

**Treasurer's Report  
Baltimore Yearly Meeting  
Interim Meeting  
March 2022**

Today I am presenting and reporting on the unaudited financial statements of Baltimore Yearly Meeting for the year ended December 31, 2021. 2021 was another pandemic year. However, BYM programs and activities were getting back to normal. Camps were held with extremely strong attendance. And more programs and meetings were held in person.

Our unaudited statement of activities shows an excess of revenues over expenses of \$597,360. More explanation about this to follow. Our cash and investments also showed increases over previous years.

**Balance Sheet**

The balance sheet or statement of financial position shows the unaudited balances in our various asset, liability and net asset accounts as of December 31, 2021. In our asset accounts, BYM shows total cash of \$905,754. Our total property and equipment net of depreciation is \$2,639,617 which is just a little less than the previous year. Our investments total \$1,969,434 which is an increase of about \$293,000 from December 31, 2020. However, I will note that the stock market closed at the end of 2021 at a very high level. Since then, as I write this report, the market has fallen over 9%.

Under liabilities, we are showing our second PPP (Paycheck Protection Program) loan of \$178,241 as deferred income. This loan was forgiven in January of this year which means that this amount will move from a liability to a revenue. Our friendly loan balance is \$207,906, down from about \$213,000 the previous year.

Our unaudited total net assets (difference between total assets and total liabilities) on December 31, 2021 are \$5,063,117, which includes the 2021 income of \$597,360. At the end of 2020, our audit showed that we had unrestricted net assets of \$698,473.

**Statement of Activities**

The statement of activities shows the total revenue and expenses for the year ended December 31, 2021. It is presented in five columns. The first column shows the unrestricted activity. The next three columns show restricted activity, and the fifth column shows the total of all activities.

Under revenues, BYM collected \$511,613 in apportionment. Our total contribution income was \$757,690. This total includes unrestricted contributions of \$587,848 and restricted contributions of \$169,842. The unrestricted contribution total includes the forgiveness of our first PPP loan of \$178,241.

Investment income was \$227,404 which includes unrealized gains of \$184,120. Unrealized gains represent the increase in the market value of our investments for the year. Total revenues were just over \$2.5 million.

The expenditures are listed next which total \$1,980,896, all unrestricted. Camp program expenditures total \$784,131. Camp property expenditures total \$509,336.

The bottom line shows net revenues over expenditures of \$597,360. A little over \$615,000 was unrestricted.

Keep in mind that, of the \$615,000 unrestricted surplus, approximately \$184,000 was unrealized gains and \$178,000 represented the forgiveness of our first PPP loan. And, as previously noted, the stock market has dropped over 9% so far in 2022. However, we ended 2021 in a strong financial position. Our unrestricted reserves will undoubtedly increase substantially with the final number coming when the 2021 audit is completed.

Respectfully submitted,

James Riley  
BYM Treasurer  
Hopewell Centre Meeting

**Baltimore Yearly Meeting**

Balance Sheet  
As of 12/31/2021

	<u>Current Year</u>	
<b>Assets</b>		
Current Assets		
Cash & Cash Equivalents		
Operating Account	783,377.10	1001
Payroll Acct	19,760.75	1002
Camp Property Manager	7,637.99	1004
Catoctin Caretakers Account	1,222.93	1005
Shiloh Caretakers Account	34,463.72	1006
Catoctin Directors Account	13,294.93	1007
Shiloh Directors Account	20,531.95	1008
Opequon Directors Account	24,364.25	1009
TA Directors Account	1,000.00	1010
Petty Cash	<u>100.00</u>	1050
Total Cash & Cash Equivalents	905,753.62	
Accounts Receivable		
Student Loans Receivable	12,427.87	1300
Allowance for Doubtful Accts	(50,000.00)	1302
Harford Friends School Note	40,000.00	1512
Other Receivables	<u>8,949.15</u>	1599
Total Accounts Receivable	11,377.02	
Prepaid Expenses		
Other Prepaid Expenses	7,500.00	1710
Prepaid Rent	32,500.00	1711
Deposits	<u>9,862.26</u>	1715
Total Prepaid Expenses	49,862.26	
Total Current Assets	<u>966,992.90</u>	
Long-term Assets		
Property & Equipment		
Land	1,106,495.65	2010
Land Improvements	377,407.96	2011
Buildings	1,812,061.82	2020
Leasehold Improvements	280,780.14	2030
Accum. Depr. Buildings & Leasehold	(1,125,410.52)	2039
Furniture, Fixtures & Equipment	254,467.35	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>103,869.01</u>	2900
Total Property & Equipment	2,639,616.70	
Long-term Investments		
Friends Fiduciary	1,315,421.05	1110
Sandy Spring Bancorp Stock	1,442.40	1111
Morgan Stanley Smith Barney	<u>652,570.12</u>	1113
Total Long-term Investments	1,969,433.57	
Total Long-term Assets	<u>4,609,050.27</u>	
<b>Total Assets</b>	<u><u>5,576,043.17</u></u>	
Liabilities		
Short-term Liabilities		
Accounts Payable		
Account Payable	<u>43,803.28</u>	3000
Total Accounts Payable	43,803.28	
Deferred Revenue		
Prepaid Apportionment	6,060.00	3130
Other Deferred Income	<u>178,241.00</u>	3201
Total Deferred Revenue	184,301.00	
Other Short-term Liabilities		

**Baltimore Yearly Meeting**

Balance Sheet  
As of 12/31/2021

	Current Year	
Wages Payable	53,781.69	3010
Payroll Taxes Payable	11,997.07	3020
Pension Payable	11,413.58	3030
FSA Payable	<u>(276.41)</u>	3060
Total Other Short-term Liabilities	<u>76,915.93</u>	
Total Short-term Liabilities	305,020.21	
Long-term Liabilities		
Long-term Liabilities		
Friendly Loans	<u>207,905.63</u>	3510
Total Long-term Liabilities	<u>207,905.63</u>	
Total Long-term Liabilities	<u>207,905.63</u>	
Total Liabilities	<u>512,925.84</u>	
Net Assets		
Beginning Net Assets		
Net Assets		
Net Assets	<u>4,465,757.64</u>	4099
Total Net Assets	<u>4,465,757.64</u>	
Total Beginning Net Assets	4,465,757.64	
Current YTD Net Income		
	<u>597,359.69</u>	
Total Current YTD Net Income	<u>597,359.69</u>	
Total Net Assets	<u>5,063,117.33</u>	
Total Liabilities and Net Assets	<u><u>5,576,043.17</u></u>	

Baltimore Yearly Meeting  
Statement of Activities  
From 1/1/2021 Through 12/31/2021

	<u>Unrestricted</u>	<u>Designated</u>	<u>Temp Restricted</u>	<u>Perm Restricted</u>	<u>Total</u>
Operating Revenue					
Apportionment Income					
Apportionment	511,612.90	0.00	0.00	0.00	511,612.90
Apportionment Adjustments	<u>(1,560.00)</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>(1,560.00)</u>
Total Apportionment Income	510,052.90	0.00	0.00	0.00	510,052.90
Program Revenue	1,044,049.75	0.00	0.00	0.00	1,044,049.75
Contributions					
Contributions	409,606.66	0.00	0.00	0.00	409,606.66
In Kind Contributions	0.00	0.00	0.00	0.00	0.00
Bequests	0.00	0.00	0.00	0.00	0.00
Restricted Contributions	0.00	0.00	162,402.69	7,439.15	169,841.84
Grants Received	<u>178,241.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>178,241.00</u>
Total Contributions	587,847.66	0.00	162,402.69	7,439.15	757,689.50
Revenue Released from Restriction					
Released Funds	<u>188,114.98</u>	<u>0.00</u>	<u>(176,114.98)</u>	<u>(12,000.00)</u>	<u>0.00</u>
Total Revenue Released from Restriction	188,114.98	0.00	(176,114.98)	(12,000.00)	0.00
Investment Income					
Interest & Dividends	43,173.51	0.00	0.00	0.00	43,173.51
Unrealized Gain (Loss)	184,119.81	0.00	0.00	0.00	184,119.81
Realized Gains (Loss)	111.00	0.00	0.00	0.00	111.00
Change in value of CGA	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Investment Income	227,404.32	0.00	0.00	0.00	227,404.32
Property & Vehicle Rental					
Property Rental Income	22,841.77	0.00	0.00	0.00	22,841.77
Program Rental of Property	0.00	0.00	0.00	0.00	0.00
Vehicle Rental Income	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Property & Vehicle Rental	22,841.77	0.00	0.00	0.00	22,841.77
Gain(Loss) on Sale of Assets	0.00	0.00	0.00	0.00	0.00
Revenue from Sale of Goods					
Book Sales	1,123.56	0.00	0.00	0.00	1,123.56
Clothing Sales	7,810.60	0.00	0.00	0.00	7,810.60
Other Sales	613.30	0.00	0.00	0.00	613.30
Purchase for Resale	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Revenue from Sale of Goods	9,547.46	0.00	0.00	0.00	9,547.46
Other Income	<u>6,669.70</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>6,669.70</u>
Total Operating Revenue	<u>2,596,528.54</u>	<u>0.00</u>	<u>(13,712.29)</u>	<u>(4,560.85)</u>	<u>2,578,255.40</u>
Total Revenue	<u>2,596,528.54</u>	<u>0.00</u>	<u>(13,712.29)</u>	<u>(4,560.85)</u>	<u>2,578,255.40</u>

Baltimore Yearly Meeting  
Statement of Activities  
From 1/1/2021 Through 12/31/2021

Expenditures						
100	Admin	464,362.03	0.00	0.00	0.00	464,362.03
200	Camp Program Administration	203,873.20	0.00	0.00	0.00	203,873.20
210	Catoctin Program	169,743.82	0.00	0.00	0.00	169,743.82
220	Shiloh Program	127,768.41	0.00	0.00	0.00	127,768.41
230	Opequon Program	150,892.86	0.00	0.00	0.00	150,892.86
240	Teen Adventure Program	131,852.90	0.00	0.00	0.00	131,852.90
241	TA Bike Program	0.00	0.00	0.00	0.00	0.00
250	Camp Alumni Program	0.00	0.00	0.00	0.00	0.00
260	Outreach & Inclusion	75,937.05	0.00	0.00	0.00	75,937.05
300	Camp Property Administration	212,926.43	0.00	0.00	0.00	212,926.43
310	Catoctin Property	101,754.34	0.00	0.00	0.00	101,754.34
320	Shiloh Property	76,454.25	0.00	0.00	0.00	76,454.25
330	Opequon Property	42,263.51	0.00	0.00	0.00	42,263.51
410	Young Friends	0.00	0.00	0.00	0.00	0.00
415	Young Friends Exec.	0.00	0.00	0.00	0.00	0.00
420	Jr. Young Friends	0.00	0.00	0.00	0.00	0.00
430	Youth Programs Committee	0.00	0.00	0.00	0.00	0.00
440	Youth Secretary	52,519.23	0.00	0.00	0.00	52,519.23
501	Advancement & Outreach	0.00	0.00	0.00	0.00	0.00
502	Ministry & Pastoral Care	0.00	0.00	0.00	0.00	0.00
503	Peace & Social Concerns	0.00	0.00	0.00	0.00	0.00
504	Religious Education	0.00	0.00	0.00	0.00	0.00
505	Young Adult Friends	0.00	0.00	0.00	0.00	0.00
506	Unity With Nature	0.00	0.00	0.00	0.00	0.00
508	Interim Meeting	504.00	0.00	0.00	0.00	504.00
510	Stewardship & Finance	0.00	0.00	0.00	0.00	0.00
511	Trustees	1,655.00	0.00	0.00	0.00	1,655.00
513	Indian Affairs	0.00	0.00	0.00	0.00	0.00
514	Racism WG	200.00	0.00	0.00	0.00	200.00
515	Intervisitation	0.00	0.00	0.00	0.00	0.00
517	Faith & Practice Revision	11.30	0.00	0.00	0.00	11.30
518	Growing Diverse Leadership	200.00	0.00	0.00	0.00	200.00
519	Reparations Action Working Group	926.35	0.00	0.00	0.00	926.35
610	Annual Session	10,963.96	0.00	0.00	0.00	10,963.96
632	Spiritual Formation	627.84	0.00	0.00	0.00	627.84
633	Women's Retreat	3.19	0.00	0.00	0.00	3.19
635	Other BYM Programs	0.00	0.00	0.00	0.00	0.00
920	Development	<u>155,456.04</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>155,456.04</u>
	Total Expenditures	<u>1,980,895.71</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>1,980,895.71</u>
	Net Revenue over Expenditures	<u>615,632.83</u>	<u>0.00</u>	<u>(13,712.29)</u>	<u>(4,560.85)</u>	<u>597,359.69</u>

## Interim Meeting, March 19, 2022 Development Report

Last year was a leveling year. After the sharp declines and recoveries during the onset of the pandemic in 2020, 2021 served as a return to a level of operating closer to what we had once known. For context, one-third of global nonprofits so far have reported exceeding their financial goals in 2021. A major lynchpin to this communications and fundraising success is increasingly, not surprisingly, digital communications. At BYM, we've seen the amount of giving online stay even between 2020 and 2021. Notably, both years demonstrate a massive jump to online giving compared to gifts in 2019. However, gifts of stocks and IRA distributions have more than doubled since 2020 to 7 gifts of stock and 34 IRA checks in 2021.

Nationally, grantmaking from Donor Advised Funds (DAF) in 2021 slowed down after a huge surge in 2020. Here at BYM, donations from Donor Advised Funds rose slightly. (For more information on donor advised funds, please contact me.)

So the actual numbers underlying these dynamics show that total gifts in FY2021 were 2,775. These include repeat contributions from our wonderfully generous and constant Sustaining Quakers whose monthly gifts add stability to BYM's array of operations and communications. At this time, we are fortunate to count upon 140 Sustaining Quakers.

While the total number of donors, and new donors among them in 2021 is down from those unusually high counts in 2020, the levels of both remained historically high given past performance. Total gifts received were \$579,365. This includes a very generous \$100,000 gift for camp property needs at Shiloh Quaker Camp. For a breakdown of gifts by program area, please see the following chart.

<b>2021</b>	
<b><u>Contributed Revenue</u></b>	<b><u>Total</u></b>
Annual Session	\$ 6,692
Barry Morley	\$ 7,493
Camp Property Capital	\$ 162,403
Camping Program	\$ 119,446
Diversity	\$ 48,016
General Fund	\$ 227,240
Gifts-in-Kind	\$
Youth Programs	\$ 8,076
<b>All donations</b>	<b>\$ 579,366</b>

Overall, in 2021 it costs 27 cents to raise \$1 dollar.

BYM received 7 awards from the 8 grant requests submitted, which amounted to a total of \$24,700, a modest increase over 2020 grants.

Challenge matches at the end of the year met and exceeded the original match amount of \$35,000 with an added generous \$3,500 challenge that attracted \$43,445 without factoring in the original base challenges.

More recently the STRIDE phonathon in February this year has raised \$4,042 bringing total STRIDE donation to \$5,322 in 2022.

So what does all of this data mean? There are so many ways to measure philanthropy – and some are spiritual in nature. You can detect the weight of your philanthropy by considering the impact of your gift on the BYM community's ability to grow in the life of the Spirit, to discern right action, and to bear witness in the world. The Yearly Meeting supports and strengthens local Meetings by:

- Providing opportunities for all ages to work, play, serve, learn and grow spiritually;
- Helping Friends connect and collaborate on issues of social justice, anti-racism, equity, environmental protection, peace and more;
- Deepening worship and building community.

Some of the means for achieving these actions are through Spiritual Formation, Annual Session, Women's Retreat, Youth Programs, and of course our robust summer camps and STRIDE initiatives. So much good work happens, too, on the committee and working group level. These initiatives often weave together with other activities occurring across our over 50 worshipping communities. Together, we strengthen our witness as Friends.

*Thank you for your support!*

# Baltimore Yearly Meeting

*of the Religious Society of Friends*  
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19 3 mo. 2022

Dear Friends in North Carolina,

Please welcome Wayne Finegar II as he lives, travels, and works among you. He has recently moved to North Carolina to serve as Executive Director of Quaker House in Fayetteville.

Wayne has been a long-time and much beloved member of our Yearly Meeting Community, serving first as a committee member for six years, as well as an active member of Sandy Spring Meeting. Then, in 2009, Wayne joined our staff, eventually serving as Associate General Secretary and then Acting General Secretary until 2021.

As a servant leader, he is a pattern and example whose life and work gives witness to how we can value and build the blessed community. He kept track of everything happening in our Yearly Meeting and its local Meetings, camps, and programs, seeking to nurture the connections among us. His work updating our information systems and website showed how valuable a tool technology can be to connect us. As difficulties arose among us as they do in any community, he responded with grace and calm, always helping to keep us moving forward together in unity.

We have known Wayne to be a Friend of not only deep integrity but also good humor and easy friendship. His capacity to extend himself for the spiritual growth of others will be a balm to those wounded by war and militarism and a gift for the unique ministry of Quaker House to which he has been led.

We commend him to your loving care and hospitality, trusting that he will be a blessing to you as he has been to us. The body of the Yearly Meeting, gathered this day at our Interim Meeting, wholeheartedly united with this letter.

In the Light of Friendship,

Steph Bean and Meg Boyd Meyer  
Clerks of the Annual and Interim Meeting of BYM

Cc: North Carolina Yearly Meeting (Conservative), Piedmont Friends Fellowship and Yearly Meeting, Southern Appalachian Yearly Meeting and Association, Friends Church of North Carolina, North Carolina Fellowship of Friends

*Friends in Maryland, Virginia, Pennsylvania, West Virginia, and the District of Columbia*  
[www.bym-rsf.org](http://www.bym-rsf.org)

**Minute in Support of a Truth and Healing Commission for Native Peoples**  
brought forward by Indian Affairs Committee of Baltimore Yearly Meeting

**MINUTE**

The Baltimore Yearly Meeting wholeheartedly supports the establishment of a national commission to seek truth and a measure of justice for those still suffering the residual effects of public policies that created and maintained hundreds of boarding schools for Indigenous children in the United States from 1869 through the 1960s. We support legislation to fund such a commission. Once established we will hold the people who come before it and the commission members in the Light, in expectation that airing of harms and traumas will lead to some healing of long-suffered wounds. We want a commission that yields real results and changes, not a report that gathers dust on a shelf.

We applaud the fact that one intention of the commission is to prevent continued removal of Indigenous (American Indian, Alaska Native, and Native Hawaiian) children from their families, communities, and cultural connections by adoption and foster care agencies.

We urge research by faith groups that ran residential schools, especially the Religious Society of Friends, to provide explicit data requested by the federal government as part of the commission's documentation of *all* boarding schools and students. We believe accountability requires robust cooperation.

**BACKGROUND.**

*Proposed Legislation.* In both houses of Congress, bills named "To establish the Truth and Healing Commission on Indian Boarding School Policies in the United States" have been introduced. Such a commission is similar to one created in Canada. Its formation has been urged by a wide array of Indigenous organizations. This proposed legislation focuses on the federal government's past role in running schools and the commission's present role to hold hearings and make recommendations. Part of the commission's duties will be to collect information from religious groups that ran boarding schools-- including records related to attendance, infirmity care, deaths, land, tribal affiliation, and related correspondence. Friends may need to hire an archivist to provide such (scattered) information.

*Responsibility.* Healing requires recognition and a reckoning. We, as part of the larger community of the Religious Society of Friends, recognize that early Friends, including Friends from Baltimore Yearly Meeting, were part of a system of continued colonization **as** teachers and Indian agents. We acknowledge the role of our predecessors, our faith, and in some cases our own ancestors, in promoting, participating, and benefitting from the US federal policy to force assimilation of Indigenous children by creating and supporting Indian Boarding Schools. The National Native American Boarding School Healing Coalition states there were 16 Quaker boarding schools. Researcher Paula Palmer found that Quakers "managed over 30 schools for Indian children, most of them boarding schools, during the nineteenth and early twentieth

centuries.” Such schools operated for varying periods of time, some in collaboration with the federal government.

Baltimore Yearly Meeting also had a role in efforts to “educate and civilize” Native Americans. We need to bring ourselves to learn this Quaker history, to help correct the harms done in any way possible, and to question future actions that may start from the same ethnocentric or colonizing roots.

*BYM Indian Affairs Committee Discernment.* Through inquiry, reading, and listening, Committee members are keenly aware that Quakers were, by their direct engagement and involvement, one agency of this now widely discredited educational system. Members also studied broader, historic Quaker roles to advance justice and provide support (now often considered paternalistic). Earlier Friends, being true to their Lights, with sincerity and integrity sought to increase literacy, vocational industry, agrarianism, domesticity, civility, and sobriety among Native populations that brutal colonists had subjugated and disenfranchised, dispossessed and relocated, impoverished and culturally diminished. Earlier Friends also urged the creation of private rather than communal property. With hindsight of the consequences, we view those interventions differently while still valuing the original desire to be of support. We seek to learn more from Indigenous groups about appropriate support/allyship today.

We deeply regret that education turned into cultural indoctrination and forced assimilation. Members have heard, especially from Native voices, that whatever the relationships with or motivations were, the intended outcomes and the unintended consequences of the boarding school system remain as a deep well of grief and sorrow to Native persons, their families and their communities. It is this contemporary suffering that concerned Friends would have been relieved by an institutional process of truth and healing proposed by Native peoples themselves. Adopting the above Minute is one small step BYM Friends can take.

*Broader Quaker Concern.* Similar minutes have been approved by the New York, Southeast, and Intermountain Yearly meetings. Friends Committee on National Legislation, Decolonizing Quakers, Right Relationship groups, and others have urged the formation of the Committee.

## **EDUCATION FOR BYM MONTHLY MEETINGS**

To understand what a national inquiry can achieve, in terms of honor and dignity for victims and some closure for families, see a summary of the Canadian Truth and Reconciliation Commission ([https://ehprnh2mwo3.exactdn.com/wp-content/uploads/2021/01/Executive\\_Summary\\_English\\_Web.pdf](https://ehprnh2mwo3.exactdn.com/wp-content/uploads/2021/01/Executive_Summary_English_Web.pdf)).

To understand the cultural differences that affected Quaker-Native education, read parts of the 1816-1831 journal of Quaker schoolmaster Joseph Elkinton in a dissertation by Jill Kinney at ([file:///C:/Users/patri/Downloads/Jill\\_Kinney\\_Dissertation%20\(2\).pdf](file:///C:/Users/patri/Downloads/Jill_Kinney_Dissertation%20(2).pdf)).

To learn the history of the Quaker Indian schools, see <https://swarthmorevoices.com/content-1/2019/11/20/the-quaker-indian-boarding-schools-facing-our-history-and-ourselves> and read Martha Claire Catlin's book published in 2021 entitled *As They Were Led: Quakerly Steps and Missteps Toward Native Justice, 1795-1940*.

Also consider ways to support Native-managed healing processes, including programs to teach Native languages, prevent youth suicide, and to promote awareness on the critical issue of murdered and missing indigenous women (see <https://www.nativehope.org/en-us/understanding-the-issue-of-missing-and-murdered-indigenous-women>). The Canadian Friends Service Committee has a reconciliation fund (see <https://quakerservice.ca/our-work/indigenous-peoples-rights/reconciliation-fund/>).

## **QUERIES.**

To progress towards a deeper appreciation of this concern, the Indian Affairs Committee offers the following Queries:

How am I led in the Spirit to address the particular concern of this committee, that is, of the need for a commission for truth and healing for the relief of the survivors and descendants of Indian boarding schools?

What deeper insight do I need, what more information should I gather, to bring me to a right understanding of this suffering and support for moving beyond this Minute?

Upon reflection, how am I moved by consideration of the long-term and residual effects of the historic Indian boarding school policy?

Is our Meeting willing to support a fund to research any existing records of Quaker-operated boarding schools?

Is our Meeting willing to support a fund to provide compensation money to boarding school victim's families?

Is there a different Indigenous cause, such as reparations or land-back, that I will pursue?

In view of my own concerns and of the many other cares and sufferings in the world, how prepared, how willing am I to be called to "preach truth and do righteousness" *in unity with* these much-abused people?

**Annual Report to 2022 Spring BYM Interim Meeting      March 19, 2022**  
**From BYM Supervisory Committee**

**Committee Members:** Adrian Bishop and Ramona Buck, Co-Clerks; Rosemary Davis, Jim Riley, BYM Treasurer; Meg Meyer, BYM Interim Meeting Clerk; Stephanie Bean, BYM Presiding Clerk, Betsy Tobin (beginning Aug 2021), Susan Griffin (beginning Aug 2021). Guli Fager served through the 2021 term ending in August

As we stated last year, the essence of the Supervisory Committee's (SC) work is direct stewardship of BYM's paid human resources by way of oversight of the General Secretary. This includes responsibility both for appropriate expenditure of BYM's human resources budget and for nurturing the synergy among the staff to carry out the vision of BYM as a whole, as well as overseeing the care of the BYM office building.

This past year, we worked with Wayne Finegar as Interim General Secretary until Sarah Gillooly was chosen as our General Secretary and began in July. Wayne then continued on contract to assist through September, and on-call thru December. He was most gracious during the transition period, and we had a useful exit interview. We are pleased to note his new position as Director of Quaker House in Fayetteville, NC. Sarah took the position at top speed and has continued to work diligently to keep up with the unending tasks and to improve our processes to move us towards a more sustainable and equitable organization. Since Sarah started in July, Supervisory has not conducted a complete annual evaluation for them but has provided a feedback document (using a 2x2 evaluative tool) on strengths and areas for growth. Adrian and Ramona meet with Sarah monthly or as needed, in addition to monthly Supervisory Committee meetings.

We have met with a Working Group on Racism (WGR) working group on hiring practices to explore changing our practices to make BYM job searches more open and equitable. At the present time we are using suggestions of this working group in two searches, the full-time Camp Director, and our new Administrative Assistant. We will change the practices specified in our Manual following these searches and an evaluation of their effect. One note, at this time, the Admin Assistant position has many more candidates, and candidates of color than we have previously experienced.

We are forming a new working group to oversee care of our Sandy Spring Office. This responsibility used to fall on the resident, which we no longer have, and we do not want it falling on our beleaguered staff. We have sent a revised budget to S&F for building care, and a suggestion for a reserve fund for major costs to Trustees.

A major piece of work that is slightly in abeyance is revising our Employee Handbooks. Yes, there are two, one for Camp Staff – we have over 120 temporary employees, and one for everyone else. This will be taken on in earnest when our new hires, Sarah and Brian, have had a few months to settle.

We remind Friends that we continue to be short-handed at the BYM office. In 2020 we had 2.5 more staff on hand than we do now. Fortunately, Friends have responded generously to help BYM recover its financial footing, but we are going slow to replace staff. Please be patient with our shortcomings as we rebuild better! In order to operate as safely as possible, the BYM Office is not open every day, and all staff are working remotely at least some of the time. Please check with the Office before you schedule a visit.

We continue to include the anti-racist queries at each of our meetings both by listing them in our agenda and by measuring decisions against them:

- How does this decision support the declaration of our Yearly Meeting that we are an anti-racist organization?
- 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 more friendly and whole?
- How will we provide opportunities for those most likely to be directly affected by our decision to influence that decision?

We read our goals for the committee at each meeting as a reminder and have revised them a little in the past year. Currently, the goals of the Supervisory Committee are:

Reminder and Review of the Goals for the Committee for the Current 2021/2022 Year:

- Continue to support the General Secretary, our main task;
- Respond to the diversity, equity and inclusion needs of staff
- Thoughtfully incorporate staff into the work of the Yearly Meeting and support their needs
- Be available for confidential supportive conversations with the Interim Meeting Clerk and the Yearly Meeting Clerk about the Baltimore Yearly Meeting issues they are dealing with.
- Review and apply the anti-racism queries for each decision at Supervisory Committee meetings
- Complete the review of the documents (Supervisory Committee Manual, and coordination with the Camping Committee on the Camping Employee Handbook)
- Create a safe space for different perspectives to be expressed, and respond to any discomfort or conflict as it occurs.
- Agree with the Confidentiality Statement, Appendix B, p. 54 in the Supervisory Committee Manual.

Supervisory was able to resume taking the staff out for lunch in the fall which we normally do twice per year as one measure of our appreciation for them.

Because of the continuing Covid virus, we did not conduct a day-long retreat this year. Well before Covid, our committee began using hybrid meetings because of members' travel. We continue to do this as we are not all comfortable risking exposure during travel to BYM events.

### **2022 Budget and Human Resources Costs**

Salaries: \$668,729

FICA Taxes: \$49,394.00

Benefits: \$154,153.00

Retirement: \$35,093

Total: \$907,369

This is for 11 year-round staff. Of those 11 year-round staff: eight are 1.0 FTE, one is 0.75 FTE, and two are 0.5 FTE. Of this, \$441,621 (49%) of salary, FICA, and taxes is spent on three business/administrative staff and one development staff and \$459,953 (51%) for seven program staff.

Respectfully submitted,

Adrian Bishop (Baltimore, Stony Run) and Ramona Buck (Patapsco) Co-Clerks, Supervisory Committee

# Baltimore Yearly Meeting

## Grants Policy

### Background

Baltimore Yearly Meeting (BYM) relies on a wide range of sources of financial support to provide its programs and services. The primary sources are: apportionment (contributions from member Monthly Meetings), contributions from individuals, and fees for activities. In addition to these main sources, grants are sought and accepted to support program initiatives.

Grants differ from other sources of support in several ways:

1. Grantors are generally private foundations, non-profit organizations, or governmental agencies, rather than individuals or constituent Meetings.
2. Grant funds are typically restricted by the grantor to be used for specific program activities, and may include more narrow specifications regarding the use of funds (e.g., that funds be used only to provide scholarships, or that funds not be used for administrative overhead expenses).
3. Grants typically require submission of a written proposal that describes the proposed program activities and how the requested funds will be used, and, if awarded, often require that BYM enter into a detailed grant agreement that defines management and reporting requirements. In addition, grants often require submission of reports to the funder describing the use of the funds and impact of the program.

Because of these characteristics, the submission of grant proposals and acceptance and management of grant funds places significant administrative and fiduciary obligations on BYM. In addition, because BYM may seek funds from a grantor for multiple program activities over time, the cultivation and stewardship of BYM's relationship with the grantor is an important organizational priority. Therefore, it is essential that BYM staff be involved centrally in the grant process, from proposal submission, to acceptance, to management and reporting. This policy is intended to guide staff, committees, and leadership throughout this process. Further details about how the process works are provided in a Grants Process document, which is periodically revised by the BYM Development Committee.

The BYM Development Committee, as the administrative body with stewardship of all fundraising activities, exercises general oversight to assure that grants align with grants policy.

The General Secretary is responsible for the submission, acceptance, and management of grants. The General Secretary may delegate the administration of this process to the Development Director<sup>1</sup> or other BYM staff but must personally approve grant applications and the acceptance of grants.

In every case, grant seekers and BYM staff consider how a decision to seek or not seek a grant affects any who are harmed by racist behavior and how the grant promotes diversity, equity and inclusiveness within BYM activities, in accordance with the "Declaration by Baltimore Yearly Meeting As An Anti-racist Faith Community" that was approved at Annual Session in 2019. This consideration includes testing the decisions in light of the Anti-Racist Queries listed in the Declaration.

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<sup>1</sup> In this document, "Development Director" in relation to a grant, includes any other BYM staff assigned responsibility for that grant by the General Secretary.

## **Decisions to seek grants**

Inquiries into potential grant sources may be initiated by a committee, working group, special group, or ad hoc group of BYM, by BYM program staff, or by the Development Director.

The decision to seek a grant to support program activities should be made in a spirit of discernment. The Grant Process document lists several considerations and queries that should be considered in deciding whether to pursue a grant opportunity. Regardless of who initiates a grant inquiry, the Development Director and/or General Secretary must approve the decision to prepare a proposal.

This requirement for pre-approval does not apply if a group is applying again for a grant received within the past three years. In this case, the group must inform the Development Director and should be in communication throughout the process, but does not need formal approval to reapply. However, to facilitate communication and coordination, all members of the grant preparation team should identify themselves to the Development Director, especially those who prepare the grant narrative. Sharing this information will enhance communications among all concerned with the effort.

## **Preparation and submission of grant applications**

If the grant application was initiated by a committee or other group, or by BYM program staff, that group or staff member(s) (“grant initiators”) will work with the Development Director to prepare the application. On some occasions, the Development Director may prepare a grant application in its entirety.

The Grants Process document contains a list of considerations for guidance in the preparation of a strong application. BYM also has many experienced grant writers within our community who may assist with this process.

The Development Director ensures that BYM submits appropriate and high-quality grant applications by reviewing all proposals prior to submission. The General Secretary must approve the submission of each application. In determining whether to approve submission, the General Secretary will consider whether the activity to be financed by the grant has the requisite program and budget approvals within BYM and whether BYM has, or is in a position to acquire, the human and material resources needed to carry out the proposed activities in accordance with the grant terms.

The Development Director consults with the grant initiators before making any changes to the grant application.

## **Acceptance of Grant awards**

The Development Director, in consultation with the grant initiators, reviews the final terms of any awarded grant for appropriateness to BYM. If the terms of the award differ significantly from the proposal (e.g., funds awarded in an amount significantly less than the request, or only a portion of the proposed activities funded), the Development Director will consult with the grant initiators to determine appropriate action. After this review, the General Secretary accepts the award on behalf of BYM and notifies the grant initiators and any other interested committees.

## **Grant management and reporting**

Once the award has been accepted, the proposed program activities will be carried out by the grant initiators. These individuals will coordinate closely with BYM administrative staff to ensure proper tracking and recording of grant expenditures and to prepare reports as required by the grantor. The Development Director will coordinate with the grant initiators at the outset to ensure that they understand all reporting requirements, fiduciary responsibilities, and deadlines.

At times, changes to the terms of the grant (e.g., the timeframe for spending the funds or completing project activities) or the allocation of grant funds may be warranted, due to changing circumstances. Any proposed changes require the approval of both the grant initiators and the Development Director/General Secretary. The Development Director/General Secretary will communicate with the grantor to request such changes and inform the grant initiators of the results. The Development Director reviews and approves all interim reports to the grantor. The General Secretary approves any final report to the grantor.

**Charge for the Addressing Conflict Working Group  
under the care of the Ministry and Pastoral Care Committee**

While conflict is part of our community life as Friends, a path for responding to conflict is not always clear. Conflict can hurt our relationships and community, or conflict can help us clarify our values and get to know one another and the Spirit more deeply; it can be a time of pulling apart or a time to let the Spirit work with us. We are therefore proposing that a working group be established under the care of BYM's Ministry and Pastoral Care Committee to support all entities within BYM to address conflicts in Spirit-led, productive, and peaceful ways.

**Purpose of the working group:**

1. To serve as a resource for the Yearly Meeting in addressing conflict in ways that lead to peaceful, Spirit-led resolutions
2. To support Friends in BYM who are seeking to address specific conflicts of any size, from ones that seem to be brewing under the surface to ones that are open in the community and involve a number of people.
3. To help all other entities within BYM become more knowledgeable about and more effective in handling conflict in productive ways.

## Epistle of the Baltimore Yearly Meeting Women's Retreat 2022

February 5, 2022

Greetings to Friends Everywhere,

On Saturday morning, February 5th, 2022, fifty women gathered together virtually via Zoom to share worship and fellowship. Representing approximately 25 meetings from within Baltimore Yearly Meeting, plus other meetings farther afield, we welcomed each other and expressed gratitude at seeing these familiar faces. This entire weekend was to be our annual Women's Retreat, which usually has around 150 women sharing meals, workshops and worship in a residential setting; however, Covid-19 is still preventing us from our much-loved, in-person retreat.

The three members of the Working Group asked for new volunteers to be a part of the Working Group, and asked for women to seek leadings within their meetings to step forward and form a Planning Committee for a hoped-for in-person retreat next year.

Attendees were divided into virtual breakout rooms for worship sharing around the query "How do you find your way to Spirit? What are new pathways for you in this unusual time?" Friends reported finding nourishment in the small group connections.

After we returned to the main gathering, women's faces lit up and eyes grew moist as we sang along to the multi-voiced recording of the chant "We are Strong", which has become a touchstone for many. The Spirit was with us as we settled into silent worship. Whether women were joining the retreat for the first time, or recollecting silent snow walks, beautiful vistas, or gorgeous harmonies of prior retreats, we felt the depth and breadth of this tradition, like a giant oak spreading roots and branches far and wide. Nature sustains us, whether through images or in actuality, much as we are sustained by images of each other on the screen. Perhaps not quite as palpable as the real thing, but meaningful and impactful nonetheless. Women also spoke to radical spirituality, being transformed by giving ourselves over to LOVE. The daily practice of 'sinking down into the seed' is vital to transforming the ocean of darkness into the ocean of light. As we see the snow-covered ground, know that the energy of new buds in the spring is pushing up from below, potent. Can we 'let go and let God?' One friend also called us to consider a winter retreat open to all genders. We held many in the Light whose names were lifted up silently and aloud.

At rise of meeting, we shared several announcements. As we look to the formation of a retreat for 2023, we ask women to remain open to the call to serve as plans unfold throughout the year.

In the Light,  
The Women's Retreat Working Group

on behalf of  
The Baltimore Yearly Meeting Women's Retreat