

YEARBOOK
of
BALTIMORE YEARLY MEETING
of the
RELIGIOUS SOCIETY of FRIENDS

Including Minutes of the 330th Annual Session

July 24-29, 2001

ADDRESSES OF FRIENDS GROUPS

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Philadelphia, PA 19102
(215)241-7000

AFSC-Middle Atlantic Region

4806 York Rd
Baltimore, MD 21212
(410)323-7200

AFSC-Davis House

1822 R St, NW,
Washington, DC 20009
(202)232-3196

AFSCDC Project

1828 Florida Ave NW,
Washington DC
(202)265-7997

Center on Conscience and War

1830 Connecticut Avenue, NW
Washington, DC 20009-5706
(202)483-2220

Earlham School of Religion

228 College Avenue
Richmond, IN 47374
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Friends Committee on National Legislation

245 Second Street NE
Washington, DC 20002
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Friends General Conference

1216 Arch Street, 2B
Philadelphia, PA 19107
(215)561-1700
Bookstore: (800)966-4556

Friends Journal

1216 Arch Street, 2A
Philadelphia, PA 19107-2835
(215)563-8629

Friends Non-Profit Housing

Friendly Gardens Office
2401-23 Laytonsville Rd
Silver Spring, MD 20910
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Friends United Meeting

101 Quaker Hill Drive
Richmond, IN 47374
(765) 962-7573
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1506B Race Street
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515 E Capitol Street, SE
Washington, DC 20003
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Please refer to inside back page for information on
Baltimore Yearly Meeting camps, Friends schools, and Retirement communities

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RELIGIOUS SOCIETY of FRIENDS

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SECTION II MANUAL OF PROCEDURE

SECTION I
YEARBOOK
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Meeting Codes

Adelph	Adelphi Meeting	LtlFls	Little Falls Meeting
Alexan	Alexandria Meeting	LsCyWG	Louisa County Worship Group (Charlottesville)
Annapo	Annapolis Meeting	LynInd	Lynchburg Indulged (Roanoke)
AshlWG	Ashland Worship Group (Richmond)	MattWG	Mattaponi Worship Group (Williamsburg)
AgstWG	Augusta Worship Group (Harrisonburg)	MaurRv	Maury River Meeting
BHomew	Baltimore, Homewood Meeting	Menaln	Menallen Meeting
BStnRn	Baltimore, Stony Run Meeting	Mdlthn	Midlothian Meeting
Bethes	Bethesda Meeting	NflkPM	Norfolk Preparative (Williamsburg)
Blckbg	Blacksburg Meeting	Notthm	Nottingham Meeting
Carlis	Carlisle Meeting	NT	Nottingham Quarterly Meeting
C	Centre Quarterly Meeting	PtscPM	Patapsco Preparative (Sandy Spring)
Charlt	Charlottesville Meeting	Patuxt	Patuxent Meeting
CPK	Chesapeake Quarterly Meeting	PipeCk	Pipe Creek Meeting
DeerCk	Deer Creek Meeting	QuakeL	Quaker Lake Meeting
DunCrk	Dunnings Creek Meeting	Rchmnd	Richmond Meeting
Fshrtn	Fishertown Meeting	Roanok	Roanoke Meeting
FloydM	Floyd Meeting	SndSpg	Sandy Spring Meeting
Fredrk	Frederick Meeting	SnVyPM	Seneca Valley Preparative (Sandy Spring)
FrbgWG	Fredericksburg Worship Group	StaCol	State College Meeting
FrspPM	Friendship Preparative (Washington)	TkPkPM	Takoma Park Preparative (Adelphi)
FrHsWG	Friends House Worship Group (Sandy Spring)	Valley	Valley Meeting (formerly Harrisonburg)
Gtysbg	Gettysburg Meeting	Wargtn	Warrington Meeting
GoosCk	Goose Creek Meeting	W	Warrington Quarterly Meeting
GnPwdr	Gunpowder Meeting	WashFM	Washington Friends Meeting
Herndn	Herndon Meeting	WestBr	West Branch Meeting
HopCtr	Hopewell Centre Meeting	WlmsBg	Williamsburg Meeting
LangHl	Langley Hill Meeting	YorkMM	York Meeting
LtlBrt	Little Britain Meeting		

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Spiritual State of Baltimore Yearly Meeting

It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epic of belief, it was the epic of incredulity, it was the season of light, it was the season of darkness, it was the spring of hope, it was the winter of despair...
Charles Dickens, *A Tale of Two Cities*.

Paraphrasing Dickens, but no way as dramatic, The Spiritual State of the Meeting's reports are a mixture of contrasting conditions, evolvments and situations.

MEETINGS REPORT THAT:

Attendance at Meeting for business is poor. *Few reports mention Meeting for Business.*

There is a welcome diversity of members.

Diversity and its acceptability can keep us from really becoming more intimate or trusting.

Loss or lack of children.

Increase in children, need more space.

Increase in attendance...Growth is a plus but not a goal.

No movement in membership... Meeting is a static and stable group. Not attracting new members and attenders.

Many messages during worship.

Meeting is sterile from lack of vocal ministry. Friends and attenders are intimidated to speak at Meeting. There is a lack of seasoned and weighty Friends.

Many friends are involved with social service.

Our works are never perfect; it is part of a process.

Meeting is a place to worship with fellow Friends where all are accepted and valued.

Focus in Meeting for Worship is inward looking, not outer world and injustice. Not preparing for meeting in mind and heart.

The following Friendly advices were given: Meeting for Worship, sharing joys and sorrows at the end of Meeting for Worship and pot luck meals brings Friends and attenders together. Passing on our culture warrants a more concentrated and creative response. Establish a hearing assistance program. Encourage vocal ministry to be loud and clear.

The reports are reminiscent of the three bears. Some Meetings are too big, some are too small and then there are those that are "just right." There is growth happening in many Meetings and Friends are optimistic about the future. There seems to be a greater need for spiritual direction and guidance as new Friends and attenders become associated with Meetings.

It has been the best of times, and ok times, and could be better times. The Spiritual State of Baltimore Yearly Meeting is dynamic, exciting and challenging. As George Fox said, "The Good Lord looks over all." This is certainly true for Baltimore Yearly Meeting.

Ministry and Counsel Committee

Minutes of Baltimore Yearly Meeting Representative Meeting

Tenth Month 28, 2000

Baltimore Monthly Meeting, Stony Run

R2000-30 Opening: Baltimore Yearly Meeting's Representative Meeting gathered on 10/28/2000 at the Baltimore Monthly Meeting, Stony Run Meeting House in Baltimore, Maryland, having moved from our planned Nottingham Meeting House site on the decision of the Presiding Clerk of Representative Meeting.

Adelphi: Martha L. Gay, Ann Marie Moriarty, Arthur David Olson (Takoma Park), Peter Schenck (Takoma Park), Sharon Stout, Pam Tyng; Alexandria: John Mason; Baltimore, Homewood: Edith J. Ballard, Miriam Green, Anne Greene; Baltimore, Stony Run: J. Michael Boardman, Dellie James, Ronald Mattson, Harry S. Scott, Marjorie F. Scott; Bethesda: Ron Akins, Abbe Fessenden, Lee N. Foster, Liz Hofmeister, Katrina R. Mason; Charlottesville: Frances Schutz; Dunnings Creek: Eric Uberseder, Linda Uberseder; Gettysburg: Margaret Stambaugh; Herndon: Bonnie Stockslager; Langley Hill: Sheila N. Bach, Rebecca Rawls; Little Britain: Mark Brabson (Eastland), Charlesie Coates (Eastland), Linda Coates (Eastland); Nottingham: Jason E. Eaby, Ron Stroud; Pipe Creek: C. J. Swet, Emily Swet; Richmond: David Hines; Roanoke: Susie Fetter; Sandy Spring: Maria Bradley, Flossie Fullerton, Howard Fullerton; State College: H. Alan Weisel, Marjorie H. Weisel; Washington: David Etheridge, Joe Izzo, J.E. McNeil, Carol Phelps, Winifred Walker-Jones; Williamsburg: Cindy Frazier; York: Lamar Matthew; Staff.: Michele Lavasseur (Takoma Park), Frank Massey (Sandy Spring,).

R2000-31 Letter of Conscientious Objection: We heard the following letter:
7/21/00

Being of sound mind and body at the youthful age of 18, I, Edward Maier Bartlett, hereby state for the record that I adhere to the principles of a conscientious objector. At this time of peace and great prosperity, I would like to affirm my beliefs in peaceful conflict mediation. Both of my grandfathers fought in WWII, and I have a great respect for the choices they made. I admire them but do not wish to follow in their footsteps in this aspect. Coming from a Catholic (father) and Quaker (mother) family, I have been taught non-violence for my entire life. I also have relatives who are conscientious objectors, my father and great uncle to name a couple.

signed Edward Maier Bartlett
Edward Maier Bartlett
9 St. Johns Road
Baltimore, MD 21210

We learned that the letter was accepted and forwarded by Baltimore Monthly Meeting, Stony Run. We DIRECTED our General Secretary to add this letter to our records.

R2000-32 Travel Minute: We heard the following traveling minute:

Established 1792
BALTIMORE MONTHLY MEETING OF FRIENDS, STONY RUN
5116 NORTH CHARLES STREET
BALTIMORE, MARYLAND 21210
Phone: (410) 435-3773
Fax: (410) 435-3779

Tenth Month 2000
To Friends Everywhere:

This Traveling Minute is being written to introduce to you a well-known Friend,

Donald S. Gann,

a beloved member of this Meeting and Clerk of the American Friends Service Committee of Philadelphia, Pennsylvania.

We share his vision of working toward a peaceful and just world and we believe his travels in behalf of this vision are indeed a special ministry, and one to which he has been called.

While he travels world-wide among you, and worships with you, we have asked him to carry our love and to share with you the vision he holds for the American Friends Service Committee and for Friends around the world.

For Baltimore Monthly Meeting of Friends, Stony Run

signed Eleanor R. Mann
Eleanor R. Mann, Clerk

On behalf of the Yearly Meeting, we ENDORSED this travel minute.

R2000-33 Task Group on Committee and Staff Structure: Howard Fullerton, Clerk of the Task Group on Committee and Staff Structure, handed out the written report:

The Task Group members are Miriam Green, Lamar Matthew, Marjorie Scott, Katherine Smith, Winifred Walker-Jones, and Frank Massey. We have met twice since being established. In an effort to benefit from other Yearly Meetings' deliberations, we have read information from Philadelphia and New York Yearly Meetings' newsletters. We requested reports from restructuring committees in Philadelphia, New York, and New England Yearly Meetings.

We have responses from all three Yearly Meetings. New York Yearly Meeting sent a sizeable report and their *Manual of Procedure*. New England Yearly Meeting sent a letter indicating that their experiences did not seem comparable and, like New York Yearly Meeting, have not come to completion. Philadelphia Yearly Meeting sent some explanatory material about their restructuring and a note that their situation was not comparable to Baltimore's situation.

Our Committee consists of all but the two most senior past Yearly Meeting Clerks, as well as the current Clerk. Two of them served as Clerks of Representative Meeting. All but one of the living past Clerks of Representative Meeting, as well as the current Clerk, are on the Committee. We also have our General Secretary, the most senior of such people in either FGC or FUM. These good people are frustrated by the poor functioning of most of our committees. Too many committees are not functioning at all. We believe there are too many committees. We exercise little self-discipline when establishing committees.

We have three proposals:

- To increase attendance at these sessions, rename Representative Meeting (formerly Executive Committee) as "Interim Meeting."
- We recommend focusing Yearly Meeting committees on Monthly Meeting needs.
- We recommend grouping our committees into five broad scope committees with many subcommittees. The subcommittees do not need to be described in the *Manual of Procedure* and their members do not need to be nominated by the Nominating Committee and appointed by the Yearly Meeting. The members of the broader committees would be nominated by the Nominating Committee.

Possible names for these broad committees: Worship and Ministry, Education, Peace and Social Concerns, Meeting Support and Outreach, Administrative Services.

Howard noted that the Task Group is frustrated by the poor functioning of many (rather than most) of our committees. The Task Group's sense is that a name other than Representative Meeting (their suggestion being Interim Meeting) would encourage attendance by people other than Representatives. Howard noted that while administrative committees such as Publications Committee have clear tasks

such as proofreading, other committees such as Religious Education and Peace and Social Concerns exist in areas where most action is at the Monthly Meeting level; these committees would be best off focusing on supporting the Monthly Meetings.

We heard of the value of Yearly Meeting committees sharing information with Monthly Meetings about what other Monthly Meetings are doing. We heard of the possibility of Yearly Meeting committees sharing information electronically. Howard noted that little such sharing has happened to date. Howard shared the Task Group's sense that large committees could co-opt people from outside the ranks to work on subcommittees. Howard asked that Friends consider the proposal before we revisit it either at our next Representative Meeting or at a caucusing Meeting.

We heard a concern that our camping programs might not fit within this structure; we heard the possibility that existing groups might decide on their own where they best fit within a new structure. We heard a sense that the Yearly Meeting is more than a consortium of Monthly Meetings, with our own ministries (such as our camping programs), and a concern that our structure embrace and support such ministry. Howard shared some history of Quaker ministries being carried out through non-Yearly Meeting groups such as the American Friends Service committee. We heard a reminder that the *Manual of Procedure* describing our current structure appears in its entirety in our new *Yearbook*.

R2000-34 Potomac Half-Yearly Meeting: We heard from Miriam Green of the Listeners. The group has received responses from Potomac Half-Yearly Meeting constituents on the matter of laying it down. On behalf of the Yearly Meeting we LAID DOWN Potomac Half-Yearly Meeting. We heard of fellowship meetings of the Blue Ridge Regional Gathering, which includes some former attendees of Potomac Half-Yearly Meeting.

R2000-35 Work of Pat Kutzner: Pete Schenck reported on behalf of the Subcommittee overseeing the work of Pat Kutzner. The Subcommittee has drafted a fund-raising letter; it is increasing Pat's stipend from \$1,800 to \$2,000 a month. The Subcommittee is planning travel by Baltimore Yearly Meeting youth to Torreon/StarLake Chapter, and is investigating having Torreon/Starlake youth serve on our camps' staffs and as campers.

R2000-36 Revision of *Faith and Practice*: Howard Fullerton, Clerk of Publications Committee, presented this report:

The Publications Committee was asked to function as a "Faith and Practice Revision Committee" for the proposed changes in the Faith and Practice section "Questions to be Considered by the Couple before Application to the Monthly Meeting for Marriage under its Care" (Appendix F, Part 1).

Chesapeake Quarterly Meeting and Goose Creek Monthly Meeting proposed revisions to Appendix F, and Representative Meeting circulated them to all the Monthly Meetings of the Yearly Meeting. Part I of Appendix F has queries "a" through "m." Chesapeake Quarterly Meeting proposed revising query "d," which is about sex, children, and parenthood, and adding to query "g," which is about earning, spending and saving money, a phrase about right sharing of world resources. Goose Creek Monthly Meeting's proposed changes were also to query "d."

Ten Monthly Meetings replied. Four Meetings favored Goose Creek's proposed additions to query "d" and Chesapeake Quarter's addition to query "g." One Monthly Meeting favored Chesapeake Quarter's additions to part "d." One Monthly Meeting favored a mixture of Goose Creek and Chesapeake Quarter text for query "d." One Monthly Meeting feels "that more time is needed for thinking through the basic issues (overpopulation and sharing of resources) and how they relate to marriage of couples under the care of Meetings. Another Monthly Meeting records that they were unable to reach unity on either of the proposed revisions. One Monthly Meeting feels that the queries as they are currently structured are superior to the proposed queries. This Monthly Meeting feels that queries regarding population growth and the right sharing of world resources may be beneficial to all Baltimore Yearly Meeting Friends.

The last three Monthly Meetings raise issues that the Publications Committee is not empowered to resolve. We suggest that the responses from all the Monthly Meetings be returned to Chesapeake Quarterly Meeting and Goose Creek Monthly Meeting. When these bodies feel that the concerns raised by the three Monthly Meetings, Charlottesville, Maury River, and Roanoke, have been addressed, the Yearly Meeting will be able to proceed.

Two Monthly Meetings noted that whereas the discussion of marriage, sexuality, and family were gender-neutral, the queries were not. One of these Monthly Meetings did not comment on query "d" or "g." Publications Committee proposes that it be allowed to change the queries to be gender-neutral and circulate these revisions to Monthly Meetings when other issues have been resolved.

Query "d":

Are our attitudes and expectations concerning sex compatible? Do we want children? What is our attitude toward planned parenthood?

Goose Creek's proposal:

Have we considered our attitudes and expectations concerning sexuality? Do we want children? Have we explored our attitudes about contraception and other aspects of family planning, and considered how they relate to population growth?

What factors have we considered as we envision our family of the future? How do we feel about adoption? Have we considered our attitudes about the sharing of family responsibilities, the availability of family and/or community support, and the impact of family size on earth's limited natural resources?

Query "g", as it is now: Do we share each other's attitudes on earning, spending and saving money, and the handling of finances?

Chesapeake Quarterly Meeting would add: "and the right sharing of world resources."

As suggested by the Committee, we DIRECTED the Committee to send responses that have been received to Chesapeake Quarterly Meeting and Goose Creek Monthly Meeting, trusting those bodies to return to us when led. We DIRECTED the Publications Committee to develop and send to our Monthly Meetings proposed changes to produce gender-neutral queries on marriage, sexuality, and family.

We heard a sense that our *Faith and Practice* could focus more on faith.

R2000-37 Epistle: Martha Gay, on behalf of our Epistle Committee, presented our Epistle as revised by the Committee at the direction of the Yearly Meeting.

To Friends Everywhere:

Friends gathered for the 329th annual session of Baltimore Yearly Meeting, held July 31–August 6, 2000, at Wilson College in Chambersburg, Pennsylvania. Approximately 445 Friends from 35 monthly meetings were in attendance. Our fellowship was greatly enriched by visiting Friends Stephen Guloba, Clerk of the Africa Section of Friends World Committee for Consultation (FWCC) and Joseph Andugu, Executive Secretary of the Africa Section of FWCC. We also welcomed Dave Rico, Joe LeCayaditto, Rena Roan, Evie Tachine, Charlene Toledo, and Doreen Beya from the Torreón/Starlake Chapter of the Navajo Nation.

Our fellowship opened with a retreat gathered around a theme of Walking with God in the Light, in the Dark. Study of the book of Ruth, with its story of trust and building new relationships, underscored the creation and renewal of friendships which characterized our week together.

Our experience with released Friends Mary Lord and Pat Kutzner made it clear that our lack of a formal process for recognizing and embracing the ministry of Friends who are called to serve is a very real impediment to their work. We hope that the process which emerged from our deliberations will enfold, encircle, and uphold Friends as each individual ministry becomes part of the corporate testimony of the Yearly Meeting. We need to share with Friends everywhere the joy we feel as we reflect on the ministry of these Friends.

Mary Lord's work with the Quaker Volunteer Service and Witness Network and the Friends Peace Team Project is bearing fruit as these organizations mature.

This year Pat Kutzner came "home" to the Yearly Meeting accompanied by the entire elected leadership of the Torreon/Starlake Chapter of the Navajo Nation. For the first time these community leaders and Pat's Oversight Committee met together as a united, deliberative body and were able to bring forward to the Yearly Meeting a proposal describing their vision for the next year of this ministry. We approved this proposal and are exploring additional avenues for cooperation between our Yearly Meeting and the Navajo community.

To share with us their experience of dancing with God, Junior Yearly Meeting led us in the Hokey Pokey, which reminds us of our relationship with God: you have to put your "whole self in." On another occasion, a letter brought by Young Friends to our business sessions informed us that they will provide information to Monthly Meetings and to one another at gatherings about conscientious objection to expand our common understanding and awareness of this historic testimony.

Responses from Monthly and Quarterly Meetings to a concern on same-gender marriage demonstrated that much tender seasoning will be required if we are to find unity on this issue. This seasoning may come in our willingness to risk telling our stories. Indeed, several Friends spoke to the hurt which may result when Friends remain silent rather than risk offense by engaging in dialog. We were gently reminded that how we behave toward one another in the midst of conflict provides powerful instruction in the roots of our moral values. As we bear one another's burdens and recognize the Divine in one another, we may find the grace to "be in conflict" and still be loving.

As we considered our responses to the hurts and trials of the world, we were led to unite with a minute on global warming approved by Philadelphia Yearly Interim Meeting and with the American Friends Service Committee and the Fellowship of Reconciliation in urging an end to sanctions against Iraq. We also approved minutes opposing deployment of a missile defense system and endorsing Moratorium 2000, which seeks a nationwide moratorium on executions. In all these deeply felt, but diverse, concerns we found an underlying spirit which requires of us wise use of resources that all may live.

In the Carey Memorial Lecture, Jay Marshall, Dean of Earlham School of Religion, shared a message, "Reclaiming the Concept and Practice of Universal Ministry." He broadly defined ministry as "lived faith intentionally exercised toward others." We each have gifts which we are called on to use in ministering to one another. His lecture echoed concerns raised in Bible study by Georgia Fuller, who spoke to the subject of "Biblical Patterns of Ministry in the Gathered Community" and reminded Friends that knowledge of the Bible provides us not only a source of personal inspiration, but also the *lingua franca* of the wider Christian community.

Often as we embark on new journeys the way is not clear. We were reminded by our opening speaker, Jan Hoffman (New England Yearly Meeting), that sometimes we must be satisfied when we have only enough light to take a single step. As we shared our experiences of how God works in our lives, we ministered to one another and rediscovered the importance of telling our stories. Throughout the week we experienced the fruits of the journeys of trust taken by Friends. We were heartened by stories of just-in-time delivery of resources, of enlightenment, and of openings of the Spirit. Our struggle to write a cohesive epistle mirrored the Yearly Meeting's struggle to find unity among a multitude of tender concerns. Julian of Norwich wrote, "God did not say you shall not be tempted, but He said you shall not be overcome. God wants us to know that so that we will be strong in trust, both in sorrow and in joy." Despite our apparent difficulties, we gathered in joy and it is with the joyful sense of Divine presence that we leave you.

Martha noted that broader participation in epistle writing can help produce an epistle that reflects the full range of experiences of the Yearly Meeting. DIRECTED that this epistle be attributed to the Epistle Committee when circulated.

R2000-38 *Manual of Procedure*: Trudy Rogers reported on behalf of the Manual of Procedure Committee. The Committee has considered the matter of describing the Web Publishing Subcommittee of the Publications Committee in the *Manual*; the Committee senses that it is best to describe the Subcommittee as the *Manual*, since the Subcommittee draws on other committees for mem-

With the laying down of Potomac Half-Yearly Meeting, the Manual of Procedure Committee seeks guidance on whether changes are needed to the *Manual* regarding how Trustees and Nominating Committee are constituted. We AGREED that no changes are needed at this time.

We heard a concern that with the laying down of Potomac Half-Yearly Meeting there is an end to naming of a representative to the Interfaith Conference of Metropolitan Washington. We heard of some lack of enthusiasm within one Monthly Meeting for continued participation.

R2000-39 Peace and Social Concerns Committee: Betty Hutchinson, Clerk of Peace and Social Concerns, reported on a planned 5/19/2001 networking day for Monthly Meeting Peace and Social Concerns Committees. Mary Lord handed out the latest issue of *Peace Teams News*. Mary noted that the Peace Teams' largest project, the Great Lakes Peace Initiative, has now placed a team in Burundi to build a trauma and reconciliation center; the team includes two Burundi Friends and two Americans, one of whom is a Friend. The Quaker United Nations Office assisted in the training of the team. The team is to spend some time in Capetown, South Africa; this provides South African Friends with a greatly valued reconnection to the world. Friends Peace Teams has received a \$10,000 grant from the Chace Fund. Friends Peace Teams seeks to send teams to Rwanda to do Alternatives to Violence Program (AVP) training in cooperation with Ugandans. Mary noted that Christian Peacemaker Teams, a partner of Friends Peace Teams, is maintaining a presence in Hebron; this is just one of several places where partners of Friends Peace Teams are active.

R2000-40 Trustees: Ted Hawkins, Clerk of Trustees, reported that the Camper Scholarship Fund has been renamed the Barry Morley Camper Financial Aid Endowment. The Trustees are working on the matter of the Yearly Meeting entering into charitable remainder trusts. The Trustees are establishing a fund into which proceeds from our conservation easement are to be placed pending the Yearly Meeting's decision on how to spend them.

R2000-41 Nominating Committee: We heard from Katrina Mason, Co-Clerk of Nominating Committee. We heard of these resignations: Ron Akins from Camp Property Management and John Mason from Stewardship and Finance. At the Committee's recommendation, we ACCEPTED these resignations.

At the Committee's recommendation, we NAMED these people to these Committees and positions through 2003: Ron Akins, Camping Program; Linda Coates, Program; Tom Fox, Youth Programs; David Etheridge, American Friends Service Committee Corporation Representative; Flossie Fullerton, Friends World Committee for Consultation Representative; Tom Horne, Camp Property Management; David Hunter, Camp Property Management.

R2000-42 Search Committee: Liz Hofmeister reported on behalf of the Search Committee of Representative Meeting. At the Committee's recommendation we NAMED John Darnell to Supervisory Committee through 2001. The committee reported receiving the resignation of Bob Breyer from Nominating Committee; we ACCEPTED this resignation.

R2000-43 Stewardship and Finance Committee: Marion Ballard, on behalf of Stewardship and Finance, reported that work on the conservation easement is continuing. We learned that an option on the Donnelly property has been offered and has yet to be accepted. We heard of a plan to seek guidance from Monthly Meetings on how to raise funds to finance purchase of the property and what priority this should have.

R2000-44 Friends General Conference: Katrina Mason, one of our Representatives to the Friends General Conference (FGC) Central Committee, noted that the 6/30-7/7/2001 Gathering, focused on stillness, is to be held at Virginia Polytechnic Institute in Blacksburg, Virginia. We heard of the availability of funds from FGC for first-time attenders. We heard that Joe Volk and Stan E. of Baltimore Yearly Meeting are to speak. Friends who can help are invited to contact Bob Fetter.

R2000-45 Friends United Meeting: Howard Fullerton, one of our Representatives to the Friends United Meeting (FUM) General Board, reported. We learned that the Ramallah Friends School had to be closed recently in response to violence at an adjacent police station. FUM has named Retha McCutcheon as General Secretary through its next Triennial. We heard that FUM's financial accounting has been straightened out. Howard reported that the ministries of FUM receive widely varying levels of financial support from different Yearly Meetings. FUM's next Triennial is set for 7/10-14/2002 in Nairobi, Kenya. Howard reported that Friends United Publications is searching for funds to allow for the re-ery of and reprinting of Quaker classics.

R2000-46 Presiding Clerk of Yearly Meeting: Lamar Matthew, Presiding Clerk of Yearly Meeting, reported that he is resting comfortably. We thanked Lamar for his travels within the Yearly Meeting.

R2000-47 General Secretary: Frank Massey, General Secretary, reported on the effort to learn from Monthly Meetings what our Yearly Meeting priorities should be within the camping program and as a whole. Frank reported that E. Lowenstein has ended work as the Yearly Meeting's accountant to become a full-time student; office staff is picking up the work. We learned that R. Hoover is ceasing auditing work; a new auditor is being sought. Frank reported on work with Trustees and Stewardship and Finance to secure different Yearly Meeting insurance from the group GuideOne; there is the potential for both liability, and umbrella coverage of Monthly Meetings with this change. Fr

exploring expansion of the Yearly Meeting office to provide room for our more numerous staff; we DIRECTED our General Secretary to continue such exploration. We THANKED Frank for his work.

R2000-48 Closing: We THANKED Stony Run Friends for their hospitality. We heard, corrected, and APPROVED these minutes, along with the attachment of written versions of reports given. We adjourned, to gather next on 3/24/2001, Eastern Standard Time, at the Nottingham Meeting House in Oxford, Pennsylvania, or at the call of the Presiding Clerk.

Marjorie F. Scott, presiding

Arthur David Olson, recording

Second Month 17, 2001 Baltimore, Stony Run Meeting

R2001-1 Opening. Baltimore Yearly Meeting's Representative Meeting gathered on 2/17/2001 at the Stony Run Meeting House in Baltimore, Maryland, at the call of the Presiding Clerk. People from 20 Meetings signed in:

Adelphi: Ann Marie Moriarty, Arthur David Olson (Takoma Park); Alexandria: Fred Ceppa, Judith Ceppa; Annapolis: Pat Schenck; Baltimore, Homewood: Edith Ballard, Nancy Clark, Miriam D. Green, Anne Greene, Celia Stevens; Baltimore, Stony Run: J. Michael Boardman, Geni Elliott, Dellie James, Marjorie F. Scott; Bethesda: Edward Hawkins, Evamarie Hawkins; Carlisle: Stephen Davidson; Deer Creek: Sarah Buchanan-Wollaston; Dunnings Creek: Eric J. Uberseder; Frederick: John Darnell; Gettysburg: Margaret Stambaugh; Goose Creek: Sheila Kryston, Arlene Janney; Hopewell Centre: Laura Nell Morris; Langley Hill: Sheila Bach, Rebecca Rawls, Laurie Wilner; Little Britain: Charlesie Coates (Eastland), Linda Coates (Eastland); Nottingham: Linda Uberseder; Sandy Spring: Jack Fogarty, Frank Massey, Trudy Rogers (Seneca Valley); Washington: David Etheridge; Williamsburg: Cindy Frazier; York: Lamar Matthew.

R2001-2 Annual session. Sheila Bach, Program Committee Clerk, reported:

The Program Committee recommends that Baltimore Yearly Meeting change the location of the 2001 session to Randolph-Macon College in Ashland, VA, from 25-29 Seventh Month 2001, with the retreat beginning on 24 Seventh Month.

We have been at Wilson College since 1991. Those who live in the northern part of the Yearly Meeting have enjoyed this location. It is time now to move to the southern section of the Yearly Meeting.

A few years ago the Program Committee felt that we might be outgrowing Wilson College. As Wilson College undergoes renovations to several of their buildings, we are not able to have all the space which we had. This year we would have even less space. This is particularly true for the Young Friends.

Randolph-Macon College is a wonderful facility. It is flat—so much so that when a few of us visited three years ago it was raining and the water did not run anywhere, it just sat there. Except for a sports day-camp, we will be the only ones on campus. All the buildings which we will use are well conditioned. There are plenty of classrooms for workshops, interest groups, worship sharing, Junior Yearly Meeting activities, Junior Young Friends, and Young Friends.

Blackwell Auditorium, where we will have our business meetings and plenary sessions, has theater-style seating. The building was in its final stages of renovation when we visited. All the seats have been completely refurbished and all of us felt they were comfortable. This will be a change from the half circle seating we have had.

The Dining Hall is pleasant with a great variety of food offered each meal. We had lunch there and could choose from a sandwich bar, a salad bar, hot food areas, pizza, ready-made salads, deserts. Oh, yes, plenty of ice cream. All the food we ate was good, and among the eighteen of us we sampled almost everything.

The dorms are varied. Moreland Residence Hall will probably be used by families. Conrad Residence Hall is where Young Friends and Young Adult Friends will be housed. Couples and individuals may be housed in either Moreland if there is room or they will be on the north side of the campus in Starr, Irby, Jones, and Olin. Depending on how many come to Yearly Meeting and the numbers of individuals, couples, and families, we may use some or all or more of these dorms. Some of the dorms have shared baths in the hall and others have a bath for every two rooms.

There is no camping on the campus. However, for those who do want to camp, we have been offered space at Ashland Vineyards, a Quaker community about three miles away. Both open space and trees are available.

Young Friends will have their program in Brown Campus Center. The bookstore may be on the second floor of the dining hall as there is an elevator in that building. We have not found the best place for registration and office. There is a pool in the Brock Center which we may use, although we will not have the hours of pool use that we have had.

Please keep in mind that all these locations are not definitely set. This is mainly to give you an idea of what our thinking is at this point.

Henry Street does run through the campus. However, it dead ends very soon after the campus ends. There is an elementary school down at the end so there is very little traffic during the summer, except college traffic. This means we will need to have closer watch on our children.

Okay, how much is all this going to cost us? Frank and I have been going over the figures we have been given and think we can get them to come fairly close to the costs we had at Wilson. It will be somewhat more for children as they do not charge children by ages. The program committee is applying to a couple of sources for financial help. We do not want higher costs to keep families away. We would like to ask Monthly Meetings to help Friends attend Yearly Meeting. The Program Committee is aware that we will probably lose some Friends by moving south and we will probably gain some Friends.

With your approval of this move and new dates, we are also suggesting that we shorten our time by one day. When Program Committee meets next month we will be working very hard to finish putting the program together.

This past week the college has asked us if we would move our dates from what we wanted to beginning on the 23rd of Seventh Month and ending with lunch on the 28th. They have a camp coming in on the 29th and would like the extra time to prepare the dorms for them.

We heard that room and board costs at Randolph-Macon are \$42 a day, compared with \$30 a day at Wilson College (our current site); Randolph-Macon allows more than two people in a room (accommodating families), while Wilson College now does not. We heard reports of approval for the change by absent Monthly Meetings; we did not hear of any disapprovals. At the committee's recommendation, and on behalf of the Yearly Meeting, we CHANGED our upcoming annual session to 7/25-29/2001 at Randolph-Macon College in Ashland, Virginia, with the retreat beginning on 7/24/2001. We EMPOWERED Program Committee to adjust the schedule within the week if need be.

R2001-3 Closing. We THANKED Stony Run Friends (in particular Ron Mattson for their hospitality. We heard, corrected, and APPROVED these minutes with the attachment of a written version of the report given. We ADJOURNED to gather next on 3/24/2001 at Nottingham Monthly Meeting in Oxford, Pennsylvania, or at the call of the Presiding Clerk.

Marjorie F. Scott, presiding

Arthur David Olson, recording

Third Month 24, 2001 Nottingham Meeting

R2001-4 Opening: Baltimore Yearly Meeting's Representative Meeting adjourned on 3/24/2001 at the Meeting House of Nottingham Monthly Meeting in Oxford, Pennsylvania. People from 22 Meetings signed in:

Adelphi: Martha Gay, Mary Lord, Ann Marie Moriarty; Arthur David Olson (Takoma Park), Pete Schenck (Takoma Park), Sharon Stout, Pam Taylor; Annapolis: Nan Elsbree; Baltimore, Homewood: Edith Ballard, Miriam Green, Anne Greene, Dave Greene; Baltimore, Stony Run: J. Michael Boardman, Ronald Mattson, William O. Miles, Marjorie F. Scott; Bethesda: Marion Ballard, Abbe Fessenden, Lee N. Foster, Edward Hawkins, Hofmeister, Ralph Hofmeister; Blacksburg: Jim Shotts, Josie Shotts; Carlisle: Joan Anderson, Stephen Davidson, Rob Rathfon; Deer Creek: Sarah Buchanan-Wollaston, Betsy Wollaston; Dunnings Creek: Susan Williams; Frederick: John Darnell; Gettysburg: Margaret Stambaugh; Herndon: Bonnie Stockslager; Langley Hill: Sheila N. Bach, Thomas Burson, Tom Fox, Rebecca Rawls, Timothy Yeaney; Little Britain: L. Coates (Eastland), Suzanne Lamborn; Maury River: Katherine Smith; Nottingham: Martin Bradley, Douglas B. Eaby, Jason Eaby, Ellie Hilar; Sandy Spring: Alan Borst, Jack Fogarty, Peggy Fogarty, Flossie Fuller; Howard Fullerton, Betty Hutchinson, Margo Inglis Lehman, Richard Liversidge, Mary Mallett, Frank Massey, Betsy Meyer, Trudy Rogers (Poca Valley), Howard Zuses, Rosalind Zuses; State College: Elizabeth Arginteanu, Tom Ryan; Valley: Jeanne Tabscott (Augusta); Washington: David Etheridge, Errol Hess, Susan Lepper, Harry Massey, Miyo Mori; Riley Robinson, John Salzberg; West Branch: Peggy Fry, Walt Fry, Lamar Matthew, Ed Norton, Fran Norton.

R2001-5 Search Committee of Representative Meeting (Lamar Matthew presiding, Ron Mattson recording): The Clerk and Recording Clerk of Representative Meeting withdrew from the sessions. Liz Hofmeister, Clerk of Baltimore Yearly Meeting Search Committee, brought forth the names of Marjorie Scott and Arthur David Olson, for a third and final two-year term as

Representative Meeting and Recording Clerk of Representative Meeting respectively. Approval WAS GIVEN to forward these names to Yearly Meeting sessions.

Sheila Bach was recommended for a second two-year term as Baltimore Yearly Meeting Treasurer and Kevin Caughlin to a second three-year term as Assistant Treasurer. Both appointments to begin January 1, 2002 APPROVED.

For Supervisory Committee, class of 2003, the names of Rich Liversidge (Sandy Spring) and John Darnell (Frederick), were brought forward and APPROVED.

Acting as Yearly Meeting, we APPROVED the naming of Dorothea Musgrave, class of 2003, to the Yearly Meeting Nominating Committee, to begin immediately.

Marjorie Scott and Arthur David Olson returned to take the chairs.

R2001-6 Criminal and Restorative Justice: Joan Anderson reported on behalf of the Criminal and Restorative Justice Committee. Joan urged Friends to contact Maryland legislators to support a moratorium on capital punishment; bills are now being considered by both the House and Senate of the Maryland Legislature.

R2001-7 Friends World Committee for Consultation: Flossie Fullerton reported on behalf of the Friends World Committee for Consultation (FWCC). Flossie attended FWCC's annual meeting last week as a representative of Baltimore Yearly Meeting. The annual meeting was held in Greensboro, North Carolina, with events translated from English y *español*.

R2001-8 Peace and Social Concerns: Betty Hutchinson, Clerk of Peace and Social Concerns, introduced John Salzberg who provided information on a draft minute concerning conditions in the West Bank and Gaza. On behalf of the Yearly Meeting, we APPROVED the following minute, with copies to be sent to Ramallah Monthly Meeting and Friends United Meeting:

The Baltimore Yearly Meeting of the Religious Society of Friends has received disturbing reports from Palestinian Quakers in Ramallah about what has happened to them and their neighbors in the West Bank and Gaza since Israel began military occupation there in 1967. We recognize the suffering of both the Israeli and Palestinian people in the complex conflict in the Middle East, and abhor the violence that has victimized innocent civilians on both sides. Our purpose is to present information on conditions in the West Bank and Gaza, which are not widely reported in the American press.

Jean Zaru, the Clerk of Ramallah Friends Meeting, has told us that in the West Bank and Gaza the Israeli Government provides the people in Jewish settlements with much more water than it provides to the Palestinian people. The Clerk of Ramallah Friends Meeting reports that Palestinian lands continue to be appropriated by settlers. There are now nearly 200 Jewish settlements in the West Bank and Gaza. She tells us that treated sewage from the settlements often runs into the valleys below and endangers the agriculture and health of neighboring Palestinian communities.

Jean Zaru also tells us of many limitations imposed on the personal freedoms of Palestinians. Many Palestinians, especially in East Jerusalem, are denied the right to build homes on their own land. The Israeli Government demolishes houses of persons accused of wrong-doing even though the houses are occupied by many family members who have not been accused of any offense. Those family members are also denied the right to continue living in East Jerusalem and lose social services to which they would otherwise be entitled. Palestinians without residency permits are not allowed even to visit without first obtaining the permission of Israeli military authorities. She tells us her homeland everyday feels more and more like a prison.

In a more recent letter, Jean Zaru speaks of devastating effects of blockades, not only between Israel, the West Bank, and Gaza, but also of blockades between Palestinian villages and cities. Curfews are imposed as well. These blockades have caused unemployment, impeded commerce including shipment of food and commodities, and prevent timely access to medicine and hospitals. People have died and expectant mothers have given birth waiting to clear checkpoints. Jean Zaru says Palestinians are being subjected to "collective punishment" and being made prisoners in their own country.

Rich Meyer of the Christian Peacemaker Teams (a Mennonite, Brethren, and Quaker organization) reports that because four settlement compounds in Hebron house about 300 Israelis, about 30,000 Palestinians live under direct military control. Palestinians must show papers at numerous checkpoints in the town and comply with a military curfew.

Jim Matlack of the American Friends Service Committee recently returned from the area and reported that Palestinians he met had suffered from and were extremely vulnerable to violence inflicted by Israeli military forces. He noted that new hotels in Bethlehem that were built for the expected increase in Christian tourists to mark the new millennium were in fact, filled with Palestinians who had fled their homes because their homes are the targets of Israeli missiles. He was part of a delegation that visited some of those homes where empty shells were found with la-

indicating they were made in the United States. The Christian Peacemaker Team in Beit Jala reported that the windows of an apartment it had rented were shot out by the Israeli military even though no one suspected the Christian Peacemaker Team of committing any acts of violence. Damage to the apartment, however, was minor compared to that to neighboring homes that were reduced to rubble.

We are aware that many of the current practices are influenced in part by the fear caused by repeated acts of violence committed against Israelis in the West Bank and Gaza. It is in the nature of acts of violence, even in the pursuit of justice, that they result in still more injustice. We urge those struggling for justice to adhere to the principles of nonviolence in that struggle. We welcome media reports that Palestinian officials intend to change the Intifada tactics and adopt nonviolent activities.

The Baltimore Yearly Meeting of the Religious Society of Friends appeals to the U.S. President and the Secretary of State

- to urge the Government of Israel to change those discriminatory and unjust rules that have resulted in so many Palestinians losing their property, their freedom and their safety in the land where they have lived for generations and to cease the imposition of closures and curfews.
- to urge the Palestinian and Israeli authorities to reach an agreement that will assure that Palestinians on the West Bank and Gaza decide for themselves the laws that will govern them and to agree to an international monitoring presence in the West Bank and Gaza.
- to work with the Congress to suspend the sale to Israel of attack helicopters, laser guided missiles and all other US weapons that have resulted in the death or injury of Palestinians or damage to homes and other civilian property.

We ask the Clerk of the Yearly Meeting to communicate this appeal to the President, the Secretary of State, to the Members of the House of Representatives who represent the congressional districts where members of Baltimore Yearly Meeting worship, and to Senators from Maryland, Pennsylvania, and Virginia. We also encourage Monthly Meetings that have voting representation in the U.S. Congress to meet with their Member of Congress using this minute as a focus for the discussion. We urge members in the District of Columbia to meet with their nonvoting Delegate.

Betty reported that Peace and Social Concerns Committee has approved a recommendation of the Trustees that our unused Fund for Conscience of \$5,870.91 be transferred to the Fund for Education and Training, administered by the Center for Conscience and War. On behalf of the Yearly Meeting, we APPROVED this transfer.

R2001-9 Friends United Meeting: Howard Fullerton reported on behalf of United Meeting (FUM). Howard stated that FUM's financial house is in order and that Ben Richmond has been hired to oversee outreach in North America.

R2001-10 Web Publishing Subcommittee: Howard Fullerton reported on behalf of the Web Publishing Subcommittee. The subcommittee is asking group members at the Yearly Meeting to provide it with registration forms for events so that electronic versions can be made available by way of the Internet.

R2001-11 Task Group on the Structure of the Yearly Meeting's Committees and the Role of Staff: Howard Fullerton, on behalf of the Task Group on the Structure of the Yearly Meeting's Committees and the Role of Staff, presented the following report:

Introduction

We last studied committee structure in 1994-95. Trudy Rogers clerked the ad hoc Task Group on Committees. She shared some reports and files, and I selected some paragraphs from them:

Special session of business, 8/6/94, to consider role of committees; (pp 55-59, 1994 *Yearbook*) excerpts of interest follow:

"Our present purpose is to help the Yearly Meeting adjust its structure and activities so that they better nurture the Light among our members and the world. Efforts that serve this purpose well and clearly should be reported; others should be reduced or laid down."

"The burdens (time and cost) of travel to committee meetings are barriers to greater participation for some. New ways to do things, (conference calls, electronic communications, regional/quarterly meeting working groups) should be explored. Some Friends asked that committee meetings be geographically rotated or closer; others said try to meet only at Yearly Meeting Days and at Yearly Meeting. We received several suggestions for encouraging wider individual participation in Yearly Meeting work. In general, these involve Monthly Meetings having more information about opportunities for service and Yearly Meeting committees being much clearer about their work and needs for service."

"In considering different general structures for committees, we seem to agree that some changes may be necessary, and that the same changes probably won't work well for all committees or areas of committees. Committees may wish to consider:

More flexibility of committee size,
Clearer definition of general and specific tasks,
Periodic reviews of activities, needs, energy and calling."

"Adding nurture and social testimonies oversight committees may just be adding another layer of bureaucracy. However, if we encourage more work to be done by less formal ad hoc or working groups, more flexible budget processes will be needed. (At present, concerns can be directed to standing committees which have a budget that might be able to support the activity.)"

In laying that ad hoc group down, the Yearly Meeting said:

"We sense that this particular consideration of the work of committees may be drawing to a close and it may be time to lay this Task Group down. There is still much to consider about our structure and how best to discern and carry out that which we are called to do as Meetings and as individuals. We feel the fresh insights of others should be brought to bear on the issues before us and those which may arise as we move into the new century."

As the membership of Baltimore Yearly Meeting has grown; so have the number of those active in the Yearly Meeting. We need to support and encourage this. Currently, the additional activity takes the form of establishing new committees, with members to be nominated by the Nominating Committee and approved by the Yearly Meeting in session or by Representative Meeting. Thus, the Nominating Committee must be stretched to nominate more and more people. To increase the numbers on the Nominating Committee, we need to increase the size of the Search Committee, which nominates the Nominating Committee. To do that, we would need to increase the size of the Ad Hoc Search Committee, which nominates the Search Committee. We are facing infinite regression and none of us want to do that. The current task group believes it is possible to be active and be recognized as active without having to make so many nominations.

Junior Yearly Meeting has been an exception to this practice. The members are self-recruited; it is almost the same group year after year, with a few new faces each year. They do what they are called to do well. The Web Subcommittee also functions without being nominated. The names of those who are active are recorded in the *Yearbook* each year. We believe that these practices will work for many other committees. We suggest combining some committees.

DRAFT: Proposed Committee Structure for BYM

Bold: New Committees

Regular: current committees

1. Ministry and Worship

Ministry and Counsel Committee (current)

Committee for the Nurture & Recognition of Ministry (current)

Advancement & Outreach Committee (current)

Religious Education (current)

2. **Peace and Social Concerns Committee** (current)
 - Criminal and Restorative Justice Committee (current)
 - Indian Affairs Committee (current)
 - Right Sharing of World Resources Committee (current)
 - Unity with Nature Committee (current)
3. **Youth Programs Committee** (current)
 - Young Friends (program)
 - Junior Young Friends (program)
4. **Camping Program Committee** (current)
5. **Trustees** (current)
 - Educational Funding Resources Committee (current)
 - E. Reynolds Committee (current)
 - Sue Thomas Turner Committee (current)
6. **Publications** (current)
 - Manual of Procedure (current)
 - Records (current)
 - Web Publishing (current subcommittee)
 - Faith and Practice (current)
7. **Finance and Property**
 - Stewardship and Finance (current)
 - Camp Property Management (current)
(Catoclin Site and Shiloh Site Subcommittees)
8. **Nominating** (current)
9. **Search** (current)
10. **Program Committee** (current)

Ad Hoc Committees

- Epistle (current) [to be appointed by the Clerk at YM Session]
- Gay, Lesbian, and Bisexual Concerns (current)
- Friends in Education (current)

The Task Group's draft proposal focuses on consolidating committees rather than on laying committees down. The proposal does not address the question of what the Yearly Meeting's purpose is or should be.

We heard a sense that a group with our current Peace and Social Concerns Committee's focus would be needed under the proposed group that would address both that work and other concerns such as Indian Affairs. We heard

that people with interests in camp property management might not be willing to work on a committee with more general responsibilities. We heard a sense that it is premature to work on committee structure before we have considered our mission and ministry, since only by knowing what our ministry is can we know what structure will serve it best. We heard a sense of a member of the Indian Affairs Committee that the Committee should continue as a stand-alone group to help ensure a continuing relationship with indigenous people. We heard a sense that the proposed structure with broad-interest committees might give us flexibility as interest in particular concerns waxes and wanes. We heard a sense that there may be ways other than restructuring to address our difficulties in finding people to serve on committees. We were asked how the proposed reorganization would encourage new people to serve the Yearly Meeting. We heard a sense that we need a structure that serves to bring individuals together with work they can enthusiastically carry out, rather than one that simply encourages us to fill slots in Nominating Committee reports. We heard a sense that the proposed structure, with our current committees overseen by new umbrella committees, would be more complex than what we have now. We heard a sense that informing more Friends about the Yearly Meeting and its work is more important than restructuring. We heard a sense that our effort to define our purpose and ministry needs to be ongoing.

We DIRECTED the Task Group to provide opportunity in the next year for all within the Yearly Meeting to help discern the mission and purpose of the Yearly Meeting and determine the structure to serve that mission and purpose.

R2001-12 Friends Peace Teams Project: Mary Lord reported on the Friends Peace Teams Project. Mary distributed a newsletter and a year-end report on the African Great Lakes Initiative. Fourteen Yearly Meetings are now affiliated with the Peace Teams Project. The Project raised over \$100,000 last year and is on budget for this year. Susan Rose now serves as the Project's Treasurer. Ten people are now serving in Africa (four on a Burundi project and six on a Rwanda project). The Friends Peace Teams Project is working in support of Peace Brigades International and Christian Peacemaker Teams in the country of Columbia. The Friends Peace Teams Project is also working on increasing skills, training, and awareness of Meetings in North America.

R2001-13 Youth Programs: Tom Fox, on behalf of Youth Programs Committee, asked to hear from those interested in representing Baltimore Yearly Meeting in planning the 2003 YouthQuake.

R2001-14 General Secretary: Frank Massey, Baltimore Yearly Meeting General Secretary, reported. Frank announced the availability of a letter from Pat Kutzner and fliers on upcoming camp work days, a Ministry and Counsel retreat, and a World Council of Churches initiative to end violence. Frank provided information on our 7/25-29/2001 annual session at Randolph-Macon College in Ashland, Virginia. Frank noted a 4/9/2001 hearing on a proposal to pave Mink Farm Road

at Camp Catoctin. Frank asked Friends to contact him for information on getting Monthly Meeting insurance from the Yearly Meeting's new insurance provider, Guide One. Frank, Supervisory Committee, Trustees, and Stewards/Finance are investigating ways to provide more work space at the Yearly Meeting office; options costing up to \$150,000 are being investigated. Frank reports that at the end of this month Margo Lehman is to end her service as Religious Education Secretary.

We MINUTED our appreciation to Margo Lehman for her service and as Religious Education Secretary. We THANKED Frank for his report.

R2001-15 Advancement and Outreach: Jeanne Tabscott, Co-clerk of Advancement and Outreach Committee, read a proposed new description of the committee for the *Manual of Procedure*:

The Advancement and Outreach Committee consists of approximately nine members nominated by the Nominating Committee and appointed to the Yearly Meeting with care to name Friends who are familiar with Monthly Meetings throughout the Yearly Meeting.

This Committee provides tools and resources to local Meetings looking for new outreach ideas, for help starting new Meetings, and for ways to help those new to Friends learn about the Religious Society of Friends. The Committee works with the Publications Committee to assure that useful information about Baltimore Yearly Meeting, its local Meetings, and the Religious Society of Friends is available from the Yearly Meeting web page and other Yearly Meeting publications. The Committee appoints two persons to serve on the Ethel Reynolds Fund Committee for one-year terms and names a member to serve on the Sue Thomas Turner Quaker Education Fund Committee for a two-year term.

We REFERRED the proposed description to the Manual of Procedure Committee.

R2001-16 Fire House: A Friend asked whether there was interest in the Yearly Meeting in acquiring the fire house near the Yearly Meeting office in Spring. We REFERRED this matter to Trustees.

R2001-17 BYM/Torreon/Starlake travel: Howard Zuses, on behalf of an ad hoc group, reported on plans to have Baltimore Yearly Meeting youth travel to Torreon/Starlake and to have their youth travel here, with work-camp opening at both places. There are costs for air fare, staff, and modest structure at Torreon/Starlake; total funds to be raised from Monthly Meetings should be between \$5,000 and \$8,000. A fund-raising letter is being sent to Monthly Meetings.

R2001-18 Stewardship and Finance: Marion Ballard, Clerk of Stewardship and Finance, reported that the Committee has been considering our financial support of Friends General Conference (FGC) and Friends United Meeting (FUM). The Committee has studied participation in these two groups' events, subscriptions to affiliated periodicals, and use of religious education materials. The Committee recommends that we give about 20% of combined annual giving to FUM and 80% to FGC; we now give about 40% to FUM and 60% to FGC. The Committee would make the change by gradually increasing giving to FGC without reducing giving to FUM.

We were asked what fraction of each group's total membership is represented by our membership. We heard a sense that the two groups meet different needs for us and that their differing emphases and geographies help us stay in touch with Friends in different places. We heard that our financial support of FUM is small relative to other Yearly Meetings. We heard a sense that renewed effort to serve North American Meetings as well as projects of interest to Baltimore Yearly Meeting Friends may warrant support of FUM. We heard a hope that the strengths of each group might be taken on by the other.

Marion reported Stewardship and Finance Committee's recommendation that the General Secretary be authorized to sign checks for budgeted expenses up to \$5,000; this would reduce travel for the General Secretary. We heard concerns about the exact cut-off amount, questions about whether dual-signature checks might be prudent, and a suggestion that we have a petty cash fund. We DIRECTED Stewardship and Finance to further consider this matter and return to us at our next meeting with a recommendation.

R2001-19 Counseling Service: Miriam Greene, on behalf of the Ministry and Counsel Committee, read the following:

The Ministry and Counsel Committee wants to clarify whether there is a need for the BYM Counseling Service or whether to lay it down as a Yearly Meeting function. It has been without an administrator for several years, which makes proper oversight difficult for the Committee. The Committee proposes to contact Monthly Meetings in the Yearly Meeting to determine the need and focus of any services the Yearly Meeting might provide. In the interim we suggest the General Secretary use his discretion in making information about the Counseling Service available to those inquiring.

We ENDORSED the Committee's suggestion.

R2001-20 Closing: We THANKED Nottingham Friends for their hospitality and their arranging for our use of the senior citizen's center. We heard, corrected, and APPROVED these minutes, along with the attachment of written

versions of reports given. We adjourned, to gather next on 6/16/2001 at the Charlottesville Meeting House in Charlottesville, Virginia, or at the call of the Presiding Clerk.

Marjorie F. Scott, presiding
Lamar Matthew, presiding

Arthur David Olson, recording
Ron Mattson, recording

Sixth Month 16, 2001 Tandem Friends School

R2001-21 Opening: Baltimore Yearly Meeting's Representative Meeting opened on 6/16/2001 at Tandem Friends School in Charlottesville, Virginia. 30 signatures from 19 Monthly Meetings signed in:

Adelphi: Ann Marie Moriarty, Arthur David Olson (Takoma Park), Schenck (Takoma Park), Sharon Stout; Alexandria: Howard van Breen; Annapolis: Nan Elsbree, Dot Waliger; Baltimore, Homewood: Edith Baer, Miriam Green; Baltimore, Stony Run: Harry Scott, Marjorie F. Scott; Bethesda: Marion Ballard, Lee N. Foster, Katrina Mason; Charlottesville: Linda Goldstein, Frances Preston Schutz, Ted Siedlecki; Deer Creek: Frances Wollaston; Frederick: Tena Meadows O'Rear; Gettysburg: Mary Stambaugh; Langley Hill: Sheila N. Bach; Maury River: Katherine Stambaugh; Pipe Creek: C. J. Swet, Emily Swet; Roanoke: Bob Fetter, Susie Fetter; Sandy Spring: Betty Hutchinson, Frank Massey, Jeanne Snyder; State College: Tom Ryan; Valley: Jeanne Tabscott (Augusta); Washington: McNeil, Winifred Walker-Jones, Ann Wilcox; York: Lamar Matthew; Other: Arlene Gillespie (Kents Store).

The Presiding Clerk read from a communication from Deborah Haines, Friends General Conference's Advancement and Outreach Committee.

In England the birth of Quakerism is traditionally measured from Sunday, June 13, 1652, when George Fox addressed a thousand "Seekers" gathered on Firbank Fell. There is a wonderful account of that event in Elizabeth Vipont's *George Fox and the Valiant Sixty*—I highly recommend it. Most of us are more familiar with Pendle Hill, where a few weeks earlier George Fox had a vision of "a mighty people to be gathered." But the first Quaker Meetings arose out of the gathering on Firbank Fell. I'm thinking that it would be a good way of reminding ourselves and our Meetings that Quakerism was born in outreach. Maybe we should designate June 13 (the second Sunday in June) as "Quaker Outreach Day" and figure out appropriate ways to celebrate it every year. Meeting open houses? "Bring a friend to Meeting" days? Peace vigils? Press releases? Since it's too late to plan anything for this year, maybe we could just tell those in our Meetings the story of George Fox preaching on Firbank Fell. We do have

message for the seekers of today, and it hasn't changed much since then: "God is always trying to talk to us. We just need to take the time to listen."

The Presiding Clerk thanked Charlottesville Friends and Tandem Friends School for their hospitality.

R2001-22 Peace and Social Concerns: Betty Hutchinson, Clerk of Peace and Social Concerns, reported. The Committee had a successful networking day on 5/19/2001. The Committee has agreed to support a Friends Meeting of Washington initiative on the death penalty. The Committee is preparing a response to concerns about a 3/2001 minute on the situation in the Middle East. The Committee approved and endorsed a minute from the Center for Conscience and War regarding its work and preparation of educational materials.

R2001-23 Ministry and Counsel: Miriam Green, Clerk of Ministry and Counsel, reported. 34 Spiritual State of the Meeting reports have been received from Monthly Meetings. Ministry and Counsel has considered the report of the Task Group on the Structure of the Yearly Meeting's Committees and the Role of Staff. The General Secretary undertook to determine whether Monthly Meetings desire copies of Spiritual State of the Meeting reports from other Meetings.

R2001-24 Task Group on the Structure of the Yearly Meeting's Committees and the Role of Staff: Howard Fullerton reported on behalf of the Task Group on the Structure of the Yearly Meeting's Committees and the Role of Staff. Howard handed out a proposed committee structure document and diagram:

1. Ministry and Worship Committee

The Ministry and Worship Committee consists of nine members nominated by the Nominating Committee and appointed by the Yearly Meeting. The Nominating Committee designates the Clerk of the Committee. Each Monthly Meeting committee dealing with ministry and pastoral care, or the Monthly Meeting itself, is requested to designate one of its members to participate, or serve as a corresponding member, in the meetings and responsibilities of the Committee.

The Committee is concerned with and active in deepening the spiritual life of the Yearly Meeting and of its constituent Monthly Meetings. It supports the spiritual life through the establishment of working groups such as: Spiritual Formation; Silent Retreats; Advancement; Quaker Institute for Servant Leadership; Embraced Friends; Adult Religious Education; Children Religious Education; Gay, Lesbian, and Bisexual Concerns; and Counseling Service.

At Yearly Meeting sessions it cooperates with the Program Committee arranging Meetings for Worship, inspiration, and discussion of spiritual concerns. The Clerk of Ministry and Worship serves as a member of the Program Committee.

The Ministry and Worship Committee advises Monthly Meetings on the preparation of the annual reports on the Spiritual State of the Meeting. It receives the approved reports and Quarterly Meeting summaries and prepares a summary statement on the Spiritual State of the Yearly Meeting for incorporation in the Committee's report to the Yearly Meeting.

2. Social Order Committee

The Social Order Committee consists of six members nominated by the Nominating Committee and appointed by the Yearly Meeting. (Not voting at this level.) The Nominating Committee designates the Clerk of the Committee.

Annually, it reports to Yearly Meeting the State of Social Witness, collecting this information from our Monthly Meetings by means of a questionnaire or queries of its devising. The purpose of the report is to share, inform, stimulate, and to focus our vision on the possible, within the limitations of time, staff, energy, and financial support, where we proceed to Yearly Meeting to work cooperatively.

The Committee serves as a clearness committee for those who come forward under leading to renew or create avenues within this focus to further God's work in the world. It may recognize such Working Groups as: Criminal and Restorative Justice; Peace; Right Sharing of World Resources; and Unity with Nature. It brings to Yearly Meeting proposals for new Working Groups. It co-opts (*Manual of Procedure*, p. 15) from among volunteers those persons best qualified to further the goals of the group.

The Committee forwards to Yearly Meeting for its approval names of Friends it has selected to represent Baltimore Yearly Meeting by its association with such general committees as Right Sharing of World Resources, Prisoner Visitor Services, Friends Committee on Unity with Nature.

Presiding Clerks of Yearly and Representative Meetings may refer to the Committee proposals made on the floor with out prior review by the Committee.

3. Indian Affairs Committee

The Indian Affairs Committee consists of approximately 12 members nominated by the Nominating Committee and appointed by the Yearly Meeting.

In 1795 Quakers in the northern Shenandoah Valley, following the model established by William Penn in Pennsylvania, set up a fund to pay American Indians for lands Quakers had settled. Unable to locate survivors of the natives who had previously lived in the valley, these Friends set aside the monies for assistance of American Indians under the care of Baltimore Yearly Meeting. Since that time the Indian Affairs Committee has distributed the interest income from this endowment to organizations which assist and advocate for Native Americans.

This Committee also stimulates interest in and activity for the American Indians, cooperates with other Yearly Meetings and other Friends' organizations in projects for the benefit of American Indians, and concerns itself with pending legislation on the national and local levels involving Native American issues.

This Committee recommends to the Nominating Committee each year one person for appointment by the Yearly Meeting to serve as the Yearly Meeting's representative to the Associated Committee of Friends on Indian Affairs.

4. Youth Programs Committee

The Youth Programs Committee consists of eight to ten adults nominated by the Nominating Committee and appointed by Yearly Meeting and a Young Friend appointed by Young Friends Conference Business Meeting. The adult Co-clerks and the youth Co-clerks of the Young Friends Conference Subcommittee, the Young Friends Yearly Meeting Program Planning Subcommittee, Young Quakes United Subcommittee, and of the regional youth oversight committees serve on this Committee. The regional youth coordinators, the Yearly Meeting YouthQuake representative, and the Youth Secretary are also ex officio members of the Youth Programs Committee.

The Youth Programs Committee oversees and coordinates all Yearly Meeting youth programs—other than camping programs and Junior Yearly Meeting—for junior high/middle school and high school youth, and provides for the various needs and interests of those youth.

By providing retreats, workshops, and consultation, the Youth Programs Committee facilitates the training, nurturing, and support of adults who work with the junior high/middle school and high school youth of Baltimore Yearly Meeting.

The Committee meets twice a year or as necessary. The bulk of its work is done through the Young Friends Conference Subcommittee, the Young Friends Yearly Meeting Program Planning Subcommittee, the Young Quakes United Planning Subcommittee, the Regional Youth Program Oversight Subcommittee, and other subcommittees as deemed necessary.

The Youth Programs Committee appoints a Baltimore Yearly Meeting high school youth as a representative to the Fund for Conscience committee of the Peace and Social Concerns Committee. The adult youth Co-clerks of the Young Friends Yearly Meeting Program Planning Subcommittee serve on the Program Committee.

The Youth Programs Committee names an adult representative to serve on the Coordinating Council for Youth Programs. One adult representative to serve on the Coordinating Council for Youth Programs is also named by each of the following: the Young Friends Conference Subcommittee, the Young Friends Yearly Meeting Program Planning Subcommittee, and the Young Quakes United Planning Subcommittee.

Every three years, according to the YouthQuake cycle, the Youth Programs Committee recommends the name of an adult to the Nominating Committee for appointment by the Yearly Meeting to serve a three-year term as the Yearly Meeting representative to the YouthQuake Planning Committee.

The Young Friends Executive Committee is nominated and appointed by the Young Friends Conference Business Meeting and works under the care of the Young Friends Conference Subcommittee to facilitate conferences. To encourage youth to participate actively in the affairs of the Yearly Meeting, the Young Friends Executive Committee Clerk is a member of the Representative Meeting. Details of the procedures of the Young Friends Executive Committee and Young Friends Conferences can be found in the *Young Friends Handbook*, available from Baltimore Yearly Meeting.

5. Camping Program Committee

The Camping Program Committee consists of approximately 18 members nominated by the Nominating Committee and appointed by the Yearly Meeting, plus the directors of the camping programs, *ex officio*.

The Camping Program Committee oversees, coordinates, manages, and operates all of Yearly Meeting endeavors in the field of camping; philosophy, constituency, financing, and program emphasis—seeking to provide for all the various ages and interests of our Yearly Meeting through

variety of camping styles. The Committee is responsible for the employment of camp directors, for establishing specific camp staff salaries, and for evaluation of camp staff.

The Clerk or another member of the Camping Program Committee serves as a member of the Camp Property Management Committee. This Committee names an adult representative to serve on the Coordinating Council for Youth Programs.

6. Trustees

The Trustees, like other committees of the Meeting, are selected by the Meeting and are expected to act for the whole Meeting in carrying out their responsibilities under the law. Thus, while trustees must be conscious of their fiduciary obligation to preserve the assets of the Meeting, they must also be continuously sensitive to the spirit of the Meeting and its wish to fulfill the social testimonies of the Society of Friends. The Meeting, in turn, should be sensitive to the legal responsibilities of trustees which can, in certain circumstances, make them personally liable for actions taken in the name of the Meeting.

Faith and Practice, III B, 4b

Trustees and other financial officers should seek to be as responsive as possible, within the limits of legally imposed restrictions, to the considered judgment of the whole Meeting on matters of policy.

Faith and Practice, Appendix 1, 2b

The Yearly Meeting appoints Trustees in accordance with its corporate charter. These are at present nine in number: the current Presiding Clerk and Treasurer of the Yearly Meeting plus seven persons nominated by the Nominating Committee and appointed by the Yearly Meeting to serve for terms of three years, with the possibility of re-appointment for a second three-year term. The Trustees may not co-opt additional members.

The Trustees meet at least annually. They are responsible for title to all real property in the care of the Yearly Meeting, such as burying grounds, and for all matters concerned with the invested funds of the Yearly Meeting. All trust funds will, of course, be administered in accordance with the intentions of the original donors following the policy outlined in *Faith and Practice, Appendix I, 3*. The Trustees should report annually to the Yearly Meeting.

The Trustees are responsible for making awards of grants from the E. Reynolds Fund and the Sue Thomas Turner Fund, and for making loans from the Educational Funds. The Trustees may bring in advisors or consultants for this process.

7. Publications

The Publications Committee consists of five persons nominated by the Nominating Committee and appointed by the Yearly Meeting, plus the following members, ex officio: the Presiding Clerk, the Recording Clerk, the editor of the Yearly Meeting and the Representative Meeting, the editor of the *Baltimore Young Friends Newsletter*, and the General Secretary.

The immediate past Presiding Clerk should continue to serve on this Committee for one year. The Publications Committee is responsible for appointing an editor for the *Interchange*; this editor is not a member of the Committee.

The Publications Committee works with the Yearly Meeting staff to produce and distribute regularly the *Advance Reports*, the *Yearbook*, the *Interchange*, and *Baltimore Young Friends Newsletter*. It also assists the staff in the production and distribution of revisions to *Faith and Practice* and of the informational brochure. From time to time the Yearly Meeting authorizes the publication of other documents and publications to be distributed within the Yearly Meeting or to the general public. These materials are produced and distributed by the staff with the assistance of the Committee.

After the annual sessions, the *Yearbook* volume is produced and distributed promptly. The minutes of the Yearly Meeting sessions are prepared under the care of the Yearly Meeting officers and staff. In the interest of accuracy and clarity, they may correct or annotate errors of nomenclature, fact, or grammar made under the pressure of Yearly Meeting sessions.

Responsibilities of this Committee may range from simple awareness of what is currently authorized for publication to initiation of needed publications, or to the recommendation of reimbursement for a particular publication. The Committee may be asked by the Yearly Meeting staff or by the Supervisory Committee to review, prior to publication, reports or studies of committees or other bodies of the Yearly Meeting which are intended for wide distribution within the Yearly Meeting or to the general public. Committees of the Yearly Meeting are encouraged to consult with the Publications Committee as the need arises.

The Committee is responsible in seeing that the *Manual of Procedure* is revised and edited in a timely fashion, and for assembling a Web Working Group.

8. Finance and Property

The Stewardship and Finance Committee consists of 14 members nominated by the Nominating Committee and appointed by the Yearly Meeting, with careful attention to the special need of this Committee to be knowledgeable about the situation of all Monthly Meetings. In addition, the Treasurer and Assistant Treasurer are ex-officio members of this Committee, and either the Treasurer or the Clerk of the Stewardship and Finance Committee from each local Meeting is a corresponding member.

The Committee each year prepares for Yearly Meeting consideration a budget and a plan of apportionment of the budget to the Monthly Meetings. At least every three years and whenever the Treasurer changes, it should arrange for a Certified Public Accountant to audit the Treasurer's books and records, and those of any other group or individual having charge of the expenditure of funds. It has oversight of the accounting methods used and the adequacy of the financial reports given by the Treasurer, and it should make adequate provision for preservation of all assets of the Yearly Meeting not specifically managed by the Trustees.

The Committee is also responsible to establish a Camp Property Working Group (and Site Committees) that will develop a camp property operating budget and a camp capital budget for development and improvements of the properties.

This Committee also should keep all Monthly Meetings informed of the financial needs of the Yearly Meeting and aware of their responsibility to support adequately the activities of the Religious Society of Friends, including any special appeals from Friends General Conference and Friends United Meeting.

The Clerk or another member of the Stewardship and Finance Committee serves as a member of the Camp Property Management Committee.

9. Nominating

The Nominating Committee is composed of 21 persons, with at least one from each Quarterly Meeting. One-third of the Committee is nominated each year by the Representative Meeting for appointment by the Yearly Meeting. Quarterly Meetings may suggest the names of suitable persons from their membership to serve on the Nominating Committee.

The Committee recommends to the Yearly Meeting in session the names of persons to serve on committees and in other offices for which no other means of nomination has been herein provided. Unless otherwise specified, a three-year term is suggested for all committee members, one-third

of the membership of a committee being appointed each year to from the close of the Yearly Meeting sessions at which they were appointed. Persons may be appointed to an office or committee for no than six consecutive years, unless longer terms are specified.

Nominations may arise in the Nominating Committee, or may be suggested to the Committee by Quarterly or Monthly Meetings, by clerical members of established committees, or by any member of the Yearly Meeting. Normally, persons eligible for nomination are members of the Yearly Meeting. However, the Nominating Committee may nominate Friends from other Yearly Meetings who are sojourning among us. On the recommendation of a Monthly Meeting, the Committee may nominate an active attender, except that appointments to other Friends' organizations must be limited to members of the Society of Friends if the applicable bylaws so specify.

In general, committees charged with a nominating function do not nominate any of their own members; in general, Friends should attempt to serve the Yearly Meeting on no more than one standing committee at a time. However, these principles should not prevent the nomination of a particularly well qualified Friend as a representative to an outside body as a member of an ad hoc committee, after the Nominating Committee has given due consideration to other qualified Friends. Nothing in the *Manual* should be interpreted as barring any Friend from serving in a specific capacity when special circumstances warrant.

10. Program Committee

The Program Committee consists of nine persons nominated by the Nominating Committee and appointed by the Yearly Meeting, plus the following, ex. officio: the Presiding Clerk of the Yearly Meeting, the Clerk of the Ministry and Counsel Committee, the General Secretary and Assistant Secretary of the Yearly Meeting, the adult and youth Co-clerks of the Young Friends Yearly Meeting Program Planning Subcommittee, the Coordinator of Junior Yearly Meeting staff, and a Registrar appointed by the Committee.

The Program Committee has oversight of all program plans for Yearly Meeting sessions, including Junior Yearly Meeting, the planning of the time schedule in detail, assigning places for all meetings, selecting speakers and special program events or delegating the selection to appropriate groups, and caring for the book room.

11. Friends in Education Committees of Interim Meeting

- 1. Search**
- 2. Ad Hoc Search**

3. Supervisory

Records Committee—replaced with an Archivist—approved by Interim Meeting, serves the Monthly Meetings and BYM office staff

Ad Hoc

Epistle—appointed by the Clerk at Yearly Meeting

Faith and Practice Revision—approved by the Yearly Meeting at the time of a significant revision to the *Faith and Practice*.

Howard shared the sense that we must not overburden our Nominating Committee, that we have in our current structure some vestiges of the consolidation of the two Baltimore Yearly Meetings, and that we have a number of committees of limited scope that have been formed in response to specific concerns. The Task Group's proposed new committee structure was prepared with these points in mind.

Howard stated that Indian Affairs Committee is, in the proposal, separate from Social Order Committee because of the desire of those within the current Indian Affairs Committee to remain separate. Howard stated that the proposal would be presented at a Yearly Meeting session no earlier than a year from now.

We heard a concern that the proposed Finance and Property Committee description lacks material on its stewardship function. We heard a sense that work on gay, lesbian, and bisexual concerns might more appropriately be carried out under the Social Order Committee. We heard a concern that the proposal lacks material on embraced Friends. We heard that the "property" entry under "Finance and Property" denotes an oversight responsibility; work centered on specific camps would, as now, be carried out by groups dedicated to those camps.

Howard noted that the diagram should include *Manual of Procedure* under "Publications."

We learned that the Task Group's sense is that Nominating Committee would be responsible only for finding people with interest in the general work of Committees such as Ministry and Oversight or Social Order, not with finding people to address all the specific concerns listed under such committees. Howard stated the sense that all committees have their clerks designated by Nominating Committee, not just those Committees so shown in the proposed committee structure document.

We heard that the Task Group has received communication regarding and is aware of restructuring that has occurred in Philadelphia Yearly Meeting; the Task Group is not attempting to do what Philadelphia Yearly Meeting did, since the circumstances of the two Yearly Meetings are very different. (In particular, Philadelphia Yearly Meeting has Friends mostly from a single state while we have Friends from three states and the District of Columbia.)

We heard a sense that we need not make all proposed changes at once. We heard a concern that oversight committees such as Ministry and World Social Order would need to make Nominating Committee aware of work being carried out carrying out specific work.

We DIRECTED the Task Group to present an interest group on proposed committee structure at our upcoming annual session. The Task Group foresees group discussions of proposed committee structure at our 10/2001 Yearly Meeting Day.

We FORWARDED to our upcoming annual session the Task Group's recommendation to change the name of Representative Meeting to Interim Meeting and to direct Manual of Procedure Committee to eliminate language limiting the part of Representative Meeting.

R2001-25 Stewardship and Finance: Marion Ballard, Clerk of Stewardship and Finance, reported. The Committee is to present an interest group at our upcoming annual session.

R2001-26 Ad Hoc Search Committee: Winifred Walker-Jones reported on behalf of the Ad Hoc Search Committee. At the Committee's recommendation we NAMED Ann Marie Moriarty and Carolyn Unger to continue the Ad Hoc Search Committee of Representative Meeting through 2004.

R2001-27 Camping Exchange: Katrina Mason reported on behalf of the Camping Exchange focused on a camping exchange between Baltimore Yearly Meeting and Starlake Chapter. Baltimore Yearly Meeting Friends (including Ann Moriarty, Michael Hawes, Faith Funkhauser, Ben Murphy-Grenoble, and Peter Moriarty) are to travel to Torreon/Starlake one week from our meeting today; people from Torreon/Starlake will then be traveling here. The group is seeking to raise an additional \$4,000 to fund the exchange; it has already received welcome gifts and gifts in kind from a number of sources.

R2001-28 Friends in Education Committee: Ann Wilcox reported on behalf of the Friends in Education Committee. Ann handed out a draft charge to the Friends in Education Committee:

The Friends in Education Committee consists of a minimum of nine members nominated by the Nominating Committee and appointed by the Yearly Meeting for staggered three-year terms. In addition, individuals may be co-opted to serve on the committee.

The charge to the Committee: To support and nurture the schooling of young people consistent with the beliefs and practices of the Religious Society of Friends. The Committee promotes outreach and networking.

among the Friends schools in the Baltimore Yearly Meeting, and serves as a resource on Quaker values in the educational setting. The Committee also supports Friends who are home schooling or involved in public schools. We cooperate with the Friends Council on Education and other organizations providing support to Friends schools and Friends involved in educational endeavors.

Committee Objectives:

- To support Friends who have an interest in education, including Friends schools, public schools and home schooling;
- To facilitate and support periodic gatherings of Friends in educational endeavors;
- To serve as a network between schools and the local Quaker community, to foster relationships between schools and Yearly Meeting committees, Monthly Meetings, and Friends working in educational settings;
- To conduct a visitation program in which BYM members visit Friends schools to support and nurture the Quaker character of the schools;
- To offer resources and support to individuals or groups interested in starting a Friends school within Baltimore Yearly Meeting;
- To provide information about available financial aid sources;
- To encourage young Friends to consider education as a career, and to encourage Friends to take leadership roles in education;
- To report annually to Baltimore Yearly Meeting.

We FORWARDED this proposed *Manual of Procedure* addition to our upcoming annual session.

R2001-29 Nurture and Recognition of Ministry: Sharon Stout, Co-clerk of Nurture and Recognition of Ministry, reported. After their use since our most recent annual session as working guidelines, the Committee has prepared revised guidelines on embracing the ministry of Friends. Sharon handed out copies of the revised guidelines, which are to appear in the *Advance Reports* for our upcoming annual session. We THANKED the Committee for its work on the guidelines. We heard a sense that material in the guidelines has general usefulness.

R2001-30 Presiding Clerk of Yearly Meeting: Lamar Matthew, Presiding Clerk of Baltimore Yearly Meeting, reported. Lamar asked Friends to register early for our upcoming annual session and to have matters of business to be considered in Lamar's hands by 7/12/2001.

R2001-31 *Manual of Procedure*: Winifred Walker-Jones, on behalf of the Manual of Procedure Committee, reported. Winnie handed out proposed changes to the *Manual of Procedure*:

Key: Underline = Addition ~~Strikeout~~ = Removed
Italic = Manual of Procedure's Committee Recommendation

ADVANCEMENT AND OUTREACH COMMITTEE

The Advancement and Outreach Committee consists of approximately nine members nominated by the Nominating Committee and appointed at the Yearly Meeting with careful consideration of the special needs of the Committee to be knowledgeable about the situation of all Monthly Meetings care to name Friends who are familiar with Monthly Meetings throughout the Yearly Meeting.

This Committee is concerned with and active in the nurture and strengthening of local Meetings, in the development of new Meetings, and in bringing the message of Friends to those outside our membership. This is done through visitation, correspondence, conferences, retreats, and appropriate means: provides tools and resources to local Meetings for outreach ideas, for help starting new meetings and for ways to help those new to Friends learn about the Religious Society of Friends. The Committee works with the Publications Committee to assure that information about Baltimore Yearly Meeting, its local Meetings and the Religious Society of Friends is available from the Yearly Meeting and other Yearly Meeting publications.

The Committee appoints two of its members to serve on the Ethel Rey Fund Committee for one-year terms. It also names one member to serve on the Sue Thomas Turner Quaker Education Fund Committee for one-year term.

RIGHT SHARING OF WORLD RESOURCES COMMITTEE

—revisions approved by Committee 3/23/01

The Right Sharing of World Resources Committee is composed of nine members nominated by the Nominating Committee and appointed at the Yearly Meeting. In addition, individuals may be co-opted to serve on the Committee, particularly from those local Meetings not otherwise represented.

This Committee should keep alive throughout the Yearly Meeting membership the challenge to simplify our lives and to share with people in developing countries our financial resources and our own lives and experiences. This Committee, with the guidance of and in cooperation with the independent Quaker organization Right Sharing of World Resources,

Resources, Inc. and facilitates the coordination and exchange of information to meet these concerns. It provides support for community development and self-help programs throughout the world. The Committee raises funds for these programs through activities such as simple meals.

The Committee also works with Monthly Meetings to address these concerns. It may also bring to the attention of the Yearly Meeting other international concerns which affect relationships between the economically developed and less-developed countries.

PEACE AND SOCIAL CONCERNS COMMITTEE

(At the recommendation of the Trustees and the Peace and Social Concerns Committee, Representative Meeting approved laying down the Fund for Conscience Subcommittee and transferring the balance in the Fund to the Fund for Education and Training. The following changes to the last two paragraphs of the Peace and Social Concerns Committee description are recommended.)

A Fund for Conscience was established by Baltimore Yearly Meeting in 1986. The purpose of the Fund is was to support those members and regular attenders of Meetings within Baltimore Yearly Meeting who may might be punished or denied government assistance in areas including, but not limited to, education because of a decision of conscience, such as not to register for Selective Service, not to pay taxes for military purposes, or to participate non-violently in a peace and justice protest. In 2001 the balance in this Fund was transferred to the independent Fund for Education and Training where the monies are still available for use as above.

The Fund for Conscience Subcommittee oversees the Fund, publicizing it, making appropriate referrals, and making loans or grants consistent with its purpose. The Subcommittee is convened by the Clerk of the Peace and Social Concerns Committee. The members include the Clerk and one additional member of the Peace and Social Concerns Committee, a high school youth representing the Youth Programs Committee, and representatives of Young Adult Friends and of Trustees.

PUBLICATIONS COMMITTEE

(We recommend placing the following paragraphs at the end of the section to include the Web publishing responsibilities in the Publications Committee section)

The Publications Committee has oversight of publishing on the Internet and the Yearly Meeting web site, which has been active since April 20, 1997. It selects a Web Site Coordinator who meets with the Committee as appropriate. Responsibilities include assisting Yearly Meeting committees, Monthly Meetings, and Quaker schools to establish and maintain a web presence. As with other Yearly Meeting publications, materials on the Yearly Meeting web site will be reviewed by the Publications Committee.

The Web Site Coordinator is responsible for:

- making sure that the web server is running properly
- designing the web site
- creating and updating web pages
- replying to user feedback
- monitoring traffic through the site.

YOUTH PROGRAMS COMMITTEE

The Youth Programs Committee consists of eight to ten adults nominated by the Nominating Committee and appointed by Yearly Meeting and Young Friends appointed by Young Friends Conference Business Meeting, the Young Friends Conference Clerks and the Young Friends Yearly Meeting Program Planners. ~~The adult Co-clerks and the youth Co-clerks of the Young Friends Conference Subcommittee, the Young Friends Yearly Meeting Program Planning Subcommittee, Young Quakes United States Committee, and of the regional youth oversight committees serve on the Youth Programs Committee.~~ The regional youth coordinators, the Yearly Meeting YouthQuake representative, and the Associate Youth Secretary are ex-officio members of the Youth Programs Committee.

The Youth Programs Committee oversees and coordinates all Yearly Meeting youth programs ~~other than camping programs and junior Yearly Meeting for junior high/middle school and high school youth, with the exception of the Camping Program and Junior Yearly Meeting, and provides for the various needs of those youth.~~ It provides advice and support for the Youth Secretary. To do these things the Committee will:

1. Recruit, in conjunction with the Young Friends, and mentor adult Baltimore Yearly Meeting who have a leading to work with Young Friends in the Yearly Meeting.
2. Support the Youth Secretary in the coordinating and communicating with Junior Yearly Meeting and other Yearly Meeting Committees involved in youth programs.
3. Review and revise as needed the health and safety standards for Baltimore Yearly Meeting youth events and procedures for dealing with physical, verbal and sexual abuse or harassment which have been brought to the Young Friends Executive Committee or the Youth Programs Committee. Revisions will be approved by a Young Friends Conference Business Meeting.

~~By providing retreats, workshops, and consultation, the Youth Programs Committee facilitates the training, nurturing, and support of adults who work with the junior high/middle school and high school youth of Baltimore Yearly Meeting.~~

The Committee meets twice a year or as necessary. The bulk of its work is done through the Young Friends Conference Subcommittee, the Young Friends Yearly Meeting Program Planning Subcommittee, the Young Quakes United Planning Subcommittee, the Regional Youth Programs Oversight Subcommittee, and other subcommittees as deemed necessary.

~~The Youth Programs Committee appoints a Baltimore Yearly Meeting high school youth as a representative to the Fund for Conscience Subcommittee of the Peace and Social Concerns Committee. The adult and youth Co-clerks of the Young Friends Yearly Meeting Program Planning Subcommittee. The Young Friends Yearly Meeting Planners serve on the Program Committee.~~

The Youth Programs Committee names an adult representative to serve on the Coordinating Council for Youth Programs. One adult representative to serve on the Coordinating Council for Youth Programs is also named by each of the following: the Young Friends Conference Subcommittee, the Young Friends Yearly Meeting Program Planning Subcommittee, and the Young Quakes United Planning Subcommittee.

Every three years, according to the YouthQuake cycle, the Youth Programs Committee recommends the name of an adult to the Nominating Committee for appointment by the Yearly Meeting to serve a three-year-term as the Yearly Meeting representative to the YouthQuake Planning Committee.

The Young Friends Executive Committee is nominated and appointed by the Young Friends Conference Business Meeting ~~and works under the care of the Young Friends Conference Subcommittee to facilitate conferences.~~ To encourage youth to participate actively in the affairs of Yearly Meeting, the Young Friends Executive Committee Clerk is a member of Representative Meeting. Details of the procedures of the Young Friends Executive Committee and Young Friends Conferences can be found in the *Young Friends Handbook*, available from Baltimore Yearly Meeting.

PROGRAM COMMITTEE

The Program Committee consists of nine persons nominated by the Nominating Committee and appointed by the Yearly Meeting, plus the following, ex officio: the Presiding Clerk of the Yearly Meeting, the Clerk of

Ministry and Counsel Committee, the General Secretary and Assistant Youth Secretary of the Yearly Meeting, the adult and youth Co-clerks of the Young Friends Yearly Meeting Program Planning Subcommittee, the Young Friends Yearly Meeting Program Planners, the Clerk of Junior Yearly Meeting staff, and a Registrar appointed by the Committee.

YOUNG ADULT FRIENDS

(The last paragraph of the description for this Special Group lists other groups with a representative from Young Adult Friends.)

Young Adult Friends appoints a representative to the Fund for Conscience Sub-committee of the Peace and Social Concerns Committee. It also appoints a representative to serve on the Coordinating Council for Youth Programs. Young Adult Friends suggests names each year to the Nominating Committee for appointment by the Yearly Meeting of a young adult representative to Young Friends of North America's regional meetings and a conference. Travel support for this representative is included in the Yearly Meeting budget.

FAMILIES OF DIVERSITY

(This group has been inactive for several years. We recommend removing it from the Manual. Only other references to this group to be removed are in the lists of Special Groups and in the index.)

TRUSTEES

(We have now come to the time when all Trustees appointed for 7 year terms have completed their service, therefore we need to remove the paragraph about their terms of service.)

Last paragraph on p. 6: ~~Trustees serving at the time of adoption of the new Manual (August 1 1995) will each serve out the full seven-year term for which appointed. All new appointments will be for three years.~~

Last paragraph on p. 7: ~~The trustees appoint a representative to the Fund for Conscience Sub-committee of the Peace and Social Concerns Committee. The clerk, or another designated trustee, serves as a member of the Camp Property Management Committee.~~

COORDINATION COUNCIL FOR YOUTH PROGRAMS

(This special Group has not been functioning for some time and should be removed from the Manual of Procedure. We recommend removing page 49 of the present Manual where this group is described, and removing references to the CCYP from the rest of the Manual.)

(The main references include:)

Page 4: Officers—Presiding Clerk: paragraph 2, sentence 3: The Clerk also serves as a member of the Supervisory Committee, the Program Committee, the Trustees, the Publications Committee, and the Coordinating

~~ing Council for Youth Programs~~, and, in accordance with the provision of Friends General Conference, is a member of the Central Committee of that body.

Page 4: Officers—Clerk of Representative Meeting: last paragraph, remove the last sentence: ~~The Clerk of Representative Meeting serves as a member of the Coordinating Council for Youth Programs.~~

Page 20: Camping Program Committee: last paragraph, remove the last sentence: ~~This Committee names an adult representative to serve on the Coordinating Council for Youth Programs.~~

Page 32: Peace and Social Concerns Committee, section on Voluntary Service Subcommittee: third paragraph, last sentence: ~~The Subcommittee names an adult representative to serve on Coordinating Council for Youth Programs.~~

Page 38: Religious Education Committee, last paragraph should read: The Committee ~~names an adult representative to serve on the coordinating Council for Youth Programs~~; appoints two persons to serve on the Ethel Reynolds Fund Committee for one-year terms, and names a member to serve on the Sue Thomas Turner Quaker Education Fund Committee for a two-year term.

Page 48: Young Adult Friends: last paragraph, second sentence: ~~It also names a representative to serve on the Coordinating Council for Youth Programs.~~

We FORWARDED the proposed changes on Advancement and Outreach Committee to our upcoming annual session. We RETURNED the proposed changes on Right Sharing of World Resources to that Committee and to Manual of Procedure Committee, asking them to consider the size of the Committee and language regarding less-developed countries (in particular, how such language might include less-developed areas within our own country). We RETURNED the proposed change on Peace and Social Concerns Committee to Manual of Procedure Committee, to determine whether material on laid-down funds should appear in the *Manual of Procedure*.

On behalf of the Yearly Meeting, we LAID DOWN the Fund for Conscience Subcommittee.

We FORWARDED to our upcoming annual session the proposed changes regarding Publications Committee. We RETURNED the proposed changes on Youth Programs Committee and Program Committee to Manual of

Procedure Committee, asking for clearer language on who makes up the Programs Committee and on recruiting and mentoring responsibilities to the Youth Programs Committee. We FORWARDED to our upcoming annual session the proposed changes on Young Adult Friends, Family Diversity, Trustees, and the Coordinating Council for Youth Programs.

We THANKED the Committee for its work.

2001-32 General Secretary: Frank Massey, Baltimore Yearly Meeting General Secretary, reported. Frank urged Friends to register early for our upcoming annual session. Camping activities for this year are underway. Frank reported that about 14 Meetings, three schools, and William Penn House are part of a master insurance policy; other Meetings can join.

Frank handed out a sketch of proposed changes to the Yearly Meeting office. The major elements are conversion of the current conference room to offices and removal of the wall between the kitchen and work room. The changes do not address the need for additional space for records. If the proposed changes were made, Yearly Meeting religious education materials in the library would be offered to small Meetings; Committee meetings would need to move to other locations, with means for reserving these locations publicized. We REQUESTED to our upcoming annual session that up to \$8,000 be expended from our operating surplus for Yearly Meeting office renovations. The Clerk and Stewardship and Finance Committee undertook to have that Committee consider the matter of how to approve non-budgeted expenditures.

We EMPOWERED the General Secretary to make Yearly Meeting materials available by electronic means to those who want them in that format.

R2001-33 Closing: We heard of the 6/3/2001 meeting marking the expansion of the Deer Creek Meeting House. We heard, corrected, and APPROVED the minutes, along with the attachment of written versions of reports given. We JOURNED, to gather next on 10/20/2001 at the Sandy Spring Meeting House, Sandy Spring, Maryland, or at the call of the Presiding Clerk.

Marjorie F. Scott, presiding

Arthur David Olson, r

BALTIMORE YEARLY MEETING

ANNUAL SESSION MINUTES

Fourth Day Afternoon
25 Seventh Month 2001

Y2001-1 Opening. As Friends gathered at 3:00 p.m. in Blackwell Auditorium on the campus of Randolph-Macon College, Ashland, Virginia, the opening session of the 330th annual session of Baltimore Yearly Meeting of the Religious Society of Friends began.

Seated at the table were Lamar Matthew, Clerk (York), Rachel Stacy, Co-Clerk of Young Friends (Gunpowder), Lauri Perman, Reading Clerk (State College), and Ronald Mattson, Recording Clerk (Baltimore, Stony Run).

Friends gathered in worship for refreshment and in thanksgiving for being able to once again gather. As the session opened, the Reading Clerk read a section of the Baltimore Monthly Meeting (Hicksite) Epistle prepared for their 1862 session, noting how Virginia Friends fared during the war between the States. "At Hopewell and Winchester, our members have been subjected to peculiar privations and trials, by reason of the large outstanding armies that have alternately occupied and despoiled that region; but the meetings of Friends have seldom been omitted, though often held in private houses."

Y2001-2 The Clerk read his opening Minute, in which he gave thanks for being able to meet one another on the vast piedmont of Virginia. "We feel welcomed and blessed to be among Friends in this part of God's world."

Y2001-3 A letter of welcome was read, having come from Roger H. Martin, President of Randolph-Macon College and a member of Richmond Friends Meeting. "... and if there is anything we can do to make next year's meeting even better, please communicate ... to me. We very much want you to continue meeting at Randolph-Macon."

Y2001-4 Visiting Friend Patricia Thomas of Wilmington Yearly Meeting, and a member of Campus Friends Meeting in Wilmington, Ohio, was recognized as the official visitor from Friends World Committee for Consultation.

Y2001-5 Roll Call of Friends Meetings and Worship Groups. The Reading Clerk called the roll of the Meetings and Worship Groups. Approximately 80 to 100 Friends, representing 26 Meetings and Worship Groups, answered the roll call and were recognized.

Y2001-6 Sheila Bach (Langley Hill), Clerk of the Program Committee to this body the functions of that Committee. They are responsible for aspects of planning for a successful Yearly Meeting, with the exception of Meetings for Worship with a Concern for Business. Fourteen members of the Committee were present and were introduced.

Y2001-7 Frank Massey (Sandy Spring), beloved General Secretary of the Yearly Meeting, introduced the Yearly Meeting staff who were Pam Tyng (Adelphi), Josh Riley (Hopewell Centre), and Michelle La (Takoma Park). The staff's efforts were supplemented during the summer by four volunteers: James Keach (Frederick), Brigit and Alicia Hensey (Park), and Ellen Massey (Sandy Spring).

He noted that approximately \$27 million worth of insurance is now underwritten by a Yearly Meeting master policy. He also said that a possible rearrangement of office space is being considered.

Frank has now renewed his opposition to the military portion of the Revenue Service taxes and has arranged his salary so that there is no tax owed at the end of the year, allowing him to protest the portion spent on military matters.

Y2001-8 Marjorie Scott (Baltimore, Stony Run), Clerk of Representative Meeting, reported a good session at Representative Meeting at Charlottesville in November. Representative Meeting recommended to Yearly Meeting that the name of Representative Meeting be changed to Interim Meeting. APPROVED.

The Manual of Procedure Committee will make appropriate changes and language in the *Manual of Procedure*.

Marjorie Scott announced that the Trustees, Peace and Social Concerns Committee, and Representative Meeting have approved laying down the "Fund for Conscience," with the balance in that fund being distributed to an outside foundation fund, the "Fund for Education and Training" under the care of the Trustees for Conscience and War. This has been approved by all three bodies.

Representative Meeting recommends the transfer of \$8,000 from the Yearly Meeting General Operating Reserves, to be used for the renovation of the Yearly Meeting Office on Quaker Lane. APPROVED.

Y2001-9 The Minutes were read at this time and were APPROVED.

Y2001-10 Liz Hofmeister (Bethesda), Clerk of Search Committee, reported that Representative Committee recommends the appointments of Marjorie Forbush Scott (Baltimore, Stony Run) and Arthur David Olson (Takoma Park), for third and final two-year terms as Clerk of Representative Meeting and Recording Clerk of Representative Meeting, respectively.

In addition, Search Committee recommended and Representative Meeting accepted for Supervisory Committee Richard Liversidge (SndSpG) and John Darnell (Fredrk) to the class of 2003.

Search Committee now brings forward all these names on behalf of Representative Committee for final approval by Yearly Meeting. APPROVED.

The Search Committee recommends the reappointment of the following current members of the Nominating Committee for the Class of 2004: Kathy Wright (Sandy Spring), Chip Tucker (Charlottesville), Howard van Bremen (Alexandria), and Rodney Pelton (Goose Creek). These nominations lie over until a further session, as is our custom.

Continuing members of the Nominating Committee are Ruth Flower (Takoma Park), Jamesen Goodman (Adelphi), Beverly Moore (Valley) in the Class of 2002 and Katrina Mason (Bethesda), David Hines (Richmond) and Dortha Musgrave (Washington) in the Class of 2003.

Y2001-11 First Reading of the proposed changes in the *Manual of Procedure*: Trudy Rogers, Clerk of the Manual of Procedures Committee presented that Committee's report. As she began, permission was given to the Manual of Procedure Committee to make necessary changes in the *Manual* that have resulted in the changing of "Representative Meeting" to "Interim Meeting". (**Y2001-8**.)

Proposed changes to the *Manual of Procedure* were distributed, having been approved by Representative Meeting.

Manual of Procedure

Proposed Changes

Key: Underline = Addition; ~~Strikeout~~ = Removed

Italic = Manual of Procedure Committee's Recommendation

ADVANCEMENT AND OUTREACH COMMITTEE

The Advancement and Outreach Committee consists of approximately ~~24~~ nine members nominated by the Nominating Committee and appointed by the Yearly Meeting with ~~careful consideration of the special need of this Committee to be knowledgeable about the situation of all Monthly Meetings~~ care to name Friends who are familiar with Monthly Meetings throughout the Yearly Meeting.

This Committee is concerned with and active in the nurture and strengthening of local Meetings, in the development of new Meetings, and in bringing the message of Friends to those outside our membership. This mission is done through visitation, correspondence, conferences, retreats, and other appropriate means; provides tools and resources to local Meetings for outreach ideas, for help starting new meetings and for ways to help those new to Friends learn about the Religious Society of Friends. The Committee works with the Publications Committee to assure that up-to-date information about Baltimore Yearly Meeting, its local Meetings and other Religious Society of Friends is available from the Yearly Meeting website and other Yearly Meeting publications.

The Committee appoints two of its members to serve on the Ethel Rey Fund Committee for one-year terms. It also names one member to serve on the Sue Thomas Turner Quaker Education Fund Committee for a one-year term.

PUBLICATIONS COMMITTEE

(We recommend placing the following paragraphs at the end of the section on the Web publishing responsibilities in the Publications Committee section.)

The Publications Committee has oversight of publishing on the Internet and the Yearly Meeting web site, which has been active since April 1997. Responsibilities include assisting Yearly Meeting committees, Monthly Meetings, and Quaker schools to establish and maintain a web site presence. It selects a Web Site Coordinator who meets with the Committee as appropriate. As with other Yearly Meeting publications, material on the Yearly Meeting web site will be reviewed by the Publications Committee.

The Web Site Coordinator is responsible for:

- making sure that the web server is running properly
- designing the web site
- creating and updating web pages
- replying to user feedback
- monitoring traffic through the site.

Proposed Items to be Removed from the Manual of Procedure

Key: Underline = Addition; ~~Strikethrough~~ = Removed

Italic = Manual of Procedure Committee's Recommendation

YOUNG ADULT FRIENDS

(The last paragraph of the description for this Special Group lists other groups with a representative from Young Adult Friends.)

Young Adult Friends appoints a representative to the Fund for Conscience Subcommittee of the Peace and Social Concerns Committee. It also names a representative to serve on the Coordinating Council for Youth Programs. Young Adult Friends suggests names each year to the Nominating Committee for appointment by the Yearly Meeting of a young adult representative to Young Friends of North America's regional meetings and annual conference. Travel support for this representative is included in the Yearly Meeting budget.

FAMILIES OF DIVERSITY

(This group has been inactive for several years. We recommend removing it from the Manual. The only other references to this group to be removed are in the lists of Special Groups and in the index.)

TRUSTEES

(We have now come to the time when all Trustees appointed for 7-year terms have completed their service; therefore we need to remove the paragraph about their terms of service.)

Last paragraph on p. 6: Trustees serving at the time of adoption of this change (August 1995) will each serve out the full seven-year term for which appointed. All new appointments will be for three years.

Last paragraph on p. 7: The trustees appoint a representative to the Fund for Conscience Subcommittee of the Peace and Social Concerns Committee. The Clerk, or another designated trustee, serves as a member of the Camp Property Management Committee.

COORDINATING COUNCIL FOR YOUTH PROGRAMS

(This special Group has not been functioning for some time and should be removed from the Manual of Procedure. We recommend removing page 49 of the present Manual where this group is described, and removing references to the CCYP from the rest of the Manual.)

(The main references include:)

Officers—Presiding Clerk: paragraph 2, sentence 3: The Clerk also serves as a member of the Supervisory Committee, the Program Committee, the Trustees, the Publications Committee, and the Coordinating Council for Youth Programs; and, in accordance with the provision of Friends General Conference, is a member of the Central Committee of that body.

Officers—Clerk of Representative Meeting: last paragraph, remove the last sentence: The Clerk of Representative Meeting serves as a member of the Coordinating Council for Youth Programs.

Camping Program Committee: last paragraph, remove the last sentence: This Committee names an adult representative to serve on the Coordinating Council for Youth Programs.

Peace and Social Concerns Committee, Voluntary Service Subcommittee: third paragraph, last sentence: The Subcommittee names an adult representative to serve on the Coordinating Council for Youth Programs.

Religious Education Committee, last paragraph should read: Committee names an adult representative to serve on the coordinating Council for Youth Programs; appoints two persons to serve on the Reynolds Fund Committee for one-year terms, and names a member to serve on the Sue Thomas Turner Quaker Education Fund Committee for a two-year term.

Youth Programs Committee: last paragraph on this page: The Youth Programs Committee names an adult representative to serve on the Coordinating Council for Youth Programs. One adult representative to serve on the Coordinating Council for Youth Programs is also named by each of the following: the Young Friends Conference Subcommittee, the Young Friends Yearly Meeting Program Planning Subcommittee, and the Young Friends Quakers United Planning Subcommittee.

Trudy Rogers pointed out that in the document presented, additions were underlined, items struck out were to be removed, and items in italics were recommendations from the Manual of Procedure Committee. She then read what the new descriptions of the sections proposed for change in the *Manual of Procedure*.

Regarding the section in the *Manual* concerning the Coordinating Council for Youth Programs (p. 49), permission was requested to make further changes should need be found. APPROVED.

This report shall now lie over until a later session, when approval will be sought.

Y2001-12 The Reading Clerk read excerpts from the Spiritual State Meeting reports received from Bethesda Friends Meeting, Friends Meeting at Washington and Maury River Friends Meeting, all of which were reflected in our worship as we continued to worship.

Y2001-13 Structure of Committees Task Group Report. Howard Fullerton (Sandy Spring) distributed his Committee's five page report and opened the discussion by reminding us what tasks are delegated to Representative Committee, (soon to be called Interim Meeting). One of their charges is to re-examine, from time to time, the functions and structure of any Yearly Meeting Committee.

The Draft report reads as follows:

1. Ministry and Worship Committee

The Ministry and Worship Committee consists of nine members nominated by the Nominating Committee and appointed by the Yearly Meeting. The Nominating Committee nominates and the Yearly Meeting appoints the Clerk of the Committee. Each Monthly Meeting committee dealing with ministry or pastoral care, or the Monthly Meeting itself, is requested to designate one of its members to participate, or serve as a corresponding member, in the meetings and responsibilities of the Committee.

The Committee is concerned with and active in deepening the spiritual life of the Yearly Meeting and of its constituent Monthly Meetings. It supports the spiritual life through the establishment of working groups such as: Spiritual Formation; Silent Retreats; Advancement; Quaker Institute for Servant Leadership; Embraced Friends; Adult Religious Education; Children's Religious Education; and Gay, Lesbian, and Bisexual Concerns.

At Yearly Meeting sessions it cooperates with the Program Committee in arranging meetings for worship, inspiration, and discussion of spiritual concerns. The Clerk of Ministry and Worship serves as a member of the Program Committee.

The Ministry and Worship Committee advises Monthly Meetings on the preparation of the annual reports on the Spiritual State of the Meeting, receives the approved reports and Quarterly Meeting summaries thereof, and prepares a summary statement on the Spiritual State of the Yearly Meeting for incorporation in the Committee's report to the Yearly Meeting.

2. Social Order Committee

The Social Order Committee consists of six members nominated by the Nominating Committee and appointed by the Yearly Meeting. (No co-opting at this level.) The Nominating Committee nominates and the Yearly Meeting appoints the Clerk of the Committee.

Annually, it reports to Yearly Meeting the State of Social Witness, collecting this information from our Monthly Meetings by means of a questionnaire or queries of its own devising. The purpose of the report is to share, to inform, to stimulate, and to focus our vision on the possible within the limitations of time, staff, energy, and financial support.

The Committee serves as a clearness committee for those who come forward under leading to renew or create avenues within this focus for further God's work in the world. It may recognize such Working Groups as: Criminal and Restorative Justice; Peace; Right Sharing of World Resources; and Unity with Nature. It brings to Yearly Meeting proposals for new Working Groups. It co-opts (Manual of Procedure, p. 15) from among volunteers those persons best qualified to further the goals of the group.

The Committee forwards to Yearly Meeting for its approval names of Friends it has selected to represent Baltimore Yearly Meeting by its association with general committees such as Right Sharing of World Resources, Prisoner Visitation Service, and Friends Committee on Unity with Nature.

Presiding Clerks of Yearly and Interim Meeting may refer to the Committee proposals made on the floor without prior review by the Committee.

3. Indian Affairs Committee

The Indian Affairs Committee consists of approximately 12 members nominated by the Nominating Committee and appointed by the Yearly Meeting. The Nominating Committee nominates and the Yearly Meeting appoints the Committee Clerk.

In 1795 Quakers in the northern Shenandoah Valley, following the model established by William Penn in Pennsylvania, set up a fund to pay American Indians for lands Quakers had settled. Unable to locate survivors of the natives who had previously lived in the valley, these Friends set aside the monies for assistance to American Indians under the care of Baltimore Yearly Meeting. Since that time Indian Affairs Committee has distributed the interest income from this endowment to organizations which assist and advocate for Native Americans.

This Committee also stimulates interest in and activity for American Indians, cooperates with other Yearly Meetings and other Friends' organizations in projects for the benefit of American Indians, and concerns itself with pending legislation on national and local levels involving Native American issues.

This Committee recommends to the Nominating Committee each year one person for appointment by the Yearly Meeting to serve as the Yearly Meeting's representative to the Associated Committee of Friends on Indian Affairs.

4. Youth Programs Committee

The Youth Programs Committee consists of eight to ten adults nominated by the Nominating Committee and appointed by Yearly Meeting, including a Clerk nominated by the Nominating Committee and appointed by the Yearly Meeting, and a Young Friend appointed by Young Friends Conference Business Meeting. The adult Co-clerks and the youth Co-clerks of the Young Friends Conference Subcommittee, of the Young Friends Yearly Meeting Program Planning Subcommittee, of Young Quakes United Subcommittee, and of the regional youth oversight committees also serve on this Committee. The regional youth coordinators, the Yearly Meeting YouthQuake representative, and the Youth Secretary are ex officio members of the Youth Programs Committee.

The Youth Programs Committee oversees and coordinates Yearly Meeting youth programs—other than camping programs and Junior Yearly Meeting—for junior high/middle school and high school youth, and provides for the various needs and interests of those youth.

By providing retreats, workshops, and consultation, the Youth Programs Committee facilitates the training, nurturing, and support of adults who work with the junior high/middle school and high school youth of Baltimore Yearly Meeting.

The Committee meets twice a year or as necessary. The bulk of its work is done through the Young Friends Conference Subcommittee, the Young Friends Yearly Meeting Program Planning Subcommittee, the Young Quakes United Planning Subcommittee, the Regional Youth Programs Oversight Subcommittee, and other subcommittees as deemed necessary.

The Youth Programs Committee appoints a Baltimore Yearly Meeting high school youth as a representative to the Fund for Conscience Subcommittee of the Peace and Social Concerns Committee. The adult and youth Co-clerks of the Young Friends Yearly Meeting Program Planning Subcommittee serve on the Program Committee.

The Youth Programs Committee names an adult representative to serve on the Coordinating Council for Youth Programs. One adult representative to serve on the Coordinating Council for Youth Programs is also named

by each of the following: the Young Friends Conference Subcommittee, the Young Friends Yearly Meeting Program Planning Subcommittee, and the Young Quakes United Planning Subcommittee.

Every three years, according to the YouthQuake cycle, the Youth Programs Committee recommends the name of an adult to the Nominating Committee for appointment by the Yearly Meeting to serve a three-year term as the Yearly Meeting representative to the YouthQuake Planning Committee.

The Young Friends Executive Committee is nominated and appointed by the Young Friends Conference Business Meeting and works under the care of the Young Friends Conference Subcommittee to facilitate conferences. To encourage youth to participate actively in the affairs of the Yearly Meeting, the Young Friends Executive Committee Clerk is a member of the Interim Meeting. Details of the procedures of the Young Friends Executive Committee and Young Friends Conferences can be found in the *Young Friends Handbook*, available from Baltimore Yearly Meeting.

5. Camping Program Committee

The Camping Program Committee consists of approximately 18 persons nominated by the Nominating Committee and appointed by the Yearly Meeting, a Clerk nominated by the Nominating Committee and appointed by the Yearly Meeting, plus the directors of the camping program in each office.

The Camping Program Committee oversees, coordinates, manages, and operates all Yearly Meeting endeavors in the field of camping: philosophy, constituency, financing, and program emphasis — seeking to provide for all the various ages and interests of our Yearly Meeting through a variety of camping styles. The Committee is responsible for the employment of camp directors, for establishing specific camp staff salaries, and for evaluation of camp staff.

The Clerk or another member of the Camping Program Committee serves as a member of the Camp Property Working Group.

6. Trustees

The Trustees, like other committees of the Meeting, are selected by the Yearly Meeting and are expected to act for the whole Meeting in carrying out their responsibilities under the law. Thus, while Trustees must be conscientious of their fiduciary obligation to preserve the assets of the Meeting, they must also be continuously sensitive to the spirit of the Meeting and wish to fulfill the social testimonies of the Society of Friends. The M

ing, in turn, should be sensitive to the legal responsibilities of trustees, which can in certain circumstances, make them personally liable for actions taken in the name of the Meeting.

Faith and Practice, III B, 4b

Trustees and other financial officers should seek to be as responsive as possible, within the limits of legally imposed restrictions, to the considered judgment of the whole Meeting on matters of policy.

Faith and Practice, Appendix I, 2b

The Yearly Meeting appoints Trustees in accordance with its corporate charter. These are at present nine in number: the current Presiding Clerk and Treasurer of the Yearly Meeting plus seven persons nominated by the Nominating Committee and appointed by the Yearly Meeting to serve for terms of three years, with the possibility of re-appointment for a second three-year term. The Trustees may not co-opt additional members. The Clerk of the Trustees is nominated by the Nominating Committee and appointed by the Yearly Meeting.

The Trustees meet at least annually. They are responsible for title to all real property in the care of the Yearly Meeting, such as burying grounds, and for all matters concerned with the invested funds of the Yearly Meeting. All trust funds will, of course, be administered in accordance with the intentions of the original donors following the policy outlined in *Faith and Practice*, Appendix I, 3. The Trustees should report annually to the Yearly Meeting.

The Trustees are responsible for making awards of grants from the Ethel Reynolds Fund and the Sue Thomas Turner Fund, and for making loans from the Educational Funds. The Trustees may bring in advisors or consultants for this process or establish a Working Group.

7. Publications

The Publications Committee consists of five persons nominated by the Nominating Committee and appointed by the Yearly Meeting, plus the following members, ex-officio: the Presiding Clerk, the Recording Clerks of the Yearly Meeting and the Interim Meeting, the editor of the *Baltimore Young Friends Newsletter*, and the General Secretary. The Clerk is nominated by the Nominating Committee and appointed by the Yearly Meeting.

The Publications Committee is responsible for appointing an editor for the *Interchange*; the editor is not a member of the Committee.

The Publications Committee works with the Yearly Meeting staff to produce and distribute regularly the *Advance Reports*, the *Yearbook*, *Interchange*, and *Baltimore Young Friends Newsletter*. It also assists the staff in the production and distribution of revisions to *Faith and Practice* and of the informational brochure. From time to time the Yearly Meeting authorizes the publication of other documents and publications to be distributed within the Yearly Meeting or to the general public. These materials are produced and distributed by the staff with the assistance of this Committee.

After the annual sessions, the *Yearbook* is produced and distributed promptly. The minutes of the Yearly Meeting sessions are prepared under the care of the Yearly Meeting officers and staff. In the interest of accuracy and clarity, they may correct or annotate errors of nomenclature, fact, or grammar made under the pressure of Yearly Meeting sessions.

Responsibilities of this Committee may range from simple awareness of what is currently authorized for publication to initiation of needed publications, or to the recommendation of reimbursement for a particular publication. The Committee may be asked by the Yearly Meeting staff or by the Advisory Committee to review, prior to publication, reports or studies of committees or other bodies of the Yearly Meeting which are intended for wide distribution within the Yearly Meeting or to the general public. Committees of the Yearly Meeting are encouraged to consult with the Publications Committee as the need arises.

The Committee is responsible for seeing that the *Manual of Procedure* is revised and edited in a timely fashion, and for assembling a Web Working Group.

8. Stewardship, Finance, and Property

The Stewardship and Finance Committee consists of 14 members nominated by the Nominating Committee and appointed by the Yearly Meeting with careful attention to the special need of this Committee to be knowledgeable about the situation of all Monthly Meetings. The Clerk of the Committee is nominated by the Nominating Committee and appointed by the Yearly Meeting. In addition, the Treasurer and Assistant Treasurer are ex officio members of this Committee, and either the Treasurer or Clerk of Stewardship and Finance Committee from each local Meeting is a corresponding member.

The Committee each year prepares for Yearly Meeting consideration a budget and a plan of apportionment of the budget to the Monthly Meetings. At least every three years and whenever the Treasurer changes, the Treasurer should arrange for a certified public accountant to audit the Treasurer's books and records, and those of any other group or individual having charge

of the expenditure of funds. It has oversight of the accounting methods used and the adequacy of the financial reports given by the Treasurer, and it should make adequate provision for preservation of all assets of the Yearly Meeting not specifically managed by the Trustees.

The Committee is also responsible for establishing a Camp Property Working Group (and Site Committees) to develop camp property operating budgets and a camp capital budget for development and improvements of the properties.

This Committee also should keep all Monthly Meetings informed of the financial needs of the Yearly Meeting and aware of their responsibility to support adequately the activities of the Religious Society of Friends, including any special appeals from Friends General Conference and Friends United Meeting.

9. Nominating

The Nominating Committee is composed of 15 persons. One-third of the Committee is nominated each year by the Interim Meeting for appointment by the Yearly Meeting. Quarterly Meetings may suggest the names of suitable persons from their membership to serve on the Nominating Committee. The Clerk of the Nominating Committee is nominated by the Interim Meeting and appointed by the Yearly Meeting.

The Committee recommends to the Yearly Meeting in session the names of persons to serve on committees and in other offices for which no other means of nomination has been herein provided. Unless otherwise specified, a three-year term is suggested for all committee members, one-third of the membership of a committee being appointed each year to serve from the close of the Yearly Meeting sessions at which they were appointed. Persons may be appointed to an office or committee for no more than six consecutive years, unless longer terms are specified.

Nominations may arise in the Nominating Committee, or may be suggested to the Committee by Quarterly or Monthly Meetings, by clerks or members of established committees, or by any member of the Yearly Meeting. Normally, persons eligible for nomination are members of Baltimore Yearly Meeting. However, the Nominating Committee may nominate Friends from other Yearly Meetings who are sojourning among us. On the recommendation of a Monthly Meeting, the Committee may nominate an active attender, except that appointments to other Friends' organizations must be limited to members of the Society of Friends if the applicable bylaws so specify.

In general, committees charged with a nominating function do not nominate any of their own members; in general, Friends should attempt to serve the Yearly Meeting on no more than one standing committee at a time. However, these principles should not prevent the nomination of a particularly well qualified Friend as a representative to an outside body as a member of an ad hoc committee, after the Nominating Committee has given due consideration to other qualified Friends. Nothing in *Manual* should be interpreted as barring any Friend from serving in a specific capacity when special circumstances warrant.

10. Program Committee

The Program Committee consists of nine persons nominated by the Nominating Committee and appointed by the Yearly Meeting, plus the following ex officio: the Clerk of Yearly Meeting, the Clerk of Ministry and Worship Committee, the General Secretary and Youth Secretary of the Yearly Meeting, the adult and youth Co-clerks of the Young Friends Yearly Meeting Program Planning Subcommittee, the Clerk of Junior Yearly Meeting and a Registrar appointed by the Committee. The Clerk of the Program Committee is nominated by the Nominating Committee and appointed by the Yearly Meeting.

The Program Committee has oversight of all program plans for Yearly Meeting sessions, including Junior Yearly Meeting, the planning of the time schedule in detail, assigning places for all meetings, selecting guest speakers and special program events or delegating the selection to appropriate groups, and caring for the book room.

11. Friends in Education

Committees of Interim Meeting:

1. Search
2. Ad Hoc Search
3. Supervisory

Records Committee: replaced with an Archivist

Ad Hoc Committees:

1. Epistle
2. Faith and Practice Revision

Section on Committees

APPOINTMENT, TERMS, AUTHORITY, AND RESPONSIBILITIES

Add text to require that the Working Group members should be listed in the *Yearbook*. Further, committees should communicate to the Nominating Committee the names of all people serving on Working Groups, including those whose service started after the *Yearbook* was published. The

lists of names form a source of future committee members. It also allows the Nominating Committee to understand individuals' involvement so that it would not invite over-commitment.

As the Task Group was not seeking approval today for the draft report, the proposed changes were opened to comments and questions from the floor. A clarification in the section on Camping Committee was noted, in that the Camping Committee recommends the name of a Camp Director to the Yearly Meeting General Secretary for hiring; the Committee does not do the actual hiring.

Y2001-14 Betty Hutchinson (Sandy Spring), Clerk of Peace and Social Concerns Committee called to our attention the three Minutes the Committee had included in their report this year: opposing the missile defense system, a plea to alleviate suffering in Iraq, and an acknowledgement of the plight of Palestinians in the Gaza Strip and the West Bank. Future work will concern a letter-writing campaign against the death penalty and active support of the Center on Conscience and War.

It was noted that the Quaker Peace Roundtable was held in good order during fourth month at State College, Pennsylvania. Approximately 120 Friends from 17 different states were in attendance. This program was a project of State College Friends Meeting and was endorsed by Baltimore Yearly Meeting last year.

The final report for the afternoon was allowed to go forward by Friends, even though we had gone over our scheduled time frame.

Y2001-15 Nurture and Recognition of Ministry. Sharon Stout (Adelphi) reported that this Committee shall be bringing revised Guidelines for this policy statement back to a future sitting of the Yearly Meeting. The draft report had been distributed to all present. She noted that there are two basic changes in this draft that Friends need to consider carefully: 1) there is an emphasis on the importance of both the Oversight Committee and the Support Committees for the person under care and 2) there is a need to look at the settings in which Friends are working.

Y2001-16 Minutes number 10 through 14 were read and APPROVED. Announcements were made from the floor regarding details at this session of the Yearly Meeting. Special attention was called to the fact that we had six visitors to these sessions from the Torreon/Starlake chapter of the Navajo Nation.

Y2001-17 Earlier in this afternoon's session, the Recording Clerk had sought permission to include a brief insertion in the Minutes regarding the Retreat that had preceded this annual session. Led by Ed and Fran Norton (York), the gathering had as its theme "Articulating Your Faith: A Gateway to Peace." As one participant wrote, "It was a time of rich contemplation and community."

Fourth Day Evening
25 Seventh Month 2001

Y2001-18 Introduced by Riley Robinson (Washington), Donald Gannmore, Stony Run) gave the evening address on "Issues of Peace in the Today." During a time of personal sharing he told how his life had been the search for peace in the world. As the Clerk of the American Friends Committee, he related how Friends had achieved the reputation for pr significant efforts in creating a world with peace, but he challenged each examine what we are called to do, what we are called to be responsi today's world.

Fifth Day Morning
26 Seventh Month 2001

Y2001-19 As Friends gathered and centered into worship, Lamar M (York), Clerk, Dellie James (Baltimore, Stony Run), Reading Clerk, Stacy (Gunpowder), Co-Clerk of Young Friends, and Ronald Mattson more, Stony Run), Recording Clerk, were at the table.

An excerpt from Sandy Spring Monthly Meeting's State of the Meeting was read, noting that the Meeting's size "makes for particular blessing challenges." From Alexandria Monthly Meeting at Woodlawn we heard "The Spirit moves through our Meeting, 'comforting the shaken and shall comfortable."

Visitors and Friends representing Quaker bodies were introduced and welcomed. **Lucy Duncan**, a staff member and visitor from Friends General Conference member of Omaha Monthly Meeting, Iowa Conservative Yearly Meeting; **Gillespie**, American Friends Service Committee, Middle Atlantic Region, Baltimore, Maryland, and a member of Baltimore Monthly Meeting, Hom; **Steve Gilbert** and his son **Nate Gilbert** (who is now living in Boulder); **Clemence Ravacon-Mershon**, a Friends General Conference visitor member of Pittsburgh Monthly Meeting, Lake Erie Yearly Meeting; **McGahey**, representing Right Sharing of World Resources, a member of Monthly Meeting and Southern Appalachian Yearly Meeting and Association; **Byron Sandford**, Hill Country Monthly Meeting, South Central Yearly Meeting representing William Penn House, Washington, D.C.; **Graham Garner**, Preparative Monthly Meeting, Britain Yearly Meeting; **Mary Lord** (A representing Friends Committee on National Legislation, Washington); **Alberta Ballard**, **Marlena Waukazoo**, **Dave Rico** and **Joe Ciaydito**, of the Torreón/Star Lake Nation of the Navajo; **Loida Cutipa Pillco**, Bolivia Meeting Yearly Meeting (MIBSA); **Cecilia Paco Roque**, Iglesia N Evangelica "Los Amigos" (INELA)-Bolivia; **Kerry Day**, **Bill Hamar**, **Ralph Day**, all from Guide One Representative Insurance Company.

Y2001-20 Second Reading, *Manual of Procedure Revisions*. Trudy Rogers (Sandy Spring), Clerk, noted that the Committee formal report is on page 37 of the "Advance Reports." She then led us through the proposed changes that are properly before this year's session. (Y2001-11 for the full text of proposed changes.)

The Section on Advancement and Outreach Committee was read and APPROVED. The addition to the Publication Committee was read, with the first three sentences being rearranged to now read: "The Publication Committee has the oversight of publishing on the Internet and the Yearly Meeting web site, which has been active since April 20, 1997. Responsibilities include assisting Yearly Meeting committees, Monthly Meetings, and Quaker schools to establish and maintain a web presence. It selects a Web Site Coordinator who meets with the Committee as appropriate. As with other Yearly Meeting publications, materials on the Yearly Meeting web site will be reviewed by the Publications Committee." This section was then APPROVED.

The section dealing with the Coordinating Council for Youth programs, was read and it was noted that it would remove page 49 in the *Manual* entirely and would eliminate other references to this Council. APPROVED. The section on Young Adult Friends was APPROVED, as outlined in the Proposed Revisions. The Families of Diversity section will be removed as this proposal is now APPROVED. Revisions to the section relating to certain aspects of the Trustees' charge was APPROVED.

Y2001-21 Sharon Stout (Adelphi), Clerk of the Committee on Nurture and Recognition of Ministry presented a second reading of the "Revised Guidelines Embracing the Ministry of Friends. (The document is found on pages 39 to 45 of the *Advance Reports*.) She pointed out the specific changes that are now being proposed.

Extensive discussion followed, but Friends could not find unity at this time and the matter was referred to the Interim Meeting for further seasoning.

Nurture and Recognition of Ministry was thanked for their hard work.

Y2001-22 As we returned from a break, a portion of the Spiritual State of the Meeting was read from Hopewell Centre Meeting. The final paragraph read "As we gather in this worship sharing, we are reminded of our purpose here—to reconnect with the Light within each of us, in ways that touch our hearts and souls with God's gentle wisdom, eternal love, and unending energy. We are filled with gratitude for the Spirit's living presence in our midst."

Y2001-23 Minutes 17 through 22 were read, corrected and APPROVED.

Y2001-24 What was scheduled to be a first reading on the Nominating mittee report was delayed and Ruth Flower (Takoma Park), Clerk, and the Meeting Clerk, suggested that a "first pleading" might be appropriate. She noted that several committees currently have openings and help is needed in filling these appointments. She read a list of the committees and indicated the numbers of individuals still needed before a completed Nominating Committee slate may be brought to this body. The first reading of the Nominating Committee report will come before us later in the week.

Y2001-25 Marian Ballard (Bethesda), Clerk of Stewardship and Finance presented the first reading of the proposed Yearly Meeting budget for 2002 (found in pages 92-111 of *Advance Reports*.) After a period of questions and explanations, we moved forward as the proposed budget will return to us next week for approval.

Y2001-26 As we prepared to close this portion of our morning session, the Reading Clerk read a portion of a statement titled *I Believe*, written by a Yearly Meeting Secretary, Bliss Forbush. It says, in part: "God is transcendent inasmuch as the human mind can never fully comprehend Him nor comprehend His meaning into the tiny capsules of our mind."

Y2001-27 Even though we were past our closing time for this session, Friends stayed to hear the report of the Camping Committee. Alan Wright (Spring) Clerk, introduced the directors of the Yearly Meeting camps. We heard from Dana Foster, Camp Shiloh; Linda Garretson, Camp Catocin; Brigham, Quaker Arts Camp at Opequon; and Alison Downey (Langle) and Whitney Thompson, co-directors of Teen Adventure camps. We noted that part of the values for the campers is in enlarging a sense of community and learning to support one another. Queries at one of the camps included questions such as "What is God?," "Are simple and free related?" and "How do our dreams reflect your spiritual life?" Camp directors were constantly asked how much happens in one day of camp life, and how the campers were able to articulate their spiritual life.

There was some need for the camp directors to be aware of possible hazards, such as rabies (from bats) and Lyme disease (from ticks), but generally all camps were very successful.

The body of the Meeting also noted our thanks to Josh Riley, Yearly Meeting Camp Administrative Secretary.

Y2001-28 Dave Ricos, President of the Torreon/Starlake Chapter of the Wajo Nation, was introduced to the body by Peter Schenck (Takoma Park). He spoke briefly about the activities taking place in his community in New

and noted that they are currently working on obtaining an IRS classification of 501c(3) for their community thrift store. Pat Kutzner (Washington) has helped with their work and the community is thankful for that assistance.

As the hour was so late, Friends worshipped briefly before leaving for lunch.

Fifth Day Evening
26 Seventh Month 2001

Y2001-29 Friends gathered in Meeting for Worship at the appointed hour, and out of the silence Dellie James (Baltimore, Stony Run), Reading Clerk, read from a report on a conference Friends held in Baltimore in 1865 "to consult upon the interests of the Freedman." The closing sentence noted that Friends urged that the government should maintain its care and authority after the Civil War.

At the table with the Reading Clerk were Lamar Matthew, Clerk and Ronald Mattson, Recording Clerk.

A visitor present and introduced was Retha McCutcheon, General Secretary of Friends United Meeting and a member of Boise Friends Church in Idaho, Northwest Yearly Meeting. She is currently a sojourning member at West River Monthly Meeting, Indiana Yearly Meeting.

Y2001-30 Minutes 23 through 28 were read, corrected, and approved.

Y2001-31 Our evening session was enriched by presentations from several Friends agencies. Reports were presented from the following agencies:

Pendle Hill: Flossie Fullerton (Sandy Spring) and Jean Wilson (Goose Creek) were asked to present information on Pendle Hill, the Quaker Conference and Retreat Center at Wallingford, PA. Flossie spoke of the exciting work now being done at the Center. They have recently celebrated their 70th anniversary and are developing an outreach program in neighboring Chester, Pennsylvania.

Friends World Committee for Consultation: Patricia Thomas, representing FWCC, told of the four areas where FWCC is organized: Europe and the Middle East; Africa; Asia and the West Pacific; and the Section of the Americas. She noted that the Quaker Youth Pilgrimage will be in our area next year, from July 12 to August 10, 2002. The "Meaning of the Peace Testimony for Friends Today" will be the theme of the next FWCC, Section of the Americas, Annual Meeting. She asked for our prayers as job searches are underway for an Associate Secretary in London and an Executive Secretary in Philadelphia.

American Friends Service Committee: Riley Robinson, Clerk of the Executive Committee, Middle Atlantic Region of the AFSC in Baltimore, Maryland, spoke of the many programs of this Region. He noted the New Empowerment for Women Project in West Virginia, the Akawatase Environment Project, a support program for families who have a family member in prison in upper New York state, and a Help Increase the Peace Project (HIPP) in Pennsylvania. These are just a few of the many programs undertaken by this regional

Gary Gillespie (Baltimore Homewood), Area Director, for the Middle Atlantic Region, spoke of the need for small arms eradication. The AFSC works with Baltimore communities where gun violence has become commonplace, and explores for new ways to respond in a non-violent way.

Betty Hoover, AFSC staff person in Washington, D.C., spoke of coalition building in neighborhood communities—which she characterized as a non-stop process of building peace—and skills building among the residents. She is involved in seeking self-determination and voting rights for the District of Columbia.

Friends General Conference: Trudy Rogers (Sandy Spring and Seneca Valley) asked the Friends present to raise their hands if they had been present at last year's Friends General Conference Gathering at Blacksburg, Virginia, this month. More than one third of the audience raised their hands. She found this visual affirmation of interest in FGC by reminding us that FGC is more than just a Gathering. She spoke of the book store, religious education materials, and all the other services FGC provides. The Advancement and Outreach Committee and the Traveling Ministry were two more aspects of FGC that she spoke about.

Y2001-32 The minutes numbered 24 through 31 were read, corrected, and APPROVED.

Y2001-33 Indian Affairs Subcommittee for Pat Kutzner. Susan Lepper (Washington) made the introduction for this part of the evening's program, reminding us that this subcommittee's report is on pages 35-37 of *Advance Reports*, and she introduced Pat Kutzner (Washington), Released Friend. She asked her to speak of her work with the Torreon/Starlake chapter of the Navajo Nation and as a Released Friend.

Pat spoke of her seeking, her meditation and her times of prayer that led her to the Torreon/Starlake community some five years ago. She outlined what she has been undertaking in her time with this part of the Navajo Nation and reminded us that fear keeps us from following our leadings. She is working on a 'solarization' project to bring electricity to several homes and is involved in training programs that increase the skills and self-image of the people in this chapter of the Navajo Nation.

Susan Lepper then asked the Yearly Meeting for a final two-year extension of Pat Kutzner's work in the Torreon/Starlake community, permission to use the BYM mailing list once each year in the next two years, and permission to waive the three-month reserve funding requirement for this final period.

Discussion continued and Friends were unable to proceed any further because of the late hour. The Clerk said that he would draft a minute to bring back to a future sitting of this body.

The meeting closed with a period of worship.

Sixth Day Morning
27 Seventh Month 2001

Y2001-34 As the morning session opened, Lamar Matthew (York), Clerk, Benjamin Zuses (Sandy Spring), Web Page Manager and member of the Executive Committee, Young Friends, Walter Fry (West Branch), Reading Clerk, and Ronald Mattson (Baltimore, Stony Run), Recording Clerk, were seated at the Clerk's table.

As we continued to worship, the Reading Clerk read from the Adelphi Friends Meeting Spiritual State of the Meeting Report: "Since we have so many children in our Meeting, our First Day school has evolved into a full program serving all ages from infants to adults ... Once a month, the kindergarten through sixth grades have Junior Meeting and it has become a shortened version of 'big Meeting.'"

Y2001-35 Special and much welcome guests at this morning's session were the younger Friends present at Yearly Meeting. Eric Uberseder (Dunnings Creek) Junior Yearly Meeting Coordinator, introduced Ellen Johnson (State College), Nursery Coordinator, June Confer (Adelphi), Coordinator of morning classes, Anna Rain (Adelphi), afternoon program Coordinator, and Susan Vanderhof (Baltimore, Stony Run), evening program Coordinator.

Each of these Coordinators introduced the Friends who worked in their area and briefly explained their programs.

Betsy Tobin (Frederick), facilitator for the JYFs (Junior Young Friends) spoke to their program and introduced those working with this group. Rachel Stacy (Gunpowder), Co-Clerk of Young Friends, introduced Young Friends present, along with some of the Friendly Adult Presences.

When asked as to numbers of younger Friends present at this session, the Clerk indicated that we had eight in nursery, 25 in the morning and afternoon programs, 17 Junior Young Friends, and 50 Young Friends.

A group photo of all the younger Friends present followed, in order to capture these smiling faces for posterity and for a possible photo in the *Interchange*.

Introduced at this time was Barbara Larkin, Associate Regional Director of the American Friends Service Committee, Middle Atlantic Region office. Barbara Swift (Charlottesville) brought greetings from China, where she had been working.

Y2110-36 Lamar Matthew (York), Clerk, re-visited the Guidelines for Embraced Friends proposal, reading excerpts from last year's Representative Yearly Meetings and the Yearly Meeting minutes. He noted that in Minute **Y2000-33** the Yearly Meeting gave its approval to the draft of the working guidelines. A reading of previous minutes was offered for clarity.

The Clerk then read the following Minute that he had written after last evening's Yearly Meeting for Worship with a Concern for Business. (See **Y2001-33**.) Friends were asked to reflect on this Minute before tomorrow morning's Business Meeting and hold it in the Light.

The Clerk's Minute reads:

Dear Friends:

At session last evening (Thursday) we heard the concerns of the Subcommittee for Oversight of Pat Kutzner. Susan Lepper reported the work that the Subcommittee has been laboring with these past few months.

Embraced Friend Pat Kutzner informed us of two projects that she would like to see to their ends. One project, resulting from grant funding of \$80,000, involves training members of the Torreón/Starlake Chapter for retail management positions. This training will lead to the first permanent jobs in their community that are not dependent on federal funding. Pat feels that the people of Torreón/Starlake will be "skilling up" to a place of independence. The second project involves solarization, a system that will enable the electrification of 35 homes. This project will improve living conditions while serving as a training ground. Pat believes that "these projects are schools" and the knowledge and experience that they afford will be what is most important when she ends her time with the Chapter.

To accomplish these projects, Susan Lepper, on behalf of the Oversight Committee, asked Yearly Meeting to consider and approve a two-year final extension of Pat's embracement. We were also asked to lift the th

month reserve requirement on funds for Pat's support. Additionally we were asked for permission to use the BYM mailing list one time each of the two years to enable the Subcommittee to fund raise.

Much discussion ensued about the Guidelines that have been developed by Nurture and Recognition of Ministry and whether the subcommittee had taken them into consideration. It being near 10:00 p.m. we laid this business over until a later session.

Y2001-37 Minutes 33 through 36 were read, corrected, and APPROVED.

Y2001-38 Ted Hawkins (Bethesda), Clerk of Trustees, noted that the annual report of the Trustees is found in the *Advance Reports*. He now brings before this session of the Yearly Meeting a proposed statement regarding the handling of funds received for the conservation easement on the Catoctin Camp property. Before reading the proposed Minute, he explained the process of consultation that Trustees followed in order to bring forth the following recommendations:

Proposed Minute for Baltimore Yearly Meeting

The proceeds of the Conservation Easement on the Catoctin Property should be paid into a temporarily restricted fund to be used for capital projects and improvements at Catoctin and Shiloh. The Trustees also recommend that interest earned by the fund should be added to the capital of the fund.

Recommendations for the use of the funds will be made by the Camp Property Management Committee, or its successors. Their recommendations will be reported [to] the Trustees and entered into the budget to be acted upon by the Stewardship and Finance Committee.

In making [these] recommendations the Trustees recognize that there may be occasions when the Yearly Meeting undertakes capital projects other than at the camps. If drawings are made from the fund for such purposes, with the approval of the Trustees, we recommend that they be treated as loans to be repaid with interest.

Friends APPROVED the proposed Minute from Trustees after a period of discussion and clarification, with the understanding that the term "real property" be understood instead of the name of the two camps currently owned. This is necessary should further camp property be included. We were also advised that approval of the Minute before us did not preclude future action of the Yearly Meeting to change the use of the fund for any other purpose of the Yearly Meeting.

Y2001-39 Second Reading of the Budget. Marion Ballard (Bethesda) presented the Baltimore Yearly Meeting Budget for 2002. It was identical to the Budget read yesterday except that the budget would now strike the line item for the Camp Property Management budget showing interest income from the Camp Leasement.

The budget for 2002 was APPROVED, as amended. Friends then APPROVED the Apportionment figures for next year.

Y2001-40 The first reading of an additional name from the Search Committee. Liz Hofmeister (Bethesda), Clerk of the Search Committee, brought forward the name of Danah Kehnemuyi (Frederick) for a member of the Nominating Committee, Class of 2004. As is our practice, the name will lie over until the next Yearly Meeting.

Y2001-41 Liz Hofmeister (Bethesda) then brought to the body the second reading of members for the Class of 2004 on the Nominating Committee. Readings the second time were the names of Kathy Wright (Sandy Spring), Chip Wright (Charlottesville), Howard van Bremen (Alexandria) and Rodney Pelton (Creek). These names were APPROVED.

Y2001-42 Ministry and Counsel Committee report. Mirian Green (Baltimore Homewood) read the State of the Meeting Report for the Yearly Meeting. Friends at the Yearly Meeting **accepts** the report, with thanks.

Y2001-43 As we continued to worship, the Reading Clerk, Walter Fry (York Branch), read excerpts from the Spiritual State of the Meeting Report from the Baltimore Monthly Meeting of Friends, Homewood, Baltimore Monthly Meeting of Friends, Stony Run, and Carlise Monthly Meeting.

These excerpts all highlighted how Monthly Meetings are involved in the concerns of the world, with both corporate and individual responses the past and many Monthly Meetings.

Y2001-44 The Clerk read a Minute from York Monthly Meeting regarding Friends peace testimony and the need for current examination of that testimony in individual Monthly Meetings. Friends APPROVED accepting this letter. Friends agreed that it should be sent to constituent Monthly Meetings. The queries raised at this Yearly Meeting will be included in the cover letter.

Y2001-45 Benjamin Zuses (Sandy Spring), read portions of the Spiritual State of the Meeting Reports from York, Warrington, and Goose Creek Monthly Meetings. At a point in each of these three reports there was an acknowledgment that each Meeting was deciding how it could respond to the issue of

gender relationships within their community. The final line from Goose Creek reads: "For many the more urgent need is to reach out in love to individuals who seem estranged from us, to keep the doors of communication open, and to become more responsive to the subtle promptings of the Spirit."

Y2001-46 Bonnie Stockslager (Herndon), Clerk of the Ad Hoc Committee on Lesbian, Gay and Bisexual Concerns, distributed this group's Summer 2001 Report to the Yearly Meeting. She reminded us that there was an article in the *Interchange* this year that tells of the resources available in the Yearly Meeting office.

As this Committee's charge was scheduled to expire this year, Friends APPROVED the continuation of this Committee for another two years. Their charge reads:

The charge of this Committee continues to be to gather and distribute information on lesbian, gay, and bisexual concerns arising within Baltimore Yearly Meeting, its Monthly Meetings, and Quarterly or Half-Yearly Meetings. This Committee labors to give life to Baltimore Yearly Meeting's Minute (Y73-87) which calls on us to dispel myths about homosexuality and bisexuality through education. We query ourselves and others:

- How can we be more welcoming of diversity in our faith community?
- How can we promote peace, unity, and respect around lesbian, gay, and bisexual concerns?

Y20001-47 Howard Fullerton (SndSpg), Clerk of Publications, speaking to suggested changes in *Faith and Practice*, brought forward the proposed changes dealing with the section on marriage.

Friends APPROVED removing Section "d" in the *Faith and Practice* section on "Marriage Under the Care of the Monthly Meeting." It would then be replaced by the following wording:

- I. Have we explored our attitudes and visions for family life including:
 - i) Our attitudes toward sexuality?
 - ii) Whether we want children; and if so, how many?
 - iii) How we might jointly plan and take responsibility for our family's growth in size?
 - iv) Whether we might consider adoption or foster care?
 - v) Our ideas about the sharing of family responsibilities?
 - vi) The availability of family, Meeting, and community support?
 - vii) How our family might reflect Friends' testimony of simplicity and concerns for the environment and world population?

One Friend stood aside from the approval.

Howard Fullerton spoke of the work that may still need to be done by the Nominations Committee in the section on Marriage to make the language gender neutral.

Y2001-48 Speaking for the Web Publishing Subcommittee of the Publications Committee, Howard Fullerton sought permission from the Yearly Meeting to place the entire Baltimore Yearly Meeting *Faith and Practice* on the Yearly Meeting web site. Friends APPROVED this request.

Announcements were made regarding the importance of Right Sharing of Resources and the educational program that is part of this institution. (We were unable to arrange a simple meal this year, but Friends were reminded to be aware of hunger in the world around us.)

Seventh Day Morning
28 Seventh Month 2001

Y2001-49 At the table as the morning session began were Lamar M. York, Clerk, Judith Ceppa (Alexandria), Reading Clerk, and Ronald M. Baltimore, Stony Run), Recording Clerk.

Out of the silence the Reading Clerk read from the State of the Meeting from Menallen Monthly Meeting. They write that a sense of strength and longing arise out of their silent Meetings for Worship. The report from the Valley Preparative Meeting was also read, noting that they have taken the Friends Meeting School under their care, realizing that the school is seeking to develop the spiritual grounding that will support the students in learning with respect for each person.

Y2001-50 Minutes number 38 through 49 were read, corrected and APPROVED.

Y2001-51 Geeta McGahey, representing Right Sharing of World's Resources, asked Friends to pray for the two-thirds of our world's partners who have insufficient resources to sustain life. She challenged our Yearly Meeting to make our budget reflect our true commitment to our neighbors.

Y2001-52 Howard Fullerton, a representative from Baltimore Yearly Meeting to the General Board of Friends United Meeting, commented on the changes that have taken place this past year in that organization. Finances are now

control and stability is being achieved. Friends United Meeting is involved in a great number of program, around the world: in Jamaica, in Belieze, in Cuba, in Kenya (with some 500 schools in operation) and in the Middle East.

Y2001-53 The Reading Clerk, Judith Ceppa (Alexandria), read from the report from Patuxent Monthly Meeting, in which they said that while they sometimes had met in homes, "we grew together and enjoyed rich communication."

From the floor of the meeting, Diane Kessler (Patuxent) noted that as of 2nd day of Seventh Month of this year, they now have their own Meeting House.

Y2001-54 Mary Lord (Adelphi), a Friend released by Baltimore Yearly Meeting, shared with this body that she now feels released from the task she had felt called to undertake—to reinstate programs of Quaker Volunteer Service.

She has been engaged in responding to this calling for the past three years. A committee has now been developed to continue this important work of nurturing and encouraging Quaker volunteer service.

Earlham and Guilford Colleges, Pendle Hill, the American Friends Service Committee, and Friends United Meeting are among the many organizations that have made commitments to nurture opportunities for voluntary service.

Mary now feels that an orderly transition is possible and the Spirit of God allows her calling to be laid down. APPROVED.

Martha Gay (Adelphi), a member of Mary's Support Committee, thanked the Yearly Meeting for its past support and noted that there is still a need for approximately \$1,000 to close out this work. One Friend said that we need to show names of Support Committee members for Embraced Friends in our *Yearbook*. Another Friend requested a Minute of Gratitude for Mary's work. Her Support Committee agreed to bring the same to the next Interim Meeting.

Y2001-55 The Subcommittee of Indian Affairs, responsible for the support of embraced Friend Pat Kutzner (Takoma Park) The Yearly Meeting Clerk began this discussion by reading a letter from Dave Rico, President, Torreon/Starlake of the Navajo Nation. Dave spoke of the appreciation felt by the Chapter for Pat's work and outlined what lies ahead to be done. Lamar also read the Minute he had written earlier (**Y2001-36**).

Susan Lepper (Washington) and Jane Stowe (Takoma Park), serving as Clerks of the Support Subcommittee, distributed two additional documents at this time: "Background Materials Related to Extending the Embrace of Patricia

Kutzner for a Two-year Final Period to Work with the Torreon/Starlake C Navajo Nation” and “Oversight of Pat Kutzner by Her Oversight/Support committee of Indian Affairs Committee.”

Susan and Jane told of the work being done by Pat and how the funds come in from earlier appeal letters. Jane also said the Subcommittee is willing to have an Oversight Committee, in addition to their Support Committee. They are now requesting a final two-year extension for Pat.

The Clerk now presented the three specific proposals concerning the final extension of time for work by Patricia Kutzner:

- 1) The extension of Patricia Kutzner’s work for a final two-year period. Friends APPROVED.
- 2) Lifting the three-month reserve requirement on funds for Patricia Kutzner’s support. Friends APPROVED this request, but several Friends stood aside, feeling this was not being financially responsible by the Yearly Meeting. Patricia said that she was willing to release Baltimore Yearly Meeting from financial obligation if funds do not come in.
- 3) Release of the Yearly Meeting mailing list for two mailings, one mailing taking place in Tenth Month of 2001 and one mailing in Tenth Month of 2002. APPROVED.

Y2001-56 Ruth Flower (Takoma Park), Co-clerk of the Nominating Committee brought forth, for the first reading, a list of 71 names for new appointments to Baltimore Yearly Meeting committees and appointments to other Friends societies. As we require, the report will return later for final approval. If Friends have any response to the names suggested, they should speak to members of the Nominating Committee.

Ruth also presented ten names for removal, nine of them being resignations and the tenth one an appointment mistakenly made. The resignations are: Harrington (Camp Property Management), Rich Liversidge, Laurel Kasso, Patricia Williams (Ministry and Counsel), Linda Heacock (Peace and Concerns), John Mason (Stewardship and Finance), Rick Picardi (Youth Programs), Richard Barnes (Friends General Conference Central Committee), Gaffron (Friends World Committee for Consultation, Section of the Americas) and David Etheridge (American Friends Service Committee Corporation). The resignations were ACCEPTED.

Y2001-57 Liz Hofmeister (Bethesda), Clerk of Search Committee, brought forth, for a second reading, the name of Darah Kehnemuyi (Frederick) to the Nominating Committee, Class of 2004. APPROVED.

Y2001-58 Judith Ceppa (Alexandria), Reading Clerk, opened this part of the agenda by reading a brief passage from *Quaker Education in Baltimore and Virginia Yearly Meetings* (1936), telling of a school kept in York County, Pennsylvania, where Tomas Garretson taught 23 years in succession at Newberry Friends Meeting House: "He was mild mannered and genial and generally controlled his students by moral suasion."

Ann Wilcox, Clerk of the Friends in Education Committee, spoke of the work of this new group and read the proposed charge for this Committee:

To support and nurture the schooling of young people consistent with the beliefs and practices of the Religious Society of Friends. The Committee promotes outreach and networking among the Friends' schools in the Baltimore Yearly Meeting, and serves as a resource on Quaker values in the educational setting. The Committee also supports Friends who are home-schooling or involved in public schools. We cooperate with the Friends Council on Education and other organizations providing support to Friends' schools and Friends involved in educational endeavors.

Friends APPROVED this charge, recognizing that in so doing we are creating a standing committee within Baltimore Yearly Meeting.

Y2001-59 Minutes 50 through 58 were read, corrected and approved. (Also read was the language for a correction which had been approved earlier for **Y2001-39**.)

As we prepared to adjourn for lunch, Kathy Berger, National Coordinator for the Middle East Program of the American Friends Service Committee and Felix Wedgewood, of Cotteridge Preparative Meeting, Warwickshire Monthly Meeting, Britain Yearly Meeting, were recognized and introduced.

Seventh Day Evening
28 Seventh Month 2001

Y2001-60 David Hines (Richmond) introduced the President of Randolph-Macon College, Roger H. Martin, who was able to join us for this evening's session. Friend Martin is a member of Richmond Friends Meeting and during his academic career has participated in Meetings in Massachusetts, New York state, Oxford, England and Pennsylvania. He had welcomed us earlier by letter and it was a pleasure to have him join us this evening.

Y2001-61 Howard Fullerton (Sandy Spring) opened the evening program telling us about Morris and Margaret Thomas Carey, in whose honor the evening lecture is named. Both of these Friends were involved with the formation of the Five Year's Meeting, forerunner of Friends United Meeting. They were instrumental in the nurture of young Friends.

Howard then introduced Retha McCutchen, General Secretary, Friends United Meeting, who delivered tonight's Carey Memorial Lecture. She served for 20 years as the Director of the Friends School in Ramallah and accepted the top leadership position this past January.

Retha told of her experiences in Palestine and on the West Bank and how that she felt that God had called her to this ministry. "On a journey with God we are called to be bold." Friends are also called, she said, to seek peace and justice and kindness and compassion.

Retha While she lived in the area she visited several refugee camps and can only say that all were horrendous. In one camp she visited, there was a girl thrown from the outside into the camp compound. When picked up, letters were found on it read on the canister, "Made in USA."

She said that all of us need to ask where we can start on our journey in seeking peace, in our lives and in the world.

The Yearly Meeting thanks Retha for this time of sharing.

First Day Morning
29 Seventh Month 2001

Y2001-63 As Friends came into the Auditorium from the rain for our opening session, Lamar Matthew (York), Clerk, Margaret Stambaugh, (Gettysburg) Recording Clerk, Emily Buniva (Richmond), Assistant Clerk of Young Friends, and Mattson (Baltimore, Stony Run), Recording Clerk, were at the table.

As we continued in worship, the Reading Clerk read an excerpt of a report from a British Friend, William Forester, who attended our Yearly Meeting in 18

Baltimore, 10 month 6th - At meeting today I sat between Charity C. and Evan Thomas, both of them upwards of eighty years of age, and both specimens of strong American constitutions. Charity is not much altered since she was in England near twenty years ago, except there is more wrinkles on the old woman; but she must be of wonderfully firm texture, to have survived so many days' jolting over the rough roads of the Allegheny. I suppose she is not less than 600 miles from her own location, which I believe is In

ana. She spoke in the meeting, and I thought there was a good feeling attending her communication, which was short, - more in the newness of the Spirit that the oldness of the letter, and this is particularly valuable in advanced age.

Thanks were extended to Jason Eaby (Nottingham), who has faithfully and skillfully operated the sound system during this year's sessions.

Y2001-64 Reading of the Yearly Meeting Epistle. Martha Gay (Adelphi), Clerk of the Epistle Committee, reading the following draft of our annual Epistle:

To Friends Everywhere:

Friends gathered on the campus of Randolph-Macon College, Ashland, Virginia, for the 330th annual sessions of Baltimore Yearly Meeting, July 24-29, 2001. We were blessed with attendees from thirty-four Monthly Meetings within Baltimore Yearly Meeting, visitors from six North American Yearly Meeting, two Friends from Bolivia, and six visitors from Torreon/StarLake Chapter of the Navajo Nation.

Our new location challenged all attendees to reinvent the Yearly Meeting experience. Coping with a compressed schedule required us to forego some accustomed activities and to deepen the worship in our business sessions. By the end of the sessions most Friends felt at home, although finding gathering spots for the informal contacts which so often lubricate the more formal business remained a challenge.

A one-day retreat led by Ed and Fran Norton preceded the Yearly Meeting. Its theme, "Articulating Your Faith: A Gateway to Peace", encouraged Friends to reflect on their spiritual journeys and set the tone for the Yearly Meeting's theme of Peace, which was also reflected in the Junior Yearly Meeting theme of "Let It Begin With Me." The opening address was given by Donald S. Gann, Clerk of the American Friends Service Committee. Speaking to "Issues of Peace in the World Today," he shared how his life had been led from a search for inner peace into the search for peace in the world, related how Friends had achieved the reputation of providing significant efforts in creating a peaceful world, and challenged each of us to examine how we are called to respond in the world today.

Business sessions were full and lively. Excerpts read from Monthly Meeting State of the Meeting reports revealed the diverse ways in which Truth prospers among us. Religious Education programs are flourishing throughout the Yearly Meeting. Many Meetings report that increased growth in membership has necessitated expansion or renovations of meeting houses. Concerns over conflicts in the Middle East and Africa, efforts to abolish the death penalty, and our continuing struggle with same-gender relationships engaged Friends' thoughts and prayers. We rejoiced in the presence of

our young Friends and were heartened by reports of another successful camping season. A Youth Development Workcamp provided an exchange experience for young people from the Torreon/Starlake Chapter of Navajo Nation and Baltimore Yearly Meeting youth. Friends continue to wrestle with the question of how best to support those Friends whose ministry we embrace. The natural tension between oversight and prophetic ministry continues to challenge us to find creative responses to Friends' ministry. After lengthy and careful consideration, Friends have extended their embrace of the work of Patricia Kutzner at the Torreon/Starlake Chapter of the Navajo Nation for a final two years. Embrace Friend Mary Lord reported that her work with Quaker Volunteer Service and Witness and Friends Peace Teams has reached the point where she can retire to the role of a volunteer. A document providing guidelines for the embrace of Friends has now been seasoned for several years and is nearing completion.

The Yearly Meeting is undertaking a review of our committee structure occasioned by the observation that many of our committees are functioning poorly, if at all. Initial proposals focused on consolidation of committees with greater reliance on coopted members and subcommittees. A willingness to lay down committees and subcommittees whose task is complete provides encouragement.

In the Carey Memorial Lecture, Retha McCutchen, General Secretary of Friends United Meeting and former director of Friends School in Ramallah, Palestine, shared with Friends her calling to speak peace and justice in a broken world. She challenged us to begin here, within family, home, and Yearly Meeting, to lay down our prejudices and build bridges. God is calling us on our journey inward, lead lives of integrity, and from the strength of our inward journey to speak peace and justice to our world.

The Epistle was warmly received and Martha Gay (Adelphi) was allowed to enlarge the term "embraced Friend" and offer an explanation in a form Friends APPROVED.

Y2001-65 Young Friends Epistle. Hannah Jeffrey (Richmond) read the following Epistle from Young Friends:

The Young Friends meet approximately bimonthly for conferences, which are a time for us to regroup, and catch up with friends we rarely get to see. The following is a summary of the 2000-2001 Young Friends conferences.

October conference, Little Falls Monthly Meeting: Freezing cold, gray yard. Drumming on the porch, Young Friends' guidelines, Help Increase the Peace, the dot workshop. Purchase of the big yellow ball.

November conference, Homewood Monthly Meeting: Workshop with Peggy, music, dreams, memories, feathers everywhere, not enough glue.

February conference, Richmond Monthly Meeting: The woman with the beautiful accent, yoga, wink craziness.

April conference, State College Monthly Meeting: Friend to Friend's worship sharing, buck-buck, planting flowers, earth day mural, everyone covered in paint, the big yellow ball.

June conference, Sandy Spring Monthly Meeting: Quakerism, card games, the toilet is sinking into the floor. Twin pops popsicles, exams. SATs, stress.

Like a grove of young trees, the Young Friends grow individually, yet are concerned in life and energies. The Young Friends have spent the past year relaxing, enjoying ourselves, and cuddling a lot. We have also spent the year addressing issues which shape our community. The first issue that arose in the community was the relevance of our Gathering Expectations.

When Young Friends meet together, we strive to foster a community built on caring, trust and love. From experience we have found that attenders who leave the gathering, use or are under the influence of alcohol or illegal drugs, or engage in inappropriate sexual activities at the conference jeopardize the Young Friends community, and betray our trust, as well as the trust of parents, sponsors, older Friends, and also betray the trust of the Baltimore Yearly Meeting.

Young Friends welcome all high-school age or older attenders who wish to enjoy the fellowship of our Quaker community. We hold all attenders in the light, but those who are unable to conform to these guidelines that Young Friends have set for themselves will be asked to meet with the Executive Committee, and appropriate action will be taken on a case by case basis.

Anyone with further questions should contact the Clerk of Young Friends or consult the *Young Friends Handbook*.

As the smoking issue has proved controversial, we ask that both smokers and non-smokers act with consideration for each other, the environment, and their host.

At the October conference, the Young Friends began processing a concern from an affiliated non-Friend regarding the content of the *Baltimore Young Friends Newsletter (BYFN)*. It was decided that the "Friend to Friend's" would be suspended from the *BYFN* until a decision could be reached as to how we could balance the Young Friends' creative expression with the needs of the greater community.

At the April conference, the Young Friends decided to return the "Friend to Friend's" to the *BYFN*, while asking all Young Friends to be mindful when submitting "Friend to Friend's." A blurb was written explaining that the Young Friends write to each other in a spirit of caring, trust and love, and that free expression is essential to our community. We explained that concerns regarding the content of *BYFN* should be brought to the clerk of the Young Friends, and that they would be brought before the Meeting in Business.

The Young Friends spent BYM adjusting to a new group and a new space, and rebuilding and strengthening our community through time spent together, and participating in a series of three workshops led by George Price. These workshops centered around spiritual purification and healing, which many Young Friends found intensely moving. We are hugely grateful to George for his time and spirit. The incoming Young Friends bring new perspective and experience to our group, as does the incoming Executive Committee.

The Young Friends look forward to a year of deepening spiritual wisdom and our community.

The Young Friends were thanked for sharing their Epistle with us.

Y2001-66 Second Reading of the Nominating Committee Report Ruth (Takoma Park), Clerk, read the Nominating Committee's report for the first time. The slate she presented at this time was APPROVED. The following names were read for the first time, with approval needing to be sought at the next Interim Meeting:

Advancement and Outreach, Class of 2004: Deborah Lekowski (Sandy Spring); Angelina Woo (Bethesda), whose name was accidentally read, is shown as "Nurture and Recognition of Ministry." See below.

Criminal and Restorative Justice, Class of 2004: James Matsen (Nottoway); Stanly Berkemeyer (Langley Hill); and Victor Kaufman (Sandy Spring) to be our On-er Visitation and Support Representative

Indian Affairs, Class of 2004: Byron Sanford, (Hill Country Meeting, Texas)

Ministry and Counsel, Class of 2004: Georgia Fuller (Alexandria)

Nurture and Recognition of Ministry, Class of 2004: Angelina Woo (Bethesda)

Program Committee, Class of 2004: Liz Hofmeister (Bethesda)

Religious Education, Class of 2004: Alessa Giampaolo Keener (Baltimore, Stony Run), Mary Yeaney (Langley Hill)

Right Sharing of World Resources, Class of 2004: Maurice Boyd (Washington)

Stewardship and Finance, Class of 2004: Dick Bellin (Washington), Jean Wilson (Goose Creek)

Unity with Nature, Class of 2004: Fred Ceppa (Alexandria), Judith Ceppa (Alexandria)

Friends United Meeting, to represent BYM at the 2002 FUM Triennial: Lamar Matthew (York), Mary Lord (Adelphi)

The full slate, for Friends House, which we do need to approve, is not ready and will be approved at Interim Meeting in October.

It was pointed out that we are eligible for one additional seat on the Friends United Meeting General Board. We are also to appoint a member of the FUM Nominating Committee for the FUM Triennial from among the delegation we are sending, as well as one person to the New Business committee.

Y2001-67 Junior Young Friends Epistle was read by Sean Wilner (Langley Hill), Clerk of Junior Young Friends.

Dear Friends,

We would like to start off by thanking all the JYF FAPs for all of their time and patience. This year we enjoyed making walking sticks, a HIP (Help Increase the Peace) workshop, a community service project in which we built a water drainage system/walkway, and enjoyed a "sleepover." In the HIPP program we played many games that helped us learn about conflict and conflict resolution. We also discussed sub-groups and stereotypes. At our first business meeting we chose Sean Wilner as our Clerk, Alex Oberg

as our Co-clerk, and Julia Klima as our Recording Clerk. While some of us came here not knowing anyone, we will all leave here with many riching memories and tons of friends!

Respectfully Submitted,
The Junior Young Friends

Junior Young Friends were thanked for their Epistle and it will be included with the others that we share with other Yearly Meetings.

Y2001-68 Epistle from Young Adult Friends Catherine Bell-Wetteroth, Recording Clerk of Young Adult Friends, presented that group's Epistle.

Last year Baltimore Yearly Meeting Young Adult Friends was a new community, coming together again after a hiatus of a few years when the previous community had mostly out-grown the label. This year we built on the foundation established. One way in which we have consolidated our group is by having YAFs lead all the workshops at our gatherings.

We met at Adelphi Meeting House the weekend before New Year's Day. The focus of the gathering was a workshop on Quaker Testimonies in Our Lives, led by Julian Dockhorn. We discussed what the testimonies are and what they mean to us, and how we attempt to integrate them into our lives. We shared our successes and mistakes in living up to the testimonies. We also had an open mic [microphone] at which Friends shared their myriad talents.

Our next weekend gathering was in March, at the house of Julian Dockhorn and Kat Darnell, in Sterling, Virginia. This featured a workshop on gender led by Catharine Bell Wetteroth. We discussed what gender is, and how gender roles affect our interactions with one another as well as our self-perception. At this gathering we reached out to many non-Quakers including some of Julian and Kat's housemates and friends in our evening and eating dinner at a local restaurant.

Our attendance at this year's Annual Sessions was slightly lower, but we continue with many of our budding traditions, such as a late night trip into town for food, as well as a failure to acquire that food at an actual diner, as we had hoped to do. We also featured Meeting for Business and Worship Sharing. YAFs interacted with other groups, working with Junior Yearly Meeting, attending Produce Department, "the big Meeting for Business," and workshops and interest groups, as well as hanging out with Young Friends. We had another of our popular fishbowl discussions, bringing together teens and adults to share on the topic of addiction. This fishbowl generated many strong, personal messages that show all ages have much in common as well as many things they can teach each other.

In other developments, our new e-mail list has been combined with an older e-mail list, and we have a very active BYM BAF list-serve. Much of the activity on this list centers around YAFs making shorter but more frequent connections—getting together for a potluck dinner or an afternoon in the city.

Pete Levin is stepping down as Co-clerk, and we are in the process of finding someone new to join Abby Gaffron (State College) as a Co-clerk.

As we move into the next year, we have many plans for strengthening our community. A while ago, as young people leaving the Young Friends program and entering adulthood, we wanted to keep alive our friendship and the spiritual strength present in the YF group.

We are trying to build a strong community that spans a wide range of ages and needs, and thus are constantly working on drawing in young people leaving high school as well as Friends closer to age 30 than age 18. We would especially like to re-attract any Friends who are still YAF age, but have faded out of the group or feel they were lost in the shuffle. One of our main desires is to keep the YAF experience a steady and constant part of our lives, even when we are not at Quaker events such as the BYM Annual Sessions.

The Young Adult Friends' Epistle was accepted by the Yearly Meeting.

Y2001-69 The Youth Program Committee recommends the name of Tom Fox to the Quaker Youth Planning Committee. The Yearly Meeting APPROVED.

Y2001-70 The Yearly Meeting Session's Registrar, Laurie Wilner (Langley Hill), had the following report read to this business meeting:

Friends, many of you have noticed that our numbers were down this year. There were less than two pounds of potato chips, two pounds of cheese curls, four pounds mini-candy bars, four pounds M&Ms, and eight pounds of Famous Amos cookies consumed at registration this session. It took Young Friends and Junior Young Friends bag-loads of help to get us to those numbers!

Our attendance was down as well. Changing both the week of our session and the location may contribute to that, but it is important to note that in my three years as Registrar we have lost over 125 attendees and I'm here again next year!

As our Clerk states to us in our Seventh Day's Business Session, course, nothing Friends do is written in stone." I humbly add "nor written in our Registration Forms." The freedom for Friends to come early, come unannounced, allow schedules to delay their arrivals for hours or days is paid for by our volunteers. It is to these men and women we owe a great deal of thanks and our patience as we wait.

Your smiling faces greeted approximately 380 attendees from 33 Meetings within our Yearly Meeting. The Yearly Meeting session enjoyed approximately: 30 in the Junior Yearly Meeting, 17 in the Junior Young Friends Meeting, 57 Young Friends, 8 Young Adult Friends, and 269 older Friends.

The Registrar's report was accepted, with thanks.

Y2001-71 The annual report from the Book Store will be included in the next book, as it was not available at this time.

Y2001-72 Sheila Bach (Langley Hill), Clerk of the Program Committee reported that this Committee feels that the sessions have gone well and that there have been few problems. Evaluation forms are available, and Friends are encouraged to fill these and return them to the Yearly Meeting.

The Program Committee recommends that we return to Randolph-Macdonald College next year, 24-28 July, 2002, and that the Yearly Meeting Retreat be held in July, 2002. APPROVED.

The Yearly Meeting desires to minute our appreciation to the Program Committee and to Sheila Bach for her many years of service on this committee. APPROVED.

Y2001-73 The Body of this Meeting notes that the new Clerk of the Program Committee is a co-opted member. There were no objections to this.

Y2001-74 The Minutes, from last evening's Carey Lecture to now, were corrected and APPROVED.

Y2001-75 A Traveling Minute for Margery Larrabee (Washington) was presented and the Clerk was asked to sign it for the Yearly Meeting. APPROVED.

Y2001-76 The Clerk read the final Minute of the 330th Annual Session of Baltimore Yearly Meeting of the Religious Society of Friends, which he had written:

To Parting Friends:

We have shown that "Virginia Is For Lovers" ... lovers of Truth and Peace. What a fellowship we have had, trusting in the safety and security of the ever-present Light that turns darkness to day.

Our days were made even brighter by Young Friends, who bloomed like flowers along our path. They brought vibrance and color to our time here.

We have been courageous yet tender as we faced difficult issues. We have been good stewards in tending to our sums. We have come closer to our desire to have guidelines in place for the embracing of ministries. And we've helped a Friend to continue a journey which will lighten others' burdens. Weary we were, at times, but never discouraged. In troubling and tiresome times we leaned upon the everlasting arm of the Spirit and found strength and guidance. We have been thoughtful as we brought forth Friends to serve on committees.

Find comfort and rejoice, Friends, in the belief that we have accomplished God's most important work.

Parting leaves my heart distressed – Peace and love to all as now we're homeward bound.

Lamar Matthew, Presiding Clerk

The Yearly Meeting closed as we continued to an extended Meeting for Worship.

Friends We Will Dearly Miss...

Name	Meeting	Date
Arnold, Floyd	Valley	July
Barefoot, Ann	Fishertown	January
Bennett, Fredrick Dewey	Deer Creek	May
Brabson, Elizabeth	Little Britain	February
Brown, Margaret Cockerill	Goose Creek	January
Brown, Ruth Kemp	Goose Creek	January
Callery, Jean	Bethesda	July
Cope, Ann	Sandy Spring	May
Cope, Harold (Hal)	Sandy Spring	February
Cory, Sarah Pettit	Washington	September
Davidson, Helen	Dunnings Creek	August
Eaby, Horace L.	Nottingham	October
Farquhar, David Michael	Washington	September
Fautz, Elizabeth	Sandy Spring	August
Flavin, Tomoko	Bethesda	July
Gronewald, Jane	Bethesda	February
Heitman, Charles	Washington	November
Hopkins, Johns W.	Deer Creek	July
Hunter, James	Sandy Spring	December
Janney, Werner	Sandy Spring	December
Just, Bernice Marguerite Bell	Washington	May
Karklits (Bonny), Jane East	Homewood	July
Kephart, Rebecca Ball	Goose Creek	September
Kerr, Margaret	Langley Hill	February
Keyser, Joyce F.	Stony Run	January
Klein, Ivan	Washington	November
Mann, Eleanor Rath	Stony Run	January
Meng, Lois Perry	Bethesda	February
Morley, Barry	Sandy Spring	August
Moss, Geraldine G.	Charlottesville	August
Patton, Harry Joseph	Gunpowder	July
Peck, Bob	State College	March
Potts, Elizabeth	Goose Creek	December
Schiffer, Stanley	Valley	September
Sheetz, George	Hopewell Centre	March
Smith, Alice Evelyn Winder	Alexandria	February
Smith, Verna	Little Britain	December
Smythe, Ethel	Goose Creek	December
Strait, Maurice L.	Charlottesville	January
Taylor, Thomas E.	Gunpowder	March
Taylor, Virginia	Goose Creek	February
Thomas, H. Rogers	Goose Creek	February
Tucker, R. Whitney	Goose Creek	November
Ward, Len	Alexandria	March

Sara Pettit Cory

May 4, 1909 - September 12, 2000

Sara Elizabeth Pettit Cory was born on May 4, 1909, the eighth of nine children, to Carrol and Mary Smith Pettit. The family, all of whom pre-deceased her, owned and operated a dairy farm in Woodstown, N.J. The Pettit family, including Sara, joined Woodstown Friends Meeting when Sara was four. Sara Pettit, known as Sally among Friends, died peacefully at Powhatan Nursing Home in Falls Church, Virginia, on September 12, 2000, where she had lived during the eighteen months after her husband Robert's death, March 24, 1999. She is survived by four children, Eric L., D. Lincoln, Lois Cory Nashorn, L. Barton Cory, of Portland, Maine, and six grandchildren ranging in age from 11 to 32. Sally graduated in 1931 from New Jersey College for Women, now Douglass College, then, as now, part of Rutgers University. Using her degree in home economics she managed cafeterias and taught in New Jersey public schools for ten years, also participating in summer Quaker-sponsored workcamps where she often served as cook. Once, she made a frustrating effort to convert her career to nursing. While cooking at a summer session of Pendle Hill in the early 1940's, she met Robert Cory who was a student there. They both taught at Westtown School in 1942-43 and then were married in 1943 in Woodstown, N.J. Meeting.

From the beginning of their marriage, Robert pursued his academic career. Sally, like other women of the times, bore children, raised them, and kept an orderly home. When there were summer vacation opportunities to pursue Quaker concerns and interests in workcamps and international seminars, she joined Robert, taking for herself the responsibilities for good order in the management of food and shelter. Then, and at William Penn House later, she added her own generous, loving spirit.

In 1950, the family acquired land and a cabin on Webb Lake in Weld, Maine. Summers spent there were a source of renewal and joy to Sally. At her memorial, friends, led by her children, sang hymns familiar from family singing in the evening on the shore of the lake in front of the cottage. Sally pursued what she once called "a quiet form of activism" to promote world peace. In 1943, she joined the Women's International League for Peace and Freedom. But 'quiet' was converted to 'active' in July, 1959, while the family was living in Ohio. Sally was moved by a dream that ended with parts of the poem, "Abou Ben Adam" - and showed the list on which Abou Ben Adam's name was moved to the top because of his good deeds. Sally reported to the demonstration and vigil to protest the development of germ warfare at Fort Detrick, Maryland. In 1960, the whole family participated in the large demonstration at the Pentagon. In 1961, after Robert joined the Quaker United Nations Team staff in New York, the family moved to Scarsdale, N.Y. Sally did some rallying for disarmament at the United Nations, but also performed more conventional suburban activities. She was active in the United Nations Women's Guild which met at the Scarsdale Meeting House and in the life of that Meeting. Sally, with Bob, was an enthusias-

tic supporter of the American Friends Service Committee, Friends General Conference, and often participated in sessions of the Friends Conference on Race and Psychology.

In 1966, Sally, with Robert, opened William Penn House. That hospital in center in Washington was in many ways a fulfillment of the dreams of both and Robert. They transferred their membership to Friends Meeting of Washington. In later years Sally said, "I was co-director, but I was really the co-director was a time of major demonstrations in Washington. In *Uphill for Peace*, Robert Wilson, former Executive of the Friends Committee on National Legislation that during the 1968 Poor People's Campaign, William Penn House provided overnights for 1000 and meals for 2500. Sally's first arrest was in June 1968 when she participated in reading the Names of the War Dead on the east steps of the Capitol. In the years that followed, she demonstrated in the Moral March Against Death, May Day, and the Daily Death Toll Demonstration outside the White House gates. In a *Friends Journal* interview (11/75) Sally said, "Each (demonstration) renewed my spirit and deepened my commitment to peace. In fact, in some cases, I feel it was close to a religious experience."

In 1977, at age 68, Sally retired from William Penn House, but became active in the Gray Panthers. In 1985 Sally sewed and embroidered a panel for the anti-nuclear ribbon that was put up at the Ellipse, the Capitol and the Pentagon to commemorate the bombing of Hiroshima. In 1986, Sally joined the Witness for Peace and traveled to Nicaragua to see firsthand what that country was living through to make up her own mind about the validity of United States fears of communism. She shared her insights with us in this Meeting and with Congressional offices, among other places.

Together with Robert, Sally protested the use of her taxes for military purposes first by withholding the Viet Nam War telephone tax, and later, by withholding 10% of the amount due in order to contribute that amount to the United Nations Disarmament Campaign. In our Meeting, Sally participated faithfully in our Meetings for Business, speaking with conviction on matters of Meeting connections to social concerns and peace activities. She worked hard on early meetings and served on Quaker House management committees. We were reminding her Memorial Meeting that she was a faithful demonstrator with our other activists outside the Arms (Dealers) Bazaars which were held at the Sheraton Hotel in the 1980s. And true to her original vocation of nurturer, Sally was always available in the Meeting to organize a simple meal for a cause such as the work of the Hunger and Homelessness Task Force or Martha's Table. She provided generous hospitality for many at the Cory 'retirement' home on Capitol Street.

Sally constantly sought inspiration, and searched for the spiritual base for her activism. In the mid-1970s, when Sally's nest was nearly empty, and when young women among Friends in Washington were engaged in child-rearing and

making tasks as she had once been, she gathered a group of younger mothers to read, discuss and practice personal and community spiritual development. They called themselves Pathways. One friend who participated considers that Sally, on her own inward-outward journey, was a pioneer in bringing together such a worship community, accepting as she did that we are all on a spiritual journey together, and teaching by her own example that seeking is more important than judging. In the last decade of her life, when Sally was struggling with even minimum daily activities, Robert kept active the Pathways telephone list and made the occasional effort to have some old friends come to Sally.

Sally did not write for publication, but she kept notebooks in which she recorded some of her insights. In 1999, while moving Sally to Powhatan Nursing Home, her children found a poem, dated 1988, written, as she noted, after she had read Elizabeth Watson's "A Self-Blessing Ritual." Sally's poem, "Blessings for...", was read at her Memorial by her oldest and youngest sons, alternating stanzas. It was also read at a bedside meeting for prayer and worship on August 25, less than three weeks before Sally died.

Bless your eyes that you may see love in each other every day.

Bless your ears that you may tune out noise and din and hear only sweet sounds, and the still small voice.

Bless your noses to breathe deeply and feel the rhythm of life.

Bless your feet that carry you on the path of peace.

Bless your bodies as instruments for experiencing the richness of life and be aware of its miracles.

Bless your hearts as they reach out to each other, responding to all that is good, and true, and beautiful in each other with love and appreciation and also responding to all that is hurt and broken and despairing in each other, with understanding, compassion and hope.

Bless your lives together

May there be more joys than sorrows.

And may there always be much love.



COMMITTEE REPORTS

ADVANCEMENT AND OUTREACH

This year, the BYM Advancement and Outreach Committee focused on reconstituting the Committee and clarifying its mission in a revision of its charge—to provide tools and resources to local Meetings looking for outreach ideas, to support new Meetings and Worship Groups, and to help seekers learn about the Religious Society of Friends.

Essentially beginning anew, the Committee plans to continue its presence on the Ethel Reynolds Fund and the Sue Thomas Turner Quaker Education Fund Committee.

The Committee description has been in transition during the past year. Representative Meeting will consider this again in the sixth month, 2001 session. In ninth month 2001, the Committee plans to sponsor a retreat for newcomers to Friends.

The Advancement and Outreach Committee works in concert with the BYM web site group to promote BYM Friends' activities, concerns, advancement and outreach.

Jeanne Tabscott, Co-clerk

CAMPING PROGRAM

The first thing that should be mentioned about the Camping Program is our incredible good fortune in the quality and stability of our directors. Although I know that change is the essence of life, if I were given the power to freeze our directors in place I would be very tempted. Their leadership filters down and permeates the atmosphere at all the camps, creating the camp communities that our campers write home about so enthusiastically.

A close second is the stability and dedication of Camping Program Committee members. We are very fortunate to have a core of people who are committed to making the Camping Programs a success, and who make it their personal responsibility to make it happen.

The camping programs continue to evolve. Catoctin and Shiloh are running smoothly, and expansion of the dining hall at Shiloh is in the planning stages. The arts program is in its second year at Opequon, where continued work on the physical plant, including a porch off the kitchen, is making it easier to concentrate on the program itself. The Teen Adventure Program is full again this year, and

an exciting ad hoc exchange program has materialized in which Teen Adventurers will participate in an exchange with counterparts from the Torreón/San Juan Chapter of the Navajo Indians in New Mexico.

Overall, the Camping Program is as healthy and thriving as it has ever been. A measure of the Camping Program success that the greatest challenge presents to us is how to keep up with growth, in terms of both numbers of campers and the campers' individual personalities and abilities. The Opeque program has been a response to both those needs, but it is just one of many possibilities. We invite the input and participation of everyone in the Baltimore Meeting community as we plan for future camping programs.

Alan Wright, Clerk

CRIMINAL AND RESTORATIVE JUSTICE

Criminal and Restorative Justice Committee met twice this year, at the Fall and Spring Yearly Meeting Days. Our first line of business was to compensate for the loss of Jack and Peggy Fogarty who left the Committee at the end of the year. We took care of the deficit by coopting Jack and Peggy to continue their work. We especially value Jack's work as a correspondent, sending columns and articles which increase our understanding of criminal justice issues. We encourage Friends to send Jack pertinent articles to help him in this educational work.

We selected Joan Anderson as Clerk and Theresa Dutton as Recording Secretary. Because of an earlier commitment Joan will not be attending Yearly Meeting this session and Dave Greene has agreed to be the convener then.

Our Committee meetings have encouraged each of us to share our current activities on the issue of restorative and criminal justice. We have noted ministries, a tutoring group working one-on-one with boys at a youth development center (a treatment facility for juvenile delinquent boys), death penalty vigils, and leadership in anti-death penalty organizations. Victor Kauffmann is BYM's liaison with Prison Visitation and Support. We agreed that one of our charges is to keep criminal and restorative justice issues in front of our Meetings and to recruit other Friends in our work.

We have begun participation in the Friends Committee for Restorative Justice led by Tony Brown. We have distributed information to Maryland Friends about techniques for lobbying state legislators to pass death penalty moratorium legislation. The moratorium effort lost narrowly and primarily because of timing out in the legislative session. This legislation will be considered again next year.

Friends Journal will be publishing an issue devoted to restorative justice in the spring. Friends are encouraged to submit articles for this issue. An article by Jack Fogarty was published in a recent *Quaker Life*.

We will keep Friends notified about coming events. There will be a workshop in Harrisburg sponsored by Joan Anderson's organization and led by the Death Penalty Information Center on "Making Your Case: Message Development and Media Training for Anti-Death Penalty Activists (and others)" on September 22, 2001. Also, William Nieves will be the Fred Speaker Memorial Lecturer in Harrisburg at the Market Square Presbyterian Church, October 18, 2001. William was wrongly convicted, on death row for six years, and then found not guilty in a second trial. There will be a vigil at Governor Tom Ridge's mansion before the lecture. If you have events to publicize please send information to our Committee.

Joan Anderson, Clerk

ETHEL REYNOLDS FUND COMMITTEE

The Ethel Reynolds Fund Committee met at Oxford Friends Meeting House on 24 Third Month, 2001, with the purpose of allocating its fund income for the year 2001 distribution. The Committee found that, all together, applicants had requested more than twice the amount of money that was available this fund year.

The purpose of the Ethel Reynolds bequest are to assist projects within Baltimore Yearly Meeting which relate either to advancement and outreach or to religious education. The fund is not generally available for individual scholarships or building projects. These grants are primarily intended as seed money for new or one-time projects and are not to be relied upon for ongoing support.

The Committee was happy to grant the following awards:

Quaker Work Camps International	\$1,000
for rebuilding a viciously burned church	
BYM Indian Affairs	\$2,000
for a youth development work camp program	
BYM Annual Sessions	\$500
for Yearly Meeting sessions relocation	
Friends Meeting Community	\$500
for startup legal expenses and business planning	
State College Friends Meeting	\$1,500
for an oral history project	
Deer Creek Friends Meeting	\$3,000
for First Day School furniture	
Washington Quaker Workcamps	\$1,000
for a Spring newsletter	
Total grants	\$9,500

Ron Stroud, for the Committee

FRIENDS IN EDUCATION

The Friends in Education Committee of Baltimore Yearly Meeting, previously known as the Ad Hoc Committee on Friends Schools, has spent much of the past year formalizing our Committee charge as a standing committee, as well as continuing programmatic outreach to Friends Schools and Friends working in education. The Committee is now in its fourth year; at the August 2000 Anniversary the Committee received preliminary approval as a standing committee. In the past year, the Committee has revised its Committee charge and objectives to include, among others: outreach and networking among the nine Friends Schools in the BYM region; forging links between BYM Friends and Friends Schools; encouraging Young Friends to pursue careers in Friends education; and providing support to Friends working in public schools and home schooling.

In March 2001, the Committee sponsored the Fourth Annual Friends Schools Gathering, held at Friends Community School (FCS) in College Park, Maryland. The Gathering brought together more than 130 BYM Friends, Friends Schools board members, administrators, staff, teachers, and parents for a day of worship and discussion. Our keynote speaker was Thomas Farquhar, Head of Westover School in the Philadelphia area. Discussion topics included the challenge of diversity in Friends' schools; holding "special needs" students in the Light; simply amid complexities; Board/School dynamics; and teaching the environment and peace testimonies. We appreciated the active support of FCS. Tom Goss and his staff throughout the planning process. The Fifth Annual Gathering is scheduled for March 2002 at Sandy Spring Friends School.

The Committee also made progress in planning its second major initiative: a mentoring program for BYM Friends Schools. This would involve day-long visits by BYM Friends (particularly seasoned Friends and those with backgrounds in education) to our Friends' schools, providing nurturing and feedback to the schools in maintaining their Quaker character.

Ann Wilcox, Clerk

INDIAN AFFAIRS

This report covers the work of the Indian Affairs Committee (IAC) of Baltimore Yearly Meeting (BYM) from August 2000 to June 2001.

We met as a Committee at the sessions of Yearly Meeting in August 2000 and reported to the Committee and others present about our individual concerns and work on behalf of Native Americans. The Subcommittee giving support to the work and needs of Pat Kutzner in Torreon/Starlake, New Mexico was able to meet as a group with some representatives of the Torreon/Starlake community. This was the first of such meetings and very useful to all.

As a result of the participation of the representatives from Torreon/Starlake at BYM, the idea of a work camp youth development exchange project began. A great deal of time and effort were required by some Committee members to organize arrangements for the project in the summer of 2001. Organizational meetings have taken place every two to five weeks since January. The IAC members have helped with minute-taking, fund-raising, and airline arrangements. IAC has the important role of being the administrative home for this project for BYM.

Related to this project has been the ongoing discussion between IAC and the Subcommittee for Oversight of Pat Kutzner and her work. The Yearly Meeting Committee for the Nurture and Recognition of Ministry helped the Committee to see the difference between the project (ministry) needs, and the needs of the person doing the work (Pat).

There was a combined meeting in February of both the IAC and the Subcommittee for Pat Kutzner, clarifying her work and needs. Several other individuals from BYM were also at this meeting.

In March the IAC met to begin a review of the mission statement for the IAC.

The current statement was created in 1984. We want the new document to reflect both the continuing needs and our expanded understanding of the way we relate to Native people.

We are an integral part of the newly formed group of Friends and Indians in the Northeast, called "Deep Roots." Members of the IAC and others from BYM attended the first gathering in January. Our participation helped to establish a web site for the group and share the commitment and energy we embrace in our Committee. A future meeting of this group will be hosted by the BYM IAC.

Work of our Committee member Bill Miles in building a sweat lodge at Petersburg, Virginia prison in June 2000, was also shared by his participation at the

Conference of the National Association of Native American Studies in Houston, Texas, February, 2001.

During this past year the IAC has looked for ways to work locally as well as with those in need at a distance. Some of our members participate with the local group, America Indian Society. IAC made a contribution for scholarship assistance in addition to other support. We also continue to develop the Native American collection in the Sandy Spring Friends School library.

We are grateful for the opportunities to honor Native Americans and the legacy they have given us. We look forward to representing the Yearly Meeting concerns with Native Americans in any way that opens to us.

Flossie Fullerton, Clerk

Report Regarding Embraced Friend Patricia Kutzner

The Indian Affairs Subcommittee for Oversight of Patricia Kutzner has the honor to support a final two-year extension of her release to work with the Torreon Starlake Chapter, Navajo Nation. We will bring to the Yearly Meeting a resolution requesting approval.

I. Pat has consolidated much of her work in the past year:

- The Thrift Store, one of the original projects that she nurtured, received a two-year grant from the Enterprise Foundation in Columbia, Maryland. The first year matching funds have been raised. The Thrift Store Committee can now recruit a full-time manager and a clerk. Pat will receive a consultant fee for the first year, to assist with the development of their business plan.
- The Thrift Store Committee is stronger, having gained a new member. They are taking increased initiative in developing their services. They added snack sales, which have proven quite popular for those who are visiting the Chapter offices. Overall, sales have been good and they continue to accept donations from Meetings and interested individuals.
- The Community Jobs Fund had its first major fund-raiser in June, the First Annual Baseball Tournament, held on the ball field constructed in Pat's first full year at Torreon. It raised over \$400.

The Community Jobs Fund sponsored a Dine College course in accounting this winter, at the Chapter. After many discouraging setbacks, e.g. very heavy snow, the students have gathered at their own initiative for study sessions, complete with food. The teacher is coming for make-up and review sessions for the exam. As funds become available, the Chapter looks to graduates of this course to assist in the Chapter office work.

- The Youth Program has grown under the leadership of youth leader Sam Sala, as a result of a second grant from the McCune Foundation (a major New Mexico grantor) for youth work in the area of ecology. A third grant, for this summer, will fund hiring for more check dams and land reclamation. Additional training in land management, by a Navajo expert, can be financed by a new agreement with the Bureau of Land Management.
- Inspiration from the visit of Chapter officers to the Yearly Meeting last summer; patient behind-the-scenes guidance by Pat and her Support Committee to keep communications on track; and hard work

Sam Sala, Peter Brown of Sandy Spring Friends School and Washington Quaker Workcamps, and the newly formed Camping Exchange Subcommittee of Indian Affairs Committee have produced a BYM/Torreon youth exchange this summer. BYM youth are workcamping at Torreon and Torreon counterparts are coming east, some for workcamping and others for a session at the Quaker Arts Camp at Opequon. This is a major initiative toward a deeper relationship between the Chapter and BYM.

These accomplishments, the consolidation and growth both of specific projects and of community involvement, and confidence in self-help efforts and outreach, are very rewarding to the people of Torreon/Starlake Chapter, to Pat, and to her Oversight Subcommittee.

II. There continue to be obstacles as well:

- The new activities are not yet part of the administrative support system of the Chapter. This was a major subject of discussion with Chapter officers last year at the Yearly Meeting sessions. The Chapter is still working on how to increase the office staff. Current staff are hired by the Nation and occupied principally by duties defined by the Nation. The Subcommittee will be seeking guidance from the Chapter officers and staff on how to assist in this matter.
- The Chapter has a unique fund-raising status, as Native Americans are exempted from many taxes. The Chapter has not sought 501(c) 3 status for its projects thus far. Foundations such as Enterprise and McCune are able to make grants to them, while others can only give to 501(c) 3 organizations.
- Pat's energies were curbed last winter by breaking her wrist and complications in healing. She is well now, but needs to guard her energy.

III. Fund-raising for Pat's stipend went well last fall. In the winter and spring, contributions hit a low ebb that was unsettling for Pat and for us. In hindsight, we believe we were overly optimistic about financial support, after a strong response to the Yearly Meeting membership mailing in fall 1999. In 2000, we did not request approval for another mailing to the whole Yearly Meeting. We also did not distribute appeal envelopes at the Yearly Meeting Sessions. Both steps limited our opportunity to acquire new donors. Presently, we are making additional appeals. As a result of initial success and an anonymous gift, funding is now in hand for Pat's current \$2000/month stipend through September. Funds collected from the last Yearly Meeting to June 27 are \$23,700.

IV. Epistle With Yearly Meeting approval of Pat's release, we will be helping her and the Chapter officers to focus her activities toward leaving Chapter in two years, completing current obligations and selecting new projects.

As she lays down Chapter work, she will be able to work on her own tasks. The principal one is to build a retirement home on land she is acquiring near her current location. She hopes it will become a place where volunteers to stay while they work at the Chapter, as housing is in very short supply in Torreon. She would like it to become a retreat center as well. Friends from Albuquerque Monthly Meeting have been working with her.

V. During this two-year period, her stipend will be gradually decreased. This will enable the Subcommittee to make contributions to dental expenses, auto replacement and retirement, that were to have been made from the beginning.

Peter Schenck, Clerk

MANUAL OF PROCEDURE

The Manual of Procedure Committee has consulted regularly by phone and had one meeting with all four members present in late May to review recommendations and to organize our recommendations for Representative Meeting and Yearly Meeting sessions. We have focused on removing descriptions of no longer existing activities and bringing the descriptions of the Advancement and Outreach and Youth Programs Committees up-to-date. Work in progress but not yet ready for the *Manual* includes the descriptions of the new Friends in Mission Committee and the Yearly Meeting Counseling Service, which is being reviewed by Ministry and Counsel at present.

We are aware that the *Manual of Procedure* does not speak adequately to the structure and functions of our Quarterly/Half-Yearly Meetings, as Friends have not yet clear what should be said. Major work on the *Manual of Procedure* has been set aside as the Yearly Meeting and the Task Group on Structure and Function set the appropriate committee structure and functions for us as a Yearly Meeting.

Members of the Manual of Procedure Committee are happy to consult with the committees about updating their description in the *Manual* if needed.

Guidelines for changing a section of the *Manual*: Substantive changes to a *Manual* section should be taken by the committee/group requesting the change to the Representative Meeting for approval. The Manual of Procedure Committee is happy to work informally with the committee/group as it prepares changes. When Representative Meeting has approved the substance

requested change, the Manual of Procedure Committee reviews the wording and interactions with other parts of the *Manual*, then brings the recommended wording to Representative Meeting for approval and forwarding to the Yearly Meeting's annual session for final action.

It seems useful to have accurate descriptions of the work our committees do as we look at restructuring the committees of the Yearly Meeting. We encourage each committee to look at its section in the *Manual of Procedure* and consider whether the description still fits the broad outlines of the concerns and work of the committee.

Trudy Rogers, Clerk

MINISTRY AND COUNSEL

The work of this Committee starts with its responsibility each year at the Yearly Meeting Session. The *Spiritual State of the Yearly Meeting* for the previous year is made available, thanks to the hard work and searching of each Monthly Meeting. Working with the Program Committee, this Committee arranges the Yearly Meeting Retreat to begin the sessions in a spirit-filled way. Worship sharing groups and a meeting for worship are planned for the session. Ushers are provided before each session to help set the spirit of the Meeting for Worship with a Concern for Business. We are fortunate to have a Committee that is willing to become involved in these activities.

During the annual session last year, this Committee was directed to take on other concerns. The Guidelines for Embraced Friends, developed by the Committee for the Nurture and Recognition of Ministry, included some suggestions from this Committee, and the work continues as the Committee works with the oversight committee of each embraced Friend.

This Committee arranged two retreats for Ministry and Counsel (or equivalent) members of each Monthly Meeting as well as anyone else interested in attending. The first, on "Spiritual Gifts," was held on November 11th at the Baltimore, Stony Run Monthly Meeting and was led by Betsy Myers. It included a very intense workshop. The second retreat, on "Simplicity While Surrounded by Abundance," was held on April 21st at Sandy Spring Monthly Meeting and led by Rich Liversidge. It was a lively session with some attenders asking for follow-up. We thank the leaders for their gifts and both Baltimore, Stony Run and Sandy Spring Monthly Meetings for allowing us to meet in their facilities.

Visiting the Monthly Meetings in the Yearly Meeting is a goal of the Committee. A first real try was on February 4th when some of the Committee members visited several Meetings in the Frederick area. After these Meetings they gathered to share their experiences. With our very busy lives, many find visiting other Meetings a rewarding but difficult task.

This Committee is now working with the recommendations for restructuring committees of the Yearly Meeting. The Committee will be looking at the suggested changes and how the Yearly Meeting can function more effectively under the changes. The Yearly Meeting will be considering the possible changes for the future.

Regretfully, two members, Laurel Kassoff and Patricia Williams, have resigned this year. Special thanks go to Trudy Rogers for her very fine work. Thanks also go to Rich Liversidge for leading the Yearly Meeting Retreat in 2000. And thanks to the other Committee members Charles Hilaman, Janney, Stephen Davidson, Kristina Gilbertson, Marshall Sutton, Lee Fox, Fran Norton, Fran Norton, and David Yount, who have made the work this year go smoothly.

Miriam Green, Clerk

COMMITTEE FOR THE NURTURE AND RECOGNITION OF MINISTRY

Proposed Changes in Working Guidelines on Embraced Friends

History The previous "Draft Guidelines" were adopted at the BYM Meeting sessions to serve as a "Working Document." At that time, two Friends, Mary Lord and Pat Kutzner had been "released" by the Yearly Meeting at the adoption of the Guidelines. In this year of transition, both Friends had their own committees for their ministry. Neither had a Oversight Committee.

The Committee on Nurture and Recognition of Ministry is proposing that at this year's Yearly Meeting sessions, we adopt the "Revised Guidelines." The Committee also is proposing that friends previously "released" and/or "embraced" be considered anew, and that if appropriate, new clearness committees receive these ministries (as needed) under the revised "Guidelines."

The two major changes in the "Revised Guidelines" are renewed emphasis on clearness and oversight and the attention paid for the first time by the Clearness and Oversight Committees to other organizations, host communities, and individuals to be involved in the ministry. The "Revised Guidelines" recognize that there are other parties to the ministry and that as BYM adopts a ministry, it becomes directly responsible to these other parties for the conduct of the ministry.

In this Light, we see it as a concern that while Pat Kutzner's ministry has been described in different ways over time, it was not until after at least two years had elapsed that members of the Navajo community in Torreon communicated directly with BYM. To this date, there has been no formal communication between the Navajo Nation and BYM.

One description of Pat's projects has been grant-writing. As the Chapter is not legally independent, the Navajo Nation assumes liability and requires that grants be processed through the Nation. The process is cumbersome and also requires a 15.1 percent overhead charge. Another description of Pat's work is grassroots economic development (the Thrift Store, Community Jobs Fund, etc.) A third has been to assist the Torreon Chapter to become a legally recognized independent Tribal entity (with legal, financial, and administrative implications for both the Chapter and the Nation). Only one chapter of the 110 of the Navajo Nation currently has this standing. If this task is indeed one piece of Pat's ministry, and BYM wishes to support it, it does seem essential to have a fuller understanding (including direct input from the organizations involved) of the implications for the Chapter, the Nation, and for BYM.

It is also possible that CNRM is mistaken about this aspect of Pat's work. The Support Committee overseeing her work is invited to respond to these concerns.

Mary Lord has supplied travel minutes and reports for her work, but the same general point can be made. No independent clarification of roles and expectations has ever been attempted.

Despite the newly adopted "Working Guidelines," Friends operate on an honor system. While it may be acceptable for individual ministries, we have not yet taken to heart the distinction between these individual ministries and those adopted by BYM as programs of the Yearly Meeting. For this reason, the "Revised Guidelines" emphasize independent clarification by a clearness and/or oversight with all parties of their understanding of the ministry.

Sharon Stout, Clerk

REVISED

"Guidelines for Embracing the Ministry of Friends" Committee for the Nurture and Recognition of Ministry and Ministry and Counsel Committee

Introduction These Guidelines are intended to offer guidance to Friends and their Monthly Meetings who ask to have a Friend's ministry embraced by Baltimore Yearly Meeting (BYM). An outline of the sequence of steps to be followed by an individual Friend, a glossary of terms, and a brief list of references are attached.

The term "embrace" is defined as "to hold close, encircle, accept," and refers to assistance in the financial release of Friends through Baltimore Yearly Meeting. The term "embrace" was chosen for its positive meanings by the Committee on Nurture and Recognition of Ministry (CNRM) at the March 1999 Representative Meeting and was reaffirmed in a retreat for members of CNRM and the

BYM Ministry and Counsel Committee, who met on May 20, 2000 to discuss these Guidelines. The term was chosen for its positive meaning as a description of a Friend's ministry as supported and carried out with others, a condition being adopted as program of BYM. A new term is also less likely to be misinterpreted, as terms (such as "affirmed", "recorded", "recognized", etc.) may have a history of use by Friends in other contexts might be. Beyond the immediate condition of being embraced for the purpose of carrying out a ministry for a specific period, the term confers no special or lasting status.

Friends may seek to have their ministry embraced by the Yearly Meeting; a request generally is appropriate when a Friend wishes to seek oversight and support for a ministry beyond the geographic bounds (or financial scope) of an individual Monthly Meeting, or even beyond the Yearly Meeting. Similar to the embrace of a Friend (granting wider access to resources among Friends), the Yearly Meeting may be appropriate for ministries wider in scope than the Monthly Meeting.

Being embraced by the Yearly Meeting means that the Yearly Meeting:

- Has prayerfully studied and considered the ministry;
- Unites with the ministry and feels it is led by the Spirit;
- Works with the Oversight Committee in overseeing the embraced ministry;
- Works with the Support Committee working with the Friend to carry out the ministry;
- Issues and reviews annually travel minutes, if needed;
- Accepts and disburses funds designated to support the embraced ministry;
- Reviews the work of the Support and Oversight Committees, and consults with the Yearly Meeting's Stewardship and Finance Committee to see that the ministry is carried out in good order; and
- Reviews the applicable guidelines and procedures periodically with embraced Friends and their Committees to see if modifications are needed.

A Friend's ministry embraced by the Yearly Meeting will not be financially supported by the budgeted funds of the Yearly Meeting. However, the ministry, if considered a program of Baltimore Yearly Meeting, will be overseen

Yearly Meeting standing committee, and will be assigned a budget line item initially based at zero. (See glossary, zero-based budget line item.) As described below, the Working Support Committee is responsible for working with the Friend to locate the resources and raise the funds needed to support the ministry.

Friends are mindful that ministry calls for an "economics of abundance" rather than "an economics of scarcity." A well-ordered, Spirit-led ministry may multiply resources rather than simply dividing up existing "scarce" resources. The financial support envisioned in these guidelines derives primarily from access to the BYM mailing list and to whatever resources may follow as Friends are called to support the ministry.

Wherever possible, Friends seeking financial support should begin by asking their Monthly Meetings for assistance. Some Monthly Meetings have undertaken to release Friends for particular ministries, by undertaking to provide financial and other support for the Friend's ministry. The meaning of "release" is to be released from external concerns to concentrate on the specifics of the work of the ministry. Examples of such support may include providing funds so that a Friend can travel in the ministry or providing a stipend to release a Friend from the need to earn all or part of his/her support during that time.

Finally, it is important to note that all of the questions of discernment of gifts and testing of leadings are open to Friends and applicable in other contexts. However, the process outlines here is specifically addressed to ministries seeking embrace (financial support) from BYM. Moreover, Monthly Meetings which have released Friends for work in the ministry may have guidelines applicable for Friends seeking release from their Monthly Meeting. As these "Guidelines" become available, CNRM will collect them and make them available to Friends or other Monthly Meetings seeking assistance.

Nature of Ministry to be Embraced The term "ministry" is defined as being called or led, and moved by the Spirit of God to serve. (See Glossary.) Whether or not a ministry may be embraced by BYM cannot be resolved by looking to the nature of the gift of the Spirit directing the ministry. BYM and CNRM do not distinguish between gifts of speaking, teaching, and discerning God's word and gifts of healing, peace-making, and other forms of service.¹ All these callings, if rightly led and ordered, have as their wellspring God's Gift and Spirit. The true tests are whether the ministry is rightly led and ordered, and whether BYM can unite with it.

The Religious Society of Friends has been described as a "priesthood of all believers" from which the laity, not the ministers, have been eliminated. Among Friends, each and every Friend is called to exercise appropriate ministry in the Inward Light. The Religious Society of Friends has a long history of discerning and supporting individual Friends' ministries, including such examples as John Woolman and Samuel Bownas.

These "Guidelines" speak to a covenant made with God, and discerned through individual and corporate discernment. The covenant, an agreement between God and the people, reflects Friend's unique understanding of this relationship. At the heart of the covenant is being called forth to perform God's service, responding to this call with faith, fidelity, love, and truth. Prayerful consideration, including both individual and corporate discernment, is required to test whether an individual is rightly led.

An Overview of Discerning and Embracing a Ministry The process of discerning, seasoning, and embracing a ministry may be considered a sequence of distinct steps. (See the outline of steps to be followed by the individual Friend, attached.) As described below, the process includes:

- Individual discernment;
- Corporate discernment;
- Working support;
- Oversight;
- Carrying out the program in accord with Friends' testimonies and practices; and
- Laying down the program.

CNRM helps Friends and Monthly Meetings as appropriate to identify resources for individuals and Monthly Meetings to nurture gifts of ministry and test leadings for Ministry. CNRM will also identify members for clearness committee support committees, and oversight committees. CNRM may identify Friends from other Monthly Meetings, or in rare instances, from other BYM committees, who have relevant experience in nurturing gifts and/or discerning leadings.

Individual Discernment A Friend's ministry begins with a leading. Friends are urged to study examples of leadings and how they were tested, both from the writings of Friends such as John Woolman, Samuel Bownas, and others, and from other references.) It is noteworthy that Woolman's leadings began with a "motion of love." A Friend must seek the still, quiet center and see what the Spirit testifies, and then assess how these actions accord with Scripture and the testimonies of Friends.

If the sense of being led to a ministry persists, a Friend may further test the leading through corporate discernment.

Corporate Discernment—the Clearness Process A Friend will seek confirmation of the leading or ministry in the clearness process through the Monthly Meeting. The Monthly Meeting may request assistance from CNRM in identifying members to serve on a clearness committee.

While clearness and support committees focus on the person's gift and ministry, the oversight committee focuses on the task. In this context, the Clearness and Working Support Committees concentrate on whether and how to go forward with the ministry, while the Oversight Committee works to discern what God wishes this ministry to accomplish and when it is complete.

The overriding questions addressed by the Clearness Committee are whether the individual and the Friends supporting him or her are right in believing that the action or service required by the ministry has been laid upon them by God, and whether BYM unites with the ministry.

The Clearness Committee will labor with the Friend and with other entities to be involved in the ministry. Questions shall be directed toward:

The nature of the Friend's gift;

- The Friend's understanding of what he or she is called to do;
- Resources available to the Friend;
- Resources needed to carry out the Leading; and
- The understanding of other organizations, host communities, and/or individuals to be engaged in the ministry of the work to be undertaken, Friends' testimonies and practices, and these "Guidelines".

Historically, in some cases, this process took years. Haste is not recommended. The Committee may suggest the individuals and/or organizations to be involved do further preparatory work, or may consider that the time is not yet ripe.

The task of the Clearness Committee is to reach clarity, not to give support. However, if the Committee reaches clarity that the ministry should go forward and requires financial and other forms of support, that clarity includes their understanding that ongoing support is needed and the identification of other Friends qualified and willing to help carry the ministry forward as a program of BYM.

Corporate discernment thus includes:

- Identifying Friends to serve on the Working Support and Oversight Committees;
- Obtaining a commitment from a standing committee of BYM to oversee the program carrying out the embrace ministry;
- Finding Friends serving on the Working Support and Oversight Committees willing to be co-opted to BYM's CNRM and Stewardship and Finance Committee; and

- Working with other organizations, host communities, or individuals be involved in the ministry to identify their understanding and expectations about the scope of the ministry, the financial and other support for the ministry, and Friends' testimonies and practices.

It may also happen that the individual may be led in this ministry—but in the absence of unity with BYM, the ministry may need to be laid over. As one test is whether “Way Opens” and others come forward to serve on committees.

Members of the Clearness Committee may serve on the Working Support Oversight Committees, though it is well to consider their potential contribution to these new tasks. In particular, members of the Working Support Committee need to consider whether they can embrace supporting this ministry as their

Service on Clearness, Working Support, and Oversight committees may be as opportunities for experiential learning of how to discern, support, and share Gifts, concerns, and ministries. Such experience is to be prized.

Working Support Committee Friends with relevant experience and depth who wish to help the Friend carry out the ministry are sought to serve on the Working Support committee. For the duration of their terms, members of the Working Support Committee together will:

Ensure that the embraced Friend maintains daily spiritual practices;

- Help the Friend with continuing discernment of his or her leadership skills, and judgement;
- Assist the Friend in exercising those skills;
- Work to develop the resources (including helping with mailings, letter writing) and other fund raising activities consistent with Friends' testimonies and practices;
- Help the Friend in handling adversity;
- Identify others who are called to carry out the Friend's ministry;
- Assist the Friend in reporting to the Oversight Committee.

Members of the Working Support Committee generally will be individually particularly well-qualified to help with the substantive work of the ministry—especially those whose gifts supplement those of the embraced Friend. They are sought first among the members and/or attenders of the Friend's Monthly Meeting, though for some ministries, they may be drawn from other Monthly Meetings, a BYM committee doing related work, CNRM, or the BYM Ministry Counsel Committee.

The Working Support Committee will meet monthly (or as needed) and will prepare quarterly reports on program progress and financial resources to be forwarded to the Oversight Committee and to CNRM and Stewardship and Finance Committee.

The members of the Working Support Committee will have terms set to the same one to three year duration as those specified by the Oversight Committee for their work.

Oversight

The Oversight Committee will:

- Work with the Friend and oversee the specific ministry;
- Ascertain that the resources engaged in the ministry are well-used and accounted for;
- Consider the ministry in the light of its relationship to Baltimore Yearly Meeting;
- Help discern where changes in the ministry may be required, including consulting with other organizations, host communities, and/or individuals involved;
- Discern when the ministry has changed its course sufficiently to require a form other than continued embrace of the Friend and status as a BYM program; and
- Lay down the embrace.

The Oversight Committee will generally be formed of members and/or attenders of the Friend's Monthly Meeting, though members may be drawn from other Monthly Meetings, CNRM or even a BYM Committee doing related work. Members or former members of Monthly Meeting finance committees may serve on such committees and offer financial guidance and oversight. Such Friends will be chosen for their experience and expertise in such matters as overseeing program development and accountability and financial accountability (for budgeting, fundraising, bookkeeping, etc.). The Oversight Committee will serve until laid down by the BYM committee that created it.

The Oversight Committee works on behalf of BYM to ensure that the ministry is carried out in good order. The Oversight Committee will meet with the Friend quarterly or as appropriate and will consider reports provided by the Working Support Committee. The Oversight Committee will also communicate directly with other organizations, host communities, and/or individuals involved in the ministry. At least annually, the Oversight Committee will report on the status of the ministry to the standing BYM committee overseeing the program.

The members of the Oversight Committee are charged with setting specific limits for the duration of the committee's work. These terms are designed from one to three years, depending on the nature of the program. The Oversight Committee will lay down the embrace of the ministry and the BYM program.

In some cases, the Oversight Committee may in consultation with the Friends Working Support committee, the other organizations, host communities, individuals involved and/or and the standing BYM committee oversee a program extend the program for an additional limited period, after ascertaining that the resources are available. Most notably, these resources include Friends willing to take on service on the Working Support and Oversight Committees and the funds needed to carry out the program. A new Clearness Committee may also be needed, if the program has significantly changed.

Carrying Out the Ministry in Accord with Friends' Testimonies and Practices If a Monthly Meeting wants help to support a ministry or if the work of the Ministry reaches beyond the membership of the Monthly Meeting, the Monthly Meeting and/or the Monthly Meeting may seek embrace of the Friend's ministry through the BYM.

Individual committees of the Yearly Meeting have budgets and also may take projects within the scope of their budgets. These "Guidelines" do not include individuals from going to BYM committees in support of funds for projects under the care of those committees. At the same time, the time and resources of these committees are finite.

These guidelines provide access to the resources of Friends beyond the individual Monthly Meeting or the individual BYM committee. BYM Stewardship and Finance Committee (SFC) will participate with CNRM and the Ministry Counsel Committee in carrying out these guidelines. SFC will:

- Review each program to be established under these guidelines and consider the proposed program's financial and other implications to the BYM;
- Co-opt a member of the Oversight Committee to serve on SFC;
- Receive reports at least annually from the Working Support and Oversight Committees;
- Review the annual budget of the program;
- Review the fund-raising plans and grant applications of the program;
- Approve, review, and coordinate all blanket appeals to the BYM membership using the BYM membership list;

- Receive reports of the funds raised from BYM members through these appeals;
- Work with the program to ensure that the program has adequate liability insurance, as appropriate; and
- Handle all issues that arise concerning tax liability, employment, etc. concerning the program, with help from the Working Support, Oversight, and CNRM committees and other BYM resources (including staff and outside counsel) as needed.

As it is a program of BYM, BYM will provide administrative support to the program. The program will reimburse BYM for such support.

Currently, a ministry “embraced” through BYM is supported by:

- Giving Friends the ability to make appeals to Friends in the wider BYM, through use of the BYM mailing list²;
- Using discernment to test whether Friends within Baltimore Yearly Meeting feel called to support the ministry by directly providing resources, such as time, money, and energy; and
- Providing a support committee, if BYM Friends are so led, committed under these “Guidelines” to help the Friend either access additional resources as needed—or
- Discerning in conjunction with an Oversight Committee appointed to work with the Friend that the ministry may need to be restructured or laid down.

Such mailings may not generate enough revenue to support a ministry as planned. This issue needs to be carefully and prayerfully considered in the clearness process—and in the choice of members of the Support and Oversight committees. The Support Committee is expected to undertake fundraising tasks, and to work with the Friend in pursuing other options if “way does not open” for the ministry.

Whenever travel is required outside the Yearly Meeting, CNRM with the approval of BYM or a Representative Meeting may grant the Friend a travel minute to be endorsed and returned by the Meetings and organizations visited. There are well-established procedures for such instances. (See *The Manual of Procedure* of Baltimore Yearly Meeting, p. 3 and p. 31.)

To the extent possible, a member of the Working Support or Oversight Committees will be asked to travel with the Friend. If this is not possible, a seasoned Friend may be designated, and asked to both support and guide the Friend in such travels, and to report back to these committees.

Conclusion Embrace of Friends requires discernment of God's will. These "Guidelines" are subject to Friends' discernment. These "Guidelines" themselves may be adopted, practiced, and amended, as the Spirit and experience require.

¹ Traditional concerns about "hireling ministry" (see glossary) are not in opposition to this usage; support is not intended to provide a livelihood for individuals, but to provide the wherewithal to enable them to carry out specific ministries of limited duration. In the agrarian past, such support often took the form of tending Friends' farms while they were traveling in the ministry. This process seeks to update that practice for the present. In this context, it is noteworthy that Britain Yearly Meeting Quaker *Faith and Practice* encourages Friends to apply to the Monthly Meeting funds for Sufferings for support in service (13.16).

² SFC has drafted guidelines regarding the use of the mailing list for programs to carry out the needs of embraced Friends. Such a program would have access to the mailing list each year at specified times. The timing of appeals for funds would be coordinated by SFC so that individual Friends would not be overwhelmed with appeals from BYM. However, such programs would be free to create mailing lists identifying Friends who had donated money or other resources in the past, and could continue to send these supported mailings within the year. SFC would not coordinate these mailings.

Appendix

Outline of Steps to be Followed by the Individual Friend

- Pray for greater clarity regarding the leading or concern
- Read and prayerfully consider the resources available to you
- Share your leading or concern with those around you (including members of the Monthly Meeting)
- Learn about seeking discernment through the clearness process—both by reading and consulting Friends as above
- Ask for assistance from BYM CNRM and/or Ministry and Counsel, as needed
- Seek to identify (with assistance from the Monthly Meeting or CRMN or Ministry and Counsel) experienced persons who can serve on clearness committees
- Meet with the clearness committee and address the questions regarding the nature of the leading or concern, the resources required, the resources available, and the needs (if applicable) of any other organizations, host communities, and/or individuals involved who are not part of BYM.

Depending on the outcome of the clearness process,

- Go back, and seek greater clarity
- Work with the Monthly Meeting, members of the Clearness Committee, and Counsel as appropriate to identify members of the Working Support and Oversight committees either within the Monthly Meeting—or within BYM
- Work with other organizations, host communities, and/or individuals involved (not part of BYM) to clarify their understanding of their roles, needs, and the Ministry as well as Friends' testimonies and practices.
- With the help of the Working Support Committee, develop as detailed a plan as possible to carry out the concern—identifying what it is that will be done, how it will be done, who will do what, what resources are required, and the time frame and interim steps within that timeframe and their expected dates of achievement).
- With the help of the Working Support committee, assess realistically the resources needed to carry out the concern, the resources available, and plan how to identify and access additional resources as needed.

- If clarity is not found, or way does not open, lay over the concern and prayerfully consider whether, when, and how to proceed.
- If additional resources are necessary, apply with your Working Support and Oversight committees to the CRNM (who will consult with Ministry and Counsel and Stewardship and Finance Committees) to be recognized as a program of BYM and to be embraced by BYM.
- **ONLY IF APPROVED**—at this point “give up or cut back on your day job.”
- If necessary, apply to CRNM for a travel minute (well in advance of your intended travel)
- Delegate members of your Oversight Committees to serve as co-opted members of CRNM and SFC.
- With the assistance of Oversight Committee, gather other Friends and participants as appropriate to join you in your service. Be particularly mindful of those you are led to serve.
- With the support of your Working Support and Oversight committees, carry out your ministry.
- Meet frequently with your entire Working Support Committee, as needed with your Oversight Committee, and at least annually prepare a report for review by CRNM and SFC.
- Continue your spiritual practices and prayerful discernment throughout your ministry.
- As God directs, plan for the laying down and/or transformation of embrace into a new phase of development.

Share the fruits of your experience and your ministry with other Friends (including suggestions, if any, for changes in these “Guidelines”, service to other Friends seeking embrace, or whatever other avenues may appear as Way Opens.

Glossary: Definitions and Illustrations

Clarity/Clear In accord with God’s will

Clearness (as in clearness process, clearness committee)

Seeking to discern the will of God in a given situation through a process of discernment

Covenant The acknowledgement, claim, and carrying out of the gifts of the Spirit by a gathered community, including ongoing discernment of what God would have them do.

The faith community’s act of acknowledging a spiritual gift, and then decisively claiming the spiritual gift as theirs to steward and exercise are only the first steps in a much longer process of right stewardship. They are the beginning of a COVENANT: a relationship initiated by God, to which the people respond in faith. This covenant relationship will continue as long as the individual being acknowledged shows evidence of the gift being acknowledged and the faith community desires to receive the ministry the gift makes possible. . . . The real work of that covenant [includes] . . . careful attention to the Divine Guide and its messages for oneself and the faith community, regular worship and fellowship with others who have accepted responsibility for the stewardship of similar gifts, a close individual and group examination of one’s performance, and the establishment of a relationship with the meeting elders. . . . Lloyd Lee Wilson, *Essays on Quaker Vision of Gospel Order*, p. 104.

Know the NEW covenant made manifest in your hearts, the Law of God there written the anointing within you to teach you..." George Fox, *The Power of the Lord is Over All*, *Pastoral Letters*, (edited by T. Canby Jones), p. 185

Friends, you that are believers in the Light, which is the Life in Christ, and are grafted him . . . all children in the NEW COVENANT do gather together in the Name of Christ Jesus. . . All these children in the Kingdom...who have their Bread from heaven. . . in the New Covenant do keep their feast with unleavened Bread . . . the Children of God in the New Covenant . . . washed, cleansed and sanctified and . . . [having] the Righteousness of Christ . . . God writes his Law in the hearts and minds of his people. So in the New Testament they have the Law written in the heart and mind . . . In the New they have the testimony and testimony, the Spirit of Christ in their hearts. . . So, the New covenant and Testament is not according to the Old. . . . (Ibid, pp. 374-6)

But this is the covenant which I will make with the house of Israel after those days," declares the Lord, "I will put my Law within them, and on their heart I will write it, and I will be their God, and they shall be my people. And they shall not teach again, each man his neighbor, each man his brother, saying 'Know the Lord' for they shall all know me from the least of them to the greatest of them," declares the Lord, "for I will forgive their iniquity and remember their sin no more." *Jeremiah* 31: 31-34.

I am the Lord, I have called you in righteousness, I will also hold you by the hand and will lead you over you, and I will appoint you as a covenant to the people, as a light to the nations, to open blind eyes, to bring out prisoners from the dungeon, and those who dwell in darkness from the prison." *Isaiah* 42:6

This is the covenant with them which I myself have made, says the Lord: My Spirit will be upon you, and my words which I have put in your mouth, shall not depart from your mouth, nor from the mouth of your offspring, nor from the mouth of your offspring's offspring," says the Lord, "from now and forever." *Isaiah* 59:21.

Such is the confidence that we have through Christ toward God. Not that we are adequate ourselves to consider anything as coming from ourselves, but our adequacy is from God, who has also made us servants of a new covenant, not of the letter but of the Spirit; for the letter kills, but the Spirit gives life. *II Corinthians* 3: 4-6, NASV.

Discernment Discerning or discriminating between the true and the base, between God's human agency

Embrace To hold close, encircle, accept.

Embrace" is the term chosen by CNRM at the March 1999 representative meeting to refer to the financial release of Friends through the assistance of Baltimore Yearly Meeting. The term was deliberately chosen for its positive meanings (above) and because it has no negative connotations of use by Friends in other contexts (as do terms such as "affirmed", "recorded", "recognized", etc.).

As noted in these guidelines, the term confers no lasting status, and does not add anything or subtract anything from other offices or conditions (e.g., having a travel minute) to which Friends may be subject.

Gathered Unified, under a new Life and Power

... gathered into the life and raised to a good measure ... inwardly gathered to the word of grace, from which he [or she] who ministers may receive strength to bring forth what he [or she] ministers. *Barclay's Apology*, p.253, p.258.

In the gathered meeting the sense is present that a new Life and Power has entered

midst... We are in communication with one another because we are being communicated to, and through, the Divine Presence... When one rises to speak in such a meeting one has a sense of being used, or being played upon, of being spoken through. Thomas Kelly, *The Eternal Promise*, pp. 75-77.

Gospel Order God's orderly [right, good] relationships of all part of creation to one another and to the Creator.

You may see how the Apostle, after he had convinced people, brought them into the Order of the Gospel... So, as I was moved of the Lord God, to go up and down the nation, to preach the Gospel, then after the Lord moved me to go up and down to exhort and unite, that all people might come into the possession of the Gospel, and the order of it, which is the Power of God... by which all things are upheld and ordered to the Glory of God... It is said in Psalm 37:23, 'The steps of a good man are ordered by the Lord, that is, by his Power and Spirit'. George Fox, quoted in Lloyd Lee Wilson, *Essays*, p. 5.

Establish my footsteps in Thy word, And do not let any iniquity have dominion over me."
Psalms 119:433.

Hireling Traditional concerns about "hireling ministry" referred to ministers following a profession, rather than being called to minister. As noted, here Friends' support is not intended to provide a livelihood for individuals, but to provide the wherewithal to enable them to carry out specific ministries of limited duration.

God has shown us the corruptness and unchristian character of this ministry and called us from it. He has gathered us into his own power and life to be a people apart. We dare not join with or hear these anti-Christian hirelings... Oh, what malice, envy, and fury this has raised in their hearts against us. Although we get none of their wares, in fact, refuse to buy them, knowing they are worthless, they force us to give them money. Because we cannot do it for the sake of conscience, our sufferings have been unutterable. *Barclay's Apology*, p. 229.

Leading Prompting from God to act, which requires discernment to identify and discriminate from one's own desires, miscellaneous mischief, etc.

Christ has promised that the Comforter, the Holy Spirit, the Spirit of Truth, shall abide with his children forever; shall dwell with them, shall be with them; shall lead them into all truth, shall teach them all things, and bring them all remembrance. *Barclay's Apology*, p. 36

You will cease being forward and acting and speaking from your own natural will and understanding, and will wait to feel this inward seed of life. As it moves, you will move with it, and be actuated by its power... *Barclay's Apology*, p. 240.

Ministers Those who act, move, and labor in the work of ministry as they are moved, supported, assisted, and influenced by the Spirit of God. Their ministry does not spring from their own strength and ability but according to the gift that they have received. *Barclay's Apology*, p. 233.

They give preference to others and to serving one another in love. They have received freely and give freely. *Barclay's Apology* p. 235.

Ministry Being called and moved by the Spirit of God to minister to others; being qualified to dispense God's covenant.

Such qualification as we have comes from God... who has qualified us to dispense his new covenant—a covenant expressed not in a written document, but in a spiritual bond. *Barclay's Apology*, p. 176, citing *II Corinthians* 3:6.

We are for a holy, spiritual, pure, and living ministry actuated and influenced by the Spirit of God in every step. *Barclay's Apology*, p. 238.

"Types of ministry" refers to different types of gifts, including speaking but also g service (feeding, healing, sheltering, etc.)

Oversight Overseeing the work of others

We affirm that their work is to instruct, exhort, admonish, oversee, and watch over brethren more frequently and more particularly than the others.... 'Obey your leaders; defer to them; for they are tireless in their concern as [those] who must render an account. Let it be a happy task for them, and not pain and grief, for that would bring you no advantage'. *Barclay's Apology*, p. 215

Release Release from the need to earn a living, or from obligations of service to the Yearly Meeting, to enable a Friend to carry out a ministry

It is by the light or gift of God that all true knowledge of things spiritual is received and revealed. It is also by the strength and power of these, as they are made manifest, that very true minister of the gospel is ordained, prepared, and equipped for the work of the ministry... Those who have received this holy and unsullied gift have received it without cost and should give it without charge (Matthew 10:8). They should certainly not use it as a trade to earn money. But if God has called any of them to leave their regular employment, or the trade by which they earn their living, they should receive such worldly necessities as food and clothing. It is lawful for them to accept these as long as they feel allowed by the Lord, and as far as they are freely and cordially given by those whom they have shared spiritual matters... As in a physical body there are many members all contributing to the preservation and composition of the whole, there are also members in this spiritual and mystical body possessing different gifts of grace and power of spirit. Robert Barclay, *Barclay's Apology in Modern English*, edited by Dean Freida Barclay Press, 1991, p. 171.

Support To assist or help a Friend carrying a concern

Friends sometimes undertake, or are asked to undertake, tasks which they find challenging. Under these circumstances, they may value the support of a small group of Friends. Such support could be offered by the body requesting the service or it may be requested by the Friend concerned... The group may need to remind itself that its job is not so much to judge the Friend as to support the Friend carrying it out. (*Quaker Faith and Practice*, Britain Yearly Meeting, 12.27).

Travel Minute A letter from BYM introducing a Friend traveling in the Ministry under the Working Support, Oversight, and CNRM. The letter is endorsed [commented upon by the Friends visited] and copies are made available to the Working Support, Oversight, and CNRM.

Travel minutes are renewed annually.

See *Faith and Practice* Baltimore Yearly Meeting and *Manual of Procedure* of Baltimore Yearly Meeting.

Zero-based Budget Item A line item reserved as a placeholder in a budget, allowing for funds to be raised but not actually allocating any budgeted funds to the line item.

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Spiritual Formation Program

The Spiritual Formation Program nurtured deep spiritual growth in its participants this year. Twenty-one Friends participated in the program, and local spiritual formation groups formed at Sandy Spring (with Baltimore, Stony Run Friends participating) and at Richmond. Our September 2000 opening retreat, which

focused on "Finding the Heart's True Home," introduced participants to the program and to spiritual disciplines. Our local groups met throughout the year to share spiritual journeys and to reflect on shared readings. Individual spiritual disciplines and a sense of spiritual community fostered spiritual growth in our participants. Our May 2001 closing retreat, which focused on spiritual growth like a family reunion for participants. We joyously recognized this year a long-time participant in the Program has emerged as a Spiritual Formation Program treat leader. This is just one demonstration of how the Program has developed leadership within BYM.

The BYM Spiritual Formation Program continues to support Meetings throughout the BYM that have their own programs. In addition, we continue to support other yearly meetings who are seeking to begin Spiritual Formation Programs.

Betsy Meyer

PEACE AND SOCIAL CONCERNS

Role of the Committee The role of the Peace and Social Concerns Committee is to educate members of Baltimore Yearly Meeting about peace and social justice issues and to keep the Yearly Meeting informed of peace and social justice activities. We also provide support for the Yearly Meeting's involvement with a variety of Friends' peace initiatives and advocacy groups. This includes organizing interest groups at Yearly Meeting annual sessions, writing articles for the *Interchange*, and making reports to both the Yearly Meeting and the Representative Meeting. It is our hope, and would be a measure of success, if our efforts might also energize individual Friends to lend their measure of support to the furtherance of peace and social justice.

Issues Addressed Resulting in Minutes Specific issues addressed by the Committee last year that resulted in minutes were opposition to the proposed missile defense system, a plea to alleviate suffering in Iraq by easing trade restrictions, and an illumination of the plight of Palestinians in Gaza and the West Bank.

Minute in Opposition to Missile Defense System The Committee prepared a Minute on the proposed missile defense system that stated Friends' concerns with this proposal. Such a system seems to create more problems than it solves. The cause of disarmament and nuclear nonproliferation than it solves. It egregiously mis-directs scarce national resources that can better be invested in meeting human needs. The Minute was approved by the Yearly Meeting on June 6, 2000.

Minute Regarding Lifting Economic Sanctions on the People of Iraq The Committee prepared a Minute regarding lifting economic sanctions on the people of Iraq. The sanctions have been in effect for over ten years. They have not been effective in toppling Saddam Hussein or eliminating Iraq's program of nuclear weapons development.

weapons of mass destruction (the ostensible goals for the sanctions). What they have been effective in has been causing the deaths of upwards of one-half million children. The Minute was approved by the Yearly Meeting August 6, 2000.

Minute Concerning Conditions in the West Bank and Gaza The Committee prepared a Minute to illuminate the plight of Palestinians who reside in the Gaza Strip and West Bank areas of Palestine. These territories have been occupied by Israel since the 1967 Three-Day War. Conditions in these areas remain hostile for Palestinians. Witness to this is given by Jean Zaru, who is Presiding Clerk of the Ramallah Friends Meeting and is involved in the Ramallah Friends School. She describes conditions there for the Palestinian people as akin to being in prison, where basic human rights and dignity are denied. The Minute recognizes that for peace to come, both sides must adhere to the principles of nonviolence. The minute also acknowledges the suffering of both the Israeli and Palestinian people in the complex conflict in the Middle East, and abhors the violence that has victimized innocent civilians on both sides. The Minute concludes with an appeal to the Bush Administration to use its offices to change Israeli practices in Gaza and the West Bank, to suspend the sale of United States weapons that have been used by the Israelis against civilians, and to urge both sides to reach an agreement that will provide self-rule to the Palestinians. The Minute was approved by the Representative Meeting March 24, 2001.

Networking Day A Committee initiative during the year was to energize and improve communication and coordination among the varied Monthly Meetings' peace and social concerns groups and activities. Toward that goal, a Networking Day was held May 19, 2001, hosted by Frederick Monthly Meeting. The purpose was to establish new connections with Friendly peace and social justice folks across the region and to nourish and enrich existing connections. We wish to continue this good start by sharing, through the Yearly Meeting's Peace and Social Concerns Committee, the various Monthly Meetings' peace and social concerns activities, and especially the exchange of recent minutes, epistles, letters, and reports.

Communication with Monthly Meetings Current e-mail addresses will be used to contact BYM Committee members about agendas of future meetings and to get feedback. Monthly Meetings will be asked to send reports to BYM at the beginning of the year to assist in producing the Annual Report to BYM. Friends were also notified of the Networking Day, Quaker Peace Roundtable, and conscientious objection material. The same information will be forwarded to the *Interchange*. The Committee will mainly meet on Yearly Meeting days and communications in the interim will be by e-mail. E-mail addresses for Clerks of Peace and Social Concerns committees of Monthly Meetings will be sought.

Families Against Violence Advocacy Network Linda Heacock, a representative of the Committee to the Parenting for Peace and Justice Network (PPJN) Advisory Board reported on Families Against Violence Advocacy Network

(FAVAV), a component of PPJN. It has a "Pledge of Nonviolence," with a version, for families or individuals. A workshop "Creating Circles of Peace" held in Richmond, March 16-17, 2001, for which Richmond Monthly Meeting was a co-sponsor. It was agreed to ask Representative Meeting to endorse the workshop open to all. Support of FAVAN activities was added to Commission functions.

Friends Peace Teams Released Friend Mary Lord reported at the March 2001 meeting that ten of the Yearly Meetings affiliated with Friends Peace Teams (FPT) participated in the FPT meeting in St. Petersburg, Florida. She said they were on budget. The organization has raised over \$100,000 in donations and expenses. From \$25,000 to \$30,000 of that sum comes from BYM Friends. The Recording Clerk is Rachel Harrison of Adelphi Friends Meeting and Susan R. Smith of the Patapsco Preparative Meeting is the FPT Treasurer. David Zarembkiewicz of the Seneca Valley Worship Group, is leading the Africa Great Lakes Initiative. There are ten people in Africa right now.

Early in 2001, four members of the Burundi Peace Team were in South Africa for three months training with the South Africa Peace Center. They returned to Rwanda on April 1 through Rwanda to Burundi. Another six FPT members left March 2001 on a short-term project in Rwanda. That project is in the first of three phases. A team of four Americans and two others is helping to do basic Alternatives to Violence Project (AVP) training and to begin an AVP network in Rwanda. There is already an AVP Uganda network that FPT helped establish. FPT will be working in the prisons with those who perpetrated the genocide. There is enough money in hand to ensure the project will go ahead. FPT is now working on developing support for Mennonite and Peace Brigades activity in Columbia. That work addresses concerns that aerial spraying of herbicides to kill coca plants is killing livestock and making children sick.

Mary said that there is growing cooperation between FPT, the American Friends Service Committee, Norwegian Quakers, and Evangelical Friends. She added that FPT has been getting contacts with foundations from volunteers who are working in the program.

Fund for Conscience We decided to recommend to Representative Meeting that the Fund for Conscience be transferred to the Fund for Education and Training (FEAT), which is administered by the Center on Conscience and Witness (known as the National Interreligious Service Board for Conscientious Objectors). The purpose of the Fund for Conscience was to support those men and regular attenders of Meetings within Baltimore Yearly Meeting who were punished or denied government assistance because of a decision of conscience, such as not to register for Selective Service, not to pay taxes for military purposes, or to participate nonviolently in a peace and justice protest. FEAT has available funds to provide low interest loans to men who are denied federal state financial aid for education. FEAT is not limited to Quakers. We decided

recommend the transfer because there has been no call on the Fund for Conscience since it was created in 1986, but FEAT has lent more than \$50,000 since it was created in the same year.

Future and Concluding Thoughts We look forward to the future, with challenges facing us as Friends and the wider community under the Bush (*redux*) Administration. We have been fortunate to have this past year gained two active members of the Committee (John Rich and John Salzberg). We continue to be blessed by the active role of our Co-clerk, Betty Hutchinson.

We hope the various Monthly Meetings of the Baltimore Yearly Meeting will continue to show us the way, so that we may join them in Friendly unity as we address peace and social concerns that continue to plague our world.

John Rich and Betty Hutchinson, Co-clerk

Quaker Voluntary Service Embraced Friend

In the past year, I have been able, with your help, to find a stable home for the Quaker Volunteer Service and Witness Network (QVSWN) that I have been working to establish for the past three years. In addition, I have succeeded in transferring the day-to-day operational leadership of this and other start-up projects to others. While some work remains, I have now essentially completed the start-up effort which caused me to ask Baltimore Yearly Meeting for support and "release" in the fall of 1997.

Quaker Volunteer Service and Witness Network (QVSWN). The task of the past three years has been to work with others to redevelop opportunities for volunteer service in the Religious Society of Friends in North America. Since the American Friends Service Committee (AFSC) laid down its youth services division and large scale workcamping in the 1960s, Friends have not had many opportunities for volunteer service in the Quaker tradition. Spurred by a conference organized by Illinois and Philadelphia Yearly Meetings in 1997 attended by 40 leaders of scattered workcamping and other Quaker volunteer service projects, a small group of persons were charged by the conference participants with the task of forming a national network. Following the conference, the energy dissipated and it was feared that this attempt to rebuild Quaker volunteer service would fail.

It was in that context that I was led by the Spirit to devote a substantial portion of time for three years to creating an organization that would carry forward this vision. Friends came forward with financial support and Baltimore Yearly Meeting and Adelphi Monthly Meeting agreed to provide oversight of my work. Beginning in June 1998 I became National Clerk of the new effort. The first year was spent forming the national steering committee, refining the mission and pur-

pose, producing a newsletter, setting up a web site, producing a direct service opportunities, and developing a relationship with Illinois Yearly Meeting (one of the original conference sponsors) which agreed to take the national steering committee under its care and act as bursar. The second year was devoted to continuing these efforts, organizing a national consultation on short-term workcamping, and looking for a suitable institutional home that could provide a network with administrative support and institutional stability.

This past year, we finalized an agreement with Earlham College, a Quaker college in Indiana, to house the network at Earlham's Institute for Quaker Studies. Earlham was able to include a subsidy for the volunteer service and the network within a grant for the new Institute for Quaker Studies. Earlham will provide administrative support, host our web site, and help with publication of conferences for the next several years. The network will still be governed by a steering committee, including representation from Earlham, and will remain under the spiritual oversight of Illinois Yearly Meeting. The agreement was initiated at our November meeting, and formally signed and implemented in January of this year. Although I will continue to serve as an active member of the steering committee, I have now completed my three-year term as chair and have stepped down from that role.

The relationship between Earlham and the Quaker Volunteer Service and Business Network (QVSWN) exemplifies how we can best rebuild a culture of volunteer service in the 21st century. The foundation is a partnership between Quaker education and Yearly Meetings, each of whom will have its own individual local volunteer service programs. The network enables us to know each other's programs, to help one another, to encourage those who are beginning volunteer service programs, to work on common problems, and to witness the Spirit which underlies our service and witness. AFSC and other organizations can be important partners in such a framework. Indeed, this has already proved true. I have been working with Pendle Hill on the possibility of hosting a spring 2002 consultation on internships in Quaker organizations. Guilford College on hosting a consultation on international workcamping in the following year, and with the International Division of AFSC as they explore the best to create new opportunities for volunteer service. I anticipate that many more volunteer service opportunities will also open up now that QVSWN has

Other Quaker Work for Volunteer Service and Young Workcamping in Baltimore Yearly Meeting In addition to the work on the national QVSWN network, I have also been working with others on continuing and strengthening the workcamping programs operating within the Baltimore Yearly Meeting area. Representatives of the board of Quaker Workcamps International, Washington Quaker Workcamps, and Yearly Meeting staff have been working together on how best to consolidate the resources and opportunities available in our area. We are making progress on this effort. I will continue to work on this program in hopes that Baltimore Yearly Meeting's volunteer service programs can become a model for others.

Friends Peace Teams FPT is growing and doing marvelous work, which is described in detail in a separate report. I served as founding Clerk of FPT from 1993-1996, and continue to be active on the Coordinating Council where I have represented Baltimore Yearly Meeting. FPT's African Great Lakes Initiative with its partnership with Burundi Yearly Meeting is truly inspiring. FPT operates under the care of BYM, and my primary task for the past year has been to work on the administrative and financial relationships between BYM and FPT. The leadership of FPT has now been taken up by others. My roles are in outreach, as an advisor, and as a member of the Finance Committee.

Friends Committee on National Legislation (FCNL) Young Adult Program In addition to the work supported by BYM, I have worked part-time for FCNL the past three years, and developed a successful young adult program. It was through this work that I developed strong ties with the network of Quaker colleges and educators. FCNL now regularly sponsors a young adult lobby day and other activities, and has been rewarded by a growing number of enthusiastic college students and young professionals becoming involved in our work. This spring, I successfully completed this start-up project and turned the program over to Jessica Braider, a young adult on the FCNL staff who assumes operational responsibility for the program.

Clearer Policies for Released or Embraced Friends When I began this process, neither Adelphi Meeting nor Baltimore Yearly Meeting had policies or procedures for releasing and supervising the work of Friends called into specific ministries. Pat Kutzner and I have served as guinea pigs while our Monthly Meetings and BYM developed these policies. While the processes have not been finally approved, many Friends have labored long and hard to devise a process that will help the Meeting and the individual better understand our journey together when God calls us to a task.

Frankly, when I look at the body of work of the past three years, I am amazed by how far we have come in a relatively short time. Friends have been stuck and angry at one another about volunteer service opportunities for about 30 years. The different Friends traditions (universalist, evangelical, pastoral) have little contact. To solve the problem and create a national volunteer service culture, we needed to bring Friends together across the theological divisions and overcome anger or disappointments about one organization or another. Despite these difficulties, the landscape for Quaker service for young adults is different now than it was three years ago. A national network has formed and found a place where it will be nurtured and grow. FCNL has a successful young adult program that will also grow. Friends Peace Teams is building remarkable partnerships with evangelical African Friends who not only need our help but have much to teach us. There is progress on a better workcamping program for BYM. We are close to approving policies for released or embraced Friends. All of these activities will help to nurture the spirit of Quaker service in our young men and women. We have made a good beginning, and now many hands have come

forward to share in the next phase of building. It has been an honor to get started, and it is a blessing to be able to turn over the next phase of these to the capable and enthusiastic leadership of others.

What Will I Be Doing Next? I need some period of rest and a slow which I hope to get in August. In the fall, if all goes as planned and \$ funds are raised, I will be shifting to full-time at FCNL to work on a program on Peaceful Prevention of Armed Conflict. Our goal is to bring research and practice of the field of conflict prevention to the Congress work with others to build a constituency in the United States for conflict prevention. FCNL is partnering with the Quaker UN offices, AFSC, and with European, African, and Canadian Friends in this endeavor. Our task, here in Washington, may be the most difficult. The project is already underway, and I have been working on it 1/5th time for about a year. Given the scale and scope of the project, it was important that, in an orderly way, I turn over leadership to other projects.

Reflections on My Experience as a Released or Embraced Friend I needed the oversight and support committee that Adelphi Monthly Meeting appointed. They met with me every month for more than three years and listened to my progress and sometimes, my discouragement. They took care of fund raising, the thank you's, and the work on the "Guidelines for Embraced Friends." They asked about my prayer life; they helped me discern priorities and judge what was and was not my responsibility. I am very grateful to Joanne, Martha Gay, Chris Hough, Deborah James, Bill Samuel, and Sharon Stout who constitute my present committee. I also want to thank Ted Robinson, a former member Emily Morgan, who served on my committee in earlier years. I can't imagine having undertaken this work without such support.

I am grateful to the friends who gave me financial support so that I could do this work. Once the fund-raising procedures were worked out, there was enough to give me a \$1,000/month stipend plus help with health insurance and expenses. Combined with the part-time job at FCNL, it was sufficient to enable me to do the work without having to interrupt everything and find a short-term cover job. Again, I could not have undertaken this effort without the generous support of Adelphi and other BYM friends. I will note that the combined income represented a 40% cut from my previous income, which did present some hardship.

In the first two years, when there were no clear policies or procedures, and my support committee found it very difficult to know what committee to report to for what reason. The committees themselves were confused by the substantial work that has been done in the past two years both at Adelphi and BYM committees made the last eighteen months much easier and clearer. I am especially grateful to Sharon Stout for her efforts to develop good policies.

I had not intended to start-up several projects at once, nor did I expect that they would all prosper and grow. The juggling act became prodigious and the amount of travel involved was exhausting. But, the Spirit that led me to each new step was wiser than I. Each of these efforts was interrelated and supported one another. Each will grow more easily because of the presence of the other programs. Still, as the spring advanced this year and I transferred one project after another to new leadership, I have been relieved.

I have not found it particularly hard to turn the projects over to new leadership. Like a civil engineer who builds a bridge, my task is to do the initial construction and build solidly. I take care to see that the work will be well-used and maintained by the new leadership, but I do not feel personal ownership or have a need to stay in charge of what I build. When the bridge is built, my task is done, and a new project awaits me. Each of us has separate gifts in the community of faith, and it is important not only to trust God but also to trust one another.

It has been helpful nationally to come with the support of Baltimore Yearly Meeting. We are a relatively large and well-respected Yearly Meeting. Uniquely, we are growing and have many children and young adults when many other larger Yearly Meetings are aging and shrinking. BYM is also a consolidated Yearly Meeting with ties to both Friends General Conference and Friends United Meeting. This was essential in working with the sharply divided Meetings in the Midwest and on the West Coast. I gained a new appreciation of the work of the generation that brought the two Baltimore Yearly Meetings together. I thank you for your good reputation.

Finally, to have a leading is to feel the call of God to a task. Neither the discernment nor the task are done alone. We not only have one another's help. The God who calls us is always present. Thus as I lay down the ministry that you have supported and embraced, it is only fit to conclude: and the Spirit of God was over all.

Mary Lord

PROGRAM COMMITTEE

This past year has been one with great anxiety. We have done some serious searching for a new site. We visited Mary Washington College in Fredericksburg, Virginia, Randolph-Macon College in Ashland, Virginia, St. Mary's College in St. Mary's City, Maryland, and inquired at several others. As you now know, we chose Randolph-Macon College.

As we enter our 2001 Yearly Meeting session, we ask that everyone help us as we find our way through and around our new situation. It is a change. It is new. We need to be patient with each other. We also need to keep an awareness of how things could be done better. Please give the Program Committee construc-

tive feedback and suggestions for things you feel could be better. The tee has worked very hard this year to make this as much the same as while being very different. Complaints without suggestions are not helpful, we need help.

It is unfortunate that we have to increase costs with this move. Nowhere we moved the costs were going to be higher. We have done everything we can to keep those costs as low as possible. We are fully aware that it is difficult for some families to handle this increased cost. We also hope that the Yearly Meetings will offer their members and attenders some financial help so that no one will be unable to attend. It is always possible for adults to work off their cost by working with the Junior Yearly Meeting program.

We work with Junior Yearly Meeting people to help them with their very important and fun work of providing an excellent program for the recreation among us up through Junior High. It is the combined effort of many people doing a great deal of work which makes Junior Yearly Meeting a successful program, proved by the number of children who cannot wait for next year. Because of being in a new location we need to constantly be aware that our children need to be better supervised by parents and others. There is a road going through the campus which during the summer is not very busy. However, it does present a possible problem and our children need to be watched. Parents need to know where their children are at all times. Other adults need to keep an eye on children who seem to be unsupervised. The JYM staff do an outstanding job with their program, but they need our help.

The main purpose of Yearly Meeting is to gather together Friends with us for more Yearly Meeting to do the business of the Yearly Meeting. This is done in a worshipful manner. We have worship at the beginning of each of the sessions. The Clerk of Yearly Meeting is responsible for leading us in prayer and putting together the agenda. The rest of the time is the responsibility of the Program Committee.

It is a great pleasure and joy to work with the members of the Program Committee. It is seldom that any member does not attend a meeting. We probably have one of the best attendance records of any committee within the Yearly Meeting. We usually have two Young Friends in attendance, which helps us greatly in planning as well as helping them in their planning.

Sheila N. Bach, Clerk

PUBLICATIONS COMMITTEE

Web Publishing Subcommittee

Tom Ryan, State College, continued as Web Site Coordinator. As the report indicates, he had an active year on our behalf.

We moved our site to new hosts twice during the past year, due to the turbulent nature of the web-hosting business. In the process, we were unable to track the number of "visits" or user sessions. The following tabulation provides data for a recent 10-day period:

Statistics

Visits Entire Site (Successful)	5,229
Average Per Day	581
Home Page	236
Visitor Sessions	987
Average Per Day	109
Average Visitor Session Length	00:10:11
International Visitor Sessions	2.63%
Visitor Sessions of Unknown Origin	11.24%
Visitor Sessions from United States	86.11%
Visitors Unique Visitors	600
Visitors Who Visited Once	456
Visitors Who Visited More Than Once	144

The number of visits for this period exceed the number we had the first year of operation. More important for the purpose of analysis is the number of visitor sessions, as a poorly organized site can generate many page visits, but little information. We had about a thousand sessions (persons visiting the entire site) in the period; a typical visit was for ten minutes. Most were from the United States.

The site is growing; in May 2000, we had 137 files, 2.0 megabytes total, with 80 html files and 42 graphics files. In May 2001, we had 377 files, 8.0 megabytes total, with 193 html files (of which 140 are indexed as part of the site, and the rest are test and development files) and 123 graphics files. Visitors have more reason to stay.

We support Yearly Meeting committees and related groups who want to publish in this way, as well as Monthly Meetings. We have helped the smaller Friends schools get on the web and in the last year, all the Friends schools in the BYM area now have web sites. These are generally not part of the BYM site.

Last year's advance report indicated we had 11 Meetings with web sites; there are now 15.

One goal of the sub-committee is to place all the BYM forms on our web site so that anyone with a browser can find, print, and submit a form. Another goal is to place maps on the web site, starting with a locator map that would help find Monthly Meetings in our Pennsylvania, Maryland, District, and Virginia area. (We could expand that to Quaker-related groups, including FCNL, AFSC-MAR, Davis House, and schools.)

Howard Fullerton, Clerk

RIGHT SHARING OF WORLD RESOURCES

The Right Sharing of World Resources Committee is composed of 15 nominated by the Nominating Committee and appointed by the Yearly Meeting. In addition, individuals may be co-opted to serve on the Committee, part from those local Meetings not otherwise represented.

This Committee should keep alive throughout the Yearly Meeting the challenge to simplify our lives and to share with people in the developing countries our financial resources and our own lives and experiences. The Committee works with the independent Quaker organization Right Sharing of World Resources (RSWR), Inc., and facilitates the coordination and exchange of information to meet these concerns. RSWR, Inc. provides support for community development and self-help programs throughout the world. The Committee funds for these programs through activities such as simple meals.

The Committee also works with Monthly Meetings to address these concerns which may also bring to the attention of the Yearly Meeting other international concerns which affect relationships between the economically developed and developing countries.

Right Sharing of World Resources, Interest Group meeting at BY Geeta Magahey, board member of RSWR, Inc., will do an interest group meeting at the Yearly Meeting. We hope that many Friends will join us to meet Geeta who has traveled extensively throughout India. Here is an excerpt of the interest group she will be giving:

RSWR's ministry challenges all Friends to experience the burden of materialism on our spirits. RSWR then provides concrete opportunities which Friends can use released resources (often money) to enable persons beyond our borders to lift their burden of poverty. Through service activities, and interactions with one another we will explore ways to expand and deepen RSWR's ministry. Slides of the people and the world of India will form a backdrop.

Right Sharing of World Resources, Inc. 2000 was the first full year of existence as a separate, Quaker organization. The support from individuals, as well as Monthly Meetings and churches, and Yearly Meetings has been doubling and inspiring. The number of individuals and monthly meetings and churches has doubled, as has the amount of financial support. What has this meant for RSWR?

- A doubling of the amount distributed in grants to project partners. In 2001, \$203,790 in grants will be distributed to 49 project partners in nine countries;

- An expansion of our grant-making work among Friends in the developing world. RSWR now supports Friends in India, Nepal, Burundi, and Rwanda and is working with Friends United Meeting to establish partnerships with Friends in Kenya;
- The development of new programs to enhance our support of grassroots micro-enterprise projects. Programs being explored are a loan guarantee program and support of fair trade producers;
- The publication and distribution to all 1,400 Monthly Meetings and churches in the United States of an annotated bibliography of education resources on Right Sharing concerns;
- The production (to be completed by December 2001) of an RSWR video, highlighting our work in the developing world and its connection to the lives of Friends in the United States;
- The expansion of RSWR's education ministry among Friends. A new staff position, Education Coordinator, will be filled in July.

RSWR continues to work toward being a fuller expression of, and providing ministry to all Friends in the United States. The RSWR Board of Trustees reflects the spectrum of Friends' beliefs and practice and continues to develop relationships with Friends in the developing world. As followers of Christ we call all Friends to a deeper understanding of economic discipleship, making our economic activity consistent with our faith.

When Jesus announced his ministry (*Luke 4:16-30*) he referred to the Jubilee (*Isaiah 61:1-2*). Right Sharing of World Resources has been blessed by the support of Friends and will continue its work of calling Friends to our responsibility to "proclaim the year of the Lord." We are called to proclaim the Good News, to understand that the way of our privileged lives can become an idol, to be released into New Life, and to provide concrete means by which our material wealth can be used to release some persons from the prison of poverty.

Timothy Yeaney, Co-clerk

SEARCH COMMITTEE

The Search Committee is responsible for making nominations to Representative Meeting for Yearly Meeting officers including, Presiding Clerk and Recording Clerk for both Yearly Meeting and Representative Meeting, Treasurer and Assistant Treasurer. It also proposes candidates for Supervisory Committee and Nominating Committee.

This year Search Committee met at the time of Representative Meeting in October 2000 at Stony Run and in March 2001 at Oxford/Nottingham and again during the June Representative Meeting. There was good attendance by committee members at both meetings.

At its October 2000 meeting the Committee reviewed its work for the year, noting officer positions to which appointments must be made at the Yearly Meeting session. At the October Representative Meeting, the Committee brought forward, and Representative Meeting approved, the appointment of John Darnell (Frederick) to fill the remaining term of Peter Schenck on the Supervisory Committee.

At the March 2001 Representative Meeting, the Committee proposed, and Representative Meeting accepted, the reappointment of Marjorie Scott to a final two-year term as Clerk of Representative Meeting. The Committee also proposed and Representative Meeting accepted, the reappointment of David Olson as Recording Clerk of Representative Meeting. Also in March the Committee proposed, and Representative Meeting accepted, the reappointment of Sheila Bach as Treasurer and Kevin Caughlan as Assistant Treasurer for additional two-year terms to begin in January 2002.

The Committee proposed, and Representative Meeting accepted, the reappointment of John Darnell and Richard Liversidge (Sandy Spring) both to two-year terms on Supervisory Committee beginning August 2001. The Committee also recommended, and Representative Meeting accepted, the appointment of Dorothea Musgrave (Washington) to Nominating Committee, with her term to begin with Representative Meeting's approval.

The Committee expects to bring forward the above officer appointments at the August Meeting session in August on behalf of Representative Meeting. It also expects to bring additional appointments to Nominating Committee at that time.

Elizabeth W. Hofmeister, Clerk

STEWARDSHIP AND FINANCE COMMITTEE

The Stewardship and Finance Committee (S&F) is responsible for preparing and overseeing the annual operating budget for BYM, proposing an appropriation among BYM Meetings of the unfunded share of the budget, and maintaining the Yearly Meeting's office property in Sandy Spring. S&F is charged with providing adequate provision for preservation of all assets of the Yearly Meeting which are specifically managed by the Trustees. We should keep all Monthly Meetings informed of the financial needs of the Yearly Meeting and aware of their responsibility to support adequately the activities of the Religious Society of Friends. S&F is represented on Camp Property Management Committee, the Committee that oversees the maintenance of the camp properties and is planning a long-range capital budget.

This year we met in October, December, February, March, April and again in June. The culmination of our year is Yearly Meeting, where we present the budget and apportionment for approval.

Although our primary purpose is BYM budget and apportionment, we had substantive discussions on a number of important issues this year. Yearly Meeting has changed insurance agencies to GuideOne. In addition to lower premiums for BYM, GuideOne offers an umbrella plan which allows other Quaker organizations to come under the Yearly Meeting policy. Letters sent to Monthly Meetings resulted in substantial interest in the opportunity to come under Yearly Meeting's umbrella plan.

We are expecting to receive \$250,000 from sale of a conservation easement at Camp Catoctin. After a joint meeting of S&F with Trustees, Trustees adopted a recommendation to be presented to Yearly Meeting to place the proceeds of the Conservation Easement into a temporarily restricted fund. Recommendations for use of the funds will be made by the Camp Property Management Committee, or its successors. Earnings of the fund will be designated annually in the budget process.

We are deeply involved in a discussion of Yearly Meeting contributions to Friends General Conference (FGC) and Friends United Meeting (FUM). After studying their respective budgets and reviewing the number of Yearly Meeting members who participate in resources from the two organizations, we found that Friends General Conference plays a greater role in more of our lives in more ways. We therefore recommended for the budget that we increase the amount of our gift more to FGC than to FUM.

We have been in close contact with Friends Peace Teams, receiving regular financial reports and program updates.

Issues involving fund-raising requests from committees and programs inside and outside Yearly Meeting are regularly on our agenda. This year we are working on a written policy to guide us in our considerations.

Charitable remainder trusts are a giving vehicle that Stewardship & Finance hopes Yearly Meeting will promote to our membership as a means of making a deferred gift to Yearly Meeting. The donor puts some type of income-producing property into a trust which then generates income for the donor and/or a beneficiary; upon the death of the final beneficiary, a charity or charities selected by the donor receives the assets of the trust.

The owners of the Donnelly property adjacent to Camp Catoctin did not accept our offer for a purchase option. However, prospective purchasers include Merle Thorp Nature Center, which would not develop the property, our greatest concern. There is a Land Trust in the area to which the development rights to the property could be sold or donated.

We recommended to Representative Meeting in March that the General Secretary be given the authority to sign checks for budgeted items. Most motions allow a member of the staff to sign checks with appropriate procedures in place. The General Secretary noted this authority would only on an emergency basis; the existing arrangement with the BYM would otherwise continue to be followed. We do not think it is a good General Secretary's time to drive to Baltimore to get a check signed.

We approved the name change of the Barry Morley Camper Fundowment Fund.

The Committee wishes to acknowledge the great support and cooperation receives from our General Secretary, Frank Massey, and to give heartfelt thanks to Chris Fowler and Jean Wilson, who diligently took minutes of our meetings.

The current members of S&F are Joan Anderson, Sheila Bach, Kevin Clark, Herb Clark, Christopher Fowler, Paul Gorrell, Harry Massey, Tena O'Rear, Arlene Rodenbeck, Jeanne Snyder, Frances Taylor, Marjorie Jean Wilson, and myself.

Marion Scattergood Ballard, Clerk

SUE THOMAS TURNER QUAKER EDUCATION FUND

The purpose of the Sue Thomas Turner Quaker Education Fund is to promote understanding and practice of Quaker faith in schools, and to support the use of a "life lived in the Spirit" by members of the school communities. Funds are limited to uses that are in addition to those already funded by the school committee budget, or to augment existing school budget funds, or to use which exceeds ordinary funding.

In 2001 the Sue Thomas Turner Quaker Education Fund received two requests for funds. The Committee thoughtfully considered the requests and approved \$550 to Friends Meeting School to send two representatives to a conference on Friends Education at Guilford College.

The Committee heard from many schools through the Quaker grapevine that they were distressed to have missed the deadline for requests this year. We will make greater efforts to make sure the Quaker community knows the deadline for next year, and hope that the schools will also have the deadline on their calendars so this does not occur again. We welcome requests and thank you for your unity to support Quaker faith and practice in education.

The Committee will meet in March 2002 to consider new requests. Request deadline is March 1.

Rosalind Zuses, Clerk

SUPERVISORY COMMITTEE

The Supervisory Committee met regularly since our last Yearly Meeting sessions

Frank Massey provides excellent leadership for the staff as well as the Yearly Meeting. Michelle Levasseur continues as the Youth Secretary and Josh Riley as the Camp Administrator. Margo Lehman left her job as Religious Education Secretary in March but will help with the Junior Yearly Meeting during the Annual Session this summer. Maria Bradley resigned her position as Archivist/Receptionist. Pam Tyng's job is evolving as she has taken over most of the responsibilities of the bookkeeper who resigned last fall.

We are fortunate to have the work of these Friends who are dedicated to the tasks they undertake.

There has been a growing need to rearrange the BYM office space and we have asked for funds to expand the offices.

We appreciate Sandy Spring Monthly Meeting's willingness to let us use the Community House for the Supervisory Committee and other committees that need a conference room setting.

Bob Smith (Friends Meeting of Washington) has completed a six-year term on the Supervisory Committee and we will miss his advice and counsel.

Marjorie Scott, Clerk

Office:

General Secretary: \$44,260 plus retirement and housing

Youth Secretary: \$27,865 plus medical insurance and retirement

Bookkeeper/Administrative Assistant: \$27,030 plus medical insurance and retirement

Camp Administrator: \$30,940 plus medical insurance and retirement

Camp:

Catoctin Camp Directors: \$4,500 plus \$100 per year of experience

Shiloh Camp Directors: \$4,500 plus \$100 per year of experience

Teen Adventure Director: \$4,000 plus \$100 per year of experience

Opequon Camp Director: \$3,200 plus \$100 per year of experience

Assistant Directors: \$1,900-\$2,200 plus \$50 per year of experience

Teen Adventure Assistant Director: \$1,300-\$1,900

Opequon Camp Assistant Director: \$700-\$1,000

Camp staff:

Residential: \$1,400-\$1,900 plus \$50 per year of experience

Teen Adventure: \$1,300-\$1,900 plus \$50 per year of experience

Opequon Camp: \$700-\$1,000 plus \$50 per year of experience

Camp Counselors (college and high school):

Catoctin: \$800-\$1,400 plus \$50 per year of experience

Shiloh: \$800-\$1,400 plus \$50 per year of experience

Teen Adventure: \$1,300-\$1,900

Opequon Camp: \$400-\$600 plus \$50 per year of experience

TRUSTEES

The Trustees met twice in 2000 and twice in 2001 to date. Attendance was good, although at each meeting there were some members who were unable to be present. There are still unfilled vacancies which it is hoped will be filled in the year. After a brief interregnum, Edward Hawkins was appointed Clerk at the fall meeting.

The work of the Committee has been mainly the on-going task, for which they are responsible, of overseeing the financial and real assets of the Yearly Meeting. The financial assets retained their value through the turbulent financial markets of the last year, and the Yearly Meeting reserves remain strong. The Trustees recommended, and the Stewardship and Finance Committee initiated, a policy that no common stocks be held in the portfolio on a long term basis. Such stocks come to Yearly Meeting as gifts and will be held only as long as necessary to liquidate them.

The real property of the Yearly Meeting consists of Camp Catoctin, Camp Shiloh, the office at Sandy Spring, and the Bush Creek Burial Ground. The management and care of the camp properties has been delegated to the Camp Property Management Committee, and the Supervisory Committee oversees the office. The care of the burial ground has been carried out by Frederick Monthly Meeting.

At the end of 2000 the Yearly Meeting was offered as a donation a small property in Maryland for use as a retreat center. After lengthy consideration, including a visit to the site, the Trustees reluctantly concluded that the Yearly Meeting could not accept the offer. In thanking the owner for the offer it was suggested that a Monthly Meeting in the area might be able to accept the property.

On the instructions of the Yearly Meeting the Trustees asked the Treasurer to set up a separate interest-earning account for the proceeds of the conservation easement on Catoctin, pending a decision on how the money will be used.

Edward Hawkins, Clerk

YOUTH PROGRAMS COMMITTEE

It is the sense of the Youth Programs Committee (YPC) that the two youth groups the Committee is charged with serving, the Young Friends and the Junior Young Friends, are truly "growing in the Light." We are concerned however that this growth may be stunted by the lack of involvement of adults in the Yearly Meeting, both in terms of finding adults to serve on the Committee and in terms of finding adults willing to spend their time and energy serving our youth as Friendly Adult Presences (FAP) and workshop leaders at their conferences. Our main focus this year has been on reviewing the overall charge of the Committee and developing guidelines that speak to the true role of the Committee. The following selections from our minutes reflect our work this year.

From the minutes of the Fall Yearly Meeting Day meeting:

After lunch the Committee reconvened to discuss the stated mission and goals of the YPC. It is clear that the original charge of the Committee had a different intent than is now needed. There is now a staff person in place who focuses entirely on youth programs, and this was not the case several years ago. Therefore, it is clear that the YPC should become actively involved in supporting and providing oversight to the Youth Secretary. After discussion it was felt by all that the YPC should also provide both legal and safety counsel to all youth programs. The YPC is charged with developing guidelines for safety and legal purposes that should be followed at all youth gatherings under the care of the Yearly Meeting. The Commit-

tee agreed that it should be actively supportive of and provide oversight to the Youth Secretary, create and maintain guidelines for safety and issues for all Yearly Meeting youth programs, and work to increase support for the FAP community. Sub-committees that focus on each program will be developed through teleconferences and the FAP structure of each group.

We initiated the practice of meeting between Yearly Meeting Days and Yearly Meeting via teleconferences. The first "meeting" took place in January with eight participants linking together from four states.

We opened the meeting with an electronic MOSH [moment of silence] and then reviewed the agenda. We reviewed the proposed Guidelines for the Youth Programs Committee and the Young Friends Subcommittee. It was the sense of those gathered that a delicate balance exists between the Committee and the Young Friends community. We reminded ourselves that Young Friends are a self-directed community and that the Youth Programs Committee, through the Youth Programs Secretary and the Designated FAP, acts as a legal entity to protect the community, and is a resource to be used, but is not a decision-making body for the Young Friends.

At Spring Yearly Meeting Day the two main items on the agenda were the approval of a FY2002 budget and the approval of the revised Guidelines for the Youth Programs Committee. The following Guidelines were approved by the Committee and will be submitted to the Manual of Procedure Committee to replace the current Youth Programs Committee description:

Guidelines for the Youth Programs Committee The Youth Programs Committee (YPC) mentors and coordinates all Yearly Meeting youth programs (with the exception of the Camping Program and Junior Yearly Meeting) for middle school and high school youth, and provides advice and support to the Youth Programs Secretary. To do this the Committee will:

1. Recruit, in conjunction with the Young Friends, and mentor adult members of the Young Friends (BYM) who have a leading to serve as Friendly Adult Presences (FAP) and Designated Friendly Adult Presences (DFAP) as well as in Training (FIT).
2. Support the Youth Programs Secretary (YPS) in the areas of:
 - a. Coordination of calendars with other programs in BYM.
 - b. Open communication with Camping Programs Committee, Religious Education Committee, and Junior Yearly Meeting.

- c. Assistance in any other areas as requested by the YPS.
3. Maintain good committee process by:
 - a. Approving an annual budget and monitoring actual expenses.
 - b. Establishing meeting dates and times for the Committee and Subcommittees.
 - c. Reviewing, at Spring Yearly Meeting Day, the "Guidelines for BYM Youth Gatherings" and the "Guidelines" for the committee and subcommittees.
 - d. Assuring proper staffing of the Committee and Subcommittees.
 - e. Addressing any concerns brought forward by the YPS, the subcommittees or the Executive Committee of the Young Friends.
4. Review at Fall Yearly Meeting Day and revise as needed the health and safety standards for BYM youth events and procedures for dealing with physical, verbal, and sexual abuse or harassment that have been brought to the Young Friends Executive Committee or the Youth Programs Committee. Any revisions will be approved by a Young Friends Business Meeting.

Tom Fox, Clerk

TREASURER'S REPORT

Baltimore Yearly Meeting continues to be in sound financial shape. For 2000 a review was done by a new company, Snyder-Cohn-Collyer-Ha Associates, P.C. Our previous auditor, Roy Hoover & Associates, was unable to continue due to lack of staff. However, his former employee is now a new CPA firm and did the audit. It was good to have continuation of the audit. We continue to pay back the loans taken for the purchase and improvement of Shiloh Quaker Camp. At the end of 2000 our Long Term Debt was all \$45,000.

Monthly Meetings are keeping the apportionments coming in on a fair basis. Most Meetings are sending in their apportionments according to the rule I set up in the fall of 1999. It has been much easier on Frank to keep much money in coming in each month to pay bills on a regular schedule.

Student loan payments are generally being repaid on a regular basis. I work with the few who are having a difficult time keeping up with their payments for some understandable reason. I will be sending out a letter to those who are very delinquent, asking them to contact me. It is unfortunate that those wanting loans in the future might not be able to receive any help because not enough money was repaid.

I have had one request for help from a Meeting and will visit that Meeting. Please give me a call if any of you treasurers want a workshop or are having a problem.

It is a pleasure serving as Treasurer of Baltimore Yearly Meeting. I enjoy working with the Stewardship and Finance Committee, with the Educational Resource Funding Committee, with the Trustees, with Frank, and with the rest of the staff in the office.

Sheila N. Bach, Treasurer

Monthly Meeting Membership Statistics

Meeting	—1999—			—2000—			Change (+ or -)
	Full	Associate	Total	Full	Associate	Total	
Adelphi	202	117	319	208	128	336	13
Alexandria	129		129	131		131	2
Annapolis	58	27	85	58	27	85	0
Baltimore, Homewood	132	41	173	132	41	173	0
Baltimore, Stony Run	470		470	473		473	3
Bethesda	189	114	303	194	116	310	7
Blacksburg*	19		19	19		19	0
Carlisle*	41	5	46	41	5	46	0
Charlottesville	114		114	117		117	3
Deer Creek	48	11	59	46	14	60	1
Dunnings Creek	38	11	49	41	11	52	3
Fishertown	18		18	15		15	-3
Floyd	10	5	15	10	5	15	0
Frederick	40	14	54	40	13	53	-1
Gertysburg	14		14	14		14	0
Goose Creek	176	12	188	180	16	196	8
Gunpowder	80		80	83		83	3
Herndon*	29	24	54	29	24	53	0
Hopewell Centre**	130		130	130		130	0
Langley Hill	181	77	258	184	77	261	3
Little Britian	79		79	81		81	2
Little Falls*	55	2	57	55	2	57	0
Maury River*	10		10	10		10	0
Menallen*	43	1	44	43	1	44	0
Midlothian	13	16	29	14	19	33	4
Nottingham	123		123	121		121	-2
Patuxent	15	5	16	15	5	20	0
Pipe Creek*	20		20	20		20	0

Monthly Meeting Membership Statistics

Meeting	—1999—			—2000—		
	Full	Associate	Total	Full	Associate	Total
Quaker Lake	6	1	7	7	1	8
Richmond	125	51	178	126	52	178
Roanoke	17	1	18	16	1	17
Sandy Spring	460	102	562	464	102	566
State College	68	40	108	69	37	106
Valley	22	12	34	25	12	37
Warrington	26		26	26		26
Washington	450	64	514	445	69	514
Williamsburg*	46		46	46		46
West Branch*	112		112	112		112
York	20		20	23		23
Total	3828	757	4585	3863	778	4641

* denotes no report received for 2000

Membership Reported To:

Friends General Conference: 4641

Friends United Meeting: 4558

Friends World Committee for Consultation: 4641

Membership Gains:

Birth: 4

Certificate of Transfer: 40

Convincement: 104

Membership Losses:

Deaths: 39

Certificate of Transfer: 43

Resignation: 15

Dropped: 17

Apportionments

	2000	2001	2002
Monthly Meeting	\$13,686	\$13,686	\$14,952
Adelphi	7,630	8,000	9,959
Alexandria	7,345	7,606	8,060
Annapolis	22,561	27,149	22,000
Baltimore, Homewood	39,750	41,300	50,505
Baltimore, Stony Run	18,193	18,193	21,271
Bethesda	640	761	844
Blacksburg	3,082	2,800	2,871
Carlisle	6,088	6,088	7,610
Charlottesville	2,334	2,360	2,541
Deer Creek	1,774	1,921	2,401
Dunnings Creek	1,056	1,056	1,056
Fishtertown	350	438	438
Floyd	3,813	4,212	4,500
Frederick	375	450	563
Gertysburg	8,020	10,025	11,310
Goose Creek	4,731	4,959	4,959
Gumpowder	4,398	4,304	4,625
Herndon	2,375	2,375	2,969
Hopewell Centre	13,000	13,500	13,079
Langley Hill	1,900	1,900	1,425
Little Britain	1,888	2,295	2,869
Little Falls	1,575	1,707	2,080
Mary River	1,535	1,919	2,399
Memallen	1,666	1,666	2,082
Midlothian	3,640	4,211	3,878
Nottingham	781	976	1,220
Patuxent	454	400	300
Pipe Creek	200	200	250
Quaker Lake	8,680	8,680	10,850
Richmond	1,330	1,330	1,503
Roanoke	23,668	25,500	27,500
Sandy Spring	3,200	4,000	5,000
State College	1,728	1,750	2,009
Valley	2,300	2,300	2,875
Warrington	43,000	41,300	38,000
Washington	3,400	3,400	3,400
West Branch	1,546	1,741	2,176
Williamsburg	775	915	1,144
York			
TOTAL	\$264,467	\$277,373	\$297,473

Baltimore Yearly Meeting Budget Summary

	2000	2000	2001	
Revenue	Budget	Actuals	Budget	
General	\$269,967	\$273,223	\$286,873	\$
Camp Properties	55,800	40,656	55,800	
Committee Programs	27,700	16,624	22,950	
Special Projects	88,600	97,419	87,002	
Annual Sessions	92,300	78,743	89,800	
Sub-Total: Yearly Meeting	\$534,367	\$506,666	\$542,425	\$5
Camping Programs	\$369,094	\$369,711	\$397,749	\$
Total Revenue	\$930,461	\$876,376	\$940,174	\$9
Disbursements				
Office Personnel	\$142,767	\$146,492	\$149,000	\$
Office Administration	86,750	83,978	86,860	
Committee Administrative	19,425	13,222	19,425	
Memberships & Extended Services	46,800	46,800	52,300	
Camp Properties	49,900	52,372	55,800	
Committee Programs	21,300	18,102	16,450	
Special Projects	88,100	97,419	85,002	
Annual Sessions	78,575	77,306	74,300	
Sub-Total: Yearly Meeting	\$533,617	\$535,692	\$542,137	\$5
Yearly Meeting Surplus	\$750	(\$29,026)	\$288	(\$
Camping Programs	\$378,710	\$387,880	\$391,600	\$4
Total Disbursements	\$912,327	\$923,572	\$933,737	\$9
Surplus/(Deficit)	\$18,134	(\$47,196)	\$6,437	(\$

General Administration Budget

	2000 Budget	2000 Actuals	2001 Budget	2002 Budget
Revenue				
General Revenue				
Apportionment	\$264,467	\$264,467	\$277,373	\$297,400
Investment Interest	2,500	878	2,500	2,000
Contributions	500	2,285	4,000	4,000
Other Income Committee Reports	500	3,075	500	500
Publication sales	2,000	2,518	2,500	2,000
Total General Revenue	\$269,967	\$273,223	\$286,873	\$305,900
Disbursements				
Office Personnel				
Salaries	\$114,000	\$110,037	\$115,000	\$111,000
Benefits	18,000	22,963	21,000	24,000
Payroll Taxes	8,767	10,359	11,000	12,000
Professional Development	1,500	917	1,500	1,500
Consultant				5,000
Sabbatical Reserve	500		500	1,000
Payroll Services		2,216		1,100
Total Office Personnel	\$142,767	\$146,492	\$149,000	\$155,600
Administration				
Office Property				
Utilities	\$3,200	\$3,290	\$3,400	\$3,400
Maintenance	3,500	2,969	3,500	3,500
Capital Reserves	2,500	2,500	2,500	2,500
Total Office Property	\$9,200	\$8,759	\$9,400	\$9,400

General Administration Budget

General Administration	2000 Budget	2000 Actuals	2001 Budget
Bookkeeping	\$4,000	\$1,959	\$4,000
Audit	6,250	7,109	5,000
Insurance	5,000	1,701	5,000
<i>Interchange</i>	5,700	8,033	6,000
Meetings/Entertainment	600	638	600
Miscellaneous	1,500	900	1,000
Postage	8,500	5,489	8,500
<i>Yearbook</i> Printing	7,000	7,243	7,500
Office and Print Supplies	11,000	9,047	12,000
Bank/Credit Card Services		3,127	360
Computer Supplies	2,000	2,578	2,000
Telephone	8,750	10,074	8,750
Travel-Representatives to Board	3,500	2,236	3,500
Travel-FUM & FWCC Triennials	2,500	2,500	3,500
Travel-FUM International Reps	500	500	500
Travel-Staff	8,000	8,079	8,000
Clerk	750	750	750
<i>F&P and Records Handbook</i>	500		500
Interest paid out	1,500	3,257	
Sub-Total General Administration	\$77,550	\$75,219	\$77,460
Total Office Administrative	\$86,750	\$83,978	\$86,860
Committee Administration	2000 Budget	2000 Actuals	2001 Budget
Advancement & Outreach	\$200		\$200
Camping Program	550	\$571	650
Camp Properties			
Ministry and Counsel	250	462	600
Peace and Social Concerns	250	312	250
Religious Education	5,000	4,160	4,000
Young Adult Friends	350	153	250
Nurture & Recognition of Ministry	300	169	200
Right Sharing of World Resources	100		100
Unity with Nature	500	335	750

Committee	2000 Budget	2000 Actuals	2001 Budget	2002 Budget
Administration (continued)				
Criminal & Restorative Justice	225	77	225	200
Educational Funding Resources	100	253	100	100
Youth Programs Committee	7,900	6,134	7,900	8,700
Manual of Procedure	200	3	200	50
Committee on Records	500		750	100
Ad Hoc Lesbian, Gay, Bisexual	200		200	200
Trustees	2,000	92	2,000	2,000
Web Publishing	350	331	700	400
Friends in Education	200	8	200	200
Indian Affairs -	150	163	150	300
Total Committee Administration	\$19,425	\$13,222	\$19,425	\$17,450
Extended Services				
American Friends Service Committee	\$300	\$300	\$300	\$400
Earlham School of Religion	300	300	300	400
Friends Committee National Legislation	300	300	300	400
Friends Council on Education	300	300	300	400
Friends Journal	300	300	300	400
Pendle Hill	300	300	300	400
William Penn House	300	300	300	400
Associated Comm. Friends for Indian Affairs	300	300	300	400
Sandy Spring Friends School	300	300	300	400
National Council of Churches	300	300	300	400
World Council of Churches	300	300	300	400
Friends Peace Teams	1,000	1,000	1,000	1,000
Center for Conscience and War				400
Right Sharing of World Resources, Inc.				400
Sub-Total Extended Services	\$4,300	\$4,300	\$4,300	\$6,200
Membership Contributions				
Friends General Conference	\$21,000	\$21,000	\$23,000	\$28,000
Friends United Meeting	14,000	14,000	16,000	17,000
Friends World Committee for Consultation	7,500	7,500	9,000	9,500
Sub-Total Memberships	\$42,500	\$42,500	\$48,000	\$54,500
Total Memberships & Services	\$45,800	\$45,800	\$51,300	\$60,700

Camp Properties Budget

Property Revenue	2000 Budget	2000 Actuals	2001 Budget
Shiloh			
Camp Summer Rental	\$14,000	\$14,000	\$14,000
Other Weekend Rentals	4,000	674	6,000
Firewood Sales	500	628	500
Miscellaneous	100	21	100
Sub-Total Shiloh	\$18,600	\$15,323	\$20,600
Catoctin			
Camp Summer Rental	\$15,000	\$15,000	\$15,000
Other Weekend Rentals	8,000	5,628	8,000
Firewood Sales	500	205	500
Miscellaneous	100		100
Sub-Total Catoctin	\$23,600	\$20,833	\$23,600
Opequon			
Camp Summer Rental	\$6,000	\$3,000	\$4,000
Other Weekend Rentals	500		500
Miscellaneous	100		100
Sub-Total Opequon	\$6,600	\$3,000	\$4,600
Annual Contributions	\$7,000	\$1,500	\$7,000
Total Property Revenue	\$55,800	\$40,656	\$55,800

Camp Properties Budget (continued)

	2000 Budget	2000 Actuals	2001 Budget	2002 Budget
Disbursements				
Shiloh				
Utilities	\$4,500	\$4,355	\$4,000	\$4,500
Telephone	1,500	1,948	1,750	2,000
Insurance-Property	2,200	1,782	2,200	1,800
Insurance-Medical	2,400	2,400	2,400	2,400
Stipend	1,800	1,650	4,000	3,500
Building Maintenance	2,500	4,466	2,500	2,500
Equipment Maintenance	1,500	2,963	2,000	3,000
Grounds & Forestry	500		450	250
Trash Removal	100	700	100	500
Real Estate Taxes	900	961	850	975
New Equipment	500		500	500
Miscellaneous	500	1,127	500	500
Contingency	500		500	500
Sub-Total Shiloh	\$19,400	\$22,352	\$21,750	\$25,625
Catoctin				
Utilities	\$5,500	\$5,900	\$5,500	\$6,500
Telephone	1,500	2,157	1,350	1,750
Insurance-Property	2,200	1,782	2,200	2,000
Insurance-Medical	2,000	2,400	2,400	2,400
Stipend	1,800	1,650	4,000	4,000
Building Maintenance	2,500	5,360	3,000	4,500
Equipment Maintenance	2,500	1,852	2,000	1,500
Grounds & Forestry	750	471	750	500
Trash Removal	600	402	700	500
Real Estate Taxes	350	400	350	400
New Equipment	500	537	500	500
Miscellaneous	500	2,231	500	500
Contingency	500		500	500
Sub-Total Catoctin	\$21,250	\$25,142	\$23,750	\$24,850

Camp Properties Budget (continued)

Disbursements	2000	2000	2001
Opequon	Budget	Actuals	Budget
Utilities	\$1,500	\$769	\$1,500
Telephone	300	274	300
Insurance-Property	250		250
Building Maintenance	1,500	340	1,500
Equipment Maintenance	500		500
Grounds & Forestry	250	376	250
Trash Removal	500		500
Lease		3,000	3,000
New Equipment	500		500
Miscellaneous	500	120	500
Contingency	500		500
Sub-Total Opequon	\$6,300	\$4,879	\$9,300
Capital Reserves	\$3,000		\$4,000
Total Camp Property	\$49,900	\$52,372	\$58,800
Surplus/(Deficit)	\$5,900	(\$11,716)	(\$3,000)

Committees Programs Budget

	2000 Budget	2000 Actuals	2001 Budget	2002 Budget
Program Revenue				
Spiritual Formation	\$12,000	\$3,385	\$7,000	\$5,500
Silent Retreat	5,000	5,560	5,000	5,500
Religious Education Retreat	1,200	870	1,200	1,000
Young Friends Conferences	8,500	6,675	8,500	9,000
Junior Young Friends Conferences	500		750	750
Young Adult Friends Conferences	500	134	500	500
Total Committee Program Revenue	\$27,700	\$16,624	\$22,950	\$22,250
Special Projects Revenue				
Indian Affairs-Embraced Friend	\$12,600	\$21,800	\$1	\$1
Voluntary Service-Embraced Friend	6,000	12,000	1	1
Friends Peace Teams Project	70,000	63,619	87,000	87,000
Total Project Revenue	\$88,600	\$97,419	\$87,002	\$87,002
Program Expenses				
Spiritual Formation	\$11,000	\$4,154	\$6,000	\$5,500
Silent Retreat	4,500	8,050	4,500	5,500
Religious Education Retreat	1,100	961	1,100	1,000
Young Friends Conferences	4,000	4,323	4,000	5,000
Junior Young Friends Conferences	300		400	650
Young Adult Friends Conferences	400	615	450	450
Total Program Expenses	\$21,300	\$18,102	\$16,450	\$18,100
Special Projects Expenses				
Indian Affairs-Embraced Friend	\$12,600	\$21,800	\$1	\$1
Voluntary Service-Embraced Friend	6,000	12,000	1	1
Friends Peace Teams Project	69,500	63,619	85,000	87,000
Total Project Expenses	\$88,100	\$97,419	\$85,002	\$87,002

Annual Session Budget

	2000 Budget	2000 Actuals	2001 Budget
Revenue			
Fees and Lodging	\$77,000	\$64,088	\$74,000
Key Deposit	2,000	1,900	2,000
Donations	2,500	1,900	2,500
Carey Fund	500	500	500
Miscellaneous Income	300		300
Bookstore	10,000	10,355	10,500
Total Revenue	\$92,300	\$78,743	\$89,800
Expenses			
Housing	\$19,000	\$22,500	\$21,000
Food Service	23,000	21,659	19,000
Simple Meal	1,000	800	1,000
Junior Yearly Meeting	6,500	5,000	5,500
Snacks, etc.	500	500	500
Conference Fee	5,000	5,357	5,000
Workgrants	8,000	5,000	6,000
Scholarship	500	1,364	500
Copier & Administration	900	250	500
Key Refund	400	105	300
Honorarium	400	400	500
Travel	500	500	500
Postage	1,750	1,200	1,200
Interchange	1,750	1,779	1,750
Advance Reports	1,000	807	1,000
Books UPS	500	423	500
Bookstore	7,125	8,666	8,800
Van Rental	750	706	750
Miscellaneous		290	
Total Expenses	\$78,575	\$77,306	\$74,300
Surplus/(Deficit)	\$13,725	\$1,436	\$15,500

Camping Programs Budget

	2000 Budget	2000 Actuals	2001 Budget	2002 Budget
Revenue				
Fees	\$367,530	\$339,356	\$363,285	\$375,000
Application Fees	12,750	12,845	13,000	13,000
Contributions	6,500	10,727	8,750	10,000
Endowment Income	4,000	1,716	4,000	8,000
Interest	500	415	500	500
T-Shirt Sales	3,550	3,558	6,300	3,000
Other	1,264	1,094	1,914	1,000
Total Revenue	\$396,094	\$369,711	\$397,749	\$410,500
Disbursements				
Staff Salaries	\$157,000	\$156,968	\$162,000	\$164,500
Workgrants	23,500	31,712	23,000	25,000
Payroll taxes	10,100	10,136	11,000	11,000
Sub-Total Personnel	\$190,600	\$198,816	\$196,000	\$200,500
Transportation	\$30,000	\$21,128	24,250	\$25,000
Program	16,500	25,931	21,500	25,000
Staff Training	2,750	450	1,850	2,000
Administrative	4,060	5,777	4,400	4,500
Telephone	3,300	3,406	2,900	3,000
Medical	3,100	2,564	2,900	3,000
Laundry	1,050	950	1,050	1,200
Leases	34,500	30,710	35,000	39,000
Food	53,200	62,062	64,000	62,000
Accounting	5,400	5,182	5,100	6,000
T-Shirts	2,550	3,964	2,650	3,000
Insurance	17,000	13,328	15,000	15,000
Misc.		103		3,200
Scholarships	10,200	9,483	10,500	10,000
Contingency	4,500	4,026	4,500	5,000
Sub-Total Other	\$188,110	\$189,064	\$195,600	\$206,900
TOTAL	\$378,710	\$387,880	\$391,600	\$407,400
Surplus/(Deficit)	\$17,384	(\$18,170)	\$6,149	\$3,100

Baltimore Yearly Meeting Investment Portfolio—2000

Maturity Date	Institution	Type of Investment	Rate	Cost	
Fixed Rate Investments					
Open	Sandy Spring National Bank	MMSA	3.2%	\$10,806	
11/16/02	Friends Extension	3-year note	7.5%	\$10,000	
Open	Friends Meeting House Corp.	Note	5.00%	\$10,000	
Total Fixed Value Investments				\$30,806	\$3
Common Stocks				\$819	
Mutual Funds Investments					
T. Rowe Price		GNMA Fund		\$41,054	\$
Calvert Social Flexible		Investment Fund		\$75,529	\$
Pax World Fund		Balanced Fund		\$207,918	\$2
Vanguard		GNMA Fund		\$35,000	\$
Total Mutual Funds Investment				\$359,501	\$37
GRAND TOTALS				\$391,126	\$40

Baltimore Yearly Meeting: Funds Activity—2000

	Balance 1/1/2000	Gifts or Fees	Disbursed	Transfers	Interest from Ed. Loans	Investment Interest Income	Balance 12/31/2000
Endowment Funds							
Bush Creek Burial Grounds	\$586						\$586
Carey Memorial Lecture	4,427						4,427
Education Fund	83,211	\$100					83,311
Indian Fund	15,099						15,099
Meeting House Repair Fund	12,440						12,440
Yearly Meeting Fund	7,877						7,877
Sue Thomas Turner							
Quaker Education	36,956	10,275					47,231
Barry Morley Camper							
Scholarship Fund	29,450	94,370					123,820
Totals for Endowments	\$190,146	\$104,745	\$0	\$0	\$0	\$0	\$294,791
Income Funds							
Bush Creek Burial Grounds	\$3,109		(\$214)			\$214	\$3,109
Carey Memorial Lecture	813		(300)			332	845
Education Fund	101,397				\$1,330	7,612	110,338
Indian Fund	1,973		(1,859)		960	1,073	1,074
Meeting House Repair Fund	31,021					2,710	33,903
Sue Thomas Turner							
Quaker Education Fund	4,852		(1,762)			2,329	5,420
Totals for Income Funds	\$143,337	\$0	(\$4,135)	(\$0)	\$1,330	\$14,157	\$154,689

Baltimore Yearly Meeting: Funds Activity—2000

	Balance 1/1/2000	Gifts or Fees	Disbursed	Transfers	Interest from Ed. Loans	Investment Interest Income	Balance 12/31/2000
Other Funds							
Ethel Reynolds Fund	\$84,577		(\$2,000)		\$2,418	\$4,819	\$87,396
Fairhill Fund	159,189				324	5,240	166,847
Pre-College Fund	20,348					604	21,276
Yearly Meeting Assistance	2,370		(300)			154	2,224
Counseling Service	5,336	\$150	(3,000)			313	2,799
Alternative to Violence	8,615	326	(3,247)				5,694
Friends Peace Teams	18,335	103,351	(69,650)				52,036
Indian Affairs							
Embraced Friend	6,995	21,913	(22,224)				6,684
Voluntary Service							
Embraced Friend	5,699	13,315	(13,155)				5,859
Total Other Funds	\$311,464	\$139,055	(\$113,576)	\$0	\$2,742	\$11,130	\$350,815
Custodial Funds							
Mathews Fund-Principal	\$1,276						\$1,276
Mathews Fund-Income	542					115	657
Total of Custodial Funds	\$1,818	\$0	\$0	\$0	\$0	\$115	\$1,933


SNYDER-COHN-COLLYER-HAMILTON & ASSOCIATES P.C.
Accountant's Review Report

To the Committee of Trustees
 Baltimore Yearly Meeting of the
 Religious Society of Friends, Inc.
 New Spring, Maryland

We have reviewed the accompanying Statement of Financial Position of Baltimore Yearly Meeting of the Religious Society of Friends, Inc. (a nonprofit corporation) as of December 31, 2000, and the related Statements of Activities and Cash Flows for the year then ended, in accordance with Statements on Standards for Accounting and Review Services issued by the American Institute of Certified Public Accountants. All information included in these financial statements is the representation of the management of Baltimore Yearly Meeting of the Religious Society of Friends Inc.

A review consists principally of inquiries of meeting personnel and analytical procedures applied to financial data. It is substantially less in scope than an audit in accordance with generally accepted auditing standards, the objective of which is the expression of an opinion regarding the financial statements taken as a whole. Accordingly, we do not express such an opinion.

Based on our review, we are not aware of any material modifications that should be made to the accompanying 2000 financial statements in order for them to be in conformity with generally accepted accounting principles.

The financial statements for the year ended December 31, 1999 were audited by other auditors, and they expressed an unqualified opinion on them in their report dated January 27, 2000, but they have not performed any auditing procedures since that date.

Snyder, Cohn, Collyer, Hamilton & Associates, P.C.

February 28, 2001

Certified Public Accountants and Business Advisors
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 Phone: 301-652-6700 Fax: 301-986-1028
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(A copy of the complete report is available in the Baltimore Yearly Meeting Office.)

Baltimore Yearly Meeting of the Religious Society of Friends Statement of Financial Position

December 31	2000 (Reviewed)	1999 (Audited)
Assets		
Current Assets		
Cash	\$ 34,408	\$ 83,409
Accounts receivable		
Monthly Meetings	18,843	43,476
Camp Fees	5,780	4,463
Accrued Investment Income	21,755	6,725
Inventory of Publications at Cost	2,496	4,295
Prepaid Expenses	19,434	20,968
Current Portion of Contributions Receivable	42,553	74,431
Current Portion of Educational Loans Receivable	86,199	93,572
Current Portion of Notes Receivable-Other	<u>20,000</u>	<u>20,000</u>
Total Current Assets	<u>251,468</u>	<u>351,339</u>
Investments	<u>378,078</u>	<u>348,978</u>
Land, Buildings, Improvements and Equipment		
net of accumulated depreciation	<u>1,875,413</u>	<u>1,767,473</u>
Other Assets:		
Contributions Receivable, net of current portion	—	6,363
Educational Loans Receivable, net of current portion	36,350	30,500
Notes Receivable - Other, net of current portion	<u>8,144</u>	<u>3,613</u>
Total Other Assets	<u>44,494</u>	<u>40,476</u>
Total Asset	<u>\$ 2,549,453</u>	<u>\$ 2,508,266</u>

**Baltimore Yearly Meeting of the Religious Society of Friends, Inc.
Statements of Financial Position**

December 31	2000 (Reviewed)	1999 (Audited)
Liabilities and Net Assets		
Current Liabilities		
Accounts Payable and Accrued Expenses	\$ 7,015	\$ 8,042
Agency Funds	2,171	859
Custodial Accounts	2,374	2,214
Current Portion of Long-Term Debt	<u>45,000</u>	<u>35,000</u>
Total Current Liabilities	56,560	46,115
OTHER LIABILITIES		
Long-Term Debt, net of current portion	<u>-</u>	<u>30,000</u>
Total Liabilities	<u>56,560</u>	<u>76,115</u>
Net Assets		
Designated for Major Repairs, Travel and Fixed Assets	24,274	16,274
Other Unrestricted	<u>1,524,078</u>	<u>1,486,711</u>
Total Unrestricted	1,548,352	1,502,985
Temporarily Restricted	649,749	739,021
Permanently Restricted	<u>294,792</u>	<u>190,145</u>
Total Net Assets	<u>2,492,893</u>	<u>2,432,151</u>
Total Liabilities and Net Assets	\$ 2,549,453	\$ 2,508,266

Baltimore Yearly Meeting of the Religious Society of Friends Statements of Activities

For the year ended December 31, 2000 (Reviewed)

	Unrestricted	Temporarily Restricted	Permanently Restricted	
Support, Revenues, Gains, and Reclassifications				
Apportionments	\$ 264,467	\$ -	\$ -	\$ -
Yearly Meeting Revenue	67,089	-	-	-
Other Program Revenues	17,102	-	-	-
Contributions	4,854	164,435	104,647	-
Investment Income	1,509	49,002	-	-
Use of Facilities	35,302	-	-	-
Publication Sales	2,519	-	-	-
Summer Camps	383,982	-	-	-
Net Losses on Investments	-	(39,045)	-	-
Other Revenue	<u>4,008</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Support, Revenues and Gains	780,832	174,392	104,647	1,060,871
Net assets released from restrictions	<u>263,664</u>	<u>(263,664)</u>	<u>-</u>	<u>-</u>
Total Support, Revenues, Gains and Reclassifications	<u>1,044,496</u>	<u>(89,272)</u>	<u>104,647</u>	<u>1,060,871</u>
Expenses				
Program Expenses				
Yearly Meeting and Other Programs	388,890	-	-	-
Summer Camps	<u>409,123</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Program Expenses	798,013	-	-	-
General Administration	<u>201,116</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total Expenses	<u>999,129</u>	<u>-</u>	<u>-</u>	<u>-</u>
Change in Net Assets	45,367	(89,272)	104,647	60,742
Net Assets - Beginning	<u>1,502,985</u>	<u>739,021</u>	<u>190,145</u>	<u>2,432,151</u>
Net Assets - Ending	<u>\$ 1,548,352</u>	<u>\$ 649,749</u>	<u>\$ 294,792</u>	<u>\$ 2,492,893</u>

Baltimore Yearly Meeting of the Religious Society of Friends, Inc. Statement of Activities

For the year ended December 31, 1999 (Audited)

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Support, Revenues, Gains, and Reclassifications				
Apportionments	\$ 254,485	\$ -	\$ -	\$ 254,485
Yearly Meeting Revenue	72,167	-	-	72,167
Other Program Revenues	17,234	-	-	17,234
Contributions	4,775	163,586	100	168,461
Investment Income	1,157	31,943	-	33,100
Use of Facilities	34,285	-	-	34,285
Publication Sales	4,406	-	-	4,406
Summer Camps	381,513	-	-	381,513
Net Losses on Investments	-	(11,853)	-	(11,853)
Other Revenue	<u>4,882</u>	<u>-</u>	<u>-</u>	<u>4,882</u>
Total Support, Revenues and Gains	774,904	183,676	100	958,680
 Net assets released from restrictions	 <u>141,457</u>	 <u>(141,457)</u>	 <u>-</u>	 <u>-</u>
 Total Support, Revenues, Gains and Reclassifications	 916,361	 42,219	 100	 958,680
 Expenses				
Program Expenses				
Yearly Meeting and Other Programs	348,082	-	-	348,082
Summer Camps	<u>375,364</u>	<u>-</u>	<u>-</u>	<u>375,364</u>
Total Program Expenses	723,446	-	-	723,446
General Administration	<u>186,038</u>	<u>-</u>	<u>-</u>	<u>186,038</u>
Total Expenses	<u>909,484</u>	<u>-</u>	<u>-</u>	<u>909,484</u>
 Change in Net Assets	 6,877	 42,219	 100	 49,196
 Net Assets - Beginning, as restated	 <u>1,496,108</u>	 <u>696,802</u>	 <u>190,045</u>	 <u>2,382,955</u>
 Net Assets - Ending	 \$ 1,502,985	 \$ 739,021	 \$ 190,145	 \$ 2,432,151

STAFF REPORTS

GENERAL SECRETARY

Administration Insurance premiums continue to rise. At the Friends Meeting Triennial in Williamsburg, VA during the summer of 1999, and Friends General Conference Gathering last summer, I took the opportunity to visit with representatives of GuideOne Insurance. GuideOne is a national insurance company that works primarily with churches and nonprofit organizations and is beginning to work with Friends groups along the eastern seaboard. After receiving a quotation for Yearly Meeting insurance, the Stewardship Finance Committee along with Trustees decided to change our coverage to GuideOne. The local agent and company then proposed developing a new Policy so that Monthly Meetings, schools, retirement centers, and organizations could join, increasing the savings and coverages to each. Seventeen Meetings, Houses, three schools, and William Penn House have since joined the new Policy, for a total insured value of twenty-eight million dollars. Overall, savings on the premiums is approximately twenty-five percent.

Medical insurance costs continue to rise as well. I participate in the Washington Council of Agencies (the Yearly Meeting purchases medical insurance through the Washington Council of Agencies) programs to stay abreast of the changing costs of medical insurance to maximize protection for staff and maintain costs for the Yearly Meeting.

The Yearly Meeting office and residence are heated with oil heat. I was concerned that the buried oil tank had been in place since the office was built in the late 1960's. I had the oil tank replaced this winter. It had lost some structural integrity; replacement was warranted.

Office staff continues to send out acknowledgment letters, as required by Internal Revenue Service code, to contributors to BYM programs, including the Peace Teams Project, Indian Affairs Released Friend, and Voluntary Friends Released Friend. The Yearly Meeting laid the F.U.T.U.R.E. Subcommittee to rest last summer, as its work was completed. I promised to write a report for the Yearly Meeting as to how the funds raised were used. Here is that report, which will also appear in the September issue of the *Interchange*:

F.U.T.U.R.E Campaign Expenditures

Catoctin

Lagoon	\$24,298
Bathhouse Equipment	\$4,520
1995 Ford F350	\$11,834
Lodge Roof	\$10,311

Lodge Fireplace	\$5,260
Shop Extension	\$8,844
Carport/Shed	\$3,196
Lodge Flooring and Guttering	\$5,675
Infirmiry Renovations	\$689
Total	\$74,627

Shiloh

Bathhouses	\$127,827
Bridge-Nov 1996	\$6,996
Bridge-Feb 2000	\$22,650
Well	\$7,235
1994 Ford F150	\$9,500
Cabin & Dining Hall Renovations	\$22,557
Infirmiry Renovations	\$9,024
Kitchen Renovations	\$4,624
Kitchen Equipment	\$2,053
Deck on Caretaker's Residence	\$6,354
Caretaker's House Roof & Guttering	\$5,781
Total	\$224,601

Opequon

Septic System	\$12,000
Kitchen Equipment	\$5,450
Total	\$17,450

Barry Morley Camper Scholarship Fund	\$96,000
Debt Reduction	\$142,000

Total	\$554,678
Pledges Outstanding	\$42,250

The *Interchange* is a resource to address concerns before the Monthly Meetings and the Yearly Meeting. Each issue has a theme, and it is my plan to continue that practice. The *Interchange* is now available from the BYM web site in PDF and HTML formats (www.bym-rsf.org). I would like to explore reducing the cost of production and mailing by asking individuals if they would prefer downloading the *Interchange* as opposed to receiving a copy in the mail. This would help keep down printing and postage costs, which are increasing with the postal service already requesting an increase for third-class mail.

Staff A very capable and dedicated staff serve the Yearly Meeting. The members work well together and support each other in their work.

Josh Riley (Hopewell Centre) continues as Camp Administrator. Josh is very busy this year. Not only is there growing interest in the camping season, Josh is giving more of his time to property management issues. Whether scheduling and coordinating workdays, meeting with the caretakers, or working with vendors, increasing amounts of Josh's time are devoted to proper management. He is also working to increase the rental income for Shiloh, and Opequon. He and I have begun to discuss the larger issue of volunteer support for the camp properties, and whether or not the Yearly Meeting needs to do what we are asking of the caretakers, and their compensation.

Michele Levasseur (Takoma Park) continues as Youth Secretary. She works with the Young Friends Executive Committee, Conferences Planners, Meeting Planners, *Baltimore Young Friends Newsletter (BYFN)* Editor. She provides administrative support to the Youth Programs Committee. She also supports the work of Young Adult Friends. With several volunteers Michele has developed a Junior Young Friends program of three overnights during the year. Michele also continues to provide one day per week administrative support for the Washington Quaker Work Camps.

Pam Tyng (Adelphi) serves as Bookkeeper/Administrative Assistant. With the departure of Evelyn Lowenstein, bookkeeper, in September 2000, Pam took on the bookkeeping responsibilities and has truly enjoyed that work. Having to do this work is convenient as she is available to print out financial reports whenever we need them. Pam supports the work of many Yearly Meeting committees, but especially the Education Funding Resources Committee.

Robert Strasser continues to serve as Catoctin Caretaker. More than a year ago he began the process of negotiating the sale of a conservation easement on the property and I hope that by the time you read this the sale will be complete. Robert also keeps in touch with the local community and has alerted the Catoctin Site Committee to such concerns as paving of the road through Catoctin.

Ralph Reed, the new Shiloh Caretaker, began his duties in the fall. He has worked to make improvements at Shiloh, and visitors will notice a difference in several facilities. Ralph, from the local community, is working to strengthen the relationship with that community.

After careful consideration of the budget and the religious education work requested of the Yearly Meeting office, Margo Lehman (Sandy Spring) has agreed that her employment as Religious Education Secretary would end at the end of March 2001. Religious education of our children is vital but not always a priority. How can this work happen at the Monthly Meeting level. How can the Yearly Meeting support religious education at the Monthly Meeting? Thanks to Margo for three years of service to Baltimore Yearly Meeting.

Maria Bradley (Sandy Spring) resigned as Receptionist/Secretary in the fall of 2000 for personal and family concerns. I thank Maria for her cheerful voice and dedication to Baltimore Yearly Meeting.

Committee Support I meet regularly with the Stewardship and Finance Committee and Yearly Meeting Program Committee. I make myself available to other committee clerks and often visit with them by phone before meetings, if so needed. I stay in touch with Trustees, Peace and Social Concerns Committee, Friends Peace Teams Project, Ministry and Counsel Committee, Committee for the Nurture and Recognition of Ministry, and the Indian Affairs Subcommittee for the Support of Pat Kutzner. For the past year I have worked with Quaker Institute for Servant Leadership.

Thank you for the opportunity to serve with you as Baltimore Yearly Meeting continues to grow in membership, programs, and depth of commitment to Quaker faith and practice.

Frank Massey

CAMP ADMINISTRATIVE SECRETARY

I sit down to write my annual staff report at Shiloh Quaker Camp. I've come today, during staff training week, to fill out tax forms with the counselors and generally check in. The older I get the younger the counselors seem to me. I know parents and adults must have felt the same about me when I was a counselor—nervous about entrusting their children to me for the summer. Did they drive away feeling trepidation? Or glee? Probably a mixture of both. I know from experience that the counselors and staff rise to the occasion and surpass our expectations. They work magic—empowered into leadership and nurture through the Light.

So I sit in the basement of the caretaker's residence looking through old pictures and other archives. I see pictures of Mike deHart from his time as the director of Opequon, and of Sue deVeer and of Sheila Bach. There are pictures of Barry Morley too and I feel totally and completely grounded. There is such a rich history at our camps. I feel it surround me and hold me up. My grandmother turned 89 this June and I sat with her and my father at her birthday party and I thought about her years at Camp Keewadin and my father's at Catoctin. The dynasty was unintentional—probably more destiny than anything else. Folks are drawn into or seek out the program and they are touched by it; I am, and I delight in continuing to walk with the program and watch it touch more lives.

Program This year, my third in the job, has been a good one for me. I have felt more settled and comfortable in the work, more of it came naturally, some worry and most panic is gone. I delight in working with the various camp-related com-

mittees. The Camping Program Committee meetings have been joyful and productive, each member sharing pieces of his or her vision and wisdom. The committee has met once a month through the fall, winter and spring. The committees work on budgeting, camp support, diversity issues and have been addressing the question of how best to evaluate the work of the directors.

Following the retirement of Amy Williamson, a search committee hired Downey and Whitney Thompson to co-direct Teen Adventure. The transition has been smooth and Teen Adventure is in good hands. Linda Garrett and Dana Foster have returned to direct Catoctin and Shiloh respectively. Brigham has returned to Opequon as well.

During a retreat with Camp Program Committee members and camp directors in February, we re-committed ourselves to the importance of documenting camp policies and procedures. The retreat was productive and energizing. The fellowship deep and centering. We decided we would definitely do

Shiloh and Catoctin thrive with their similar programs. The sisterhood between camps was made more evident last summer by some cross-staffing. Catoctin campers were hired at Shiloh. The opportunity for all the staff to be together during pre-precamp staff training week further solidifies the feeling of the camps as one program, serving diverse needs and each thriving. This year we had a fantastic workshop about diversity issues as well as a canoe and CPR certification during this "pre-precamp" staff training week.

TA is also in wonderful shape and looking to the future. It asks how best to meet the needs of campers rising from the three "feeder" camps. How much do the desires and needs of Opequon campers differ from those from Catoctin and Shiloh and how might the program adapt to meet these needs better?

Opequon is sure to settle in even more this year. The summer was lengthened this year from three weeks to five. The property is shaping up. Several transitions have led to the stability of a new home and a clear, yet evolving vision of what the program should be and could be.

Property This was a good year for the properties as well. Robert continues as caretaker at Catoctin and Ralph Reed and his family moved to Shiloh around the winter holidays. Much work was done (with always more to do). Robert alerted us to the possibility of the conservation easement and an impending road paving at Catoctin. We are grateful to Robert for his shepherding these projects through. The septic situation at Catoctin needs attention and the addition of composting toilets is in the plan. Funding and serious planning for this project need to proceed.

At Shiloh, much was done this year to upgrade the kitchen and convert the basement of the caretaker's residence to a more attractive and rentable state. The renovation of the old log cabin on the property was completed. The renovation was made possible through a gift to the Yearly Meeting. The building was christened "Ruby's Cabin" after the donor's mother. The future for the property includes expansion of the dining hall and additional cooling space for the kitchen.

Opequon is in excellent shape. I am overcome by the beauty of this, our newest (old) camp. It serves the needs of the summer program very well and at this writing, all of the five weeks of camp are just about full or slightly overfull. The property management at Opequon was a breeze this year compared to last, due largely to the continued enthusiasm and commitment of a small group of Site Subcommittee members. Cabin maintenance, kitchen finishing, the addition of a porch/sun room (wow! Thanks to Bill Henry) to the kitchen and tons of other work was completed this year. The lack of an on-site caretaker makes the work of the committees all the more vital. Thanks to any and all who volunteered their time at any of the camp properties this year.

New camp rental brochures are being created and I plan to focus more on camp rentals this year. Shiloh still gets less use than it needs to. Catoctin is overbooked and in demand. Opequon is also available for rent in the fall and spring and I am looking at ways to get more use at the camps.

The Property Management Committee met several times and is committed to doing more capital budgeting and a long range plan for the properties. The main committee was clerk-free for some of the year and Lou Harrington retired after many years as the Catoctin Site Subcommittee clerk. Thank you Lou for all your work! Thanks to Peter Clark for his years as the Shiloh Site Subcommittee clerk as well!

The Property Committee and Subcommittees need more members. I am concerned about this. Busy lives keep people so, well, busy! I question whether the stewardship of our camp properties has become too large a job to be adequately supported by the present committee and staff structure.

Technology and Archiving Getting the camp rental information on the yearly meeting website this year was a great advancement. Anyone can look and see when the camps are rented and when they are available. This has made the flow of information between the caretakers and me much more efficient. Summer camp-related forms and applications were also put online for the first time this year and I have been pleased with the response. If anyone has any archival material or photos, please feel free to submit them to me in the office. I love to put things online and am excited to do more archiving this year. I also welcome any suggestions about the camp web pages.

Visitation This year I visited several monthly meetings informally. I had more formal visits to Midlothian and Maury River. I enjoy visitation in person and look forward to more. If you'd like to have me visit and talk about the camping program and yearly meeting and answer questions, please let me know.

I feel that there must be tons more to report. I am content in the job and the work. It is an incredible honor to be able to serve these miraculous programs. I love working with Frank and Michele and Pam and the other staff at the office. I marvel at their work and their commitment as staff of this organization. I am looking forward to this next year, to expanding the scope of my job to include more archival and historical work as well as reunion and other outreach. Thanks to all who support me in large and small ways.

Josh Riley

YOUTH SECRETARY

Many of the goals that were set for this year have been met. I look forward to another year of expanding youth programs to include more workcamps and specialized conferences. The average attendance at the five Young Friends conferences this year was 72 teens and 5 Adult or Young Adult presenters. The Young Friends Executive Committee met three times over the year and continued to evaluate the relationships between Young Friends and Yearly Meeting and Young Friends and Executive Committee. The Junior Young Friends (middle school Friends) met three times. There were several adults and young people who mentored this new program through its first year. There was an average of 25 middle school teens in attendance at each conference.

Some changes to the Young Friends program have been recommended and approved for the 2001-02 Executive Committee were approved at the June Yearly Meeting held at Sandy Spring Meeting. Typically, approval has been completed at the Yearly Meeting. The reason for this change was to give incoming Executive Committee members more time to ease into their new roles. Young Friends decided not to begin a policy of censorship of the Baltimore Young Friends letter. It was felt that to do so would be injurious to the nature of the relationship that Young Friends have with one another and the Youth Secretary. An explanation of this decision will be included in all *BYFN*'s.

In March fifteen Young Friends from several different Monthly Meetings gathered at Martha's Table in Washington DC for a Washington Quaker Workshop. We spent the night on an upstairs floor after hearing from Veronica Park, Martha's Table Director about the work done there. In the morning we split into groups and served the community in many capacities. Some helped prepare food for over 3000 people that would be served from vans in several DC neighborhoods. Others handed food out to individuals who came directly to the

While we were there more than 100 people received food this way. Other work included cleaning the kitchen and pantries, unloading trucks, cleaning vans, and accepting and storing donations. A late lunch at Ben's Chili Bar and reflections in the nursery ended the day. Everyone felt tired and energized from the experience. As a result of this workcamp, Young Friends hope to schedule 3 workcamps this year in addition to the regular conference schedule.

I had the opportunity to attend YouthQuake, the triennial Quaker youth gathering, in December. I found meeting Friends from other parts of the country and world to be an extremely fulfilling experience. It was at times challenging to be confronted with Quakerism's diversity in faith practices and beliefs, but that challenge was eased by the friendships which were readily made. Plus it was fun to be in Seattle for a week!! The Youth Programs Committee recommended this spring at Representative Meeting that we continue to support YouthQuake by appointing a representative to the planning committee. I have also enjoyed visiting many different Monthly Meetings which hosted youth events this year. Young Friends and Junior Young Friends were welcomed by: Hopewell Centre; Gunpowder; Little Falls; Homewood (2 x's); Richmond; Frederick; State College; Sandy Spring (2x's); and York Monthly Meetings. I am grateful to the members of all of those Meetings for allowing teens to bring their vitality (noise), energy (more noise), and spirit (even greater noise) to their Meeting Houses. I truly appreciate the radical support that our Yearly Meeting gives its Youth Programs. I say radical because of the amount of faith and trust we have in the use of Quaker process by the Young Friends and Junior Young Friends. Young people in our society have far too few opportunities to experience faith-based-trust.

Next year's plans include two additional Young Friends' conference weekends with more specific agendas than the other five. One conference will focus on an aspect of the Bible, and the other will be a two-retreat weekend for young men and women, with separate programs for each. We are also planning at least three opportunities for Young Friends to participate in workcamps.

I will continue to work closely with the Junior Young Friends program, which has been the highlight of this year for me. I will also remain actively involved in giving support to the Young Friends Executive Committee. This year I have been part of the planning process for the YoungQuakes Gathering, and will attend that event this fall in Philadelphia. My goal is to increase connections both from within and without the Yearly Meeting, and to expand the programs offered by the Yearly Meeting for youth. It is my hope that this growth will come close to meeting the diverse needs of teens within Baltimore Yearly Meeting.

The many adults who give up huge chunks of their time and sleep for our youth need our gratitude and support. (It should be noted that many of them serve both within their own Monthly Meetings and the Yearly Meeting.) Words and time are not available to me to truly describe the gifts and energy that each bring to the

different programs. In addition, many Young Friends and Young Adults have been actively involved in developing a strong Junior Young Friends community. I think that the love they have shared with this younger group was first to them by the many Friendly Adult Presence's who nurtured the Young community. I will not single any particular person out, but must say that a lot of dozens is being done by a scant 5-7 adults. These mentors have had a big impact on probably 200 teens from within the Yearly Meeting. I hope that perhaps more adults might consider helping us in the future. A society is as strong as its members and the strength of this society is in the hands of a small number. My goal is to add 10 new names and faces to the Youthworkers we now have by the middle of next year.

I am grateful to Baltimore Yearly Meeting for wanting strong youth programs. I am even more grateful for the education that I receive from working with rather enlightened young people.

Michele Levasseur

REPORTS OF AFFILIATED ORGANIZATIONS

AMERICAN FRIENDS SERVICE COMMITTEE

In November 2000, Mary Ellen McNish became the new General Secretary. Almost immediately following her appointment she left for the Middle East, taking her place in an ecumenical delegation of U.S. Christians as the representative of AFSC. More information on the work of this Delegation appears further on.

During this spring and summer the AFSC Board is embarking on a "Visioning Process" to consider worshipfully where AFSC is called to be as we enter the 21st Century. Africa seems very likely to be among the regions.

Following is a rather condensed sample of AFSC's activities during the year 2000 and early 2001:

Domestic Regions The "Quiet Helpers" German Exhibit, which is at present touring the U.S., documents the cooperation of AFSC, Quaker Aid and OSE (Œuvre de Secours aux Enfants) after World War II. It is now expected to be shown in Baltimore early in 2002, and details will be published when it is available to be seen there. AFSC was co-recipient of the Nobel Peace Prize for its share of this work.

In "Recognition of a Tireless Worker," Fran Donelan retired as Director of Training at AFSC/MAR in Baltimore on October 31. Fran is remembered by many young Quaker men who received her guidance before they made the decision to register as conscientious objectors. At MAR, Fran started an intern program to train local young men in counter-recruitment and counseling. These young men then took the program into high schools to inform students about their options.

On the continuing opposition to the death penalty, in November AFSC co-sponsored a conference in San Francisco, "Committing to Conscience: Building a United Strategy to End the Death Penalty." Other participating organizations were the Committee of Sant' Egidio, Death Penalty Focus, and the National Coalition to Abolish the Death Penalty. This conference has spurred renewed efforts to establish a moratorium on the death penalty at the state level. Arizona, Illinois, Maryland, New Jersey, North Carolina and Pennsylvania are among states where moratorium initiatives are emerging.

International Regions The Ecumenical Delegation to the Middle East was formed when Christians of several denominations, in Israel and Palestine, departed a pastoral visit from U.S. Christians at this critical time. The Delegation

traveled to the area during December 7-12. The U.S. is not perceived as an honest mediator in Palestine since Israeli occupation is considered to be the stumbling block to peace. James Matlack of the AFSC Washington Office was part of this Delegation. Mary Ellen McNish, the new General Secretary of AFSC, was also among the 24 participants. Her reflections of the trip were printed in the 2001 issue of *Friends Journal*.

Some 35 Friends gathered at William Penn House in Washington DC on January 17-18, 2001, for a Quaker Consultation on peace in Israel and Palestine. AFSC staff and representatives from other Quaker bodies attended. It was the purpose of this Consultation that the Oslo Process had come to an end far short of a peace accord, largely due to the inherent imbalance of power between Israelis and Palestinians, and Quaker approaches to peace in this region need to be reformulated to address persistent injustice and violence.

To address economic sanctions on Iraq, AFSC has been in the forefront of the effort to lift some sanctions and redress the suffering there. While Iraq is ruled by a brutal elite, its access to weapons of mass destruction should be controlled, preferably through a regional agreement. However, the people of Iraq have suffered a downward spiral of malnutrition, collapsed health standards, and a devastated economy. Former AFSC General Secretary Kara Newell visited Iraq in the country early in 1999, and in December of that year AFSC and the Fellowship for Reconciliation launched a campaign to pressure the U.S. Government and the UN Security Council to end the sanctions. Many organizations and faith communities have since joined this campaign, and Pax Christi USA has become a third partner. Last fall the campaign began to ship water purification equipment to Iraq, and another shipment is planned in June 2001. These shipments are being carried out in defiance of U.S. law.

There are some Friends who express a concern that AFSC relies on so many non-Friends to fill its staffing needs. Here are some numbers to put this in perspective: AFSC employs a staff of 434 within the U.S. and 71 overseas. There are 46 program locations within the U.S. and 33 overseas. Perhaps the concern ought to be why so few Friends are available to help staff the AFSC.

Ralph Blankfield, Member of the Corporation

REPORT OF THE REPRESENTATIVE TO THE AMERICAN FRIENDS SERVICE COMMITTEE MIDDLE ATLANTIC REGION

The Middle Atlantic Region of the American Friends Service Committee exists to discover the essential needs in local communities and to find Friendly Solutions that enhance the health, well-being and independence of the residents.

It covers a large and diverse area, including New York State, (except for the New York metropolitan area), southern and central New Jersey, Pennsylvania, Maryland, Delaware, The District of Columbia, West Virginia and northern and central Virginia. Its activities are basically spread across three Yearly Meetings - Baltimore, Philadelphia and New England.

The MAR main office is located in Baltimore, which gives individuals in this Yearly Meeting many opportunities to participate. Currently, approximately eight people from BYM Monthly Meetings are on the Executive Committee alone, and there is extensive participation by BYM Friends throughout the other committees. Baltimore Yearly Meeting's Representative to the Middle Atlantic Region is placed on its Executive Committee and the Outreach Committee ex officio.

The following programs are currently active within the Middle Atlantic Region:

Baltimore Nonviolence Peace and Justice Program—Baltimore, MD: Economic justice education (community lending coalitions, freedom schools, labor advocacy, militarism education, racism education); small arms education and victim support (memorial vigils and rallies, issues training sessions); mediation and conflict resolution (Help Increase the Peace training, public discussions).

Community Peace Trainers—New Jersey and Pennsylvania: Help Increase the Peace (youth leadership training sessions in residential settings, schools and elsewhere); and smaller peace training sessions

DC Peace and Economic Justice Program—Washington, DC: Community organizing with immigrant, African American, and Latina communities; anti-racism work; computer training for low-income people; governmental representation for the District of Columbia; Help Increase the Peace Training. Numerous friends from the DC metropolitan area participate in these programs.

New Empowerment for Women Plus—Logan, WV: Rural homelessness (education and advocacy); women and minorities in employment (job readiness and rights training, monitoring agencies and businesses); education (mentoring, scholarship assistance, workshops); race relations (facilitation between groups). Recently a group of Sandy Spring Friends School students participated in a work project in Logan.

Upper New York State Area Office—Syracuse, NY: Akwesasne Environmental Justice Project (working with Mohawk people - agricultural development, environmental advocacy); Families Count - Families of Prisoners Support Project (advocacy, development of mutual support among families, grassroots

organizational development); Help Increase the Peace (youth leadership training); Welfare Watchdogs (self-help project support, advocacy, wider community education)

West Virginia Economic Justice Program—Huntington WV: Healthcare reform; Help Increase the Peace training; juvenile and criminal justice reform; listening projects; welfare policy reform; welfare rights training.

Help Increase the Peace Network (HIPP)—Unique in AFSC, this international program sponsored by a regional office, MAR, from Baltimore, MD. Originally started in MAR's Syracuse office ten years ago, HIPP has expanded to 19 states around the country and even traveled abroad. Through three-day workshops and followup activities, participants build skills for responding to conflict without violence, analyze the impact of societal injustice on their lives and the lives of others, and work on taking action for positive, nonviolent personal and social change.

Ways of staying in Contact with MAR

At Baltimore Yearly Meeting: Each year, MAR holds one workshop on a topic relating to current work. Most years an interest group is also held. At this Yearly Meeting session, staff members, including Dominique Robinson and Gilliespie, and members of the MAR Outreach Committee, currently including Katherine Smith, Nancy Beiter and Riley Robinson, are available for questions through much of the week.

MAR Star: This newsletter is published twice per year, in August and February. It is mailed to everyone on the MAR mailing list. The MAR Star is also mailed to all Quaker meetings in the region, in multiple copies if requested. In it are featured "on the scene" articles about AFSC programs, profiles of the quite interesting (if we do say so ourselves!) people involved with MAR, and news about upcoming MAR events. Please feel free to contact the MAR office if you would like to receive it, or view it at our web site.

Quaker Meetings: Staff in the MAR area offices and the regional office in Baltimore respond to individual Meeting requests for speakers and workshop training (usually HIPP workshops). They also offer Listening Project training.

Web sites: AFSC maintains a large web site with information about the various programs. Baltimore and HIPP have developed their own web pages that are linked. Upper New York State is in the process of developing one.

Brochures: A number of program information brochures are currently being updated.

Volunteer packet: The Volunteer Coordinator mails out a packet of information to each person who inquires about volunteering. Please do call!

Full Gathering: The Gathering is a chance to meet staff, learn about issues facing MAR, and to find fellowship in this working community. This year it will be held in Logan, WV on the weekend of October 19-21 in a new convention center in a natural setting. Special focus will be given to environmental issues.

New this year in MAR: The new position of Associate Regional Director has been created, with a special focus on keeping close contact with Middle Atlantic Friends. The position has been filled by Barbara Larcom, who has years of experience with helping organizations and who is familiar with Friends.

AFSC internationally has begun a visioning process that may include new focal points for the organization. MAR Friends are participating in that. One possible change might be a greater linkage of our regional work with international concerns.

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Riley Robinson

ASSOCIATED COMMITTEE OF FRIENDS ON INDIAN AFFAIRS

To remain good stewards of God's time, finances and workers we continue to evaluate ACFIA's purposes and question if the desired goals are being carried out. The services and missions of the different Centers are unique and at different levels of self-support and leadership development. Therefore, the Centers should not be compared, but be allowed and encouraged to walk the path our Savior established for us all.

The Academy is an important educational part of the MOWA Choctaw Friends mission in Sanktown, AL. The school's influence on the community is evident, as education has become more important with more young people completing school and adult education being encouraged through a GED Program. However, it was necessary to discontinue services for grades 6-12. due to a shortage of certified teaching staff. The remaining twenty-six students of K-5th grades progressed under the instructions of Susan Thompson, Jane Snell, Carolyn Orso, and part-time aides. There is also a need for a pre-school class. If established, this would add to the need for additional certified teachers for the school to continue.

The wider mission of the MOWA Choctaw Center is to assist and encourage people of the community. The Center serves as a Christian influence as Director Norman and Jane Snell help where needs arise whether physical, emotional or financial. Bible school and the rummage project serve important ministry at the Center. Work crews are also a form of service missions. Along with routine maintenance the extra trailer has been repaired and two camper spots have been prepared for visitors or work crews.

Victor and Brenda report a rewarding year. The Meeting is experiencing growth. Prayers have been answered with more men becoming active in the Meeting and the chairs in the worship room are filled most Sundays. Their families are bringing more children to church. Much of this growth appeared to be due to Mesquakie hosted the Annual Meeting last year. They have a vision to take the responsibility of financing a larger worship room themselves in the future. A highlight for the youth was the trip to Council House where they joined the Kickapoo and Hominy youth at Quivering Arrow Camp.

Council House continues to be a needed part of our Native American Meeting as Quivering Arrow is used to provide a place for the young people to meet during a time of spiritual growth and fellowship. Services are still being held at the Meeting House, but full-time leadership is needed.

Fourteen people made a commitment for membership to begin the foundation of the Kickapoo Friends Center Church. Brad is to be formally recorded in the Kickapoo Friends Church, Mid-America Yearly Meeting this summer. The youth continue to have good attendance. The youth are also involved in Bible Study at their local school during lunch break. Bible School in May, June, and work opportunities for youth on the grounds during summer help them gain experience in leadership.

Steve Johnson continues to minister to the Wyandotte Friends Meeting. There has been growth in the attendance at Worship service and Wednesday Bible study. Sunday night is still youth meeting. The youth Steve and Sharron worked with twenty years ago are returning as adults to worship with their families. The parsonage has been scraped and painted and air conditioning was installed in the church, Vacation Bible School was staffed by the church and well attended.

Hominy Friends Meeting has developed a vision for their Meeting and are working on strategies to have the visions become a reality. A part of this vision is to involve the youth. A young intern worked with the youth for nine months. A volunteer helped take youth to Quivering Arrow Camp and continues to drive from Hominy City to work with the youth. Another part of the Meeting's vision is to build an addition to the Meeting house for classrooms. The Meeting shared in the wedding of David Nagle and Beth Ann Green as they were united in marriage in

Hominy is one of the ACFIA projects, which has become self-supporting and now wants to be a part of the financial donors. They have challenged Friends everywhere to join them by giving (at least) one dollar a year to ACFIA. If all Friends would donate a dollar the financial problems would be solved.

Finances and workers must be available to continue the work of ACFIA. As Center reports are given, we see that the ministry to youth is the major interest. That is where the leadership must come from. Not all of us can serve at the Centers or go on work crews. However, we can all pray for developing leadership and the dedicated workers. Also, all Friends are encouraged to join in the "One Dollar" project.

Dorice Hollingsworth

EARLHAM SCHOOL OF RELIGION

If change is the nature of life, then Earlham School of Religion is vibrantly alive. During 2000-01, ESR continued the process of faculty renewal initiated by certain retirements. Stephanie Crumley-Effinger (Field Education and Student Services) and Stephanie Ford (Christian Spirituality) have confirmed the wisdom of ESR's selection process last year, as each has made excellent contributions to the curriculum and to community life during their initial year. We have added a new position, an Associate Dean of Distributed Learning, to assist our move into distributed learning. Tim Seid continues to break new ground in that role. After allowing the theology position to remain vacant for one year, we are delighted that David Johns will join our faculty. Finally, the day of John Punshon's retirement has arrived; in Stephen Angell we have found an impressive successor.

During July of 2001, the faculty and staff journeyed to England to study historic Quaker roots. This also provided an extended opportunity for faculty and staff development, allowing a group that is still new to each other to develop deeper, richer bonds. This will ultimately improve our own sense of community and our effectiveness as an institution engaged in theological education.

Major energy this year was invested in strategic plan implementation. Our revised mission statement was approved by the faculty and Board of Trustees:

Earlham School of Religion is a Christian graduate theological school in the Quaker tradition. ESR prepares women and men for leadership that empowers and for ministry that serves. This mission grows out of our Christian belief that God calls everyone to ministry. Using a transformative model of education, ESR encourages students to explore the intellectual, spiritual, and practical dimensions of their calls to ministry.

ESR introduced new communication materials, including a new tagline: "Learning. For leading. Among Friends." Within the context of the mission, these six words communicate our commitment to education and leadership from a Quaker perspective.

We have completed plans and structures to launch *ESR Access*, a distance learning program that will allow persons to take up to six courses per semester at ESR without moving to Richmond, Indiana. A portion of these courses will be delivered via the internet. The remainder will be offered in two-week formats. In addition to the Richmond campus, we have established regional offices in: Hartford, CT; Greensboro, NC; Marshalltown, IA; and Pasadena, CA. In this way, we hope to make a significant contribution to the health and well-being of Friends.

During this year, registered students at ESR represented nineteen different countries at meetings. We believe we are continuing to improve our effectiveness as a seminary serving Friends called to ministry. Thank you for your continued support and support.

Jay Marshall, Dean

FRIENDS COMMITTEE ON NATIONAL LEGISLATION

FCNL is a Quaker lobby in the public interest, devoted to furthering the cause of international peace and social justice at home and abroad. As Friends address the practical political realities of the new century, we seek to follow the teachings of Jesus and the leadings of the Spirit. We practice our faith by bringing a witness of love to those we encounter in our political work; we promote dialogue and cooperation on the important issues facing our country.

FCNL staff joins with volunteers and activists around the country to bring a persuasive Quaker voice to a variety of Friends concerns. Throughout the 103rd Congress, both political parties contributed to seemingly endless partisan bickering, resulting in numerous legislative logjams. Nonetheless, progress was made in several key areas.

Promoting Global Security The decision to construct a National Missile Defense (NMD) system was deferred. Legislation directing the president to negotiate an International Code of Conduct on Arms Transfers is now law. Nuclear control advocates, led by FCNL staff, succeeded in temporarily closing off the way to further U.S. nuclear weapons development and testing. Congress approved significant increases in spending for debt relief for the poorest countries. Friends support the struggle against the AIDS pandemic and tuberculosis in Africa and other countries.

Paying United Nations dues in full, and fulfilling past obligations In late 2000 Congress agreed to fulfill the U.S. commitment to the United Nations for the next year by paying the full U.S. dues for the UN regular budget and for peacekeeping operations. An agreement was reached at the UN that would come close to meeting Congressional conditions on the second and largest of three arrears payments.

Shifting budget priorities away from military spending and toward meeting human needs: This year the President and Congress acted as though they were in a race to increase military spending. Together, they increased the military budget by more than \$23 billion over the previous year's level. In addition, Congress added more than \$8 billion in "emergency spending" to the current military budget. Sadly, the outlook for the 107th Congress is "more of the same." This spending continues to come at the expense of programs that advance international cooperation, diplomacy, humanitarian relief, and development assistance.

Reducing the disparity between rich and poor Several legislative initiatives that had the potential to make a difference in reducing disparity became mired in intense partisanship. FCNL and our coalition partners were unable to convince legislators to increase the minimum wage, to provide health care and hunger relief to documented immigrants, or to provide protection for patients in managed care plans. Advocates for children did succeed in blocking some proposed funding cuts for children's health care.

Advocating on behalf of Native Americans FCNL is the only non-Native American religious organization in Washington, D.C. with a full time staff position for advocacy on Native American concerns. Our work in 2000 included supporting tribal self-determination, supporting substantial funding increases for Indian programs, monitoring issues of concern to Native Alaskan tribes, especially for their struggle to protect subsistence hunting and fishing rights and maintain their cultural traditions. We also focused on improvements to Indian health care and education.

Publications and Educational Resources The analyses and action materials prepared by FCNL informed Friends and other constituents on the status of bills and other legislation and the positions of their legislators. These resources are valued by our colleagues in other organizations and sometimes shared or adapted for use with their constituencies. FCNL's publications also provide a vehicle for spreading FCNL's Quaker message to Capitol Hill and the White House. Publications include the weekly Legislative Action Message, monthly FCNL *Washington Newsletter*, quarterly *Indian Report*, the Native American Legislative Update and FCNL *Perspectives* papers. A wealth of information on many Quaker concerns is available on the FCNL website <www.fcnl.org> including the monthly FCNL *Washington Newsletter*.

Mobilizing grassroots advocacy FCNL built an effective partnership between FCNL's staff lobbyists and local Friends and other FCNL contacts, serving a wide network of Friends and other concerned citizens. We organized grassroots actions, provided information on pending legislation and action opportunities, and invited new supporters to join our network. FCNL supported constituent action by distributing focused action alerts; maintaining a website; a legislative Action Center featuring a congressional database and email/letter-center on-line; staffing a public information service to provide responses to inquiries. FCNL staff also traveled throughout the United States to speak at workshops, and inform Friends and public audiences about FCNL's work.

Young Adult Friends Young Adult Friends are actively involved in the work of FCNL. College students and young professionals attended Annual Meetings in increasing numbers. The Spring Young Adult Lobby Day has become an annual event, and Quaker colleges take turns bringing students to Washington for a week May Term each year. Campus visits by FCNL staff include public lectures, guest lecturing in courses and Quaker studies programs, and meeting with students in campus religious life or otherwise interested in FCNL. These activities stimulated an increase in the number of highly qualified college seniors applying for an FCNL legislative internship.

Building for the Future FCNL's home on Capitol Hill, so heavily used by Quaker and like-minded groups to witness on our concerns, has reached the end of its useful life. A substantial renovation must be undertaken to preserve this resource. The FCNL Education Fund, which owns the building, has hired an architectural firm with specialties in both historic renovation and green architecture. We will submit plans to historic preservation, zoning and regulatory agencies.

FCNL Priorities in the 107th Congress Every two years Friends throughout the country participate in setting FCNL's Legislative Priorities for the next year session of Congress. At the Annual Meeting of the FCNL General Assembly, in November 2000, Friends selected the following priorities:

- Promote arms control and disarmament initiatives and oppose expansion of military alliances
- Promote nonviolent dispute resolution and the peaceful prevention of armed conflict and genocide
- Shift budget priorities away from military spending and toward providing for human needs and a healthy environment at home and abroad
- Address economic, social, and racial disparity

- Reform the criminal justice system, emphasizing the principles of restorative justice and crime prevention, and eliminate the death penalty.

FCNL will continue Friends' long-standing witness for the rights of conscience, and our historic commitments to Native American advocacy and to ending institutional racism. FCNL also will respond to Friends' concerns about the environment, as way opens. Here at FCNL we look forward to continuing our partnership with Quakers around the country as together we seek a world free of war and the threat of war, a society with equity and justice for all, a community where every person's potential may be fulfilled, and an earth restored.

Joe Volk, Executive Secretary

FRIENDS HOUSE RETIREMENT COMMUNITY

This past year at Friends House Retirement Community has been one of growth through challenge, change and expansion. Oliver Wendell Holmes once said, "To reach the port, we must sail, sometimes with the wind and sometimes against it, but we must sail and not drift, or lie at anchor." Friends House Retirement Community has truly embodied Oliver Holmes' challenge to fulfill its mission of caring for the elderly through different avenues that respond to the ever-changing needs of our residents. To this end after several years of study and evaluation the Board approved at its May 2001 meeting moving forward with the architecture design work needed for the addition of a special care unit to our nursing home. This unit will provide a unique nurturing environment in a home setting for those seniors who are memory impaired but highly ambulatory.

One of the most interesting events that took place on our campus this year was a partnership project between Friends House and the University of Maryland's Department of Natural Resource Sciences and Landscape Architecture under the care of Shenglin Chang, Ph.D. Through this partnership our campus was utilized as a landscape architecture design project for two different classes over a two semester period. The end result of the design project is a collection of quality landscape plans for our entire campus that would have under normal circumstances cost Friends House thousands of dollars. The end results were crafted through a series of team listening projects that coupled the wisdom of our residents and staff with the energy and education of the students.

In harmony with our mission of providing elderly housing and services to the low and moderately income elderly during the last year we provided ongoing subsidies and write-offs to over 65% of our entire resident population. The total of these subsidies and write-offs were in excess of \$325,575.00. For those whose gifts and contributions make such subsidies possible we are thankful.

In affirmation of the quality of care given to nursing home residents the Maryland Department of Health found "no deficiencies" during its recent inspection. This perfect inspection score represents the highest accolade any regulatory agency can bestow upon a nursing facility. This deficiency-free inspection represents the 9th time in the last twelve years that Friends Home has received such an inspection score. As another measure of the quality of our nursing home program we are delighted to note that in the 2001 edition of the "Inside Guide to American Nursing Homes" Friends Home received the highest possible five star rating. The evaluation used was based on performance over the last three years and not just the recent fiscal year.

In closing I want to acknowledge our Board Members who have collectively and skillfully guided this ship on the sea of elderly housing and services. The success was primarily provided through governance actions and decisions made at Board Meetings and Executive and Finance Committee Sessions. During the last year the Board, under the care of its Clerk, Chick Nelson, met on several occasions for business eight times. This of course does not include the other committee sessions that Board Members participated in during the year.

We are thankful that during the last year God has continued to bless the combined efforts of our Board, residents, and staff in our commitment to quality elderly housing and services on this campus. Please hold our mission in the light as we continue to serve his senior children in the new year ahead.

Darryl Clemmer, Executive Director

FRIENDS PEACE TEAMS

Friends Peace Teams (FPT) continues to grow steadily, as does BYM participation in it. The co-clerks are Jim Glading (New England) and Val Iversen (South Central). Rachel Harrison (Baltimore) is Recording Clerk and Susan Iversen (Baltimore) is Treasurer. FPT works with Christian Peacemaker Teams and Peace Brigades International (PBI) to support Quakers who serve with those organizations. FPT sends and receives representatives to and from PBI and CPT's meetings. The Coordinating Council meets in person twice a year in different parts of the country (hosted by local Monthly Meetings), 6 times a year by conference call, and keeps in touch primarily by use of a listserv. The Council met in February in Tampa, Florida and will meet in the fall in Milwaukee. We are continually grateful for BYM's administrative care. Last year BYM refined their relationship using newly approved guidelines by the BYM Board of Stewardship and Finance Committee.

Current Programs and Activities

1. Colombia Project—Val Liveoak participated in a CPT delegation to Colombia in 2000. She has collected people to serve on a Consultative Group to think about how FPT can best work in Colombia.

group is considering working with the Colombian Mennonite Church, a group with which other peace team organizations are not currently partnered. The Colombian Mennonite Church has a program which encourages congregations to become Sanctuaries of Peace, similar to FPT's "Every Meeting House a Center of Peacemaking" focus. Val Liveoak also keeps members of FPT's Coordinating Council abreast of Colombian issues.

2. Educating, training, and recruiting North American Friends for peace team work both locally and abroad. This currently includes:
 - a. Peace Teams News, a newsletter about peace team work produced three times per year.
 - b. an extensive web site—www.quaker.org/fptp
 - c. resources for Friends Meetings on discernment, clearness, and support of Friends, especially in relation to Friends called to peace team work.
 - d. work with CPT and PBI. We support their work by thinking with them and advertising their volunteer and staff needs.
 - e. grants to individuals for peace team work through FPT's Elise Boulding Fund.
 - f. resources and encouragement to Friends Meetings and Friends Churches to become centers of peacemaking. The Coordinating Council is working on developing new resources for Friends Meetings and Churches.
 - g. speakers and workshop leaders.
3. The African Great Lakes Initiative (AGLI), a project initiated and coordinated by FPT in partnership with Friends in that region. We undertook this initiative because there are many Quakers in the Great Lakes region, and other peace team organizations have not been working there.
 - a. Rwanda Project: In February and March of 2001, four American AVP facilitators chosen by AGLI and three Ugandan AVP facilitators travelled to Rwanda to lead the first AVP workshops in that country. A total of 135 participated in Basic workshops, 40 in Advanced, and 27 in Training for Trainers. Participants were from various religious backgrounds. Two Burundians and one Congolese also completed all three levels and are anxious to introduce AVP to their respective countries. In Phase II of this project, Ugandan facilitators will help Rwandans who completed the Training for Trainers lead ten to twenty-five workshops on their own.

Phase III will work with Rwanda Yearly Meeting to send international facilitators to co-facilitate with the newly experienced Rwandan facilitators.

- b. Burundi Trauma Healing and Reconciliation Center: Two Burundi team members: Charles Berahino and Adrien Niyongabo, selected by Burundi Yearly Meeting. Two expatriates: Ca Keys and Brad Allen, were selected by AGLI. The four of first met together in October. They recently completed three months of training in South Africa, organized by the Quaker Peace Center and have been leading trauma workshops in teams for various groups, and various religious groups. David Zarembka, AGLI Coordinator, recently traveled to Burundi to visit the Center. Topics considered by the Coordinating Council this year include supporting peace team members who have gone abroad and reentering their culture. A subcommittee was created to examine this issue. Other issues considered include expanding assistance to and relationships with Monthly Meetings, and emergency procedures for FPT projects.

Involvement of BYM Friends in FPT BYM Friends continue strong contributions to FPT, as they have since its inception. When Mar (Adelphi) term as BYM representative to FPT is up, she will remain on the Coordinating Council through her work at FCNL. Susan Rose (Patapsco) as Treasurer, manages the FPT website, and publishes Peace Team News. Dave Zarembka serves as AGLI Coordinator. Residents at Friends House contribute Peace Teams News. Recording Clerk Rachel Harrison serves on subcommittee on support for volunteers in reentry. George Sinnott (Sand) manages the database. Frank Massey, other BYM staff and the Steward and Finance Committee administer the funds of FPT. Susan Hills, Adrian Rosalie Dance, Mary Lord, Jim Matlack, and Aline Autenreith serve on the AGLI Consultative Group. Members of various monthly meetings help Friends working abroad in the Light. Other BYM Friends have participated in past Peace Team delegations, and continue to do speaking engagements and witness to their experiences.

Rachel Harrison, Dave Zarembka, and Mary Lord

FRIENDS UNITED MEETING

Year 2000 was one of leadership transition at Friends United Meeting. Secretary Johan Maurer resigned July 1 after six years of service. A message of appreciation from the General Board stated: "He has a way of challenging the whole Quaker spectrum to live up to their Christian-Quaker ideals... a remarkable man has brought a new degree of unity to the relationships and understanding of each other by Friends United Meeting's Yearly Meetings..."

unique combination of gifts in communication and decisiveness regarding issues of integrity and Friends' testimonies has brought Friends United Meeting to a position of amazing potential."

C. Wayne Carter was appointed Interim General Secretary July – December 2000. Wayne's gifts as a pastor and his leadership in fund-raising were strong contributions. In October the General Board appointed Retha McCutchen as General Secretary to begin service January 2001.

Trish Edwards-Konic was appointed as the new editor of *Quaker Life* in July. To help during this time of transition Ben Richmond extended his work with the magazine into the summer. Ben had been with FUM fourteen years. His contributions were varied and his presence missed. Sue Gongwer was appointed manager of Quaker Hill Bookstore.

At an extraordinary retreat facilitated by Patti Crane of Crane Associates in February, the General Board considered the question, "What can only Friends United Meeting do best?" Three major program areas emerged: missions, cooperative work among member Yearly Meetings, and communicating Friends' Christian faith to the general public and as well as among ourselves. The Board then envisioned a staff structure to accomplish this end. In June, the Board undertook the difficult task of making major priority decisions in order to carry these three emphases forward in a financially responsible manner. With the combination of clear program priorities, careful budgeting and new accounting systems we come the end of the year with renewed optimism.

Friends United Press published four new titles in 2000: *The Poetry of John Greenleaf Whittier: A Readers' Edition*, edited and introduced by William Jolliff, *Gold and Frankincense and Myrrh: Stories by Louise Richardson Rorke*, edited and introduced by Kyle Jolliffe, *Quakers and the Arts* (with Sessions of York), and *George Fox's Book of Miracles* (with Quakers United in Publications). The Whittier collection was in its second printing within seven months of publication.

The Howard Thurman paperback series continues to be among top-selling titles. Leading the Quaker list in 2000 were *Encounter with Silence* (Punshon), *Poetry of John Greenleaf Whittier* (Jolliff), *Life-Work* (Charland), *A Winding Road to Freedom* (Wisehart), *Living Longer and Other Sobering Possibilities* (Mullen), and *A Living Faith* (Cooper). The Press increased its presence (and income from) the Internet through the Amazon.com Advantage program and with a publisher's page on Books.in.Print.com.

In June, as part of the larger financial restructure of Friends United Meeting, the FUM board appointed a Friends United Press Task Group under the charge of advising the Press editor/manager in development of a self-supporting Press and building a revolving fund as capital for Press operations.

As the official publication of Friends United Meeting, *Quaker Life* is published 10 times a year with articles to inspire, inform, teach and give you a laugh.

- Inspire – through devotional articles, spiritual journeys of Friends and poetry,
- Inform – through news of Friends around the world,
- Teach – through our regular columns of Bible study and Salt & Light plus numerous other articles,
- Laugh – through the favorite Back Bench column and cartoons.

Four editors have served in 2000 – Johan Maurer, Ben Richmond, Judy and Trish Edwards-Konic. Norma Cox, a 31-year veteran of *Quaker Life*, continues in advertising and circulation. Shari Pickett Veach, graphic artist, happily designs each issue.

World Missions welcomed Colin and Kathy South as directors of *Friends Schools*.

After many years of service as field staff of FUM World Missions, Steve and Marlene Pedigo were called to serve as pastors of the *Chicago Fellowship Friends* under the Meeting rather than seconded through FUM. An advisory committee is serving as advisor and encourager to this ministry. *Friends Logical College* in Kaimosi, Kenya had a record number of students. A new hall addition was completed through contributions of USFWI Kenya and Dr. David Lugaria returned to *Lugulu Hospital* in Kenya following a fellowship course in surgery. A USAID/ASHA grant of \$800,000 was secured for a library Building at Ramallah Friends Schools. Field staff serving in Jamaica and Belize enjoyed a spiritual life retreat, courtesy of USFWI.

Retha McCutcheon, General Secretary

FRIENDS UNITED MEETING GENERAL BOARD

Membership in Friends United Meeting Friends United Meeting consists of eighteen Yearly Meetings, including ten in the United States, six in Africa, and Yearly Meetings in Jamaica and Cuba. Most of the Yearly Meetings have pastoral Monthly Meetings. However four of the member Yearly Meetings consist of primarily non-pastoral Monthly Meetings—Baltimore, New York, New England and Canadian Yearly Meetings.

Baltimore Yearly Meeting is entitled to two positions on the General Board and one alternate member. BYM's General Board membership has turned over in 1999. At that time, Howard Fullerton joined the General Board and soon became clerk of FUM's finance committee. Gene Hillman, a long-time FUM

Board member representing BYM, moved to Philadelphia Yearly Meeting and resigned his General Board membership. Rich Liversidge took his place and went onto FUM's Nominating Committee, which Gene had clerked before his resignation. Kathy Wright is BYM's alternate member and serves on FUM's Triennial Planning.

Activities of FUM As the new Triennium began, FUM re-evaluated its mission and goals and clarified its activities. These grew out of the first General Board meeting in 2000, which was organized around a visioning retreat that considered Earlham School of Religion's study "Among Friends." It identified three areas of interest—its worldwide mission activities, a North American program of ministry, and communication among Quakers and others.

General Board members felt that FUM's Missions, most of which are overseas, are the pearl of FUM and that the organization's World Ministries program should continue as a primary effort. FUM is establishing an office in Kenya, with Marion Baker of New England Yearly Meeting as its coordinator, in advance of the Triennial to be held in Kenya in July 2001. (It may be noted that there are more Quakers in Kenya than there are in the United States.) The General Board also believed a program of outreach among North American Quakers is important, and they established a North American Ministries project. In early 2001, Ben Richmond was brought back to FUM to manage this activity, and he has begun a program of visitation and listening to understand the needs of North American friends.

The third area—communications—is reflected in several major activities of FUM. The organization's publication, *Quaker Life*, is highly regarded by many Friends. Its staff has been reorganized and pricing and subsidy issues explored to make it sustainable on a long-term basis. Friends United Press, which publishes books of current and historical interest, has also been restructured and a new printer found to assure quality production at reasonable cost. And the Quaker Hill Bookstore has pared its inventory, begun to focus on educational and web-based areas of growth, and built a new base among Quaker schools and libraries.

Retha McCutcheon was approved as FUM's Executive Director for the next two years. Previously, she had been Director of FUM's World Missions program, and she was intimately involved in the structuring of FUM and its finances in recent years.

World Missions Some members of Baltimore Yearly Meeting may not be as comfortable as our fellow Friends from the Midwest with FUM's mission work in general. It is through FUM that BYM Quakers can support many on-going programs involving Friends in the Third World. Many will recognize the importance of FUM's work with the Ramallah Friends Schools on the Palestinian West Bank, the education projects offered by FUM missionaries in Belize, or-

phanages run by FUM missionaries and members in Jamaica, the work of dedicated Quakers in Cuba, and the Friends Theological College and a school managed by FUM Friends in Turkana, Kenya, in East Africa. Until the peace team projects in Burundi, BYM Friends had not otherwise been in Africa except through the FWCC Triennials.

Last summer FUM's Vacation Bible Schools program raised money for Friends, for children in Turkana schools. The children lacked classroom equipment, and were sitting on the floor during their instruction. The Bible associated with FUM (no BYM First-Day schools participated) raised more than \$14,000, which was used to employ workers in Turkana to build desks for their children. This had the double benefit of providing money and useful desperately poor workers in rural Kenya, and providing desks for the children in the schools. It is still possible to give for the desks program in Turkana.

The Vacation Bible School program this summer will benefit the Ramallah Friends Schools. To quote from page 29 in the May 2001 *Quaker Life*: "For months we have watched the violence in Palestine on television and read accounts in newspapers. Last fall, the Ramallah Friends Schools staff evacuated the school just before the bombing of a police station a few feet away. FUM's 2001 Mission Project is a chance to bring badly needed physical education equipment to students in Ramallah Friends Schools. The equipment will testify that everything in the world has been broken or destroyed, unlike many homes, schools, and roads students see daily; it will be a visible reminder that North American Friends children and adults support students and teachers at the school. Materials will be available beginning in early May from FUM, 317/962-7

North American Ministries The General Board also looked at the needs of Friends in the United States and Canada, and in 2000 established a North American Ministries program. However, the financial limitations under which it operated during the past two years required delaying the hiring of a Director for the North American Ministries program. Ben Richmond recently has been appointed to this position, and has begun to travel among North American Friends to listen and learn. BYM should welcome an opportunity to participate in this process.

During 2000, programs for Meetings in North America continued at a low level. One new project that did not involve significant staff time was to have trustees, retirees and Superintendents gather at each Board meeting and exchange ideas. It is hoped that youth workers, camp directors, and other such workers also will gather and share their experiences from time to time.

Communications For communications, FUM has Quaker Hill Bookstore, Friends United Press, and a monthly journal, *Quaker Life*. There has been turnover in each, during the past two years. A new manager was brought in to manage Quaker Hill Bookstore in late in 2000 and there has already been

improvement in the bookstore's business practices and bottom line. Inventories have been reduced and new educational lines and web-based outreach to schools and libraries introduced. The new manager's experience includes the turn-around of a local University bookstore, and she appears to be doing the same with the FUM bookstore.

Friends United Press publishes books about and by Friends. It publishes with other Quaker presses and with them owns the copyright to the Obadiah the Bold series. Color printing is expensive because printing costs must be paid in advance. Quakers may find that, if we value this kind of printing and want Press to provide new printings of these important historical texts, we will have to advance some of the funds for printing, as seed money.

Finances After the General Board Meeting in February 2000, the auditor informed FUM staff that the financial records of FUM had not been kept properly for some time in 1999. As a result, the auditor was unable to provide an opinion as to the completeness or accuracy of FUM's finances or accounting practices for the calendar year 1999. It was suggested that FUM discard its complex accounting program and move to a simpler way of keeping its books.

With the concurrence and oversight of the Finance Committee of the Board, an intense period of assessment and data entry began, during which a financial picture of FUM began to emerge. During this period, many staff members were involved in identifying and keying in financial information for their program areas. As this progressed, it became apparent that FUM had been spending significantly more than it had been taking in, and had been doing so for as long as the previous two and a half years.

By the time of the General Board Meeting in June 2000, a better sense of income and expenditures was available to the General Board. That Board meeting was the occasion for painful decisions on controlling FUM's spending, which were continued through Board's fall 2000 meeting. By the Board meeting in February 2001, deficit spending had largely been eliminated and a longer-term view of FUM and its programs began to emerge. The budget for 2001 anticipates break-even operations for the year, with growth now possible in staff size and compensation for the first time since 1999.

FUM Triennial in Kenya in 2002 The next FUM Triennial will be at the Telecommunications College near Nairobi, July 10-15, 2002. Marion Baker, New England Yearly Meeting, has been leading the planning committee for the triennial, and leaves for Nairobi in August 2001 to provide on-site support for the Triennial. BYM's Kathy Wright is on the triennial planning committee, and Joan and Rich Liversidge have agreed to co-lead, with a Kenyan couple, an experiential workshop at the triennial on comparative marriage traditions and marriage enrichment.

Howard Fullerton and Rich Liversidge

FRIENDS WORLD COMMITTEE FOR CONSULTATION

Annual Meeting of FWCC took place in Greensboro, North Carolina, from 16-18, 2001, with 200 Friends in attendance, including Friends from Latin America (including Cuba), Ireland and England. Elizabeth Duke, FWCC General Secretary in London, addressed the group, telling of her travels among Friends, the celebration of Cuban Friends centenary, and the work of Friends in other parts of the world. Norwegian Friends are connecting with FWCC Africa to develop programs of peace-making, peace education and reconciliation in torn areas of Africa. She also spoke of the growing connection between the four Yearly Meetings.

Annual Meeting approved a new committee structure to try to make our function better and increase the participation of members. Each core committee: Quaker Youth Pilgrimage, Wider Quaker Fellowship, Visitation Planning and Development, and Bilingual Communication, consists of six members, with each member serving three-year terms, and each committee meeting twice yearly. In the formation of a new committee, The Youth Committee, was approved to plan, organize, and oversee a variety of youth programs that encourage intervisitation among Young Friends from different Quaker traditions. A volunteer system has been approved with a Coordinator of Volunteers who will identify tasks and assign volunteers. It is hoped that volunteers will assume the routine work of FWCC to relieve the staff of mundane tasks.

Eden Grace gave the keynote address on the theme: "On the way to holiness: the spiritual disciplines of a Christian reconciling ministry." She gave people to consider for helping reconcile the differences among Friends.

The Quaker Youth Pilgrimage will take place from July 12-August 10, 2001, with the participants arriving at Baltimore-Washington International Airport through Maryland and Virginia, spending the majority of their time in North Carolina, and ending with several days in Sandy Spring. Young Friends from the Yearly Meeting are encouraged to take part in the Pilgrimage and to visit the Youth Pilgrimage while it is in our area. Applicants for Pilgrimage leadership are being sought, with a deadline of December 2001. Adults interested in planning for the Pilgrimage in our area should let committee members know.

Latin American Friends continue to expand their opportunities to develop relationships with one another. A group of about fifty Friends met in Cuba for the centenary where interest in Barclay's writings was expressed. More than one hundred Bolivian Friends and eighty Peruvian Friends attended workshops which focused on Quaker theology.

A minute from Intermountain Yearly Meeting was shared. This minute expressed concern for migrant workers on both sides of the border, for immigrants, and the number of deaths resulting from attempts to cross the desert. Friends are trying to provide water stations across the desert.

Next year's annual meeting will take place in the Philadelphia area with the theme: "The Meaning of the Peace Testimony for Quakers Today".

The United Nations has declared 2001-2010 as the "Decade for a Culture of Peace and Nonviolence for the Children of the World" and the World Council of Churches has declared this the "Decade to Overcome Violence." We are encouraged to "use the chosen theme to renew our efforts to articulate the peace testimony in today's world." Representatives from Baltimore Yearly Meeting are wanting to create a more formal FWCC committee within BYM. This committee would work to bring forward FWCC's aims of bringing Friends of different traditions together to better understand one another and to grow spiritually through these encounters. The Southeast Regional Gathering was hosted by Baltimore Yearly Meeting in September with presentations from Friends of different traditions (including Latvian, FUM, Evangelical, and FGC Friends) on their own spiritual journeys. We encourage Friends in BYM to become better acquainted with the work of FWCC which provides the opportunities for rich intervisitation with Friends from around the world and from different traditions.

Kathy Wright

SANDY SPRING FRIENDS SCHOOL

In June 1958, S. Brook Moore brought his concern for a new Friends school in Sandy Spring to the Sandy Spring Friends Meeting. A murmur of interest was expressed, but the Meeting also questioned launching into such a project at that time. However, a \$100 gift came forward immediately and several interested Friends formed into a committee to pursue Brook's idea.

Eventually Esther Scott gave 140 acres of her family farm for the purpose of a School and Friends Center. In June 1959, The Friends Center of Baltimore Yearly Meeting was incorporated. Friends determined that they wanted a school which sought to educate the whole person – body, mind and spirit.

Sandy Spring Friends School opened in late September 1961 with 77 students in grades 10 and 11 (48 boarders and 29 day students). There were nine faculty, four support staff, one completed building, Scott House, and two still under construction.

The academic year, 2000/2001 was particularly exciting because it was our 100th anniversary year. We began the year with a wonderful assembly honoring our founder, Brook Moore and his wife, Mary Lil. There were few dry eyes in the auditorium as Brook spoke to the 505 students and a little over 100 staff members at the conclusion of the assembly.

Now, instead of strictly American students, each year, although small in number compared to our total population, we enroll students from around the world. This year, we welcomed students from Japan, Taiwan, Korea, China, Kosovo, Poland, and Russia. As usual, when asked why so many people applied to Spring Friends School, (We had a waitlist for practically every grade level.) the number one reason mentioned was the interest in becoming a part of a Quaker school with Quaker values.

This year we welcomed our new Middle School Head, Dana Harrison. Dana is a birthright Quaker and is a graduate of Westtown and Haverford. (He also has two masters degrees, one from Arizona State University and the other from Columbia.) Dana brought a new vitality to the Middle School with his renewed emphasis on community service and faculty professional development. In another week, Middle School students and faculty served breakfast at SOM (Some Others May Eat), a soup kitchen in Washington, DC. At faculty meetings, a different faculty member, in turn, was expected to give a 10-15 minute presentation on some professional development concept, which would be beneficial to the school.

Ellen Lawskey, our strong Upper School Head, left at the end of this academic year to move to Brussels, Belgium, where her husband has taken a job as an international reporter with Reuters. (As a matter of fact, David has been in Brussels since February.) To fill Ellen's "big shoes" is David Hickson. David comes to us from the Ranney School, in New Jersey, where he has been Upper School Head for the past five years. David applied for this position because he wanted to be at a Quaker school after having been an attendee at Yearly Meetings in Buckingham, Pennsylvania and Trenton, New Jersey. David began his work on July 2.

We continue to have a very strong, highly involved Board of Trustees, ten members being appointed by Sandy Spring Monthly Meeting, six members from the 100th Anniversary Yearly Meeting, and an additional ten members appointed by the Committee on Trustees of our Board. We spent a good portion of this year in the various phases of planning for a capital campaign, which will begin in the not too distant future. This campaign will provide for facilities to keep up with our growing needs. As most people know, we began as a boarding high school, but added a middle school in the early 1980's, and merged with Friends Elementary School in 1993 – thus the need for expanded facilities.

Because this was our 40th anniversary year, one of our featured speakers for our annual Faculty Lecture Series during the winter was Anne Morley who spoke about the School's first couple of years. Adding to the "specialness" of the evening was the presence of early faculty members, David and Helen Louise Liversidge, Brook and Mary Lil Moore, and Margot Brown. Hearing about the early days inspired the contemporary students and faculty to become more aware of and hold more dear some of the early stories and traditions. It also made me more aware of the value of always trying to have alumni as a part of the faculty. During the 2000/2001 academic year, we added Hannah Seith '95, Bim Schauffler '74 and Steff Kerr '89 to the ranks of our current faculty.

The entire School community, both past and present, was saddened by the sudden death of Barry Morley in August of 2000. Barry's memorial brought back many alumni and faculty who spoke of the lasting influence of Barry's life on theirs. Rather than the naming of a building or room for Barry, we decided not to honor him with bricks and mortar. Instead, we chose a concept of an ongoing program, the creation of "The Morley Fellowship." This would be an evolving fellowship, based on the endearing and enduring characteristics we associate with Barry:

- Challenging people to think outside the box. Pushing the limits. Daring to be different.
- Incorporating a spirit of adventure, reflecting Barry's risk-taking and love of freedom. Experiential learning. Joy. Practicality.
- Bringing together the best in Quaker education, building on the characteristics that were part of the Community House Ninth Grade Program, which Barry founded – love, respect, and strong support that the teachers and students felt for each other.
- Retaining Barry's lifelong "search for God."

Each year the fellowship could take a different form. One year it might be a lecture series with two or three speakers; another year it might be one speaker; someone coming in to teach an art class for a semester; a semester-long course for students on Morley games.

This program will be ongoing and ever changing. Barry would have liked that.

And so our 40th year is history. I believe our next 40 will continue to provide inspiration to students, faculty, and all who are touched by the School as long as we remain true to our mission and attempt to live up to our motto to "let our lives speak."

Kenneth Smith, Head of School

WILLIAM PENN HOUSE

The National Consultative Committee for William Penn House met a year prior to the annual meeting of the General Committee of Friends on National Legislation. Attenders included individuals from Yearly Meetings in Alaska, Oregon, California, Indiana, Ohio, Kentucky, North Carolina and Maryland.

The programming recommendations included:

1. Having Summer Yearly Meeting Weekends with a focus on Quaker advocacy,
2. Summer Quaker Family Weekends, perhaps for new Friends, focusing on Quaker history and practice,
3. Adult advocacy weekends on various topics including human rights and peace, and
4. Week-long camps for youth discussing Quaker roots.

William Penn House has a Board of Directors composed of members elected by Meetings in the Greater Washington area.

Victor Kaufman, Representative to the National Consultative Committee

(Please note that all statistics are for the first 10 months of the fiscal year July 2000-April 2001)

The William Penn House staff has done an excellent job of developing and recruiting groups to replace non-Quaker tourists, whom we stopped in October. In the first ten months of the fiscal year, we have provided individual nights' lodging, compared to 2,998 in the first ten months of our previous fiscal year. This is a 12% increase at the same time that we have shifted our focus on mission-related groups—those coming to Washington for purposes of doing peace and social justice work, human services work, business, and for educational curricula.

Groups we have served in the first ten months of this fiscal year

- Dreping Loesing Institute
- National War Tax Resistance Coordinating Committee
- FCNL Policy Committee (4 times)
- Setauket Presbyterian Church
- National Coalition for Dignity and Amnesty
- People's Campaign for Non-Violence
- Sojourner Truth Congregation (10 times)
- Luke Acts Bible Study Group
- Concord College
- Conflict Management Group
- Lancaster Monthly Meeting
- Congressional Hunger Fellowship (2 times)

- University of Washington
- Free Mordecai
- Alaska Center for the Environment
- North Carolina School for the Arts
- National Ministries
- National Council of Churches
- CLAT International Women's March
- Center for Science in the Public Interest
- Georgetown Day School
- Guilford College
- Focolare Movement
- University of North Carolina Greensboro
- Local 1-64
- Quaker Workcamps International
- Georgetown University Conflict Resolution Class
- State College Friends School
- Friends Academy

- Coalition for Christian Outreach
- College of Saint Rose
- National Conference on Peace and Conflict Resolution
- Appalachian Chemical Society
- Costa Rican Students (Media Providence Friends School)
- Ground Zero
- Gesundheit Institute
- Buckingham Friends School
- Mennonite Central Committee
- Spartansburg Methodist College
- George School
- St. Martin's Church
- Icelandic Principals
- Danford Collegiate
- Earlham School of Religion
- Plymouth Meeting Friends School
- Bethesda Friends Meeting
- Alvirne High School

Here is a breakdown of purposes:

Education/research	34.0%
Quaker business	5.3%
Peace & social justice work	19.6%
Tourists	8.3%
Service work	8.5%
Lobbying	3.1%
Other (incl. business & relocation)	21.2%

Of these, 15.6% were Quaker.

The past year has brought increased local community involvement with William Penn House, including daily worship and a monthly potluck. Outreach to the national Quaker Community included a Quaker Youth Seminar on Simplicity, co-sponsorship of FCNL's Young Adult Lobbying Weekend, and, coming this summer, special rates for Quaker families and for Yearly Meeting groups.

Arnold Hess, Director



OFFICERS

YEARLY MEETING

Clerk	Lamar Matthew, YorkMM	(98) 2000-2002
Recording Clerk	Ronald Mattson, BStnRn	(98) 2000-2002
Treasurer	Sheila Bach, LangHl	(97) 2001-2005
Assistant Treasurer	Kevin Caughlan, SndSpg	(97) 2001-2005

INTERIM MEETING

Clerk	Marjorie Scott, BStnRn	(97) 2001-2003
Recording Clerk	Arthur David Olson, TkPkPM	(97) 2001-2003

TRUSTEES

Clerk: Edward Hawkins

Walter Fry, WestBr	2001-2004
Frances Palmeri, Annapo	1999-2002
Ronald Stroud, Notthm	1998-2004
Edward Hawkins, Bethes	2000-2003
James Shotts, Bkcbg	2000-2003
Joan Clippinger, Wargtn	2000-2003
Howard Zuses, SndSpg	2001-2004

Sheila Bach, Treasurer

Lamar Matthew, Clerk of Yearly Meeting

OFFICE STAFF

General Secretary: Frank Massey, SndSpg
Camp Administrator: Josh Riley, Hopewell Centre
Administrative Assistant: Pam Tyng, Adelph
Youth Secretary: Michele Levasseur, Adelph

INTERIM MEETING

Clerk: Marjorie Scott

Adelphi	Deer Creek	Langley Hill	Richmond
Alexandria	Dunnings Creek	Little Britain	Roanoke
Annapolis	Fishertown	Little Falls	Sandy Sp
Baltimore,	Floyd	Maury River	State Col
Homewood	Frederick	Menallen	Valley
Baltimore,	Gettysburg	Midlothian	Warringt
StonyRun	Goose Creek	Nottingham	Washing
Bethesda	Gunpowder	Patuxent	West Bra
Blacksburg	Herndon	Pipe Creek	Williams
Carlisle	Hopewell	Quaker Lake	York
Charlottesville	Centre		

SEARCH COMMITTEE OF INTERIM MEETING

Clerk: Liz Hofmeister

2002

Stephen Davidson, Carlis (99)
Elizabeth Hofmeister, Bethes (96)

2003

Elizabeth Meyer, SndSpg (00)
Katherine Smith, MaurRv (00)

2004

Ann Marie Moriarty, Adelph (98)
Carolyn Unger, GoosCk (97)

SUPERVISORY COMMITTEE

Clerk: Marjorie Scott

2002

Ted Hawkins, Bethes (96)
Dellie James, BStnRn (96)

2003

John Darnell, Fredrk
Rich Liversidge, SndSpg

Ex officio

Sheila Bach, Treasurer
Marjorie Scott,
 Clerk of Interim Meeting
Lamar Mathew,
 Clerk of Yearly Meeting

YEARLY MEETING COMMITTEE MEMBERS

ADVANCEMENT AND OUTREACH

Clerks: Marcy Seitel
 Jeanne Tabscott

2002
 Marcy Seitel, Adelph (99)
 Jeanne Tabscott, AgstWG (99)

2003
 Walter Brown, LangHL (00)

2004
 Joe Izzo, WashFM (98)

CAMP PROPERTY MANAGEMENT

Clerk:

2002
 Joe deVeer, SndSpg (96)
 Ralph Hofmeister, Bethes (95)

2003
 Barbara Galloway, SndSpg (00)
 Tom Home, TkPkPM (00)
 David Hunter, Fredrk (00)

2004
 Ron Akins, Bethes (01)
 Frank Rupprecht, Frederick (01)
 Jane Plante, SndSpg (01)

Ex officio

Stene Rodenbeck,
 Stewardship & Finance
 Clerk: Camping Program

CAMPING PROGRAM

Clerk:

2002

Alan DeSilva, SndSpg (96)
 Ann Huffman, SndSpg (96)
 David Hunter, Fredrk (99)
 Betsy Krome, WlmsBg (96)
 Meg Meyer, BStnRn (99)
 Janet Murphy (96)

2003

Steven Gilbert, WashFM (97)
 Rex Riley, Charl (00)
 Nancy Beiter, WashFM (00)
 Marie Stacey, GnPwdr (00)
 Annie Storr, Adelph (00)
 Kevin Caughlan, SndSpg (00)
 Jane Megginson, Fredrk (00)
 Janey Pugsley, SndSpg (00)
 Patti Nesbitt, HopCtr(00)
 Ron Akins, Bethes (00)

2004

Greg Tobin, Fredrk (98)
 Peter Doo, BStnRn (01)
 Carol Ahlum, Fredrk (01)
 Liz Fetter, TkPkPM (01)
 Jody Hopkins, BHomew (01)

Ex officio

Catoctin Quaker Camp Director
 Opequon Quaker Camp Director
 Shiloh Quaker Camp Director
 Teen Adventure Director
 Camp Administrator: Josh Riley

CRIMINAL AND RESTORATIVE JUSTICE

Clerk: Joan Anderson

2002

Ralph Blankfield, SndSpg (96)
Dorothy Brown, Annapo (99)
Bob Detrich, Harsbg (96)
Chuck diGiacomantonio, WashFM (99)
Jim Kalish, YorkMM (96)

2003

George Fellers, Fredrk (97)
Deborah Sudduth, GoosCk (97)
Joan Anderson, Carlis (00)

2004

David Greene, BHomew (98)
Jack Fogarty, SndSpg (01)
Peggy Fogarty, SndSpg (01)
Anna Home, TkPkPM (01)

PRISONER VISITATION AND SUPPORT REPRESENTATIVE:

Victor Kaufman, SndSpg

EDUCATIONAL FUNDING RESOURCES

Clerk: Jonathon Glass

2002

Ralph Blankfield, SndSpg (99)

2003

Jonathan Glass, SndSpg (97)

2004

Oliver Moles, LangHI (01)

MONTHLY MEETING EDUCATION FUNDING RESOURCES CORRESPONDENTS:

Adelphi: Judy Touchton
Annapolis: Stuart Greene
Baltimore, Stony Run: Sujata Mas
Bethesda: Jean Brandes
Deer Creek: Christine Gregory
Goose Creek: Edward E. Nichols, Jr.
Sheila Kryston
Langley Hill: Judith Agard
Little Britain: Charlisie Coates
Little Falls: Mary Ellen Saterlie
Midlothian: Claudia Bates-Physician
Nottingham: Billie Anne Bradley
Richmond: Charlotte Davenport
Sandy Spring: Ed Schaeffer
Washington: Sara Satterthwaite
Williamsburg: Christine Williams

EPISTLE

Clerk: Bob Fetter

2002

Bob Fetter, Roanok (99)
Lo Christie, SnVyPM (99)

2003

Catherine Boyd, Charlt (00)

2004

Murtha Gay, Adelph (98)

ETHEL REYNOLDS FUND

Clerk:

Advancement and Outreach:
two representatives

Religious Education:
two representative

Nottingham Monthly Meeting:
two representatives

FAITH AND PRACTICE REVISION

FRIENDS IN EDUCATION

Clerk:

INDIAN AFFAIRS

Clerk: Flossie Fullerton

2002

Nora Caplan, SndSpg (99)
William Miles, BStnRn (95)
Mary Mallett, SndSpg (99)

2003

Nancy Miller, BStnRn (01)
Virginia Spencer, Fredrk (01)
Alden Lancaster, TkPkPM (97)
Aleen Starkweather, SndSpg (97)
Roger Wolcott, SndSpg (00)

2004

Flossie Fullerton, SndSpg (98)
H. Alan Weisel, StaCol (98)

MANUAL OF PROCEDURE

Clerk: Trudy Rogers

2002

Trudy Rogers, SndSpg (00)

2003

Helen Leskovac, Adelph (00)

2004

Winifred Walker-Jones, WashFM(98)
Rebecca Rawls, LangHI (98)

MINISTRY AND COUNSEL

Clerk: Miriam Green

2002

Stephen Davidson, Carlis (96)
Kristina Gilbertson, SndSpg (99)
Miriam Green, BHomew (99)
Marshall Sutton, GnPwdr (96)

2003

Lee Foster, Bethes (00)
Ed Norton, YorkMM (00)
Frances Norton, York (00)
David Yount, Alexan (00)

2004

Trudy Rogers, SndSpg (01)
Mochiko DeSilva, SndSpg (01)

Monthly Meeting Appointees to
Ministry and Counsel

NOMINATING

Co-clerks: Ruth Flower
Katrina Mason

2002

Ruth Flower, TkPkPM (99)
Jamesen Goodman, AdelpH
Beverly Moore, Valley (V) (9)

2003

Katrina Mason, Bethes (00)
David Hines, Rchmnd (V) (00)
Nancy Beiter, WashFM (00)

2004

Rodney Pelton, GoosCk (98)
Howard van Breemen, Alexan
Kathleen Wright, SndSpg (01)

**NURTURE AND RECOGNITION
OF MINISTRY**

Clerk: John Mason

2002

Paul Luckenbaugh, Bethes (96)
John Mason, Alexan (96)
Sharon Stout, AdelpH (96)

2003

Phyllis Luckenbaugh, Bethes (00)

2004

Margery Larrabee, WashFM (98)
Kosalind Zuses, SndSpg (01)

Co-opted

Betsy Meyer, Bethes (00)

—Recorded Ministers—

Adelphi, Earl Redding (NC)*
Alexandria, Evelyn Bradshaw (NC)*
Deer Creek, James Scherer (IN)*
Gunpowder, Marshall Sutton (WL)*

**Indicates the Yearly Meeting in which
recorded*

PEACE AND SOCIAL CONCERNS

Co-clerks: Betty Hutchinson
John Rich

2002

John Darnell, Fredrk (96)
David Etheridge, WashFM (96)
Mary Lord, AdelpH (96)

2003

Betty Hutchinson, SndSpg (97)
Myra Wolcott, SndSpg (00)
John Rich, Bethes (00)
Mark Jacobson, FrbgPM (00)
Chick Nelson, Bethes (00)

2004

Ting-Yi Oei, Herndn (98)
William Clark, LtFls (98)
J.E. McNeil, WashFM (01)
John Salzberg, WashFM (01)
Gladys Swift, CharlT (01)

PROGRAM

Clerk: David Hines

2002

Jason Eaby, Notthm (96)
Geni Elliott, BStnRn (96)
Anne Greene, BHomew (96)

2003

Margaret Stambaugh, Gtysbg (00)
Karen Cunnyngham, Adelph (00)
Linda Coates, LtIBrt (00)
Ron Stroud, Notthm (01)

2004

Co-opted

David Hines, Rchmnd (00)

Ex officio

Miriam Green, Ministry & Counsel Clerk
Lamar Matthew, Yearly Meeting Clerk
Michele Levasseur, Youth Secretary
Frank Massey, General Secretary

PUBLICATIONS

Clerk: Howard Fullerton

2002

Howard Fullerton, SndSpg (99)
Riley Robinson, WashFM (96)
Winifred Walker-Jones, Wash

2003

Stanly Berkemeyer, LangHI (9)

2004

Lynda Joan Morley, SndSpg (0)

Ex officio

Arthur David Olson,
Interim Meeting Recording
Ronald Mattson,
Yearly Meeting Recording
BYFN Editor(s), Julia Williams
Lizzy Withers
BYMYAF Editor:
Lamar Matthew, Yearly Meeting
Frank Massey, General Secretary

WEB PUBLISHING SUBCOMMITTEE

Convenor: Howard Fullerton, S

Jason Eaby, Notthm
Martha Gay, Adelph
Ann Marie Moriarty, Adelph
Rex Riley, Charlt
Riley Robinson, WashFM
Tom Ryan, StaCol: Web Mana
Eric Uberseder, DunCrk
Ben Zuses, SndSpg

RECORDS

Clerk: Carol Beigel

2002

Carol Beigel, AdelpH (99)
Dorwood Way, StaCol (00)

2003

Jeanne Houghton, LangHl (00)
Alison Sleeman, Charl (00)
Martha Catlin, Alexan (00)

2004

Arthur David Olson, TkPkPM (01)
Stawrn Sheedy, GseCrk (01)

RECORDERS FOR MONTHLY MEETINGS

Adelphi: Carol Beigel
 Alexandria: Gretchen Hall
 Annapolis: Carol O'Neil Hitchings
 Baltimore, Homewood:
 Miles Davis
 Baltimore, Stony Run: Geni Elliott
 Bethesda: Ralph Hofmeister
 Blacksburg: Lisa Liske-Dooramdish
 Carlisle: Gene Hanson
 Charlottesville: Frances Schutz
 Deer Creek: Margaret Scarborough
 Fishertown: Fred Ickes
 Frederick: Christopher Fowler
 Gettysburg: Denise Weldon-Siviy
 Goose Creek: Nancy B. Uram
 Gunpowder: LouAnne Smith
 Herndon: Eveline Marquardt
 Langley Hill: Dorothy Clark
 Little Britain: Mary Kirk
 Little Falls: William Harlan
 Maury River: Earl Stanley
 Menallen: Mary Louise Hutchinson
 Midlothian: David Clark
 Nottingham: Janet Eaby
 Patuxent: Bruce Perrygo
 Pipe Creek: Duane Charlow
 Quaker Lake: Barbara Leitzke
 Richmond: Charlotte Davenport
 Roanoke: Genevieve Waring
 Sandy Spring: Joy Shotts
 State College: Loretta Jeffreys
 Valley: Beverly B. Moore
 Warrington: Joan Clippinger
 Washington: Riley Robinson,
 Administrative Secretary
 West Branch: Susan Johnson
 Williamsburg: Beth Haw
 York: David Marshall

RELIGIOUS EDUCATION

Clerk: Chuck Fager

2002

Anita Bower, Notthm (99)

Ellen Arginteanu, StaCol (00)

2003

Chuck Fager, StaCol (97)

Rob Rathfon, Carlis (97)

Darcy Lane, SndSpg (00)

Betsy Tobin, Fredrk (00)

Jo Ann Coates-Hunter, Fredrk (00)

Sarah Buchanan-Wollaston, DeerCk (00)

2004

Kathy Powell, Alexan(01)

Ex officio

Monthly Meeting Clerks of Religious
Education

RIGHT SHARING OF WORLD RESOURCES

Clerk: Tim Yeaney

2002

Kathy Fox, MaurRv (99)

Pegi Siegel, Carlis (99)

C J Swet, PipeCk (99)

Tim Yeaney, LangHI (99)

2003

Kathy Wright, SndSpg (97)

Edith Ballard, BHomew (97)

2004

STEWARDSHIP AND FINANCE

Clerk: Marion Ballard

2002

Herb Clark, BHomev (99)
Chris Fowler, Fredrk (99)
Paul Gorrell, Adelph (99)
Aimee Snyder, SndSpg (99)

2003

Tina Meadows O'Rear, Fredrk (99)
Marjorie Weisel, StaCol (97)
Harry Massey, WashFM (00)
Arlene Rodenbeck, Bethes (00)
Frances Taylor, GoosCk (00)

2004

Will Candler, Annapo (01)
Marion Ballard, Bethes (98)
Marjorie Scott, BStRn (01)

Ex Officio

Sheila Bach, Treasurer
Kevin Caughlan, Assistant Treasurer

UNITY WITH NATURE

Co-clerks: Janney Wilson
Steve Elkinton

2002

Steve Elkinton, LangHI (96)
Suzanne Lamborn, LtIBrt (96)
Tim Lietzke, QuakeL (96)
Janney Wilson, GoosCk (96)

2003

June Reed, Carlis (97)
Linda Spencer, Alexan (00)
Gladys Swift, CharlT (00)
Montague Kern, WashFM (00)
Pat Weiss, SndSpg (00)

2004

Rodney Pelton, GoosCk (98)
Alan Borst, SndSpg (01)
Mark Brabson, LtIBrt (01)

YOUTH PROGRAMS

Clerk: Tom Fox

2002

Jason Eaby, Oxford (99)
Kate Fullerton, SndSpG (96)
Rosalind Zuses, SndSpG (96)
Matthew Gordon, Adelph (01)
Katy Schutz, Charl (01)

2003

Tom Fox, LangHl (00)

2004

Betsy Tobin, Fredrk (01)
Libby Heck, Rchmnd (01)

Ex Officio

Michele Levasseur, Youth Secretary

YOUNG FRIENDS EXECUTIVE

Co-clerks: Brian Massey & Rachel Stacy

Assistant Clerk: Emily Buniva

Co-Recording Clerks:

Alicia Henzi & Woody Schaefer

Treasurer: Stephanie Virgo

Weasel: Chloe Tucker

BYFN Editors:

Julia Williams & Lizzy Withers

Yearly Meeting Planners:

Margaret Krome- Lukens

Jessie Vanderhoff

Youth Programs Committee:

Sandy Robson & Mali Royer

Work Camp Representative:

Laurel Johnson

Interchange Correspondent:

Lydia Hanson

Members-at-Large:

Andrew Fox, Sam Horne, &
Carolina McCandless

YOUNG ADULT FRIENDS

Clerk: Abby Gaffron

Recording Clerk:

Catherine Bell-Wetteroth

Treasurer: Kat Darnell

Web Manager: Mike Goren

AD HOC COMMITTEE ON GAY, LESBIAN, AND BISEXUAL CONCERNS

Clerk: Bonnie Stockslager

Recording Clerk: Martha Gay

REPRESENTATIVES TO CORPORATIONS AFFILIATED WITH THE YEARLY MEETING

FRIENDS HOUSE, INC. & FRIENDS NURSING HOME, INC. TRUSTEES

Clerk: Chick Nelson

2002

Appointed by Baltimore Yearly Meeting

Miriam Green, BHomew (99)
David Hines, Rchmnd (96)
Glenna Langley, SndSpg (99)
Ari Preuss, SndSpg (97)

Appointed by the Board

Howard Davis, Bethes (00)
Chick Nelson, Bethes (96)

2003

Appointed by Baltimore Yearly Meeting

Marion Ballard, Bethes (97)
Fred Hetzel, SndSpg (97)
Joseph Rogers, SndSpg (97)
John Smallwood, LangHl (00)

Appointed by Board

Ruth Flower, TkPkPM (00)
Victor Kaufman, SndSpg (00)

2004

Appointed by Baltimore Yearly Meeting

Elizabeth Garrettson, SndSpg (01)
Evan Lippincott, Bethes (98)
Jocelyn Shotts, SndSpg (98)

Appointed by Board

Howard Fullerton, SndSpg (98)
Georgia Maitland (98)
Sarah Baskett, Rchmnd (01)

SANDY SPRING FRIENDS SCHOOL

Clerk: Frank Massey

2002

Appointed by Baltimore Yearly Meeting

John Fogarty, Bethes (98)
Sarah Schenck, Annapo (98)

Appointed by Board

Carey Leahey, SndSpG (98)
Jack Matthews (98)
John McEwan (98)
Jerry O'Connor (94)
Tom Payne (98)

Appointed by Sandy Spring Meeting

Merida Harrington, (94)
Frank Massey (94)

2003

Appointed by Baltimore Yearly Meeting

Francis Palmeri, Annapo (95)
Steve Moles, LangHI (99)

Appointed by Sandy Spring Meeting

James Brache (99)
Elizabeth Hartge (99)
Janet Johnson (95)
Jennifer Schaufler (99)

2004

Appointed by Baltimore Yearly Meeting

Marilyn Gilmore, Annapo (00)

2005

Appointed by Baltimore Yearly Meeting

Jean Wilson, GoosCk (01)

Ex Officio: Ken Smith, Headmaster

**AMERICAN FRIENDS SERVICE
COMMITTEE CORPORATION**

2002

Christina Wair, LangHI (00)

2003

Ralph Blankfield, SndSpG (97)

2004

**REPRESENTATIVE TO THE
EXECUTIVE COMMITTEE,
MIDDLE ATLANTIC REGION OF
AFSC**

2002

Riley Robinson, WashFM (99)

**FRIENDS COMMITTEE ON
NATIONAL LEGISLATION,
GENERAL COMMITTEE**

2002

Gretchen Hall, Alexan (96)

Karen Treber, LangHI (96)

2003

Liz Hofmeister, Bethes (96)

Nathan Harrington, SndSpG (00)

2004

John Rich, Bethes (01)

Jack Fogarty, SndSpG (01)

**FRIENDS GENERAL CONFERENCE
CENTRAL COMMITTEE**

2002

Mary Barnes, HopCtr (99)

Nan Elsbree, Annapo (96)

Howard van Breemen, Alexan (95)

2003

Katrina Mason, Bethes (97)

Wesley Mason, Bethes (97)

Rachel Messenger, Alexan (97)

John Darnell, Fredrk (00)

Joe Rogers, SndSpG (00)

Margery Larrabee, WashFM (00)

2004

Rob Duncan, AdelpH (98)

Miriam Green, BHomew (98)

Sallie King, Valley (98)

Catharine Bell Wetteroth, SndSpG (01)

Trudy Rogers, SndSpG (01)

Pat Fox, Bethes (01)

Ex officio

Lamar Matthew, Yearly Meeting Clerk

**FRIENDS PEACE TEAMS
REPRESENTATIVES**

David Zarembka, Bethes (95)

Rachel Harrison, AdelpH (00)

Susan Rose, SndSpG (01)

FRIENDS UNITED MEETING

GENERAL BOARD

2002

Howard Fullerton, SndSpg (98)
Rich Liversidge, SndSpg (00)
Kathy Wright, alt, SndSpg (00)

**PLANNING COMMITTEE FOR
2002 TRIENNIAL:**

Kathy Wright, SndSpg

2002 TRIENNIAL REPRESENTATIVES

Howard Fullerton, SndSpg
Flossie Fullerton, SndSpg
Rich Liversidge, SndSpg
Joan Liversidge, SndSpg
Kathy Wright, SndSpg
Alan Wright, SndSpg
Laurie Wilner, LangHI
Frank Massey, SndSpg

**FRIENDS WORLD COMMITTEE
FOR CONSULTATION,
SECTION OF THE AMERICAS**

2002

Nancy McIntyre, SndSpg (96)

2003

Flossie Fullerton, SndSpg (00)
Dona Manoukian, LangHI (01)

2004

Rebecca Rawls, LangHI (98)
Tom Horne, TkPkPM (01)
Tricia Robinson, Annapo (01)

**FRIENDS COMMITTEE ON U
WITH NATURE REPRESENTA**

Janney Wilson, GoosCk (96)
Steve Elkinton, LangHI (Alternate)

**WILLIAM PENN HOUSE
CONSULTATIVE COMMITTEE**

2002 Victor Kaufman, SndSpg (99)

**YOUTHQUAKE PLANNING
COMMITTEE**

2003 Tom Fox

CALENDAR OF MEETINGS

BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS

The 331st annual session to be held at
Randolph-Macon College
Ashland, Virginia
July 23-28, 2002

INTERIM MEETING

March 23, 2002 at Richmond Meeting, Richmond, VA
June 15, 2002 at York Meeting, York, PA
October 27, 2002 at Baltimore, Homewood Meeting, Baltimore, MD

QUARTERLY MEETINGS

CENTRE

Clerk: Walt Fry

Dunnings Creek

Fishertown June 2, 2002

State College April 7, 2002

West Branch October 20, 2002

CHESAPEAKE

Clerk: Diane Kesler

Annapolis
Baltimore, Homewood March 10, 2002
Baltimore, Stony Run
Gunpowder
Little Falls
Patapsco Preparative
Patuxent June 9, 2002
Sandy Spring September 8, 2002
Seneca Valley Preparative

NOTTINGHAM

Clerk: Charles Hilaman

Nottingham
"The Brick" Meeting House
Little Britain, Eastland
Little Britain, Penn Hill

WARRINGTON

Clerk: Margaret Stambaugh

Carlisle
Frederick
Gettysburg November 18, 2001
Menallen
Pipe Creek February 17, 2002
Warrington May 19, 2002
York August 18, 2002

MONTHLY MEETINGS

Adelphi

Mailing address: 2303 Metzert Road, Adelphi, MD 20783

Meeting place address: Same as above

(Wheelchair accessible) [Hearing assistance system available]

Telephone: (301) 445-1114-Meeting House telephone

Web site: <http://www.quaker.org/adelphi.html>

First Day schedule: Worship, 10:00 a.m.; First Day school, 10:20 a.m. except

Junior Meeting fourth First Day at 10:00 a.m.

Business Meeting schedule: Second First Day of the month, following Meeting for Worship.

Travel directions: Located a few miles north of Washington, D.C., the Meeting House is between Riggs and Adelphi Roads, near the University of Maryland. From Maryland Route 650 (New Hampshire Avenue), go east on Metzert Road; the Meeting House is on the right, one block past the (first) traffic signal at Riggs. Metro's route R-8 (Calverton) bus stops one block from the Meeting House (at the corner of Riggs and Metzert). The Montgomery County Ride-On route 20 (Holly Hall) bus stops about 1/2 mile from the Meeting House (near the corner of New Hampshire and Southampton).

Clerk: Pam Tyng; **Assistant Clerk:** Ann Marie Moriarty; **Treas.:** Dee Clarkin; **M&W:** Alexandra Barnes; **RE:** Rob Duncan; **S&F:** Martha Woods

Alexandria

Mailing address: 8990 Woodlawn Road, Ft. Belvoir, VA 22060

Meeting place address: Same as above

(Wheelchair accessible) [Hearing assistance system is available]

Telephone: (703) 781-9185-Meeting House telephone

First Day schedule: Worship, 11:00 a.m.; Childcare 11:00 a.m.; First Day School, 10:00 a.m.; Adult RE, 10:00 a.m.

Business Meeting schedule: First First Day of the month, 1:00 p.m. (Second First Day in September)

Travel directions: From I-495 (Capital Beltway) take Route 1 going south. Go about eight miles and pass Woodlawn Plantation on the right; turn right at the next light onto Woodlawn Road, then immediately left to the Meeting House. From I-95 coming north, take Fort Belvoir exit and go north on Route 1 about ten miles. Pass the second gate to Fort Belvoir; take the next left onto Woodlawn Road, then immediately left again into the Meeting House.

Clerk: Warren Treuer; **Treas.:** Rachel Messenger; **M&C:** Judy Elvington; **RE:** Kristy Vant (children) & John Mason (adult)

Annapolis (Chesapeake Quarterly Meeting)

Mailing address: 351 Dubois Road, Annapolis, MD 21401

Meeting place address: Same as above [Wheelchair accessible] [Hearing assistance system 72.9 MHz]

Telephone: (410) 573-0364 - Meeting House telephone

First Day schedule: Worship, 11:00 a.m.; First Day School, 11:00 a.m.; religious education, 9:30 a.m. on second and fourth First Days.

Business Meeting schedule: First First Day of the month, 9:00 a.m.

Travel directions: From Route 50 toward Annapolis take Exit 24 to Bestgate Road. Go .5 miles to first right onto N. Bestgate Road. Take first right onto Dubois Road. Go to the end. Meeting House is on the left.

Clerk: Patience Schenck; **Treas.:** Leo Pickens; **M&W Co-Clerks:** Barbara Thomas & Dot Walizer; **RE:** Wes Jordan; **S&F:** Will Candler

Ashland Worship Group [Richmond]

Mailing address: c/o Richmond Friends Meeting, 4500 Kensington Avenue, Richmond, VA 23221

Meeting place address: contact Richmond Friends Meeting

Telephone: (804) 358-6185- Richmond's Meeting House telephone

Travel directions: Call Richmond Friends Meeting for further information

Augusta Worship Group [Valley]

Mailing address: c/o Steve Tabscott, Contact, 669 W. Frederick Street, Staunton, VA 24401

Meeting place address: Same as above

[Not wheelchair accessible] [No hearing assistance system]

Telephone: (540) 885-7973

First Day schedule: Worship, 10:00 a.m. First Days in various homes.

Travel directions: Call contact for directions.

Contact: Steve and Jeanne Tabscott

Baltimore, Homewood (Chesapeake Quarterly Meeting)**Mailing address:** 3107 North Charles Street, Baltimore, MD 21218**Meeting place address:** Same as above

[Wheelchair accessible] [Hearing assistance system available]

Telephone: (410) 235-4438-Meeting Office telephone**First Day schedule:** September-May: Worship 11:00 a.m. (Except 3rd First Day of each month at 10:00 a.m.) First Day School, 11:00 a.m. (Except 3rd First Day of each month at 10:00 a.m.) June-August: Worship, 10:00 a.m. with childcare provided.**Business Meeting schedule:** Third First Day of the month, 11:45 a.m.**Travel directions:** On North Charles Street directly across from the Baltimore Museum of Art Drive, and John Hopkins University, Homewood Campus.**Clerk:** John McKusick; **Asst. Clerks:** Nancy Clark & David Blalock; **Treas.:** Susan Russell Walters; **M&W:** Mina Brunyate; **RE:** Heidi Blalock; **S&F:** Katharine Abt ; **C&C:** Beth Edelstein**Baltimore, Stony Run** (Chesapeake Quarterly Meeting)**Mailing address:** 5116 North Charles Street, Baltimore, MD 21210**Meeting place address:** Same as above

[Barrier-free] [Hearing assistance system available]

Telephone: (410) 435-3773-Meeting office telephone; fax (410) 435-3779**e-mail:** stonyrunfriends@starpower.net**First Day schedule:** Worship, 9:30 a.m. (scent-free) and 11:00 a.m.; First Day School, 11:00 a.m. In July and August, Worship at 8:30 a.m. (scent-free) and 10:00 a.m.; First Day School, 10:00 a.m. Childcare for all meetings.**Business Meeting schedule:** First Third Day, 7:30 p.m., September-June. Arranged First Days, July-August.**Travel directions:** Beltway (I-695) Exit 25 South for Charles Street. The Meeting House is located 4.3 miles south of I-695 Charles Street exit, on the right side of Charles Street, immediately after Cathedral of Mary Our Queen (south of Northern Parkway).**Clerk:** Alice Cherbonnier; **Treas.:** J. Michael Boardman; **M&C:** David Diorio; **RE:** Susan Hibbs & Bill Trescher, Co-Clerks; **S&F:** Winfield Cain

Bethesda

Mailing address: P.O. Box 30152, Bethesda, MD 20824

Meeting place address: Edgemoor Lane and Beverly Road, Bethesda
(on the campus of Sidwell Friends Lower School)

[Wheelchair accessible] [Hearing assistance system available]

Telephone: (301) 986-8681

e-mail address: bethesdfm@igc.apc.org

First Day schedule: Worship, 9:30 a.m. (except on first First Day month) and 11:00 a.m. every First Day; First Day School, 11:20 - noon.

Business Meeting schedule: First First Day of the month, 9:15 a.m.

Travel directions: From the Beltway north of Bethesda, take Old Georgetown Road exit South; past NIH to downtown Bethesda; turn right on Arlington Road (at the next light past the one at Auburn Avenue); turn right at the second light along Arlington Road at Edgemoor Lane, then take the first left at Beverly Road and turn into Sidwell Lower School. From the District along Wisconsin Avenue, turn left at Bradley Blvd. and right on Arlington Road just beyond the railroad crossing; go about 0.4 miles to Edgemoor Lane; turn left and then left at Beverly Road. Parking is available on the Sidwell School grounds.

By Metro: Take the Red Line to the Bethesda station. At the top of the escalator you will be in the bus stop area. Walk past the bus stops to the end of the station to reach Edgemoor Lane. Turn left on Edgemoor, walk a few short blocks (Crossing Woodmont and then Arlington) to Beverly Road, then turn left onto Beverly to get to the Sidwell Friends School as described above.
By Bus: Many Montgomery County Ride On and Metro buses make a stop at the Bethesda Metro station as well.

Co-Clerks: Deedie Runkel and Lisa Marshall **Treas.:** Arlene Roddenberry

M&W: Susan Kanaan; **RE:** Bob Nutter & David Whitford; **S&F:** Greg Nutter and Donald Coates

Blacksburg

Mailing address: c/o Steve Hulburt, Clerk, 612 Nellie's Cave Road, Blacksburg, VA 24060

Meeting place address: Cooper House, 305 Washington Street SW, Blacksburg, VA 24060 [Wheelchair accessible] [No hearing assistance system]

e-mail address: shulburt@mail.mcps.org (Steve Hulburt's)

First Day schedule: Worship, 10:00 a.m.; First Day School, 10:00 a.m.

Business Meeting schedule: First First Day of the month, at the rise of the sun.

Travel directions: Call Cooper House at (540) 552-2473 or Clerk (540) 552-0200

Clerk: Steve Hulburt; **Treas.:** Jim Shotts; **M&C:** Dariush Liske-Doornik

RE: Michele Wilkins; **P&SC:** Alwyn Moss

Carlisle (Warrington Quarterly Meeting)**Mailing address:** 252 "A" Street, Carlisle, PA 17013**Meeting place address:** Same as above

(Wheelchair accessible) [No hearing assistance system]

Telephone: (717) 249-8899-Meeting House telephone**First Day schedule:** Worship, 10:00 a.m. (also Wednesday noon); First Day School, 10:15 a.m. (Children present at first 15 minutes of worship); Bible Study 9:00-10:00 a.m.**Business Meeting schedule:** Second First Day of the month, 11:30 a.m.**Travel directions:** From center of downtown (intersection of High and Hanover Streets), go west on High to College St. (3rd traffic light). Turn right on College St., then right at "A" Street (Meeting House at next alley).**Clerk:** Andy Hoover; **Treas.:** Joan Anderson; **M&C:** Fred Baldwin; **RE:** Mary Ann Evans (children), Nathan Jefferson (adult); **S&F:** Joan Anderson**Charlottesville****Mailing address:** 1104 Forest Street, Charlottesville, VA 22903**Meeting place address:** Same as above

(Wheelchair accessible) [Hearing assistance system available]

Telephone: (434) 971-8859-Meeting House telephone**Web site:** <http://monticello.avenue.gen.va.us/Community/Religion/Quakers>**First Day schedule:** Worship, 8:30 a.m. and 11:00 a.m. (Fall, Winter and Spring); 8:30 a.m. and 10:00 a.m. Summer (6/15-9/1); First Day School, 11:00 a.m.-11:45 a.m. September- June. Adult discussion: 9:45 a.m.**Business Meeting schedule:** First First Day of the month, 1:00 p.m.**Travel directions:** From US 29 in Charlottesville, turn east onto Barracks Road. Follow on Barracks, which becomes Preston, for about one mile uphill and down, to the intersection with Forest (one short block after the light at Rose Hill). Go left onto Forest about four blocks. The Meeting House is at the end of the street on the right. Park in the adjoining Murray School lot.**Cp-Clerk:** Lynette Friesen and Otto Friesen; **Treas.:** Allison Sleeman; **M&W:** Val Matthews; **RE:** Robin Albertson-Wren

Deer Creek

Mailing address: P.O. Box 415, Darlington, MD 21034

Meeting place address: 1212 Main Street, Darlington, MD
[Wheelchair accessible] [No hearing assistance system]

Telephone: (410) 457-9188-Meeting House telephone

Web site: <http://www.bym-rsf.org/deercreek/>

First Day schedule: Worship, 11:15; First Day School, 10:30 a.m.

Business Meeting schedule: Third First Day of the month, 9:30 a.m.

Travel directions: The Meeting House is in Northern Harford County, forty miles northeast of Baltimore, about one-fifth mile east of US 1, on MD

Clerk: Henry S. Holloway; **Treas.:** Christine Gregory; **M&C:** James E. Pi

RE: Sarah Buchanan-Wollaston; **S&F:** Richard Holloway

Dunnings Creek (Centre Quarterly Meeting)

Mailing address: c/o Holly Coia, 710 Preston St., Bedford, PA 15522

Meeting place address: Dunnings Creek Meetinghouse in Fishertown
[Wheelchair accessibility in progress] [No hearing assistance system]

e-mail address: hberry@pennswoods.net (Holly Coia's) or

KenloAA7@aol.com (Joan Stern's)

First Day schedule: Worship, 10:45; First Day School, 10:00 a.m.

Business Meeting schedule: Second Sunday of the month, 10:00 a.m.

Travel directions: The Meeting is about nine miles northwest of Bedford in Fishertown, PA. From northbound Route 56 a road goes off to the left in Fishertown by Dot's Carry Out restaurant. Dunnings Creek Meeting House brick structure on the left about one-half mile after leaving Route 56.

Co-Clerks: Holly Coia and Joan Stern; **Treas.:** Ingrid Hoffnar; **M&C:** E Miller, Mary Esther Grazier, and Holly Coia; **RE:** Susan Williams & Susan zier **S&F:**

Fawn Grove Worship Group [Deer Creek]

Mailing address: c/o Lillian Hills, Contact, 13309 Collins School Rd, Felt 17322

Meeting place address: S. Market Street, Fawn Grove PA 17321 [Not wheelchair accessible] [No hearing assistance system]

e-mail address: lilhills3@juno.com (Lillian Hills's)

Travel directions: Call Contact for more information.

Contact: Lillian Hills

Fishertown (Centre Quarterly Meeting)**Mailing address:** c/o Fred Ickes, Clerk, Fishertown, PA 15539**Meeting place address:** Fishertown Meeting House in Fishertown, PA
[Not wheelchair accessible] [No hearing assistance system]**First Day schedule:** Worship, 10:45 a.m.; First Day School, 9:30 a.m.**Business Meeting schedule:** Third First Day of the month, 11:00 a.m.**Travel directions:** Fishertown is about nine miles northwest of Bedford, PA, on PA Route 56. From northbound Route 56 a road goes off to the left into Fishertown. Fishertown Meeting House is a white-frame structure on top of the hill on the right about three-quarters mile after leaving Route 56.**Clerk:** Fred Ickes; **Treas.:** Shirley Conner**Floyd****Mailing address:** 1199 Christiansburg Pike, Floyd, VA 24091**Meeting place address:** 1199 Christiansburg Pike (2 miles from Post Office)
Floyd, VA 24091 [Wheelchair accessible] [No hearing assistance system]**First Day schedule:** Gather: 10:15 a.m.; Worship: 10:30; First Day School: 10:30 a.m.**Business Meeting schedule:** Second First Day of the month, 12:30 p.m. at the Meeting House.**Travel directions:** From places other than Roanoke: from the Floyd traffic light go 8/10 of a mile on 221 in the direction of Roanoke; take a left onto Christiansburg Pike for two miles; Meeting House is on the right-hand side. From Roanoke take 221 in the direction of Floyd; just before the village, turn right at Harris & Baker Furniture Co. onto Christiansburg Pike for 2 miles; Meeting House is on the right-hand side.**Clerk:** Jo Parr; **Treas.:** Steve Beese; **Recording Clerk:** Lee Britton **M&O:** Rebecca Dameron and Jo Parr; **RE:** Wil and Mary Stratton (adult); **S&F:** Steve Beese**Frederick** (Warrington Quarterly Meeting)**Mailing address:** 723 N. Market Street, Frederick, MD 21701**Meeting place address:** Same as above

[Wheelchair accessible] [No hearing assistance system]

Telephone: (301) 631-1257-Meeting House telephone**Web site:** <http://www.frederickfriends.org/>**e-mail:** clerk@frederickfriends.org**First Day schedule:** Singing, 10:00; Worship, 10:30; First Day School, 10:45**Business Meeting schedule:** Second First Day of the month, 12:00 noon**Travel directions:** From U.S. Route 15 (North or South) exit onto 7th Street heading east. North Market is 4th traffic light, turn left onto one-way street-1/2 block to Meeting House which is the first freestanding house on the left.**Clerk:** Sue deVeer; **Treas.:** Hank Rupprecht; **M&C:** Diane Younkens; **RE:** Katrina Darnel and Greg Tobin; **S&F:** Tena Meadows O'Rear

Fredericksburg Preparative [Alexandria]

Mailing address: c/o Evelyn Bradshaw, Recording Clerk, 10826 Leavell
Fredericksburg, VA 22407-1261

Meeting place address: Campus Christian Center, 1213 Dandridge
Fredericksburg, VA [Wheelchair accessible] [No hearing assistance system]

e-mail address: ebradshw@staffnet.com (Evelyn Bradshaw's)

First Day schedule: Worship, 11:00 a.m.; First Day School, 11:00 a.m.

Business Meeting schedule: Fourth First Day, 11:30 a.m. in months with
First Days.

Travel directions: From I-95 take Route 3 east toward downtown
Fredericksburg. Go through a shopping area, then under US Route 1. A
bends right, get in leftmost lane of two left lanes and turn left at light. Continue
Route 3 (business) past St. Mary's Catholic Church. At next traffic light
left onto College Avenue. Dandridge is first left after first traffic light on
College Avenue. Parking available either side of College Ave. Campus Christian
Center is about 3 houses down on right, identified by sign on post in front yard.

Clerk: Rotating Clerks; **Treas.:** Martha Adams; **RE:** Nancy Schiff

Friendship Preparative [Washington]

Mailing address: P.O. Box 9684, Washington, DC 20016

Meeting place address: Sidwell Friends Upper School, Kogod Arts Center,
3825 Wisconsin Avenue, NW, Washington, DC

[Wheelchair accessible] [No hearing assistance system]

Telephone: (202) 483-3310-Friends Meeting of Washington telephone

First Day schedule: Worship, 11:00 a.m.; No First Day School.

Business Meeting schedule: Third First Day, 12:30 p.m., March, June,
September, and December.

Travel directions: Take Red line Metro to Tenley station. Walk or take bus
south on Wisconsin Ave. From Beltway 495 exit #19, South. Six miles on
Wisconsin Ave., turn left at 3825 Wisconsin Ave. between Upton and Quebec
Streets. Main drive toward Manor House curves north behind tennis courts to parking
area. Proceed down walk to Kogod Center for the Arts (one-story building
west of Manor House). Meeting Room is at far end of lobby.

Contact: Robert Liles II; **Treas.:** Robert Liles II;

Friends House Worship Group [Sandy Spring] (Chesapeake Quarterly Meeting)

Mailing address: c/o Sandy Spring Friends Meeting, 17715 Meeting
Road, Sandy Spring, MD 20860

Meeting place address: Friends House, 17340 Quaker Lane, Sandy Spring,
MD [Wheelchair accessible] [No hearing assistance system]

Telephone: (301) 924-4900-Friends House Nursing Home, Monday-Friday

First Day schedule: Worship, 10:00 a.m. in Miller Center

Travel directions: Friends House is in Montgomery County in the community
of Sandy Spring. Take Route 108 to Norwood Road and look for sign.

Contact: Friends House

Gettysburg (Warrington Quarterly Meeting)**Mailing address:** P.O. Box 4151, Gettysburg, PA 17325**Meeting place address:** Glatfelter Lodge, Gettysburg College, Gettysburg, PA
(Wheelchair accessible) [No hearing assistance system]**Telephone:** (717) 642-6939**First Day schedule:** Worship, 10:30 a.m.; First Day School, 10:30 a.m.**Business Meeting schedule:** Second First Day of the month, after rise of Meeting.**Travel directions:** From the square in Gettysburg (intersection of US 30 and US [Business] 15) go north one block on Carlisle St. to Water St. Left on Water, go one block and through College Gate to parking lot. Walk north about 75 yards until you see the Memorial Wall. Glatfelter Lodge (Faculty Lounge) is the old stone building with stained glassed windows nearest the wall.**Co-Clerks:** Frank Bailey and Mary Gemmill; **Treas.:** Ralph Oyler; **M&C:** Margaret Stambaugh; **RE:** Denise Sivy**Goose Creek****Mailing address:** P.O. Box 105, Lincoln, VA 20160**Meeting place address:** 18204 Lincoln Road, Lincoln, VA 20160

(Wheelchair accessible) [No hearing assistance system]

Telephone: (703) 777-5979-Meeting House telephone**First Day schedule:** Worship, 9:45 a.m.; First Day School, 10:00 a.m. (following brief worship with adults).**Business Meeting schedule:** 11:10 a.m. first First Day of the month**Travel directions:** The Meeting House is in Loudoun County, south of Purcellville. From VA Route 7 (Business) turn south on VA Route 722, Maple Avenue (traffic light at this intersection), which crosses Route 7 (Business) near shopping centers and a 7-11 convenience store. The Meeting House is two miles south, on the left side of the road, in the village of Lincoln. Parking is in the lot across from the Meeting House.**Clerk:** Sheila Kryston; **Treas.:** Edward E. Nichols, Jr.; **M&O:** Arlene Janney and Caroline Pelton; **RE:** Joe Esposito; **S&F:** John Unger

Gunpowder (Chesapeake Quarterly Meeting)

Mailing address: P.O. Box 737, Sparks, MD 21152-0737

Meeting place address: 14934 Priceville Road, Sparks, MD
[Not wheelchair accessible] [No hearing assistance system]

Telephone: (410) 472-4583-Meeting House telephone

Web site: <http://www.bym-rsf.org/gmm/index.html>

First Day schedule: Worship, 11:00 a.m.; Adult Forum, 10:00 a.m. first
Days; First Day School, 11:00 a.m., with opening exercises second, fourth
and fifth First Days during the school year at 10:30 a.m.

Business Meeting schedule: Third First Day of the month, 10:00 a.m.

directions: Sparks is about 21 miles north of Baltimore on the Harrisbur
pressway (I-83). Gunpowder Meeting is west of Sparks and west of I-83.

83 at Belfast Road (Exit 24), turn west toward Butler. Go one-third m
Priceville Road; left on Priceville Road for one mile. Where Priceville
turns right and Quaker Bottom Road continues ahead at the crest of a

grade, make a sharp right turn into the Meeting House drive. **Clerk:** Pr

Passmore; **Treas.:** Andrew Passmore, II; **M&O:** Virginia Schurman; **RE**

Holloway; **S&F:** Chester Holloway

Herndon

Mailing address: 660 Spring Street, Herndon, VA 20170

Meeting place address: Same as above

[Wheelchair accessible] [No hearing assistance system]

Telephone: (703) 736-0592-Meeting House telephone

Web site: <http://www.herndonfriends.org/>

First Day schedule: Singing, 10:15 a.m.; Worship, 10:30 a.m.; First Day S
10:45 a.m. (following worship with adults)

Business Meeting schedule: Second First Day of every other month
ing in January), at the rise of Meeting.

Travel directions: From Dulles Toll Road, go north on Centreville Road
becomes Elden Street. At about 1.2 miles, turn right onto Spring Street, the
on Locust to the parking lot on right.

Clerk: Ting-Yi Oei; **Treas.:** Catharine Tunis; **M&O:** Dennis Jones
Deborah Kirkman; **S&F:** J.D. Von Pischke

Hopewell Centre

Mailing address: c/o Anne Bacon, 433 Marion St., Winchester, VA 22601

Meeting place address: 604 Hopewell Road, Clearbrook, VA

[Wheelchair accessible] [No hearing assistance system]

Web site: <http://hopecentre.quaker.org/>

e-mail address: abacon@visuallink.com

First Day schedule: Worship, 10:00 a.m.; First Day School, 11:15 a.m.

Business Meeting schedule: Second First Day of the month, 11:15 a.m.

Travel directions: Clearbrook is seven miles north of Winchester on Route 11;

Meeting House is about 1 mile west of Route 11 on Hopewell Road; a large

stone sign marks the point to turn west. From I-81, take Clearbrook exit #321,

turn west to the Meeting House, about $\frac{1}{2}$ mile on south side of Hopewell

Road.

Clerk: Anne Bacon; **Treas.:** James T. Riley & David McCormick; **M&C:**

Betty McCormick; **RE:** Linda Wilk & Martha Handley; **S&F:** James T. Riley &

David McCormick

Langley Hill

Mailing address: P. O. Box 118, McLean, VA 22101

Meeting place address: 6410 Georgetown Pike, Langley, McLean, VA 22101

[Wheelchair accessible meeting room] [Hearing assistance system available-

72.9 MgH]

Telephone: (703) 442-8394-Meeting House telephone

e-mail address: surr@his.com

Web site: <http://www.quaker.org/langleyhill>

First Day schedule: Worship, 10:00 a.m., 9:30 a.m. second First Day; First

Day School, 10:30 a.m. (Nursery at 10:00 a.m.).

Business Meeting schedule: Second First Day of the month, 10:30 a.m.-

12:00 noon, September to June.

Travel directions: From Washington: cross Chain Bridge and turn right onto

Route 123; continue two miles to the well-marked right turn onto Route 193

(Georgetown Pike); follow Georgetown Pike six-tenths of a mile to the Meeting

House on the right. From the Beltway: leave the Beltway, turning east (toward

Langley and Washington) onto Route 193 (Georgetown Pike); follow Georgetown

Pike almost two miles to Meeting House on left.

Clerk: John Surr; **Treas.:** David Boynton; **M&W:** Walter Brown and Dorothy

Clark; **RE:** Jim Laity; **S&F:** Catherine Anderson

Little Britain (Nottingham Quarterly Meeting)

Mailing address: c/o Suzanne Lamborn, Clerk, 225 Lees Bridge
Nottingham, PA 19362

Meeting place address: See Eastland and Penn Hill

First Day schedule: See Little Britain-Eastland and Little Britain-Penn

Business Meeting schedule: Third First Day of the month, at rise of N
February, April, June, October and December at Eastland, January, March
July, September and November at Penn Hill; August at Drumore.

Travel directions: See Little Britain-Eastland and Little Britain-Penn

Clerk: Suzanne Lamborn; **Treas.:** Mark Miller; **M&C:** Mark Brabs
Mark Achtermann; **S&F:** Mark Miller

Little Britain-Eastland (Nottingham Quarterly Meeting)

Mailing address: Linda Coates, Clerk, 126 S. Fulton Street, Strasburg, PA

Meeting place location: at Kirks Mills and Friends Roads

[Wheelchair accessible] [No hearing assistance system]

First Day schedule: Meeting for Worship, 11:00 a.m.; First Day School, 10:

Travel directions: From points south: Route I-95 North from Baltimore
onto Route 152 (Fallston) West; to U.S. Route 1 North to Conowingo
electric Dam; after bridge, at top of hill, turn north onto Route 222. After
ing Pennsylvania border, take right fork at Y in road (approximately 1 mi
Little Britain Road; drive about two miles, turn right onto Kirks Mills Ro
left on Friends Road at the Meeting House. From points north/west-t
South from Harrisburg; merge onto Route 30 East at Lancaster; take
South Exit; follow 272/222 South through Lancaster. Follow 272/222 S
21-24 miles; turn left onto 272 South at Wakefield (just after Robert Ful
Company on the left) (Penn Hill Meeting); drive four miles to stop sign
Britain Elementary School; turn right onto Little Britain Road; turn left at
road (about one mile), which is Friends Road; the Meeting House is on th
Friends Road about one mile.

Clerk: Linda Coates; **RE:** Charlesie Coates

Little Britain-Penn Hill (Nottingham Quarterly Meeting)

Mailing address: c/o Mary Kirk, Clerk, 248 Pilottown Road, Peach F
PA 17563

Meeting place location: Wakefield, PA, just south of junction US Ro
and PA Route 272 [Not wheelchair accessible, but 3 steps in front do
small step in side door] [Hearing assistance system] [Hearing assistance
available-microphone and speaker]

First Day schedule: Worship, 11:00 a.m.; First Day School, 10:00 a.m.

Travel directions: Nine miles north of US Route 1 on US Route 222 at Wa
PA; 200 feet south of the split of US Route 222 and PA Route 272.

Clerk: Mary Kirk; **RE:** Mark Achtermann

Little Falls (Chesapeake Quarterly Meeting)**Mailing address:** P. O. Box 240, Fallston, MD 21047**Meeting place address:** 719 Old Fallston Road, Fallston, MD 21047

[Wheelchair accessible] [No hearing assistance system]

Telephone: (410) 877-3015-Meeting House telephone**First Day Schedule:** Worship, 10:30 a.m.; First Day School, 11:15 a.m.**Business Meeting schedule:** First First Day of the month, 11:15 a.m.**Travel directions:** At intersection of US 1 and MD 152, go west on 152; cross MD 147 and turn left at Connolly Road. The Meeting House is one-quarter mile on the right, on Old Fallston Road.**Clerk:** Dale Varner; **Treas.:** Alice Remsberg; **M&C:** Beth Babikow; **RE:** Mary Ellen Saterlie; **S&F:** Alice Remsberg**Louisa County** Worship Group [Charlottesville]**Mailing address:** c/o Ione Dusinberre, Convenor, 138 Twin Oaks Road, Louisa, VA 23093**Meeting place address:** Same as above.

[Not wheelchair accessible] [No hearing assistance system]

First Day schedule: Worship, 10:00 a.m. First and Third First Days.**Business Meeting schedule:** Third First day, after Meeting for Worship.**Travel directions:** Take Interstate 64, then Shannon Hill Exit (#149). Turn south on Route 605. Take 605 for about five miles. Turn left on Yanceyville Road (#46). Go one mile, turn left on Vigor Road (#697). This becomes a gravel road. Continue to top of the hill. Turn left on Tupelo Ridge Road. Pass Dairy Barn on left then park in lot on left. Walk up hill past big building on left. Go in next big building on right (called Kawehar). Meeting room is first room on the left. **Convenor:** Ione Dusinberre; **Treas.:** Steve Kretzmann; **Corresponding Secretary:** Dianne Grandstrom**Lynchburg** Indulged [Roanoke]**Mailing address:** c/o Heidi Koring, Contact, 5 W. Princeton Circle #6, Lynchburg, VA 24503**Meeting place address:** Spiritual Life Center, Lynchburg College

[Not wheelchair accessible] [No hearing assistance system]

First Day schedule: Worship, 10:30 a.m.**Travel directions:** Call contact person.**Contact:** Heidi Koring ; **M&W:** James Owens

Mattaponi Worship Group [Williamsburg]

Mailing address: c/o Charles Maloney, Dayspring Farm, HCR 74, Box 28
logne, VA 23037

Meeting place address: Same as above

[Not wheelchair accessible] [No hearing assistance system]

Telephone: (540) 785-9401

First Day schedule: Worship, 10:00 a.m. first and third First Days

Business Meeting schedule: Third First Day of the month, after the Meeting.

Travel directions: From Charlottesville, take Route 64 East to Richmond before Richmond, take 295 North and East around Richmond. *Stay on 295 exit for Route 64. Take 64 East towards Williamsburg and Norfolk. Stay East until the first West Point exit. That will put you on Route 33. Go through town of West Point after approximately eight to nine miles. After another six miles, at the intersection of Route 33 and Route 14 E, turn right. You are turning right towards Gloucester. After 1/2 mile, the farm is on the right big white farm house and you will see a sign for Dayspring Farm.

From Baltimore or D.C., take Interstate 95 South, through Fredericksburg the way to Route 295. Take 295 East towards Williamsburg and Norfolk. See directions from *.

Clerk: Charles Maloney; **Treas.:** Doug Austin

Maury River

Mailing address: P.O. Box 582, Lexington, VA 24450

Meeting place address: Route 60 (old W. Midland Trail, Lexington, VA)
[Wheelchair accessible] [No hearing assistance system]

Web site: <http://www.bym-rsf.org/mrmm/index.html>

First Day schedule: Worship at 10:00 a.m.; Adult discussion 11:30 a.m. Luck follows discussion; First Day School, 10:00 a.m.-11:00 p.m.

Business Meeting schedule: Fourth First Day of the month, 11:30 a.m.

Travel directions: From I-81, take I-64 West to exit #50 (Kerrs Creek). At the top of the exit ramp, turn left, crossing over I-64. At the next intersection, turn right onto State Route 850 (W. Midland Trail). Travel west four miles through farmland to State Route 629 (Waterloo Drive). Turn left. The Meeting House is on the right just across the bridge.

Clerk: Peggy Dyson-Cobb; **Treas.:** Phillip Hyre; **M&W:** Jim Warren
Elise Sheffield; **S&F:** Morris Trimmer

Menallen (Warrington Quarterly Meeting)

Mailing address: c/o Barclay Brooks, Clerk, 45 Rice Avenue, Biglerville, PA 17307-0845

Meeting place address: PA Route 34, Biglerville, PA

[Wheelchair accessible] [No hearing assistance system]

Telephone: (717) 677-7797

First Day schedule: Worship, 10:30 a.m.; First Day School 10:30 a.m.

Business Meeting schedule: Second First Day of the month, following Meeting for Worship.

Travel directions: The Meeting is about ten miles north of Gettysburg, PA, on PA Rt. 34. Passing through Biglerville, go two and a half miles past the Biglerville traffic light. The Meeting House is on the right.

Clerk: Barclay Brooks; **Treas.:** Carolyn Walmer; **M&C:** Barclay Brooks; **RE:** S&F: Melvin Worley

Midlothian

Mailing address: c/o Susan Umidi, Clerk, P.O. Box 1043 Goochland, VA 23063

Meeting place address: Stony Point School, 3400 Stony Point Road, Richmond, VA 23235 [Not wheelchair accessible] [No hearing assistance system]

Web site: <http://members.aol.com/tqthrft/MFM.html>

First Day schedule: Worship, 11:00 a.m. every First Day; First Day School, 11:15 a.m. on second and fourth First Days

Business Meeting schedule: Second First Days following worship at Stony Point School

Travel directions: Call Clerk for directions. **Clerk:** Catherine Myers; **Treas.:** Claire and Ed Butler; **RE:** Roselle Clark and Diana Farmer; **S&F:** Alan Rogers

Norfolk Preparative [Williamsburg]

Mailing address: c/o Joan Moore, Clerk, 518 New Jersey Avenue, Norfolk, VA 23508

Meeting place address: Schley home, 522 A Spottswood Ave #2, Norfolk, VA 23517 [Not wheelchair accessible] [No hearing assistance system]

Telephone: (757) 627-6317 for messages

First Day schedule: Worship, 10:00 a.m.

Business Meeting schedule: First First Day of the month, following Meeting for Worship.

Clerk: Joan Moore; **Treas.:** Ralph Schley

Nottingham (Nottingham Quarterly Meeting)

Mailing address: 260 South Third Street, Oxford, PA 19363

Meeting place address: Oxford Friends Meetinghouse, 260 South Third Street, Oxford, PA 19363 [Wheelchair accessible] [No hearing assistance system]

Telephone: (610) 932-8572-Meeting House telephone

First Day schedule: Worship, 11:00 a.m.; First Day School, 9:45 a.m.

Business Meeting schedule: Second First Day of the month, 9:30 a.m. meets Fourth First Day at 12:30 p.m.

Travel directions: Take PA Route 472 exit from US Route 1. Turn onto Route 472, also known as Lancaster Avenue (from north a left turn and from south a right turn). Continue about one mile, bear right at a church to a stop light and right at that light onto Third Street and continue through the next light. The Meeting House is on the right about midway in the block.

Clerk: Billie Anne Bradley; **Treas.:** David Ross; **M&C:** Gail Pietrzyk; **Anita Bower;** **S&F:** Gene Galantino

Patapsco Preparative [Sandy Spring] (Chesapeake Quarterly Meeting)

Mailing address: c/o Sherri Morgan, 10703 Harding Road, Laurel, MD 20786

Meeting place address: Mt. Hebron House, 2330 Mt. Hebron Drive, Ellicott City, MD 21042 [Wheelchair accessible with advance notice] [No hearing assistance system]

Web site: <http://www.patapscofriends.com/>

First Day schedule: Worship, 10:30 a.m.; First Day School, 10:30 a.m. Concern for Healing in the Manner of Friends, second First Day of the month, 7:30 p.m.

Business Meeting schedule: Normally each fourth First Day at noon. Clerk for details

Travel directions: Take Route 29 North to the end. Turn left onto Old Freeland Road (also known as Route 99). Take first right onto Mt. Hebron Drive, second left onto Calvin Circle. Please park on the street, not in the church parking lot. Mt. Hebron House is on the right, immediately past the church and the church parking lot.

Clerk: Sherri Morgan; **Assistant Clerk:** Jim Rose; **Treas.:** Sandy Gilman; **M&C:** Joe Morrissey; **RE:** Lee Anne Palmer; **A&O:** Ken Stockbridge

Patuxent (Chesapeake Quarterly Meeting)**Mailing address:** P.O. Box 536, Lusby, MD 20657**Meeting place address:** 12220 H.G. Trueman Road, Lusby, MD 20657
[Wheelchair accessible] [No hearing assistance system]**Telephone:** (410) 394-1223**Web site:** <http://www.patuxentfriends.org/>**First Day schedule:** Worship, 10:00 a.m.; First Day School, 10:20-11:00 a.m.**Business Meeting schedule:** First First Day of the month, 11:25 a.m.-1:00 p.m.**Travel directions:** Rt. 2 and 4 south from Prince Frederick; 18 miles. Turn left on Rousby Hall Road (Rt. 760); turn right at the first light on Rt 765 (H.G. Trueman Road). Go 0.7 miles south. You will pass Southern Calvert Baptist Church on the left; continue a short distance past the Church and a road, then turn left into the next driveway (by a yellow mail box) to the Meeting House.**Clerk:** Diane Kesler; **Treas.:** Ann Trentman; **M&C:** Dusty Rhoades & Ash Kesler; **RE:** Cynthia Gonzalez; **S&F:** Ann Trentman**Pipe Creek** (Warrington Quarterly Meeting)**Mailing address:** P.O. Box 487, Union Bridge, MD 21791-0487**Meeting place address:** 455 Quaker Hill Road, Union Bridge, MD
[Wheelchair accessible] [No hearing assistance system]**Telephone:** (301) 831-7446**First Day schedule:** Worship, 10:00 a.m.**Business Meeting schedule:** First First Day of the month, 11:30 a.m.**Travel directions:** From Main Street (MD75) in Union Bridge turn east on East Locust Street, cross the railroad tracks, and go up the hill. Bear right at the fork; the Meeting House is 0.2 mile on the right.**Clerk:** Emily W. Swet; **Treas.:** Jean Rotherham

Quaker Lake

Mailing address: c/o Tim Lietzke, Clerk, 10 Greentree Drive, Keysville, TN 37087

Meeting place address: Quaker Lake, off Rt. 604 in Prince Edward County, VA
[Could be wheelchair accessible] [No hearing assistance system]

Telephone: (434) 223-4160

First Day schedule: Discussion, 3:00 p.m.; Worship, 4:00 p.m.; potluck, 5:30 p.m. third First Day; First Day School 4:20 if children are present; no school on second First Day

Business Meeting schedule: First First Day of odd-numbered months, 6:15 p.m.

Travel directions: Go about 3 miles south on 15 from Farmville to a stop sign. Turn right onto 133. Presently take the left fork and continue about a mile to a 'T'. Turn right onto 665. In .5 mile, 665 becomes 604. Continue 4 miles on 604 to 666 to the left; .5 mile further on, pass 666 to the right and a microwave store. almost immediately the road bends sharply to the left. Continue about 200 feet to a row of mailboxes on the left and a gravel drive on the right. Turn onto the gravel drive and go .4 mile. Turn hard right at the end of a long blackberry row and proceed across the dam at the end of Quaker Lake to the cabin site.

Clerk: Tim Lietzke; **Treas.:** Charles Obler; **S&F:** Charles Obler

Richmond

Mailing address: 4500 Kensington Avenue, Richmond, VA 23221

Meeting place address: Same as above

[Wheelchair accessible] [Hearing assistance system]

Telephone: (804) 358-6185-Meeting House telephone

Web site: <http://www.bym-rsf.org/rfm/index.html>

First Day schedule: Worship, 9:30 a.m. and 11:00 a.m.; First Day School 10:00 a.m.

Business Meeting schedule: Third First Day, at the Rise of Meeting House (usually 1:00)

Travel directions: From the north, take I-95 to Exit 79. Take I-95 South one and one-half miles and exit at Broad Street/US Route 250. Go right/west on Broad/250 one-half mile to Commonwealth (second traffic light). Go left on Commonwealth 12 blocks to Kensington. The Meeting House is on the corner of Kensington and Commonwealth Avenues.

Clerk: Diane Bowden Beverly; **Assistant Clerk:** Jean Jones Anderson; Tom Sanford Hostetter; **M&W:** Dan Shaw; **RE:** Martha Menk; **S&F:** Al Williams

Roanoke**Mailing address:** P.O. Box 8023, Roanoke, VA 24014 -8023**Meeting place address:** Meditation Chapel, Hollins College campus, Roanoke, VA [Wheelchair accessible] [No hearing assistance system]**Telephone:** (540) 982-1034, Meeting House telephone**First Day schedule:** Worship, 10:30 a.m. (Hollins College); First Day School, 10:50 a.m.**Business Meeting schedule:** Third First Day of the month, at rise of Meeting.**Travel directions:** From Interstate 81, take exit 146 to Route 115. Proceed ½ mile to Route 11; turn left; drive about 1 mile to Hollins University on the left. Once inside the entrance, take the road that forks to the right. Park behind the gate and walk ahead to the Chapel. The Meditation Chapel adjoins the Chapel behind the main building.**Clerk:** Susie Fetter; **Treas.:** Bob Fetter; Meeting acts as a committee of the whole.**Sandy Spring** (Chesapeake Quarterly Meeting)**Mailing address:** 17715 Meeting House Road, Sandy Spring, MD 20860**Meeting place address:** 17715 Meetinghouse Road, Sandy Spring, MD [Wheelchair accessible] [Hearing assistance system available]**Telephone:** (301) 774-9792-Community House**Web site:** <http://www.sandyspring.org/>**First Day schedule:** Worship, 9:30 a.m. every Sunday and 11:00 a.m. (except first First Day), Thursday, 7:30 p.m. worship at Meeting House; First Day School, 11:20 a.m. (except first First Day). Ministry & Counsel meets third First Day 10-15 a.m. 10-10:30 a.m. at Miller Center, Friends House.**Business Meeting schedule:** First First Day of the month, 10:45 a.m.**Travel directions:** Sandy Spring is in Montgomery County on Route 108, between Ashton and Olney. Turn south from Route 108 at the firehouse onto Meeting House Road. The Meeting House is the last building on the parking circle.**Clerk:** Elizabeth Meyer; **Treas.:** Howard Zuses; **M&C:** James MacPherson; **RE:** Ned Stowe; **S&F:** Jeanne Snyder and Susan Sherwood

Seneca Valley Preparative [Sandy Spring] (Chesapeake Quartering)

Mailing address: Trudy Rogers, 10021 Dellcastle Rd., Gaithersburg, MD

Meeting place address: Kerr Fellowship Hall, Boyds Presbyterian
19821 White Ground Road, Boyds, MD

[Not wheelchair accessible] [No hearing assistance system]

First Day schedule: Worship, every First Day, 11:30 a.m. First Day
11:50 a.m.; Potluck, 12:45 p.m.

Business Meeting schedule: Second First Day of the month, 1:30 p.m.

Travel directions: From I-270, take Exit #10 MD Route 117 (Clopper Road) northwest of Boyds (about 6.5 miles). At the stop sign in Boyds, leave Rte 117 (which turns right through an underpass) and go straight ahead onto White Ground Road. The church is on the left approximately 2/10 of a mile down White Ground Road. Park in the far parking lot. We meet in the back building of 19821 White Ground Road, Kerr Fellowship Hall, on the second floor.

Co-Clerks Trudy Rogers and Lowell Christy; **Treas.:** Andy Klein
Trudy Rogers; **RE:** Annette Breiling

State College (Centre Quarterly Meeting)

Mailing address: 611 East Prospect Avenue, State College, PA 16801

Meeting place address: Same as above

[Wheelchair accessible] [Hearing assistance system available]

Telephone: (814) 237-7051-Meeting House telephone

Web site: <http://www.bym-rsf.org/scfm/index.htm>

First Day Schedule: Worship, 8:30 a.m. (except Business Meeting Sunday) and 11:00 a.m.; First Day School, 10:45 a.m.

Business Meeting schedule: Usually First First Day of the month, 9:00 a.m.

Travel directions: State College, Pennsylvania, is in central Pennsylvania. From Harrisburg use 322W. Use Business Route 322 into State College. Turn left (north) on University Drive (at the Kentucky Fried Chicken); go 1.2 miles left (west) on East Prospect Avenue. Go one block to the Meeting House.

Huntingdon, Pennsylvania, use Route 26 to University Drive and turn left. **Clerk:** Tom Ryan; **Assistant Clerk:** Katy Lumley-Sapanski **Treas.:** Irlene Darlene Clark; **M&W:** Steven Tuttle; **RE:** Ellen Johnson Arginteanu
Lynne Heritage

Takoma Park Preparative [Adelphi]**Mailing address:** P.O. Box 11365, Takoma Park, MD 20913-1365**Meeting place address:** Crossings (at the corner of Carroll and Columbia Avenues in Takoma Park)

*Not wheelchair accessible] [No hearing assistance system]

Telephone: 301-891-8887**First Day schedule:** Worship, 10 a.m.; (First Day School upon request)**Business Meeting schedule:** Fourth First Day of the month, following meeting for worship and potluck

Travel directions: The building is next to the restaurant, Savory. Directions to Crossings from the Metro: Walk east on Carroll Avenue toward the "downtown" area. Turn left (still on Carroll) at the clock tower (where Carroll intersects Laurel). Walk north one short block and one long block. Crossings is next to Savory, on the right, facing away from Carroll Avenue. Directions to Crossings from the North: Exit from the beltway on New Hampshire Avenue (Rte 650) south. Proceed south to Route 410 (East West Highway). Turn right on Route 410. *When Rte 410 blends with Carroll Avenue (a multi-cornered intersection with lots of stores), veer to the left to stay on Carroll Avenue. Pass the stone warehouse and drive south one long block to the intersection of Carroll and Columbia, turn left and enter the parking lot of Crossings (the building right at the corner). Directions to Crossings from D.C.: Drive North on New Hampshire Avenue (Rte 650) to Route 410 (East West Highway). Turn left, then follow directions from * above.

Clerk: Arthur Karpas; **Treas.:** Alden Meyer; **M&O:** Ruth Flower; **S&F:** Bob Donelan**Valley****Mailing address:** Robert Duffield, Co-Clerk, 1491 Virginia Avenue, Apt. 403, Harrisonburg, VA 22802**Meeting Place Address** 363 High Street, Dayton, VA 22821

[Wheelchair accessible] [No hearing assistance system]

Telephone: (540) 879-9879**First Day schedule:** Worship, 10:00 a.m., followed by potluck meal on first First Day, Business Meeting on second First Day, adult Religious Education on third and fourth First Day; First Day School for children and youth also available.**Business Meeting schedule:** Second First Day of the month, at the rise of meeting.**Travel directions:** From the north: right off Rt. 42; from the south, left off Rt. 42 (Call (540) 574-3825)**Co-Clerks:** Sallie King and Robert Duffield; **Treas.:** Sam Moore; **M&W:** Wick Cary; **RE:** Suzanne Fiederlein and Sarah Nieto; **S&F:** Bev Moore

Warrington (Warrington Quarterly Meeting)

Mailing address: c/o Faith Basehore, Clerk, 230 Germany Road, East B
PA 17316

Meeting place address: Meetinghouse, Wellsville, PA
[Not wheelchair accessible] [No hearing assistance system]

First Day schedule: Worship, 11:00 a.m.

Business Meeting schedule: First First Day of the month, 11:45 a.m.

Travel directions: Near Wellsville, PA, about 14 miles northwest of Yo
PA 74.

Clerk: Faith Basehore; **Treas.:** Elizabeth Tauser; **M&C:** Terry Smith Wa
RE: Patricia Bear

Washington, Friends Meeting of

Mailing address: 2111 Florida Avenue NW, Washington, DC 20008

Meeting place address: Same as above
[Wheelchair accessible Meeting Room and Parlor Level] [Hearing assisted e
ment available at 11:00 Mtg.]

Telephone: (202) 483-3310-Meeting office telephone

e-mail address: dcfriends@compuserve.com

Web site: <http://www.quaker.org/fmw>

First Day schedule: Worship, 9:00, 10:00 (special welcome to gay me
lesbians), 11:00 a.m., and 6:00 p.m.; First Day School, 11:20 a.m.

Daily Worship: 7:30 a.m. at William Penn House, 515 East Capitol St SE

Weekly Worship: Wednesday, 7:00 p.m. in Meeting House Parlor.

Business Meeting schedule: Every second First Day except July (third
Day) and August (no business). Call Meeting office for Monthly Meeting
schedule for worship and business.

Travel directions: The Meeting House is in Northwest Washington near D
Circle. It is on Florida Avenue between R and S Streets and between 21
22nd Streets. The office entrance is on the Decatur Place side of the bui
For detailed instructions, call the Meeting office between 8:00 a.m. and 4:00
weekdays or see the FMW web site. Public Transportation - Metro: Go t
Dupont Circle station on the Red line. Exit at Q Street. Walk north (uphi
nearby Connecticut Avenue to the second traffic light at Florida Avenue.
left on Florida and go one half block to the Meeting House on the right.

Clerk: Jacqueline DeCarlo; **Alternate Clerk:** Kennan Garvey; **Treas.:**
nis Hartzell; **M&W:** Lolly Ockerstrom; **RE:** Julie Isaacs and Sara Satterthv

F&S: Harry Massey & Catherine Nnoka

West Branch (Centre Quarterly Meeting)

Mailing address: Donna McGary, Clerk, RD 2, Box 195-D, Curwensville, PA 15833

Meeting place address: Grampian, PA [Wheelchair accessible for Meeting Room. Bathrooms downstairs are not] [No hearing assistance system]

First Day schedule: Worship, 11:00 a.m.; First Day School, 10:00 a.m.

Business Meeting schedule: At the call of the Clerk.

Travel directions: On US 219, 12 miles southwest of Clearfield, PA.

Clerk: Donna McGary; **Treas.:** Karen Wriglesworth; **M&C:** Walter "Walt" Fry; **RE:** Lori Rancik

Williamsburg

Mailing address: P.O. Box 1034, Williamsburg, VA 23187

Meeting place address: Home of Peggy and Lenny McMaster, 104 W. Kingswood Drive, Williamsburg, VA

[Not wheelchair accessible] [No hearing assistance system]

Telephone: 757-253-7752 — Meeting telephone

Web site: <http://www.tni.net/~ewwill/WFM/>

First Day schedule: Worship, 10:00 a.m.; Adult Discussion 11:00 a.m.; First Day School, 10:15 a.m.

Business Meeting schedule: Second First Day of the month, 11:15 a.m., with potluck following.

Travel directions: Go South on Jamestown Road past St. Martins Church, turn right on Spring Road, then left on West Kingswood.

Co-Clerks: Christine Williams and Betsy Krome **Treas.:** Len McMaster; **M&C:** Suzanne Tignor; **RE:** Peg McMaster; **S&F:** Rhet Tignor

York (Warrington Quarterly Meeting)

Mailing address: c/o Louise Heckert, 246 W. Philadelphia St., York, PA 17404-2051

Meeting place address: 135 W. Philadelphia Street, York, PA 17403

[Not wheelchair accessible] [No hearing assistance system]

Telephone: (717) 848-6781

e-mail address: Yorkfriend@aol.com

Web site: <http://www.angelfire.com/pa4/yorkmonthlymeeting>

First Day schedule: Worship, 11:00 a.m.; Discussion/Worship Sharing, 9:30 a.m.

Business Meeting schedule: First First Day of the month, 9:30 a.m.

Travel directions: 135 Philadelphia Street is in the center of York.

Clerk: Louise Heckert; **Treas.:** Eldon Leech; **M&W:** Jim Kalish **RE:** S&F: Rick Knaub and Eldon Leech

DIRECTIONS TO CATOCTIN, OPEQUON, SHILOH, AND THE BALTIMORE YEARLY MEETING OFFICE

Catoctin: From Route 70, Route 270, and Route 340, take 15 North at 1 MD. Go about 10 miles north to the u-turn at the Cunningham Falls State Manor Area. ** Proceed south on Route 15 and turn right 0.5 miles at road - Catoctin Hollow Road. Go 3.6 miles to Mink Farm Road and Proceed 2 miles turning right at Foxville-Tower Road. The driveway to t is on the right just beyond the bridge. From points north on Route 15 south past Thurmont and follow directions from ** above.

Opequon: From I-81: Take exit 321 (Clearbrook). Go east on Hopew to a 'T' with Route 11. There will be a church in front of you and the Old Restaurant to your right. Turn left, then *take your immediate right* onto Br Road. Opequon is three miles from this turn.

As you proceed on Brucetown Road you will pass Clearbrook Park, cr of railroad tracks, go through the little town of Brucetown and pass th residential area. You will go down a hill passing several single family trailers on your right. At the bottom of this hill make a right turn into t driveway. If you get to a 'Y', the right fork of which crosses a one lane b bridge, you've gone too far.

Shiloh: From Charlottesville, take Route 29 North. Take Route 33 W turn onto Route 230 East, turn left on Route 667; the camp is 5 miles on t From Washington, take Route 66 West. Then get onto Route 29 South, t Route 230 West, then Route 613 West, turn right onto 667; the camp is 1 the right. From Harrisonburg, take Route 33 East. The get onto Route 2 turn left onto Route 667; the camp is 5 miles on the right.

Baltimore Yearly Meeting Office: From I-495, take exit #31A (R North—Georgia Avenue towards Wheaton). Go a little over 10 miles. right at Route 108 East. Go about 2 miles; you will see Sherwood Ele School on the left. At the next light (Norwood Road) make a right. Norwood down the hill and around the corner. Turn left into Friends Ho tirement Community (Quaker Lane). Follow Quaker Lane all the way Friends House Apartments. You will see a pond on the right. Quaker La at the Baltimore Yearly Meeting office. You will see a basketball hoop parking lot. Park and come in through the door with the the "Baltimore Meeting Office" sign.

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Addresses of Officers, Representatives, Committee Members, and Meeting Clerks

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This is a sentence of apology for possibly mislisting personal names, as called for on page 3 of the *Style Manual (March 1996)*.

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MANUAL OF PROCEDURE

**OF
BALTIMORE YEARLY MEETING**

**OF THE
RELIGIOUS SOCIETY OF FRIENDS**

UPDATED THROUGH JULY 2001

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I. INTRODUCTION

The purpose of this *Manual* is to provide a basis for the good order of the Society of Friends within Baltimore Yearly Meeting by outlining the organizational structure of the Yearly Meeting, its officers and committees, and its relations to other Friends' bodies.

Certain responsibilities have traditionally been vested in Yearly and Quarterly Meetings by the members of the constituent Monthly Meetings. Establishment, laying down, consolidation, or division of Monthly Meetings, though initiated locally, is subject to the approval of the Yearly and Quarterly Meetings to which such local Meetings report. Friends have granted the Yearly Meeting the power to determine its budget and to make apportionments thereof to the Monthly Meetings, either directly or through the Quarterly Meetings. This *Manual* deals solely with the organizational structure the Yearly Meeting establishes to handle matters which are entrusted or have been entrusted to it by the constituent Monthly or Quarterly Meetings or by individual Friends.

II. STRUCTURE OF BALTIMORE YEARLY MEETING

Baltimore Yearly Meeting is an organization of the members of its constituent Monthly Meetings. In order to assure attendance at the sessions of the Yearly Meeting, all Monthly Meetings regularly appoint representatives. The privileges and responsibilities of attendance at and participation in the sessions of the Yearly Meeting and of service on its committees are open to all members of the Yearly Meeting, and, aside from their appointed duties, representatives have no special status or privilege in the sessions or organs of the Yearly Meeting.

Intermediate between Monthly Meetings and the Yearly Meeting there have customarily been bodies such as Quarterly Meetings and Half-Yearly Meetings. Throughout this *Manual of Procedure* the term "Quarterly Meeting(s)" is used to refer to all such intermediate bodies whether meeting quarterly or some other pattern.

The Yearly Meeting provides for the appointment of necessary officers as hereinafter outlined and organizes its work through the appointment of committees necessary for the effective carrying out of its concerns. The constitutional duties of the usual committees are provided for in this *Manual*, but no provision stated below is to be construed as requiring the Yearly Meeting to continue a committee beyond the period of its usefulness or as forbidding the establishment of other organs.

SESSIONS

The Yearly Meeting meets at least once a year, at an appointed time and place and for a stated length of time, and, before adjournment, makes provision for the time, place, and period of its next regular meeting.

FUNCTIONS

The functions of the Yearly Meeting are:

- to hear reports from Quarterly Meetings, Monthly Meetings, and the organs established by the Yearly Meeting, and to take action upon these as appropriate.
- to consider and to implement as proper the concerns of groups or of individual Friends.
- to nurture an atmosphere within the Society conducive to the strengthening of the spiritual life of Friends and of the Quarterly and Monthly Meetings, and to the wider dissemination of the principles and testimonies of the Religious Society of Friends.
- to receive and to dispatch epistles from and to other groups of Friends, to accept the minutes of visiting Friends, and to prepare or endorse minutes for its members desirous of visiting among Friends outside the Yearly Meeting.
- to make provision for participation in the work of wider Friends' organizations.
- to approve a budget and to make apportionments thereof to the Monthly Meetings.
- to maintain a central file of information concerning the affairs of the Society within the area of the Yearly Meeting for the use of committees or of individuals in the furtherance of the purposes of the Yearly Meeting.
- to perform such other functions as from time to time shall appear proper to the carrying out of the purposes of the Yearly Meeting.

OFFICERS—APPOINTMENT AND DUTIES

The **Presiding Clerk of Yearly Meeting**, **Recording Clerk of Yearly Meeting**, **Clerk of Interim Meeting**, and **Recording Clerk of Interim Meeting** are selected from members of Baltimore Yearly Meeting. They are appointed by the Yearly Meeting after nomination by the Interim Meeting and take office at the end of the Yearly Meeting sessions at which they are appointed, to serve terms of two years, or until their successors are appointed. No officer shall serve more than six consecutive years in a particular office.

The **Presiding Clerk** serves as Clerk of all business Meetings of the Yearly Meeting and acts as Convenor should special sessions be required. The Clerk also serves as a member of the Interim Meeting, and as an alternate to the Clerk of the Interim Meeting. The Clerk also serves as a member of the Supervisory Committee, the Program Committee, the Trustees, the Publications Committee, and in accordance with the provision of Friends General Conference, is a member of the Central Committee of that body. The Clerk reports to each regular session of the Interim Meeting on activities as Clerk during the intervening period.

A retiring Clerk continues to serve as a member of Interim Meeting and Publications Committee for one year.

The Presiding Clerk and all former Presiding Clerks may be invited by a Yearly or Monthly Meeting to serve as **Listeners** to help the Meeting find a solution on a particular concern, use Quaker process more effectively, and make better use of the resources of the Yearly Meeting. Any one or more Clerks may be asked to initiate this process.

The **Clerk of Interim Meeting** convenes and guides the sessions of that Meeting and of the Supervisory Committee, and serves as an alternate to the Presiding Clerk of Yearly Meeting. The Clerk of Interim Meeting receives and expends the funds of the Yearly Meeting as directed whenever neither the Treasurer nor the Assistant Treasurer is able to do so.

The **Recording Clerk** provides for the orderly recording of the proceedings of the sessions of the Yearly Meeting and serves as an alternate to the Recording Clerk of Interim Meeting. The Recording Clerk also serves as a member of the Publications Committee.

The **Recording Clerk of Interim Meeting** provides for the orderly recording of the proceedings of that Meeting and shares the work of recording the proceedings of Yearly Meeting sessions. The Recording Clerk of Interim Meeting also serves as a member of the Publications Committee.

Reading Clerks are appointed by the Presiding Clerk as needed at Yearly Meeting sessions.

Assistants to these officers may be appointed when deemed necessary.

The **Treasurer** and **Assistant Treasurer** are selected from among the members of Baltimore Yearly Meeting. They are nominated to the Yearly Meeting by the Interim Meeting and, when appointed by the Yearly Meeting in session, serve beginning January 1 following the close of the annual sessions at which appointed, for terms of two years, or until their successors are appointed and qualified. As with other officers, the Treasurer and Assistant Treasurer should serve no more than six consecutive years in a particular office. The Treasurer and Assistant Treasurer serve ex-officio as members of the Stewardship and Finance Committee.

The **Treasurer** receives and expends the funds of the Yearly Meeting as directed, and maintains financial records and books as directed by the Stewardship and Finance Committee, setting forth the financial conditions and resources of the Yearly Meeting. The Treasurer serves as a member of the Interim Meeting, the Trustees, the Supervisory Committee, and the Educational Funding Resources Committee.

The **Assistant Treasurer** should become familiar with the procedures of the Treasurer, assist the Treasurer and, whenever the Treasurer is unable to serve, serve as Treasurer. The Assistant Treasurer serves as a member of the Interim Meeting.

TRUSTEES

The Trustees, like other committees of the Meeting, are selected by the Meeting and are expected to act for the whole Meeting in carrying out their responsibilities under the law. Thus, while trustees must be conscious of their fiduciary obligation to preserve the assets of the Meeting, they must also be continuously sensitive to the spirit of the Meeting and its wish to fulfill the social testimonies of the Society of Friends. The Meeting, in turn, should be sensitive to the legal responsibilities of trustees which can, in certain circumstances, make them personally liable for actions taken in the name of the Meeting.

Faith and Practice, III B, 4

Trustees and other financial officers should seek to be as responsive as possible, within the limits of legally imposed restrictions, to the considered judgment of the whole Meeting on matters of policy.

Faith and Practice, Appendix I, 2

The Yearly Meeting appoints Trustees in accordance with its corporate charter. These are at present nine in number: the current Presiding Clerk and Treasurer of the Yearly Meeting plus seven persons nominated by the Nominating Committee and appointed by the Yearly Meeting to serve for terms of three years with the possibility of re-appointment for a second three-year term. Normally one of these seven is from each Quarterly Meeting within the Yearly Meeting. The Trustees may not co-opt additional members.

The Trustees meet at least annually. They are responsible for title to all property in the care of the Yearly Meeting, such as burying grounds, and for all matters concerned with the invested funds of the Yearly Meeting. All funds will, of course, be administered in accordance with the intentions of the original donors following the policy outlined in *Faith and Practice*, Appendix 3. The Trustees should report annually to the Yearly Meeting.

The Clerk, or another designated trustee, serves as a member of the Property Management Committee.

INTERIM MEETING

Interim Meeting acts for the Yearly Meeting in the intervals between its sessions. It meets at least three times a year and on call as necessary.

Interim Meeting is composed of:

- one person appointed by the Monthly Meeting for each 100 members or fraction thereof, from each Monthly Meeting in the Yearly Meeting, to a maximum of three. Ordinarily, no person should serve consecutively as Monthly Meeting appointee for more than six years.
- the officers of the Yearly Meeting: the Presiding Clerk, the retiring Presiding Clerk (for one year following retirement), the Recording Clerk, the Treasurer and the Assistant Treasurer. The Presiding Clerk of Yearly Meeting serves as an alternate to the Clerk of Interim Meeting and the Recording Clerk of Yearly Meeting serves as an alternate to the Recording Clerk of Interim Meeting.
- the Clerk and the Recording Clerk of Interim Meeting.
- the clerks selected by each of the standing administrative and functional committees of the Yearly Meeting, and the Clerks of Baltimore Yearly Meeting Young Friends Executive Committee and Young Adult Friends.
- Friends selected to serve on the Search Committee of Interim Meeting and on the Supervisory Committee.

The functions of Interim Meeting are:

- to act for the Yearly Meeting when necessary in the intervals between sessions.
- to define staffing needs, set staff compensation policies, and be the employer of record. Interim Meeting selects, employs, and defines the responsibilities of the General Secretary.

- to nominate for approval of Yearly Meeting in session persons to serve as Presiding Clerk, Recording Clerk, Clerk of Interim Meeting, Recording Clerk of Interim Meeting, Treasurer, Assistant Treasurer, members of the Supervisory Committee, and members of the Nominating Committee.
- to fill vacancies among Yearly Meeting or Interim Meeting officers, or members of the Supervisory Committee or the Nominating Committee, when such occur between sessions of the Yearly Meeting.
- to recommend to the Yearly Meeting dates and places for its sessions.
- to conduct necessary correspondence in the name of the Yearly Meeting between sessions.
- to make sure that adjustments are made in the number of trustees of the corporation to comply with legal requirements.
- to re-examine the function and structure of any Yearly Meeting committee when necessary and make appropriate recommendations to the Yearly Meeting to enable the committee to carry out the concerns placed upon it.
- to consider proposed changes in the *Manual of Procedure*, report on such changes to those who initiated the proposal, and forward changes to the Yearly Meeting as approved.
- to carry out such other responsibilities as the Yearly Meeting may refer to it.

SEARCH COMMITTEE

The Search Committee is composed of six persons nominated by an ad hoc committee and appointed by Interim Meeting, two appointed each year to serve a term of three years. These persons become members of Interim Meeting. No person may serve for more than six consecutive years. The Committee may not elect additional members.

The Search Committee nominates persons to serve as Presiding Clerk, Recording Clerk, Clerk of Interim Meeting, Recording Clerk of Interim Meeting, Treasurer, Assistant Treasurer, members of the Supervisory Committee, and members of the Nominating Committee. These nominations are proposed to Interim Meeting and, if approved, are forwarded to the Yearly Meeting. The Search Committee usually presents these nominations on behalf of Interim Meeting at the Yearly Meeting sessions.

The Search Committee usually reports to Interim Meeting on Summer Yearly Meeting Day. If the Search Committee is able to fill any remaining vacancies after Summer Yearly Meeting Day, it may bring these nominations directly to the Yearly Meeting sessions. At any time the Committee may present to Interim Meeting nominations to fill vacancies which occur during the year.

On Summer Yearly Meeting Day, Interim Meeting appoints from the floor an ad hoc committee of two Friends to nominate Friends for appointment to fill the vacancies on the Search Committee. This ad hoc committee serves for one year or until a new ad hoc committee is appointed. The ad hoc committee usually presents its recommendations to Interim Meeting on Summer Yearly Meeting Day. At any time the ad hoc committee may present to Interim Meeting nominations to fill vacancies on the Search Committee which occur during the year.

As with other nominating bodies, the Search Committee normally does not nominate any of its own members for other responsibility.

SUPERVISORY COMMITTEE

The Supervisory Committee is composed of the Clerk of Interim Meeting, the Presiding Clerk and the Treasurer of the Yearly Meeting, and four additional members of the Yearly Meeting nominated by the Interim Meeting for approval by the Yearly Meeting. The Committee may not co-opt additional members. The Supervisory Committee is chaired by the Clerk of Interim Meeting.

The four persons appointed by the Yearly Meeting also become members of the Interim Meeting. Two of these members are appointed annually for terms of two years. Generally, none of these members may serve on the Supervisory Committee for more than six consecutive years. An individual may again be appointed after a one year break in service. Terms begin at the end of the Interim Meeting sessions at which the appointment is made.

The General Secretary is responsible to this Committee, specifically to its chair. The primary responsibility of the Supervisory Committee is to be in regular contact with the office staff. For this purpose it meets frequently with the office staff. The Supervisory Committee should have a written Personnel Policy and job descriptions for each office staff position.

The Supervisory Committee recommends office staff compensation policy to the Interim Meeting, annually sets specific salaries for office staff, annually reports all salaries and benefits to the Interim Meeting, and provides guidance to the General Secretary in the employment of office staff.

The Supervisory Committee also oversees the maintenance of the office building, the residence property and grounds and the acquisition and maintenance of office equipment and any other fixed assets, and annually recommends appropriate items to the Stewardship and Finance Committee. Authority for the expenditure of funds for normal maintenance up to a stated dollar amount may be delegated to the General Secretary.

In addition, this Committee carries out such duties as Interim Meeting specifically assigns to it, and, between meetings of Interim Meeting, may act on urgent matters not involving policy nor of such importance as to justify a special session of Interim Meeting. All such actions should be reported to Interim Meeting at its next session.

STAFF

Interim Meeting selects, employs, and defines the responsibilities of the General Secretary. The General Secretary, with the guidance of the Supervisory Committee, may employ such staff as allowed in the budget approved by the Yearly Meeting in session. The Camping Program Committee may employ Directors for each camping program. The Directors, with the guidance of the Camping Program Committee, may employ such staff as the budgets for the various camping programs allow.

Other committees of the Yearly Meeting desiring staff should develop a proposal and present it to Interim Meeting for approval. The proposal should include at least the following: 1) job description; 2) the committee to which the staff is to report; 3) budget and compensation.

After approval of the proposal, the committee interviews candidates and makes a recommendation to the General Secretary, who employs and directs the staff in accord with the proposal and general Yearly Meeting Personnel Policy.

Interim Meeting may require committees employing or directing staff to coordinate personnel policies.

COMMITTEES—APPOINTMENT, TERMS, AUTHORITY, RESPONSIBILITIES

The Yearly Meeting establishes committees for the carrying out of its purposes. All committees should report annually. Each committee reports both on its activities and on matters which are seen as needing attention, with some analysis of the health of the committee. If a committee sees no way in which it can carry out the concerns placed upon it, its members should request the Interim Meeting to re-examine the function and structure of the committee and make appropriate recommendations to the Yearly Meeting. Failure of a committee to report or an indication that a review process should be initiated.

Concerned individuals desiring to establish a new committee or ad hoc committee bring their idea to Interim Meeting, either themselves directly, through a Monthly Meeting(s), or through an appropriate committee if one already exists. If after due consideration there is general support and approval, Interim Meeting recommends to the Yearly Meeting that such a committee or ad hoc committee be established. If the Yearly Meeting approves, the committee or ad hoc committee is established.

Any report, action, or statement of a committee should be approved in the presence of Friends at a meeting of the committee of which all the members of the committee were given reasonable notice.

Unless otherwise provided, nominations of persons to serve on the committees of the Yearly Meeting are made by the Nominating Committee. Nominations of persons to serve on the Nominating Committee, however, are made by the Interim Meeting.

All appointments to committees are made by the Yearly Meeting in session, except that Interim Meeting may make appointments to fill vacancies or to meet other requirements arising between Yearly Meeting sessions.

The Yearly Meeting should evaluate carefully the recommendations of all nominating groups, exercising the responsibility to reject unsuitable names and to approve those found acceptable.

Unless other terms are set, approximately one-third of the membership of each committee is appointed annually for terms of three years, such terms to begin at the end of the Yearly Meeting sessions at which the appointments are made. Generally, no one may serve on the same committee for more than six consecutive years. An individual may again be appointed after a one-year break in service.

Any committee, except the Nominating Committee, may co-opt a limited number of Friends for membership for a period not extending beyond the following sessions of Yearly Meeting. Committees may invite other persons, Friends or non-Friends, to serve in a consultative capacity without becoming members of the committee.

Unless otherwise provided, each committee selects its own clerk. Committee clerks are selected from the members of Baltimore Yearly Meeting. Committees are encouraged to make careful provision for their ongoing work by selecting clerks in good time. Committee clerks usually take office at the close of Yearly Meeting's annual sessions, to serve for the coming year. Since it is usually desirable that a clerk have some experience with the particular committee before becoming its clerk, committees may, prior to Yearly Meeting sessions, provide for selecting a prospective clerk from among their continuing members. Committees report the names of their clerks while the Yearly Meeting is still in session. Committee clerks serve as members of Interim Meeting.

Meetings of all Yearly Meeting committees, except the Nominating Committee, are open to all Friends. However, any committee reviewing sensitive matters may hold an executive session.

Yearly Meeting committees are empowered to raise or accept monies only with the prior approval of the Interim Meeting or the Yearly Meeting in session.

All **administrative committees** report their recommendations to the Yearly Meeting or to the Interim Meeting for approval, unless authority has previously been given such committees to act on their own proposals.

Functional committees may act and issue statements on behalf of the Yearly Meeting:

- when such actions or statements have the prior approval of the Yearly Meeting or the Interim Meeting.
- when such actions or statements are clearly in accord with the policy of the Yearly Meeting as enunciated in its minutes or adopted statements.

Other actions or statements not meeting these qualifications should be clearly identified as being the actions or statements of the committee issuing them and not of the Yearly Meeting.

It is the duty of the **functional committees** from time to time, as the occasion demands, to prepare position papers on matters of current interest and concern within their fields of interest and to present these position papers before the Yearly Meeting or the Interim Meeting for approval. Such position papers should have the approval of the interested functional committee at a called meeting of the committee and, if possible, are distributed to members of the Yearly Meeting along with Yearly Meeting committee reports prior to Yearly Meeting sessions in which they will be considered. These papers, as adopted by the Yearly Meeting, will then form the main part of the background of policy on the basis of which the functional committee may act on behalf of the Yearly Meeting.

The scope of authority possessed by an **ad hoc committee** should be included in the charge to the committee; if not included, the committee is governed by the above provisions depending upon whether it is primarily of an administrative or functional character.

As a general practice, the Nominating Committee does not nominate members of an ad hoc committee; the members select themselves. The names of members and the dates of establishment of ad hoc committees are listed in the *Yearly Meeting book*.

When an ad hoc committee is established, a time limit is set for its duration. At the end of that time, a decision is made by the Yearly Meeting as to whether the ad hoc committee is to be continued for another specified period of time, modified,

standing committee, or laid down. If no decision is made by the Yearly Meeting, the ad hoc committee automatically is laid down when the time limit expires.

Any other groups recognized by the Yearly Meeting which are not standing committees or ad hoc committees are considered **special groups** and are described in that section.

The Committees of Baltimore Yearly Meeting are:

Administrative Committees:

- Camp Property Management Committee
- Epistle Committee
- Faith and Practice Revision Committee
- Manual of Procedure Committee
- Nominating Committee
- Program Committee
- Publications Committee
- Committee on Records
- Stewardship and Finance Committee

Functional Committees:

- Advancement and Outreach Committee
- Camping Program Committee
- Committee for Criminal and Restorative Justice
- Educational Funding Resources Committee
- Ethel Reynolds Fund Committee
- Indian Affairs Committee
- Ministry and Counsel Committee
- Committee for the Nurture and Recognition of Ministry
- Peace and Social Concerns Committee
- Religious Education Committee
- Right Sharing of World Resources Committee
- Sue Thomas Turner Quaker Education Fund Committee
- Unity with Nature Committee
- Youth Programs Committee

Ad Hoc Committees (as needed)

ADVANCEMENT AND OUTREACH COMMITTEE

The Advancement and Outreach Committee consists of approximately 10 members nominated by the Nominating Committee and appointed by the Yearly Meeting with care to name Friends who are familiar with Monthly Meetings throughout the Yearly Meeting.

This Committee provides tools and resources to local Meetings looking for outreach ideas, for help starting new meetings and for ways to help those new Friends learn about the Religious Society of Friends. The Committee works with the Publications Committee to assure that useful information about Baltimore Yearly Meeting, its local Meetings and the Religious Society of Friends is available from the Yearly Meeting web site and other Yearly Meeting publications.

The Committee appoints two of its members to serve on the Ethel Reynolds Fund Committee for one-year terms. It also names one member to serve on the Sue Thomas Turner Quaker Education Fund Committee for a two-year term.

CAMP PROPERTY MANAGEMENT COMMITTEE

The Camp Property Management Committee consists of six members nominated by the Nominating Committee and appointed by the Yearly Meeting. In addition, either the clerk or another member of the Trustees, Camping Program Committee and Stewardship and Finance Committee are ex officio members. The Committee may appoint subcommittees as needed, which may include members from outside the Committee. The Committee will normally meet at least twice a year.

The Committee is responsible for the maintenance and operation of the present and any future properties of the Yearly Meeting used for camping programs, retreats and other similar activities. It may also manage any properties which the Yearly Meeting may lease for the above purposes. While the Committee has full authority to carry out its tasks, the fiduciary responsibility for the Yearly Meeting properties rests with the Trustees.

The Committee will manage the camp properties as one financial entity and will prepare operating and capital budgets which will be listed separately within the Yearly Meeting budget. For this purpose appropriate accounts will be established, including a capital reserve account. The Committee will be responsible for setting the fees for the use of the properties. All income generated by the camp properties, including timber sales, will be available for the operation and development of the camp properties. Gifts and bequests may be received into the Committee's accounts. Financial statements will be prepared annually at the same time as the Yearly Meeting accounts, of which they will form a part.

CAMPING PROGRAM COMMITTEE

The Camping Program Committee consists of approximately 18 persons nominated by the Nominating Committee and appointed by the Yearly Meeting, plus the directors of the camping programs, ex officio.

The Camping Program Committee oversees, coordinates, manages, and organizes all of Yearly Meeting endeavors in the field of camping: philosophy, constituency, financing, and program emphasis — seeking to provide for all the various ages and interests of our Yearly Meeting through a variety of camping styles. The Committee is responsible for the employment of camp directors, for establishing specific camp staff salaries, and for evaluation of camp staff.

The Clerk or another member of the Camping Program Committee serves as a member of the Camp Property Management Committee.

COMMITTEE FOR CRIMINAL AND RESTORATIVE JUSTICE

The Committee for Criminal and Restorative Justice consists of not fewer than six members nominated by the Nominating Committee and appointed by the Yearly Meeting. The purpose of the Committee is to address incarceration and criminal justice concerns, especially as they affect the treatment of offenders. The Committee seeks to encourage prison ministry generally across the Yearly Meeting and helps Prisoner Visitation and Support to find volunteers to visit federal and military prisons. The Committee acts as the conscience of the Yearly Meeting on issues relating to prison concerns and the death penalty. The Committee also seeks to be a resource for Monthly Meetings by issuing notices on specific topics related to criminal justice, collecting information for a Yearly Meeting clearinghouse, and maintaining a speakers' bureau on prison concerns and death penalty issues.

This Committee recommends to the Nominating Committee each year one person for appointment by the Yearly Meeting to serve on the Board of Directors of Prisoner Visitation and Support, which meets in Philadelphia two or three times a year.

EDUCATIONAL FUNDING RESOURCES COMMITTEE

The Educational Funding Resources Committee is composed of at least six members nominated by the Nominating Committee and appointed by the Yearly Meeting, plus the Treasurer of the Yearly Meeting, ex officio. The purpose of the Committee is to help Friends secure secondary and post-secondary education providing loans. Preference is given to requests for loans for undergraduate level study. Monies and income from both the Educational Fund and the Portions of the Consolidated Endowment Fund are used to provide loans.

Each Monthly Meeting annually appoints one person as a corresponding member of this Committee. Such corresponding members normally serve for more than six consecutive years. No member appointed by the Yearly Meeting serves at the same time as a Monthly Meeting corresponding member. The corresponding member provides liaison between the Monthly Meeting and the Committee. The corresponding member will meet with each applicant from the Monthly Meeting, perhaps as a clearness committee, to consider together the implications and responsibilities of debt. Applicants need to understand that when they repay their loans, funds become available for future students. The corresponding member's advice to the Committee is an essential part of the application process and should include comment on the applicant's involvement with the Monthly Meeting and any information that would be helpful in making a decision.

The Committee meets twice a year. It will meet on a Saturday in May to evaluate applications and grant loans, and on a Yearly Meeting Day to discuss other business. The Educational Funding Resources Committee reports to the Yearly Meeting at least once a year on the state of the funds, loans made available, and any other business conducted.

EPISTLE COMMITTEE

The Epistle Committee consists of six persons nominated by the Nominating Committee and appointed by the Yearly Meeting. It may co-opt other persons to assist it during the sessions of Yearly Meeting, as needed.

The Epistle Committee receives epistles addressed to the Yearly Meeting by other Friends' groups, brings concerns expressed in such epistles which require Yearly Meeting consideration to the attention of the Yearly Meeting, and, if it seems appropriate, drafts a general epistle to other Friends' groups for the Yearly Meeting's review and approval.

ETHEL REYNOLDS FUND COMMITTEE

The Ethel Reynolds Fund Committee has six members, two appointed by Religious Education Committee, two appointed by the Advancement and Outreach Committee, and two appointed by Nottingham Monthly Meeting. All appointments are for one-year terms. Members may not serve for more than consecutive years. Members are appointed at the time of Yearly Meeting sessions; they select their own clerk.

The Ethel Reynolds Fund Committee evolved through decisions by Interim Meetings to make grants from the income of the bequest of Ethel Reynolds, a member of Nottingham Meeting who died in 1976. According to the terms of the will, the bequest is to be used for purposes of religious education or advancement and outreach. The principal of the bequest may be used upon action of the Yearly Meeting.

This Committee makes grants for projects in the areas of religious education, advancement and outreach upon application of Meetings, committees, Friends, agencies, or individuals. March 1 is the deadline for receiving applications, which are reviewed by the Committee on Spring Yearly Meeting Day, although applications may be considered at other times depending upon their urgency and the availability of funds. It has been the general practice that grants are made to individuals and groups within Baltimore Yearly Meeting.

FAITH AND PRACTICE REVISION COMMITTEE

The Faith and Practice Revision Committee consists of at least three persons nominated by the Nominating Committee and appointed by the Yearly Meeting. These persons are appointed only when proposed revisions have been presented in writing to the Yearly Meeting. The same provisions regarding rotation of members and term limits apply as for other standing committees. When no revisions are before the Committee and the Committee has completed all its responsibilities, the Yearly Meeting releases these persons from their appointment to this Committee.

The Committee receives proposed changes and circulates proposed revisions to all the Monthly and Quarterly Meetings in Baltimore Yearly Meeting with sufficient time that Monthly Meetings may prepare comments for a Quarterly Meeting session before Yearly Meeting. The Committee may help prepare proposed changes to ensure clarity and consistency with other sections of *Faith and Practice*. It is responsible for ensuring that changes approved by the Yearly Meeting are incorporated into *Faith and Practice*. Printing and distribution of *Faith and Practice* or of its revised sections should be coordinated with the Publications Committee.

INDIAN AFFAIRS COMMITTEE

The Indian Affairs Committee consists of approximately 12 members nominated by the Nominating Committee and appointed by the Yearly Meeting.

In 1795 Quakers in the northern Shenandoah Valley, following the model established by William Penn in Pennsylvania, set up a fund to pay American Indians for lands Quakers had settled. Unable to locate survivors of the natives who previously lived in the valley, these Friends set aside the monies for assistance of American Indians under the care of Baltimore Yearly Meeting. Since that time the Indian Affairs Committee has distributed the interest income from the fund to organizations which assist and advocate for Native American issues.

This Committee also stimulates interest in and activity for the American Indian. It cooperates with other Yearly Meetings and other Friends' organizations in projects for the benefit of American Indians, and concerns itself with pending legislation on the national and local levels involving Native American issues.

This Committee recommends to the Nominating Committee each year one person for appointment by the Yearly Meeting to serve as the Yearly Meeting representative to the Associated Committee of Friends on Indian Affairs.

MANUAL OF PROCEDURE COMMITTEE

The Manual of Procedure Committee, composed of not fewer than three persons nominated by the Nominating Committee and appointed by the Yearly Meeting, is responsible for continually updating the *Manual* by incorporating all changes in procedure adopted by the Yearly Meeting. The Committee may recommend changes in procedure deemed useful to the Yearly Meeting. Such changes are to be recommended in writing to the Interim Meeting for consideration and forwarded to the Yearly Meeting if approved.

MINISTRY AND COUNSEL COMMITTEE

The Ministry and Counsel Committee consists of not fewer than six members nominated by the Nominating Committee and appointed by the Yearly Meeting. Also, each Monthly Meeting committee dealing with ministry and pastoral care or the Monthly Meeting itself, is requested to designate one of its members who is willing to participate in the meetings and responsibilities of the Committee member.

The Committee is concerned with and active in deepening the spiritual life of the Yearly Meeting and of its constituent Monthly Meetings. At Yearly Meeting sessions it cooperates with the Program Committee in arranging meetings for worship, inspiration, and discussion of spiritual concerns. The Clerk of Ministry and Counsel serves as a member of the Program Committee.

The Ministry and Counsel Committee advises Monthly Meetings on the preparation of the annual Reports on the Spiritual State of the Meetings, receives and approves reports and Quarterly Meeting summaries thereof, and prepares a summary statement on the spiritual state of the Yearly Meeting for incorporation in the Committee's report to the Yearly Meeting.

The **Baltimore Yearly Meeting Counseling Service**, a resource provided under the oversight of the Ministry and Counsel Committee, is described under Special Groups.

NOMINATING COMMITTEE

The Nominating Committee is composed of 21 persons, with at least one from each Quarterly Meeting. One-third of the Committee is nominated each year by the Interim Meeting for appointment by the Yearly Meeting. Quarterly Meetings may suggest the names of suitable persons from their membership to serve on the Nominating Committee.

The Committee recommends to the Yearly Meeting in session the names of persons to serve on committees and in other offices for which no other means of nomination has been herein provided. Unless otherwise specified, a three-year term is suggested for all committee members, one-third of the membership of a committee being appointed each year to serve from the close of the Yearly Meeting sessions at which they were appointed. Persons may be appointed to an office or committee for no more than six consecutive years, unless longer terms are specified.

Nominations may arise in the Nominating Committee, or may be suggested to the Committee by Quarterly or Monthly Meetings, by clerks or members of established committees, or by any member of the Yearly Meeting. Normally, persons eligible for nomination are members of Baltimore Yearly Meeting. However, the Nominating Committee may nominate Friends from other Yearly Meetings who are sojourning among us. On the recommendation of a Monthly Meeting, the Committee may nominate an active attender, except that appointments to other Friends' organizations must be limited to members of the Society of Friends if the applicable bylaws so specify.

In general, committees charged with a nominating function do not nominate any of their own members; in general, Friends should attempt to serve the Yearly Meeting on no more than one standing committee at a time. However, these principles should not prevent the nomination of a particularly well qualified Friend as a representative to an outside body or as a member of an ad hoc committee, after the Nominating Committee has given due consideration to other qualified Friends. Nothing in this *Manual* should be interpreted as barring any Friend from serving in a specific capacity when special circumstances warrant.

Friends appointed to the Nominating Committee may complete a term although being served on another committee; and a Nominating Committee member may be nominated for service on another committee immediately on rotation off the Nominating Committee.

In order for the business and concerns of the Yearly Meeting to be effectively carried forward, it is desirable for committees to be representative of various age groups and interests and for Friends to become acquainted with various aspects of Yearly Meeting affairs. It is the duty of the Nominating Committee to evaluate the qualifications of Friends for committee service and to endeavor to be informed about the functioning of Yearly Meeting committees, in order to ascertain at what point a committee assignment or a change of assignment may benefit a Friend, the Yearly Meeting, or both.

COMMITTEE FOR THE NURTURE AND RECOGNITION OF MINISTRY

The Committee for the Nurture and Recognition of Ministry is composed of approximately 12 members nominated by the Nominating Committee and approved by the Yearly Meeting.

The Committee for the Nurture and Recognition of Ministry carries an active concern for the nurture of the gifts of the Spirit in the membership, for supporting members in the exercise of those gifts, and for encouraging Monthly Meetings to recognize, publicly affirm and practically support those who are exercising their gifts in faithful ministry and service. It may carry a special concern for the nurture and support of the public ministry, the ministry of the Word.

The Committee for the Nurture and Recognition of Ministry and the Ministry and Counsel Committee of the Yearly Meeting share concerns for the nurture of ministry and thus consult on a regular basis.

This Committee stands ready to educate Friends about the traditional Quaker practice of recording ministers as one way of providing recognition and affirmation. It will aid any Monthly Meeting as requested if and when a Monthly Meeting undertakes the process of recording a member in the ministry. It will also keep an up-to-date list of all recorded ministers in the membership of the Yearly Meeting.

Additionally, requests from any member of the Yearly Meeting for a certificate from our Yearly Meeting to travel in the ministry outside our Yearly Meeting come to this Committee, which will then bring a recommendation in this matter to the Yearly Meeting or the Interim Meeting.

PEACE AND SOCIAL CONCERNS COMMITTEE

The Peace and Social Concerns Committee consists of approximately 12 members nominated by the Nominating Committee and appointed by the Yearly Meeting.

The Committee recognizes that an enduring peace requires social justice, that the two are inextricably bound together. Friends' concerns for nonviolence in international affairs and in the alleviation of situations of tension in society are translated into education and action programs of the Yearly Meeting. The Committee stimulates and coordinates activities of Monthly Meeting Peace and Social Concerns Committees regarding those issues that affect the fabric of society and on which Quaker testimonies can be brought to bear. It serves as a resource to Baltimore Yearly Meeting and its constituent Meetings, gathering and disseminating information.

The **Voluntary Service Subcommittee** seeks to encourage service projects that are inter-generational, inter-cultural, clearly focused, and voluntary. Projects should reflect the needs and wishes of host communities and address current social needs. The Subcommittee's role is to help discern how and where we are led to serve in our communities and to provide support and encouragement to those who seek the way. Among the specific activities of the Subcommittee are to serve as a clearinghouse of information on voluntary service projects and to organize and conduct experimental demonstration projects to try out new formats.

Friends are encouraged to record their personal statements of pacifism. Signed and dated statements are sent to the Associate Secretary of the Yearly Meeting. The names of all persons filing such statements are to be listed in the *Yearbook* published following receipt of the documents.

Fund for Conscience was established by Baltimore Yearly Meeting in 1986. The purpose of the Fund is to support those members and regular attenders of meetings within Baltimore Yearly Meeting who may be punished or denied government assistance in areas including, but not limited to, education because of a decision of conscience, such as not to register for Selective Service, not to pay taxes for military purposes, or to participate non-violently in a peace and justice protest.

The **Fund for Conscience Subcommittee** oversees the Fund, publicizing it, making appropriate referrals, and making loans or grants consistent with its purpose. The Subcommittee is convened by the Clerk of the Peace and Social Concerns Committee. The members include the Clerk and one additional member of the Peace and Social Concerns Committee, a high school youth representing the Youth Programs Committee, and representatives of Young Adult Friends and of Trustees.

PROGRAM COMMITTEE

The Program Committee consists of nine persons nominated by the Nominating Committee and appointed by the Yearly Meeting, plus the following, *ex officio*: the Presiding Clerk of the Yearly Meeting, the Clerk of Ministry and Counsel Committee, the General Secretary and Youth Secretary of the Yearly Meeting, the adult and youth Co-clerks of the Young Friends Yearly Meeting Program Planning Subcommittee, the clerk of Junior Yearly Meeting staff, and a registrar appointed by the Committee.

The Program Committee has oversight of all program plans for Yearly Meeting sessions, including Junior Yearly Meeting, the planning of the time schedule in detail, assigning places for all meetings, selecting guest speakers and special program events or delegating the selection to appropriate groups, and caring for the book room.

PUBLICATIONS COMMITTEE

The Publications Committee consists of five persons nominated by the Nominating Committee and appointed by the Yearly Meeting, plus the following members, ex officio: the Presiding Clerk, the Recording Clerks of the Yearly Meeting and the Interim Meeting, the editor of the *Baltimore Young Friends Newsletter*, and the General Secretary.

The immediate past Presiding Clerk should continue to serve on this Committee for one year. The Publications Committee is responsible for appointing an editor for the *Interchange*; this editor is not a member of this Committee.

The Publications Committee works with the Yearly Meeting staff to produce and distribute regularly the *Advance Reports*, the *Yearbook*, the *Interchange*, and *Baltimore Young Friends Newsletter*. It also assists the staff in the production and distribution of revisions to *Faith and Practice* and of the informational brochure. From time to time the Yearly Meeting or its Interim Meeting authorizes the publication of other documents and publications to be distributed within the Yearly Meeting or to the general public. These materials are produced and distributed by the staff with the assistance of this Committee.

After the annual sessions, the *Yearbook* volume is produced and distributed promptly. The minutes of the Yearly Meeting sessions are prepared under the care of the Yearly Meeting officers and staff. In the interest of accuracy and clarity, they may correct or annotate errors of nomenclature, fact, or grammar made under the pressure of Yearly Meeting sessions.

Responsibilities of this Committee may range from simple awareness of what is currently authorized for publication to initiation of needed publications, or to the recommendation of reimbursement for a particular task. The Committee may be asked by the Yearly Meeting staff or by the Supervisory Committee to review, prior to publication, reports or studies from committees or other bodies of the Yearly Meeting which are intended for wide distribution within the Yearly Meeting or to the general public. Committees of the Yearly Meeting are encouraged to consult with the Publications Committee as the need arises.

The Committee and the Yearly Meeting staff work together to find volunteer editors. The Committee assists the staff in finding professional printing services. It also provides for the proof-reading of documents and publications. Members should be alert to suggest changes in the general format or contents of *Advocate Reports*, the *Yearbook*, the *Interchange*, the *Baltimore Young Friends Newsletter*, and the informational brochure.

The Publications Committee has oversight of publishing on the Internet and the Yearly Meeting web site, which has been active since April 20, 1997. Responsibilities include assisting Yearly Meeting committees, Monthly Meetings, and Quaker schools to establish and maintain a web presence. It selects a Web Site Coordinator who meets with the Committee as appropriate. As with other Yearly Meeting publications, materials on the Yearly Meeting web site will be reviewed by the Publications Committee.

The Web Site Coordinator is responsible for:

- making sure that the web server is running properly
- designing the web site
- creating and updating web pages
- replying to user feedback
- monitoring traffic through the site.

COMMITTEE ON RECORDS

Friends traditionally have taken care to keep and preserve records, and Meetings should give sustained attention to this matter by appointing competent members to keep the records accurate, accessible for current reference, and preserved for future generations. *Faith and Practice*, III, B, 8.

The Committee on Records consists of at least three members nominated by the Nominating Committee and appointed by the Yearly Meeting, plus the Recorder appointed by each Monthly Meeting.

The Committee on Records:

- provides guidance to all Meetings at all levels in documenting events happening within their Meetings by maintaining minutes, membership rolls, records of marriages, births and deaths, and financial records in simple good order.
- encourages all Meetings at all levels to locate their older records and to deposit those records in the Friends Historical Library of Swarthmore College, or the Quaker Collection at Haverford College.
- encourages all Friends to preserve family and personal documents and items of historical interest, depositing them with historical libraries or other suitable archives when owners no longer wish to care for them.
- oversees the care of Yearly Meeting current records and of items of historical interest to the Yearly Meeting and advises the Yearly Meeting General Secretary regarding records.
- develops confidentiality policies for those contemporary records with privacy implications for individuals.
- provides copies of the *Handbook on Records, their Creation, Maintenance, and Preservation in the Meeting*, first published by the Yearly Meeting in 1989, and edited and reprinted in 1996, to all Monthly Meetings and to individuals who request it.
- keeps informed of current practices of Friends and of archiving practices and amends the *Handbook on Records* when appropriate.

RELIGIOUS EDUCATION COMMITTEE

The Religious Education Committee consists of approximately 12 persons nominated by the Nominating Committee and appointed by the Yearly Meeting, and the Clerks of the Religious Education Committees of all Monthly Meetings. The Committee is an avenue through which the Yearly Meeting exercises its responsibility for the spiritual nurture of its young people and adults.

The Committee supports Monthly Meeting Religious Education Committees and First Day School teachers in their work with all age groups. This is done through curriculum planning, resource information, and consultation with committee members, as well as through workshops, teacher preparation programs, and retreats. The Committee maintains an extensive library at the Yearly Meeting office. A list of resources is available on request; Friends may visit the Library or mail borrow through the mail.

The Committee appoints two persons to serve on the Ethel Reynolds Fund Committee for one-year terms, and names a member to serve on the Sue Thomas Turner Quaker Education Fund Committee for a two-year term.

RIGHT SHARING OF WORLD RESOURCES

The Right Sharing of World Resources Committee is composed of 15 members nominated by the Nominating Committee and appointed by the Yearly Meeting. In addition, individuals may be co-opted to serve on the Committee, particularly from those local Meetings not otherwise represented.

This Committee should keep alive throughout the Yearly Meeting membership the challenge to simplify our own lives and to share with people in the developing countries our financial resources and our own lives and experiences. This Committee, with the guidance of and in cooperation with Right Sharing of World Resources, Inc., is responsible for selecting the specific projects of economic and social development to which funds contributed under this program by members of the Yearly Meeting shall be devoted. It may also bring to the attention of the Yearly Meeting other international concerns which affect relationships between the economically developed and less-developed countries.

STEWARDSHIP AND FINANCE COMMITTEE

The Stewardship and Finance Committee consists of 14 members nominated by the Nominating Committee and appointed by the Yearly Meeting, with care given to the special need of this Committee to be knowledgeable about the financial situation of all Monthly Meetings. Each Quarterly Meeting should be represented. In addition, the Treasurer and Assistant Treasurer are ex officio members of this Committee, and either the Treasurer or the Clerk of the Stewardship and Finance Committee from each local Meeting is a corresponding member.

The Committee each year prepares for Yearly Meeting consideration a budget and a plan of apportionment of the budget to the Monthly Meetings. At least every three years and whenever the Treasurer changes, it should arrange for a certified public accountant to audit the Treasurer's books and records, and the books of any other group or individual having charge of the expenditure of funds. It should exercise oversight of the accounting methods used and the adequacy of the financial reports given by the Treasurer, and it should make adequate provision for preservation of all assets of the Yearly Meeting not specifically managed by the Trustees.

This Committee also should keep all Monthly Meetings informed of the financial needs of the Yearly Meeting and aware of their responsibility to support adequately the activities of the Religious Society of Friends, including any special appeals from Friends General Conference and Friends United Meeting.

The Clerk or another member of the Stewardship and Finance Committee serves as a member of the Camp Property Management Committee.

SUE THOMAS TURNER QUAKER EDUCATION FUND COMMITTEE

The Sue Thomas Turner Quaker Education Fund Committee consists of one member appointed by the Advancement and Outreach Committee and one appointed by the Religious Education Committee. Such appointments are for two-year terms. Members may not serve for more than six consecutive years. Other members may be co-opted as appropriate. In addition, Rosalind Turner Zuses will serve as convenor without a term limit until such time as she is unable or unwilling to continue.

The Fund was established in Baltimore Yearly Meeting in 1996 by Howard and Rosalind Turner Zuses in recognition of Sue Thomas Turner's long support of Quaker education and Quaker values in public education. Its purpose is to support the understanding and practice of Quaker faith in schools and to support the growth of a life lived in the Spirit by members of the school communities. School community members include students, faculty, staff, administration, trustees, and parents. The Fund is targeted for, but not limited to, Friends schools under the care of a Friends Meeting.

The Fund is intended to be used for materials, lectures and consultants, workshops and retreats, and programs and activities which help to explain Quaker faith and practice to members of the school communities, to be brought into the schools for individuals or groups from the school communities to attend workshops, classes or retreats on Quaker faith and practice and spiritual development and for the creation and distribution of materials related to these issues by members of the school communities. The Fund would be limited to uses which are in addition to those already funded by a school or committee budget, or to augment funds to enable a use which exceeds ordinary funding.

Applications from schools, Meetings, committees, Friends' agencies or individuals for a specific project must be received by February 15. In general, the Committee meets once a year, usually on Spring Yearly Meeting Day. The amount of money distributed is a percentage, adjusted as the Committee determines is appropriate, of the value of the Fund at the time of distribution.

UNITY WITH NATURE COMMITTEE

The Unity with Nature Committee consists of 15 persons nominated by the Nominating Committee and appointed by the Yearly Meeting. Monthly Meetings not represented on the Committee are invited to select representatives to the Committee.

The Committee searches-- and urges all Friends to search with them-- for the Light that enables us to discern and answer that of God in all creation.

It encourages Friends and others to educate themselves and to engage in action concerning the care and restoration of the natural environment locally, regionally, nationally, and globally.

It serves as a resource for Unity with Nature concerns and activities of individuals and of Monthly Meetings.

The Unity with Nature Committee suggests names each year to the Nominating Committee for appointment by the Yearly Meeting of a representative and alternate representative to the General Committee of the Friends Committee for Unity with Nature.

YOUTH PROGRAMS COMMITTEE

The Youth Programs Committee consists of eight to ten adults nominated by the Nominating Committee and appointed by Yearly Meeting and a Young Friend appointed by Young Friends Conference Business Meeting. The adult Co-clerks and the youth Co-clerks of the Young Friends Conference Subcommittee, the Young Friends Yearly Meeting Program Planning Subcommittee, Young Quakes United Subcommittee, and of the regional youth oversight committees serve on this Committee. The regional youth coordinators, the Yearly Meeting YouthQuake representative, and the Youth Secretary are also ex officio members of the Youth Programs Committee.

The Youth Programs Committee oversees and coordinates all Yearly Meeting youth programs—other than camping programs and Junior Yearly Meeting—for junior high/middle school and high school youth, and provides for the various needs and interests of those youth.

By providing retreats, workshops, and consultation, the Youth Programs Committee facilitates the training, nurturing, and support of adults who work with the junior high/middle school and high school youth of Baltimore Yearly Meeting.

The Committee meets twice a year or as necessary. The bulk of its work is done through the Young Friends Conference Subcommittee, the Young Friends Yearly Meeting Program Planning Subcommittee, the Young Quakes United Planning Subcommittee, the Regional Youth Programs Oversight Subcommittee, and other subcommittees as deemed necessary.

The Youth Programs Committee appoints a Baltimore Yearly Meeting high school youth as a representative to the Fund for Conscience Subcommittee of the Peace and Social Concerns Committee. The adult and youth Co-clerks of the Young Friends Yearly Meeting Program Planning Subcommittee serve on the Program Committee.

Every three years, according to the YouthQuake cycle, the Youth Programs Committee recommends the name of an adult to the Nominating Committee for appointment by the Yearly Meeting to serve a three-year term as the Yearly Meeting representative to the YouthQuake Planning Committee.

The Young Friends Executive Committee is nominated and appointed by the Young Friends Conference Business Meeting and works under the care of the Young Friends Conference Subcommittee to facilitate conferences. To encourage youth to participate actively in the affairs of Yearly Meeting, the Young Friends Executive Committee Clerk is a member of Interim Meeting. Details of the procedures of the Young Friends Executive Committee and Young Friends Conferences can be found in the *Young Friends Handbook*, available from Baltimore Yearly Meeting.

SPECIAL GROUPS

Any other groups recognized by the Yearly Meeting which are not standing committees or ad hoc committees are considered special groups. Only those groups which have continued or expect to continue for some time are included in the *Manual*.

Concerned individuals desiring to establish a new group bring their idea to Interim Meeting, either themselves directly, through their Monthly Meeting(s), or through an appropriate committee if one already exists. If after due consideration there is general support and approval, Interim Meeting recommends to the Yearly Meeting that such a group be established. If the Yearly Meeting approves, the group is established.

Some groups organize themselves while some others consist of ex officio members. The description of each group explains its concerns, organization, and membership. Unless otherwise provided, each group selects its own clerk.

Each group is expected to report annually to the Yearly Meeting. Any report, action or statement of a special group should be approved in the manner of Friends at a meeting of the group of which all the members of the group were given reasonable notice.

Special groups are empowered to raise or accept monies only with the prior approval of the Interim Meeting or the Yearly Meeting in session.

The special groups of Baltimore Yearly Meeting are:

Counseling Service
Young Adult Friends

COUNSELING SERVICE

The Baltimore Yearly Meeting Counseling Service was created in 1978 by the Ministry and Counsel Committee. The Service grew until 1986, when the Oversight Committee was laid down because of poor attendance. In 1990 the Service was reactivated and its administration was restructured in 1994.

The Counseling Service is a resource provided under the oversight of the Ministry and Counsel Committee. Coordination of the Service is provided by a committee which includes all the counselors in the Service, and two or more members, appointed by Ministry and Counsel Committee, who do not provide counseling through the Service. These non-counselor members provide liaison to the Ministry and Counsel Committee, clerk the Coordination Committee, and oversee provision of brochures and reports.

The Counseling Service has two objectives:

- Counseling — To make qualified counselors and therapists available for counseling and therapy compatible with Friends testimonies.
- Education — To raise awareness that it is a healthy and a natural part of Friends' religious community life to ask for and to provide help; to educate for normal growth in terms of mental health; and to expand horizons through groups and Meetings through workshops and seminars.

Counselors who serve are licensed or certified human service professionals and have their own professional liability insurance and arrangements for clinical supervision. They are also members of the Religious Society of Friends. Counselors follow accepted professional and legal practices and standards of confidentiality, conduct and care. Fees for both individual or family counseling sessions and for workshops are negotiated with the counselors who provide that service.

The Service is not a substitute for the gifts, skills and abilities of Monthly Meeting members who serve as lay counselors and educators. The Counseling Service is an extension of the caring, listening and supportive ministry among Friends.

YOUNG ADULT FRIENDS

Baltimore Yearly Meeting Young Adult Friends, constituted in 1986, is a group of women and men aged approximately 18 to 40 years. It is open to other adults who may be interested in the group's activities. It chooses its own officers, term lengths, meeting times, and goals. Its Clerk is a member of Interim Meeting.

The general purpose of the group is to provide a place for young adult Quakers and attenders to share their spiritual journeys with others. It provides fellowship for people from widely scattered Meetings and includes those who may feel isolated because there are few of their age in their Meetings.

The group meets at Yearly Meeting and reports to Yearly Meeting. The group holds several retreats a year. These include worship, meetings for business, workshops, service projects, cooking and cleaning together, and social time.

Young Adult Friends suggests names each year to the Nominating Committee for appointment by the Yearly Meeting of a young adult representative to Young Friends of North America's regional meetings and annual conference. Travel support for this representative is included in the Yearly Meeting budget.

III. AFFILIATION WITH FRIENDS GENERAL CONFERENCE AND FRIENDS UNITED MEETING

Monthly Meetings of Baltimore Yearly Meeting are affiliated with Friends General Conference and/or Friends United Meeting in accordance with the decision of each Monthly Meeting. Membership statistics are reported by the Yearly Meeting to the larger bodies in accordance with the Monthly Meeting decisions; members of Monthly Meetings affiliated with only one are reported to that body only; members of Monthly Meetings affiliated with both are reported to each body in the proportion decided by the Monthly Meeting.

Any member of Baltimore Yearly Meeting may be considered for appointment to the various agencies of Friends General Conference and Friends United Meeting. Appointments to such responsibilities are made by the Yearly Meeting, upon nomination by the Nominating Committee, in accordance with the procedures and requests of the respective body. The appropriate number of persons is appointed annually to serve three-year terms as members of the Central Committee of Friends General Conference. The appropriate number of representatives and alternates to Friends United Meeting is appointed every three years at the Yearly Meeting sessions immediately preceding the Friends United Meeting sessions.

Friends General Conference, established in 1900, is an association of some 14 Yearly Meetings and other regional Friends' entities and six Monthly Meetings, as of 1990. Its coordinating body is its Central Committee, to which member groups make appointments in proportion to the number of persons in their fellowship.

Central Committee members are expected to participate in one long weekend annually, and to serve on one of the program or administrative committees. This may involve several other meetings annually. In addition they are expected to communicate to Friends General Conference the needs and hopes of their parent bodies, and to interpret to their own groups the needs and programs of Friends General Conference.

All Friends are encouraged to attend the annual week-long Friends General Conference Gathering each summer.

Details of the procedures of Friends General Conference can be found in the *Blue Book, FGC* available from Friends General Conference, 1216 Arch Street, 2B, Philadelphia, PA 19107.

Friends United Meeting, formed in 1902 as the Five Years Meeting of Friends, is composed of Yearly Meetings, 20 as of 1999, and smaller Quaker groups. It meets triennially and publishes a complete record of its proceedings. It has jurisdiction over matters delegated to it by the constituent Yearly Meetings. Friends United Meeting may provide Yearly Meetings with advice and counsel, and Yearly meetings may look to it for advice and counsel.

Each Yearly Meeting in Friends United Meeting is entitled to appoint five representatives to the Triennial Sessions, plus one additional representative for each 1,000 members or major fraction thereof. Representatives form the Representative Body. Major matters and proposals are considered by the Representative Body and the plenary sessions. Routine procedural matters may be acted upon by the Representative Body and reported to the Plenary Session which reserves the right to approve, disapprove, or reconsider.

Baltimore Yearly Meeting's representatives, as of 1999 seven in number and including those persons also named to serve on the General Board, serve also for the three years following the Triennial sessions to which they were appointed as a support group for the relationship between Baltimore Yearly Meeting and Friends United Meeting. Each Yearly Meeting names one of its representatives to serve on the Nominating Committee and another to serve on the New Business Committee. These Committees serve the Representative Body only during the Triennial Sessions.

Between Triennial Sessions, the General Board is the responsible body and legal representative of Friends United Meeting. Each Yearly Meeting makes appointments to the General Board, the number determined by formula, during the year preceding the Triennial Sessions. As of 1999, Baltimore Yearly Meeting appoints two persons to the General Board.

The General Board has four regular administrative Committees: Executive Committee, Finance Committee, Nominating Committee, and Program Coordinating and Priorities Committee. The Nominating Committee of the General Board includes one appointee from each Yearly Meeting, designated by the Yearly Meeting, from among those who are its General Board representatives. The General Board also appoints from its members such program Committees as are necessary to give continuity and support to the work of Friends United Meeting. Every member of the General Board serves on at least one of its committees.

Practice has been for each Yearly Meeting to name one representative to the Triennial Planning Committee for the upcoming Triennial.

Yearly Meetings contribute to a travel pool, administered by the General Board to cover expenses of the designated number of representatives traveling to and from the Triennial sessions.

Details of the procedures of Friends United Meeting can be found in the pamphlet, *Friends United Meeting Organization and Procedure, 1996*, available from Friends United Meeting, 101 Quaker Hill Drive, Richmond, Indiana 47374

IV. CORPORATIONS AFFILIATED WITH BALTIMORE YEARLY MEETING

FRIENDS HOUSE, INC.

The Board of Trustees of Friends House, Inc. consists of 12 members nominated by the Nominating Committee and appointed by the Yearly Meeting, four each year for three-year terms, plus seven members nominated by the Board of Trustees of Friends House, Inc. and also appointed by the Yearly Meeting for three-year terms, two each year in two years and three the following year. These appointments are to begin with the Annual Meeting of the Board of Trustees next after the Yearly Meeting sessions which made the appointment. A person may serve no more than two consecutive terms. All trustees are selected from the members of the Religious Society of Friends.

Trustees attend meetings, conduct business, and help keep the Yearly Meeting informed of the work of the Board in operating a retirement home near Sandy Spring, Maryland.

FRIENDS NURSING HOME, INC.

The Trustees of Friends Nursing Home, Inc., number 19. They are the same persons with the same conditions of appointment and of service as the members of the Board of Trustees of Friends House, Inc.

The Trustees operate Friends Nursing Home and keep the Yearly Meeting informed of its progress.

MILES WHITE BENEFICIAL SOCIETY

The Miles White Beneficial Society of Baltimore City was founded and incorporated in 1874 to administer a trust established under the will of Miles White, member of the Eutaw Street Meeting, the predecessor of Baltimore Monthly Meeting, Homewood. The Articles of Incorporation state: "The objects of the Corporation shall be to promote piety and Christianity (especially by the dissemination of books and tracts); to extend aid to the young in their religious, moral and intellectual training and education; and to relieve the deserving poor."

Grants to institutions and organizations are made not earlier than March of each year on the basis of written proposals addressed to the trustees in care of the Society's Secretary.

Grants made each year in May to individual scholars for undergraduate education are based upon scholarship, character, service, prospective vocation, and demonstrated need. Application forms can be obtained from the Secretary of the Society and must be returned by March 31 for the following academic year.

The trust is administered by the trustees of the Society who "shall annually make a written statement of its operations, and of the disposition and condition of its finances for the preceding year, and submit the same to the Baltimore Yearly Meeting of Friends." The trustees are self-perpetuating.

SANDY SPRING FRIENDS SCHOOL, INC.

The Board of Trustees of Sandy Spring Friends School, Inc., consists of from 20 to 30 persons, normally 24: six appointed by the Yearly Meeting, ten by Sandy Spring Monthly Meeting, and the remainder by the Board itself. The Yearly Meeting annually appoints one or two trustees to serve four-year terms, commencing with the September meeting of the Board following their appointment, and continuing until their successors are qualified. Appointees serve no more than two consecutive terms.

The appointees attend meetings of the Board of Trustees, participate in the directions of the programs of the corporation, and keep the Yearly Meeting informed of such programs. Sandy Spring Friends School reports annually to the Yearly Meeting.

V. REPRESENTATIVE TO OTHER ORGANIZATIONS

Representatives to organizations not part of the Yearly Meeting but to which the Yearly Meeting regularly nominates, appoints or sends representatives, are nominated by the Nominating Committee and appointed by the Yearly Meeting in accordance with the procedures of the organizations to which they are named.

AMERICAN FRIENDS SERVICE COMMITTEE

Baltimore Yearly Meeting may appoint five persons to the Corporation of the American Friends Service Committee. These persons are nominated by the Nominating Committee and appointed by the Yearly Meeting, not all in one year to serve each for three years. Those persons are expected to participate in meetings of the Corporation, usually held in Philadelphia.

The Yearly Meeting also appoints a member of the Middle Atlantic Region (MAR) Executive Committee, who is nominated by the Nominating Committee and appointed by the Yearly Meeting to serve for three years, at most twice consecutively. This person is expected to participate in Executive Committee meetings usually held in Baltimore.

These representatives are selected from those interested in projects of the American Friends Service Committee. They attempt to interest other persons in contributing to, working for, and being concerned about the American Friends Service Committee.

The American Friends Service Committee Corporation elects its own Board of Directors.

FRIENDS COMMITTEE ON NATIONAL LEGISLATION

The six Yearly Meeting representatives to the Friends Committee on National Legislation are nominated by the Nominating Committee and appointed by the Yearly Meeting, two each year for three-year terms.

These representatives are selected from those interested in the work of the Friends Committee on National Legislation and are expected to participate in its meetings. They attempt to educate other persons concerning the purposes of the Friends Committee on National Legislation in the area of civic action in matters of concern to Friends, and to interest others in contributing to, and working for, this organization.

FRIENDS COMMITTEE ON UNITY WITH NATURE

The Friends Committee on Unity with Nature is a spiritually-centered organization of North American Quakers seeking ways to integrate their concern for environment with Friends' long-standing testimonies for simplicity, peace and equality. It has a policy-making General Committee to which Yearly Meetings name representatives. A smaller Steering Committee, drawn from the General Committee, oversees ongoing activities.

The Unity with Nature Committee suggests names each year to the Nominating Committee for appointment by the Yearly Meeting of a representative and an alternate representative to the General Committee of the Friends Committee on Unity with Nature.

FRIENDS COUNCIL ON EDUCATION

The Friends Council on Education was established in 1931 to encourage group thinking on Quaker education. Baltimore Yearly Meeting may appoint three persons to this Council, one each year for a three-year term. Nominations are made by the Nominating Committee and approved by the Yearly Meeting in session. These representatives help with the projects of the Council and keep the Yearly Meeting membership informed.

FRIENDS WORLD COMMITTEE FOR CONSULTATION, SECTION OF THE AMERICAS

Representation to the Friends World Committee for Consultation, Section of the Americas, is based on a formula of four persons for the first 1000 members of the Yearly Meeting and one for each additional 2500 members. The appropriate number for Baltimore Yearly Meeting is nominated by the Nominating Committee and appointed by the Yearly Meeting for terms of three years, not all representatives being appointed the same year.

These representatives attend meetings of the Friends World Committee for Consultation, Section of the Americas, and help keep the Yearly Meeting informed of the activities of the organization.

Representation to the triennial sessions of the Friends World Committee for Consultation (worldwide) is based on a formula of two persons for the first 1000 members of a Yearly Meeting and one for each additional 5000 members or fraction thereof. The appropriate number of representatives is selected by the Interim Meeting from among the representatives to the Section of the Americas. Those attending the Friends World Committee for Consultation triennial sessions are encouraged to report to as many groups as possible.

ASSOCIATED COMMITTEE ON FRIENDS ON INDIAN AFFAIRS

The Associated Committee of Friends on Indian Affairs has existed since 1869 when United States President-elect Ulysses S. Grant asked Friends to help him and agents to work with the Indians. Baltimore Yearly Meeting has been associated with it since its inception. As of 1996 there are five active centers. The Associated Committee of Friends on Indian Affairs has an executive secretary under the direction of an executive committee. Final responsibility rests with an annual meeting, open to all, to which all interested Yearly Meetings are invited to send representatives.

The Indian Affairs Committee recommends to the Nominating Committee each year one person for appointment by the Yearly Meeting to serve as the Yearly Meeting's representative to the Associated Committee of Friends on Indian Affairs.

PRISONER VISITATION AND SUPPORT

Prisoner Visitation and Support is an incorporated organization sponsored by more than 30 national religious bodies and socially-concerned agencies. It seeks to meet the needs of prisoners in the United States federal and military prison systems through an alternative ministry that is separate from official prison structures.

The Committee for Criminal and Restorative Justice recommends to the Nominating Committee each year one person for appointment by the Yearly Meeting to serve on the Board of Directors of Prisoner Visitation and Support, which meets in Philadelphia two or three times a year.

WILLIAM PENN HOUSE

William Penn House is a Quaker seminar and hospitality center in Washington, District of Columbia. Established in 1966 as a project of Friends Meeting of Washington, it was incorporated as an independent, nonprofit entity in November 1993. Its structure includes a National Consultative Committee of representatives from 20 Friends' organizations and Yearly Meetings.

Baltimore Yearly Meeting may appoint one person as representative and one alternate to the National Consultative Committee for a term of three years. Nominations are made by the Nominating Committee and approved by the Yearly Meeting in session.

YOUNG FRIENDS OF NORTH AMERICA

Young Friends of North America, formed in 1953, is an open religious fellowship of Friends from across North America and from a variety of Quaker backgrounds. Although most of the group are between the ages of 18 and 35, there is no upper age limit. Young Friends of North America gathers regionally in the spring and the fall and meets as a whole for a week-long summer conference.

Baltimore Yearly Meeting Young Adult Friends suggests names each year to the Nominating Committee for appointment by the Yearly Meeting of a young adult representative to Young Friends of North America's regional meetings and annual conference.

YOUTHQUAKE

The purpose of YouthQuake, begun in 1975, is to build a spiritual community based on love, respect, truth and understanding across the breadth of Friends. A conference for youth aged 14 to 20 years is held every three years. Participants come primarily from the United States. The YouthQuake Planning Committee meets twice a year and consists of one representative from each participating Yearly Meeting and Quaker organization.

Every three years, according to the YouthQuake cycle, the Youth Programs Committee recommends the name of an adult to the Nominating Committee for appointment by the Yearly Meeting to serve a three-year term as the Yearly Meeting representative to the YouthQuake Planning Committee.

VI. CHANGES IN *FAITH AND PRACTICE*

Revisions to *Faith and Practice* are initiated by one or more Monthly or Quarterly Meetings or Committees of the Yearly Meeting and are presented in writing to the Yearly Meeting. The Yearly Meeting then appoints at least three persons nominated by the Nominating Committee, to serve on the Faith and Practice Revision Committee.

The Committee may help prepare proposed changes to ensure clarity and consistency with other sections of *Faith and Practice*. It circulates proposed revisions to all the Monthly and Quarterly Meetings in Baltimore Yearly Meeting with sufficient time that Monthly Meetings may prepare comments for a Quarterly Meeting session before Yearly Meeting. It is responsible for ensuring that changes approved by the Yearly Meeting are incorporated into *Faith and Practice*.

VII. CHANGES IN THE *MANUAL OF PROCEDURE*

Changes in the *Manual of Procedure* may be initiated by the Interim Meeting or by any member or any committee of the Yearly Meeting. The proposal first should be presented in writing to the Interim Meeting. The Interim Meeting will consider the proposal at its next meeting. If considered appropriate as presented or revised, the proposal will be forwarded to the Yearly Meeting at its next session, where it may be approved, rejected, postponed, or returned to the Interim Meeting for further consideration. In any case, a written report of the action of the Interim Meeting should be sent to those initiating the item, who may then, if so led, take the matter directly to a Yearly Meeting session.

The Manual of Procedure Committee incorporates into the *Manual* changes in procedure adopted by the Yearly Meeting and recommends changes in procedure deemed useful to the Yearly Meeting.

When proposing changes, Yearly Meeting members or committees may find it helpful to work with the Manual of Procedure Committee.

VIII. APPENDIX

ARTICLES OF CONSOLIDATION

Baltimore Yearly Meeting of Friends, Stony Run

Baltimore Yearly Meeting of Friends (Orthodox)

First: Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) agree that such corporations shall consolidate and thereby form a new corporation. The terms and conditions of the consolidation and the mode of carrying the same into effect are hereby set forth in these Articles of Consolidation.

Second: The new corporation shall be formed under the laws of the State of Maryland.

Third: The consolidating corporations are Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) both of which are corporations organized and existing under the laws of the State of Maryland.

Fourth: The matters and facts required to be stated in Articles of Incorporation other than provisions with respect to incorporators are:

1. The name of the corporation is: Baltimore Yearly Meeting of the Religious Society of Friends.
2. Baltimore Yearly Meeting of the Religious Society of Friends is composed of the members of Monthly Meetings formerly affiliated with Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting (Orthodox) (sometimes through intermediate bodies such as Quarterly Meetings) together with all those persons who may hereafter become members thereof, located in Maryland, Pennsylvania, Virginia, the District of Columbia and other adjacent areas.
3. The purposes for which the corporation is formed are:
 - (A) To continue without interruption the work of Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) and to have all their powers, duties, and obligations.
 - (B) To promote the religious interests and welfare of its members and its constituent Monthly Meetings, together with the boards, committees, institutions and instrumentalities affiliated with the Religious Society of Friends, as well as to maintain relations with other religious fellowships to the end that mutual understanding and cooperation may be advanced.

- (C) To acquire by purchase, gift, devise, bequest, or otherwise, and to own, invest, reinvest, or dispose of property, both real and personal, for such religious, educational, philanthropic and other related work as the Yearly Meeting may undertake; to purchase, own, receive, sell, assign, care for, rent, lease, mortgage, or otherwise encumber, sell, assign, transfer and convey such property for the general purposes of the Yearly Meeting; to receive and hold in trust both real and personal property for Monthly or Quarterly Meetings, boards, institutions and instrumentalities of the Religious Society of Friends, or agencies affiliated with the Religious Society of Friends and to invest and reinvest the same; and to make any contracts for promoting the objects and purposes of the Yearly Meeting.
- (D) In general to exercise any, all and every power which has heretofore been exercised by Baltimore Yearly Meeting of Friends, Stony Run, and by Baltimore Yearly Meeting of Friends (Orthodox) and which any non-profit religious and charitable corporation can be authorized to exercise, but no other power.
4. The post office address of the principal office of the corporation in Maryland is 5116 North Charles Street, Baltimore, Maryland 21210. The name of the Resident Agent of the corporation in Maryland is Theodore H. Mattheiss and the post office address of the Resident Agent is 5116 North Charles Street, Baltimore, Maryland 21210. Said Resident Agent is a citizen of the State of Maryland and actually resides therein.
 5. The membership of the corporation entitled to participate in its activities and meetings shall consist of the members of the Monthly Meeting congregations affiliated with the Yearly Meeting.
 6. The number of the Trustees of the corporation shall be nine (9), which number may be increased or decreased pursuant to a "*Manual of Procedure* for Baltimore Yearly Meeting of the Religious Society of Friends," but shall never be less than four (4). The names of the Trustees who shall act initially until their successors are chosen and qualify are: James D. Peacock, William J. Evans, F. Hooper Bond.
 7. The Yearly Meeting shall not be authorized to issue capital stock.
 8. The duration of the corporation shall be perpetual.

Fifth:

- (A) The principal offices of Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) are both located in the City of Baltimore, State of Maryland.

- (B) Baltimore Yearly Meeting of Friends, Stony Run, owns real property in Frederick County and Cecil County in the State of Maryland, the title to which could be affected by the recording of an instrument among the land record.
- (C) Baltimore Yearly Meeting of Friends (Orthodox) owns no real property in the State of Maryland, title to which could be affected by the recording of an instrument among the land records.

Sixth: These Articles of Consolidation were advised by the Executive Committee of Baltimore Yearly Meeting of Friends, Stony Run, and by the Executive Council of Baltimore Yearly Meeting of Friends (Orthodox) on April 1, 1967 by the adoption of a Minute declaring that the proposed consolidation provided herein was advisable substantially upon the terms and provisions set forth in these Articles of Consolidation and directing that the proposed Articles of Consolidation be submitted for action thereon at the regular annual sessions of the respective Yearly Meetings. Thereafter these Articles of Consolidation were approved by the respective regular annual sessions of the Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) according to the manner of Friends, without dissent, at said sessions both of which were held on Saturday, August 5th, at 2:00 P.M. as provided by the Laws of Maryland and the Charters of the respective corporations.

Seventh: Both Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) agree to execute, deliver and file any and all instruments or documents necessary or appropriate to accomplish the objective above stated.

IN WITNESS WHEREOF, Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) have caused these Articles of Consolidation to be signed in their respective corporate names and on their behalf by their respective officers and their respective corporate seals to be hereunto affixed and attested as of this fifth day of August, 1967.

Attest: BALTIMORE YEARLY MEETING OF FRIENDS, STONY RUN

Mary S. Farquhar

Recording Clerk

Harry S. Scott, Jr.

Presiding Clerk

Attest: BALTIMORE YEARLY MEETING OF FRIENDS (ORTHODOX)

Lucy G. Wellons

Recording Clerk

Alfred H. Mikesell

Acting Alternate Presiding Clerk

REVISIONS to the ARTICLES OF CONSOLIDATION

Approved by Baltimore Yearly Meeting Representative Meeting, October 28, 1995 (R95-57)

Recorded: Department of Assessments and Taxation of the State of Maryland, December 4, 1995

Fourth:

2. "Baltimore Yearly Meeting of the Religious Society of Friends is composed of the members of Monthly Meetings located in Maryland, Pennsylvania, Virginia, the District of Columbia and other adjacent areas formerly affiliated with Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting (Orthodox), together with all those persons who may hereafter become members of existing or newly created Monthly Meetings."

3.

(B) First sentence. "The corporation is organized exclusively to promote the religious, charitable, and educational interests of its members and its constituent Monthly Meetings, together with the boards, committees, institutions and instrumentalities affiliated with the Religious Society of Friends."

Sentence added: "For the above purposes the corporation may make distributions to organizations under Section 501(c)(3) of the Internal Revenue Code (or the corresponding section of any future Federal tax code.)"

(C) First sentence. "To acquire by purchase, gift, devise, bequest, or otherwise, and to own, invest, reinvest, or dispose of property, both real and personal, for religious, charitable and educational purposes and other related work as the Yearly Meeting may undertake:..."

(D) Second sentence added. "Notwithstanding any other provision of these articles, the corporation shall not carry on any activity not permitted to be carried on (a) by a corporation exempt from Federal income tax under Section 501 (c)(3) of the Internal Revenue Code (or corresponding section of any future Federal tax code) or by a corporation, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code (or corresponding section of any future Federal tax code)."

4. First and second sentences. "The post office address of the principal office of the corporation in Maryland is 17100 Quaker Lane, Sandy Spring, Maryland 20860. The name of the Resident Agent of the corporation in Maryland is Frank Massey and the post office address of the Resident Agent is 17100 Quaker Lane, Sandy Spring, Maryland 20860."

6. Third and fourth sentences added. "Each Trustee shall be a member of a Monthly Meeting which is constituent of the Baltimore Yearly Meeting. The trustee shall be appointed at the annual meeting of the Baltimore Yearly Meeting, usually held in August of each year, for a term as designated in the *Manual of Procedure* of the Baltimore Yearly Meeting."

8. Second sentence added. "However, should the corporation be dissolved the assets shall be distributed for one or more exempt purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future tax code, or shall be distributed to the Federal government, or to a state or local government for a public purpose."

9. New paragraph added. "9. No part of the net earnings of the corporation shall inure to the benefit of, or be distributable to its members, trustees, directors, officers or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of Section 501(c)(3) purposes. No substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing and issuing of statements) any political campaign on behalf of, or in opposition to, any candidate for public office."

REVISION to the ARTICLES OF CONSOLIDATION

Recorded with the State of Maryland: September 5, 1996

Fourth: 1. "The name of the Corporation is: Baltimore Yearly Meeting of the Religious Society of Friends, Inc. "

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Friends Retirement Communities, Camps, and Schools

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Foxdale Village, 500 E. Marylyn Avenue, State College, PA 16801 (814) 238-3322
Friends House, 17340 Quaker Lane, Sandy Spring, MD 20860 (301) 924-5100

FRIENDS CAMPS

- Catoctin Quaker Camp**, 12611 Tower Road, Thurmont, MD 21788; (301) 271-2184
Opequon Quaker Camp, Brucetown, VA 22722; (540) 678-4900
Shiloh Quaker Camp, (mailing address) P.O. Box 89, Hood VA, 22723
(location) 4774 Middle River Road, Stanardsville, VA 22973 (540) 948-5226
Teen Adventure, 495 Snakefoot Lane, Lexington, VA 24450 (540) 463-7234

FRIENDS SCHOOLS

- Friends Community School**, 4601 Calvert Road, College Park, MD 20740
(301) 699-6086, Tom Goss, Head; www.bym-rsf.org/fcs
Friends Meeting School, 3232 Green Valley Road, Ijamsville, MD 21754
(301) 798-0288, Annette Breiling, Head; [<friends@x-press.net>](mailto:friends@x-press.net)
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(410) 435-2800, Jon M. Harris, Head; www.friendsbalt.org
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(301) 774-7455, Kenneth Smith, Head; [<info@ssfs.org>](mailto:info@ssfs.org); www.ssfs.org/
School for Friends, 2121 Decatur Place NW, Washington, DC 20008
(202) 328-1789, James Clay, Director; www.erols.com/schoolforfriends
Sidwell Friends School, 3825 Wisconsin Avenue, NW, Washington, DC 20016
(202) 537-8100, Bruce Stewart Head; www.sidwell.edu/
State College Friends School, 1900 University Drive, State College, PA 16801
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Tandem Friends School, 279 Tandem Lane, Charlottesville, VA 22902
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