeting has been discussing how best to reach out to and possibly establish relationships with three local churches, two of which are African American. One member of the Antiracism Working Group continues to be in correspondence with the Town of Herndon about progress on changing the wording on a Historical Marker (regarding the history of our Meeting House) to include accurate information about segregation. Two other ARWG members continue to serve on committees in the Fairfax County Chapter of NAACP -Women in NAACP and the Political Action Committee.

In addition, Herndon Friends Meeting continues its monthly vigils.

Langley Hill

The Langley Hill Friends Meeting Anti-racism Working Group continues to present a short article for the monthly Meeting newsletter on issues of structural racism.

We also are encouraging meeting folks to take part in a non-partisan postcard writing project with Reclaim Our Vote. This campaign focuses on largely rural minority occasional voters during this primary election season urging them to vote.

Maury River

For some time now, MRFM has been moving in the direction of helping our neighbor Glasgow, Virginia. Recently, we had a large showing of people of color who have homes that are being damaged by the flooding in Glasgow. The meeting was co-sponsored by the Concerned Citizens of Glasgow. Several were there from the Peace and Justice Committee and Maury River Friends Meeting as a whole. We

are working on follow up plans—including seeking a grant for mitigation efforts for the damage from flooding in Glasgow.

Related to participation in Rockbridge NAACP activities, Kathy and Eli saw the impressive flying banner described in the News Gazette with upbeat welcoming diversity in the southbound lane near Raphine and Fairfield. The banner may be moved soon.

The education committee of the NAACP has published a notice in the recent local News-Gazette seeking local interested teachers of color. They are offering grants to help with teacher training.

The Racial Equity Coalition (of which MRFM is a member) sponsored a well-attended “Walk, Talk, and Eat block party at Diamond Hill/ Green Hill recently. The Coalition has noted signs of hunger and homelessness and wants to be mindful in encouraging people to make use of local resources that are available.

Richmond

Since submitting our report on March 1, 2024, Richmond Friends Meeting has been involved in the following activities related to race and racism.

- Our Ad Hoc Committee on Race and Racism, now in the second phase of their charge are currently meeting with each RFM committee to discuss how each can live out the commitments made in our minute.
- We just had an outstanding program with historian and activist Ana Edwards who is an Assistant Professor at the Virginia Commonwealth University (VCU). Her talk, “Progress and Pushback: The challenges of changing a race-based society” followed by Q&A then a discussion, was powerful and provocative. The future programs discussed in the report are on track, and new initiatives are being planned.
- VCU recently instated a Racial Diversity Initiative requiring all students to take certain classes about race and racism as a graduation requirement. Governor Youngkin and the Board of Visitors just struck down this requirement. Members of RFM have been involved in letter writing to the governor to express their unhappiness with this decision.
- We are in discernment about becoming involved with RISC (Richmonders Involved to Strengthen our Communities) a social justice action group, which has more than two dozen faith-group members, including many congregations of color.
- Our Peace & Social Concerns Committee (P&SC) held a fundraising and information sharing luncheon for Daily Planet, a local organization providing health and other support for the unhoused.
- P&SC has an upcoming fundraising luncheon for Coming Together Virginia, a nonprofit that promotes dialogue regarding racism and works towards healing racial wounds.
- P&SC has prepared a minute to support preservation of the Richmond Community Hospital, which was created about a century ago by the Black community to provide the Black community with timely medical care. Before this, many were helped only in the basements of white hospitals and Black doctors were often under- or unemployed.
- P&SC will be alerting the meeting to a rally to curb gun violence. They are also supporting and publicizing events for the Virginia Interfaith Committee on Public Policy, a regional group that mostly lobbies to overcome race-based and other injustice.

Roanoke

A group of us in the Roanoke Quaker Meeting are planning a nine-month-long series of discussions and presentations to begin in September to help Roanoke Friends become more involved in anti-racism activities. We may form a Meeting Anti-Racism Group or a Change Group, described by AFSC as a place to “deepen the connection between social change and spiritual growth.” We want to educate ourselves about our local history and get to know our neighbors. Individuals in our Meeting have been involved in anti-racism efforts, but now we hope our Meeting will take the next steps.

In April 2024, the BYM Working Group on Racism approved our grant proposal to pay an honorarium to Jordan Bell for his presentation to our Meeting and a walking tour of Roanoke’s Gainsboro neighborhood in October. He is probably best known as the preeminent historian of Roanoke's historic Gainsboro neighborhood. He will be educating us on Roanoke’s Urban Removal (or “Negro Removal”) in the 1950s, ‘60s, and early ‘70s, which decimated African American neighborhoods in northwest and northeast Roanoke. African American doctors, lawyers, educators, and business owners all lived in this community, but hundreds of homes, churches, and businesses were destroyed. Our Quaker meetinghouse is only a few blocks from the Gainsboro neighborhood.

In addition to this planning, the number of Roanoke Quakers becoming involved in anti-racism efforts is increasing. We are active in the Roanoke Reparations Group and a Reparations Book Group. For the third year, our Meeting is co-sponsoring Groceries Not Guns, a gun buyback initiative for gun-violence reduction; we are deeply concerned about local shootings, homicides, domestic violence, and suicides. Friends in our Meeting are active in the Roanoke Branch NAACP, and one member of our Meeting works with TAP (Total Action for Progress) which serves several counties in Southwest Virginia.

Stony Run

Stony Run Friends Meeting is a member of the Interfaith Coalition for Black Lives in Baltimore and some Friends participate in the monthly demonstrations of this group at various locations in the city.

Daquanna Harris of Adelphi Friends Meeting spoke at an adult forum in January about what her meeting is doing around reparations. This was a hybrid session.

Washington

The FMW Antiracism Spiritual Friendship Group formed last fall has been meeting monthly with leadership rotating among its members. Topics addressed include conflict avoidance, responding to injury with repair, replacing white guilt with racial resilience, and conversations between psychotherapist Resmaa Menakem and Zen priest angel Kyodo Williams.

York

York Friends participated in the YMCA walk against racism that happened in April. Fifteen Friends from ages of 8 to 80 walked, ran, or strolled the 5K and raised \$415 for the Y's effort. We also finished reading and discussing "Just Mercy" by Brian Stevenson.