

**YEARBOOK**

**OF**

**BALTIMORE YEARLY MEETING**

**OF THE**

**RELIGIOUS SOCIETY OF FRIENDS**

**INCLUDING MINUTES OF THE 347<sup>TH</sup> ANNUAL SESSION**

July 31 — August 5, 2018

## FRIENDS ORGANIZATIONS

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- Center on Conscience and War**, 1830 Connecticut Avenue NW, Washington, DC 20009;  
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- Friends Journal**, 1216 Arch Street, 2A, Philadelphia, PA 19107; 215-563-8629;  
[friendsjournal.org](http://friendsjournal.org)
- Friends Non-Profit Housing**, Friendly Gardens Office, 2423 Lyttonsville Road,  
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- Friends World Committee for Consultation - Section of the Americas**, 1506 Race  
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- Quaker House**, 223 Hillside Avenue, Fayetteville, NC 28301; 910-323-3912;  
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- Right Sharing of World Resources**, 101 Quaker Hill Drive, Richmond, IN 47374;  
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- United Society of Friends Women International**, 1214 S Second Street, Oskaloosa, IA  
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- William Penn House**, 515 East Capitol Street SE, Washington, DC 20003;  
202-543-5560; [williampennhouse.org](http://williampennhouse.org)

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*Annual Session All-Age Celebration  
photobooth provided by Jennifer Domenick*

# THE SPIRITUAL STATE OF THE YEARLY MEETING

## REPORTED TO ANNUAL SESSION

### AT FREDERICK, MARYLAND

### 8TH MONTH, 2018

*“We yearn to make a difference in a country that is divided, contentious, and damaging to people we care about. We yearn to go deeper in our spiritual lives—as individuals and as a community. These yearnings go hand in hand. The Light is dancing at [our Meeting], delighting many with the presence of God in their lives. However, we need to begin to rise off our chair, move to the center of the floor, and join the dance.*

*Sandy Spring Friends Meeting*

In considering the spiritual state of Baltimore Yearly Meeting at this time, Ministry and Pastoral Care was drawn to consider it through this metaphor of dance. As Quakers we are called to the dance of life led by the Light of Love and, as partners of that Light, to “bring light into the world wherever we may go.” These aspirations are deeply challenged in these times and yet it is for these times that we are called. Local Meetings within Baltimore Yearly Meeting are painfully aware of the issues that divide our country and are hurt by the discourse and actions they witness when reflected against our Quaker Testimonies. As they listen across the divide in this contentious environment, some Meetings are called to action, some to the inward reflection that deepens our relationship with Spirit, and many report a tension between these fundamental elements of our Quaker faith. “In a year of deep national conflict over political developments, we sought individually and collectively to find balance.” This search challenges us: “We notice a tension within what we bring to Meeting for Worship...Perhaps the most tangible aspect of this tension is between Friends whose priority is social action and Friends whose main focus is the worship experience.” Yet we all hear the music even if we experience the dance differently; we all feel the Spirit both “nudging and nurturing our activism.”

As we move to the dance floor, we seek to stay spiritually grounded. “The events of 2017 affected [our Meetings] in many ways, leading us to struggle with our desire to advocate for action and change in the larger society, but at the same time, needing to stay grounded in our belief that action is most effective when it comes from a spiritual leading.” “Things will only change when we seek changes in ourselves. Friends strive to not focus on the negative so much that we lose the place where our spirit should be.”

Across the Yearly Meeting spiritual life remains centered on Meeting for Worship.

The balance between silence and spoken ministry remains an area of reflection for many Meetings, but the rewards of gathering in worship and listening expectantly are great. “In the desire to engage in our spiritual nurture, we consciously leave our work on issues at the door when we meet together. This lets us regain peace and strength to address these things outside with greater love, understanding and patience.” One Meeting succinctly stated: “Meeting for Worship is both a refuge and a preparation.”

Meetings speak of conducting our business in the same worshipful way. “Our [Clerk of the Meeting] has spent a significant amount of time on instruction in the ways in which Quakers through the centuries have practiced this very spiritual process of doing business, ways which are rare in society at large.” It's not always easy "...we have been challenged to deepen our understanding of what achieving a sense of the meeting means."

Meetings within BYM acknowledge that both spiritual and financial energy are needed to be good stewards of the dance floor. One of our larger Meetings has willingly taken on a considerable mortgage, noting that "...the construction project leads to the vibrancy of the meeting because Friends see a future here." Yet some of our smallest Meetings face daunting challenges: "We are a meeting on the edge, balanced precariously on the effort of a few people, seeking stability both materially and spiritually." One Meeting is discerning its future and planning in a tender way, acknowledging that good stewardship may require laying down the Meeting so the burden doesn't fall on "the last man standing." Other small Meetings find that participation in Quarterly Meeting weaves them into the larger whole, appreciating "the value of Quarterly Meeting to make connections, sustain a small group." Even the work of the Meeting can be sustaining as one Meeting noted: "Committee work is an important way we are in community with one another." At times, we also need to acknowledge that the community can be stressed. "Like families, we enjoy connection and too often ignore discord." Our Meetings are our homes, our families, and our refuge for those families or individuals that pass through briefly, come and go, stay for years, or through the end of their lives. "When one opens the door of the Meeting House, they feel 'the hug'; a sense of coming home, safety and acceptance."

To be open to the Spirit and new leadings requires that we listen deeply despite political, theological, and social differences. One meeting offers this query on diversity: "Are we opening ourselves to others around us who are different from us—not just by race, ethnicity, culture, language, and gender, but by ideology, values, political affiliation?" Another notes that "we have great spiritual diversity, spanning the belief spectrum from red letter Christians to non-theists and the Quaker spectrum from birthright Friends to attenders still trying to find their way in Quaker process."

The theme of our Annual Session in 2017, "*Growing Toward Justice—Acting on Faith*," resonated with our sense of urgent need. Our work there cracked us open. The leadership of Young Adult Friends—their candor and vulnerability in sharing their experiences within BYM as well as the wider world—opened painful discernment among Friends. This brought us to embrace this statement in the 2017 Greater BYM Epistle: "as we strive to become an anti-racist community, we must be willing to lean into our discomfort, which is where our learning zone is." Our work on racism continues both in the world and within our Yearly Meeting. Conversations on racism continued at two Interim Meetings helping us to heal relationships and better understand all perspectives. As we "realize that racism is a barrier to Friends' relationship with the Divine," we commend efforts across the Yearly Meeting, in Local Meetings, various committees, and YM structures, to assess and address the ongoing effects of racism in our Quaker communities and the wider culture. We recognize that the Light asks us to join in this dance. We are grateful for the work of BYM's Growing Diverse Leadership program. We hold that work in the Light with determination to extend its effort to build a richer and more diverse Yearly Meeting.



In August, 2017, Charlottesville Meeting was called to put faith into action as a rally of white nationalists clashed violently with counter protestors. “Provocation and response in Charlottesville has been witnessed around the globe. The very name of the city has at times been used as a symbol of racial strife and resistance...Wearing blue Quaker T-shirts as a silent means of identification, Friends from the Meeting worshipped in Justice Park, and were joined by others from the crowd...Quakers were quietly present in crowds that surged and retrenched, marched and in some cases, fled.”

We cannot know when we will be called to step into the dance, but another local Meeting voices our shared sense of purpose: “We continue our witness as before, understanding that we are not in charge of outcomes.” At its core, when we do it with intention and compassion, we find the Divine.

*“We attempt to be faithful to those traditions which have served Quakers well in the past:*

*To stand in the Light, waiting for the Spirit to lead us.*

*To listen carefully to the other and “to the place that the words come from.”*

*(John Woolman)*

*“To search for common ground with those with whom we disagree.*

*To value and follow Quaker process, waiting with patience for the leadings of the Spirit.”*

*Goose Creek Meeting*

*This report was written after prayerful reading of the 2017 Spiritual State of the Meeting Reports submitted by Local Meetings and Worship Groups, the minutes of Interim Meetings and Annual Session 2017, and the Epistles arising from Annual Session 2017. The Ministry and Pastoral Care Committee did not attempt to include quotations from all constituent groups within the Yearly Meeting, however, the voices of the Local Meetings quoted herein reflect themes that were heard across Baltimore Yearly Meeting.*



*Annual Session 2018 photo by Jennifer Domenick*

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# THE EPISTLES

## REPORTED TO ANNUAL SESSION AT FREDERICK, MD

### 8TH MONTH 5TH DAY, 2018

To Friends Everywhere,

Baltimore Yearly Meeting (BYM) gathered to consider the theme “Radical Listening, Rooted in Love.” Reverberations from last year’s tumultuous closing business meeting were felt throughout the year. During Interim Meetings, in committee work, in many local Meetings, Friends have sought to deepen their awareness of inherent bias in our life as a community and to develop strategies for growth and change. At this 347th Annual Session, echoing messages charge us to engage now in efforts to envision and build the Religious Society of Friends of the future.

Reports on several topics urged attention to changes in the world of Friends. At least 49 percent of all Friends are in East Africa. If we—those Quakers who identify as liberal and unprogrammed, the “vast minority” as former Friends United Meeting (FUM) General Secretary Colin Saxton said—are to be more than a “quaint” remnant of the Quaker Community, we must engage with intentionality. Pastoral practices and conservative values challenge us. Additional challenges will come from efforts at de-colonization and liberation from European-American economic, social, and cultural domination. In sum, “Expect discomfort,” was a key message, as Friends become involved with changes in the world of FUM taking place in East Africa, Ramallah, and the Caribbean as well as the United States. Originally a Western missionary organization, FUM is now committed to becoming a global partnership. In order for that commitment to come to be, “a structure of global participation and power-sharing” must be created. Unequal participants must become equal.

While U.S. participation and power will diminish, we must be able to relate to and work with Friends from other lands, speaking other languages, and worshipping in ways that differ from our own. Being prepared for such changes and being an active and vital part of these changes will involve the “radical listening” that is at the core of this week’s conversations. We must anticipate that our ability to consistently listen deeply will be tested. We will do well to consider the listening queries of the School of the Spirit shared at our retreat, such as “Do I offer an attentive, prayerful and quiet presence while a person is speaking?” and “Am I open to what is unfolding, letting go of my own ideas of what should happen?”

From Joyce Ajlouny, American Friends Service Committee (AFSC) General Secretary, we heard: “Trust the voice of the oppressed. Radical transformation is possible with trust.” She described a “quiet, humble effort” undertaken by AFSC when seeking to address a problem by first gathering those affected—the dispossessed here and abroad—and by listening, then supporting their leadership in designing and working toward a new reality. In this way AFSC has worked in Myanmar with Rohingya, other Muslims and Buddhists to create safe places for refugees to stay in country, and helped farmers in North Korea to increase food security—the first western NGO to work in North Korea. A quote from AFSC, read

in Business Meeting, reminds us that, “We are not a homogeneous organization seeking to become more diverse; we are an incomplete organization seeking to become whole.”

BYM has been actively engaging in concerns about moving toward wholeness through a unique process called Growing Diverse Leadership, supported by a grant from the Shoemaker Fund to further build diversity at our camps and across BYM as a whole. Our intention is to discern how our Meetings at all levels can be more inclusive and welcoming to all, can encourage participation and leadership among all Friends, and can build an anti-racist, multicultural community. How can we encourage and sustain participation by younger Friends and support their development as leaders? The commitment of Young Adult Friends to drive this growth was evident as they exhorted Friends to expand on this work, stating: “If we [in BYM] want to engage with young people, we must work with them on dismantling the implicit bias in our communities.”

One manifestation of these values and concerns has been the work of STRIDE Groups. The Strengthening Transformative Relationships in Diverse Environments (STRIDE) program initiated by young adult alumni of the BYM camping program has been building relationships in four urban communities and raising money for camp scholarships. This work has been intensive and ongoing. Group members have engaged with campers, families, and camp staff in a comprehensive cycle of communication, orientation, preparation, and feedback. The powerful, transformative nature of the STRIDE program both sparks anticipation for the future of Friends and encourages us to undertake the significant efforts required of us. Friends responded with passion and generosity.

In considering how to be welcoming, and attempting to assess how welcoming we truly are, one Friend of Color asserted that their experience shows we are not truly welcoming, that our words are welcoming, even our intentions, but not our structures and practices, and another Friend commented that saying we want to be welcoming is like saying we want to be Olympic athletes. Both require training. Another quoted a Friend of Color in their local meeting who pointed out, “You don’t know what diversity will look like, and you don’t know what it will ask.”

Colin Saxton in Friday evening’s Carey Lecture described what he called “seven postures for listening.” One of them in particular, “Listening as if we are written in one another’s hearts,” emphasizes the importance of seeing ourselves, Quakers, as “we,” as a people of God, thus overriding our tendency to think of “me” rather than “we.” He recommended that we recognize a coherent identity that we can invite others into.

From the floor of business meeting a Friend alerted us: “This is the future we’re getting ready for, Friends, let’s get ready for it wholeheartedly.” Can we become the people we are meant to be by broadening our outreach, being more welcoming, being the people that new people would be attracted to? Our Spiritual State of the Meeting Report urges our engagement: “Things will only change when we seek change in ourselves.”

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## **EPISTLE OF YOUNG ADULT FRIENDS**

### **ACCEPTED 8TH MONTH 5TH DAY, 2018**

Young Adult Friends (YAFs) began the year disappointed and distressed following the Baltimore Yearly Meeting's (BYM's) 2017 Annual Session where Friends shied away from confronting racism within BYM. Our goal for the year was healing for members of our community and striving to improve. During the year, the YAFs attended a camping retreat, met for two conferences, and attended BYM's 347th Annual Session. During September 1st-3rd YAFs joined Sandy Spring Friends Meeting on their annual camping retreat on the grounds of Catoctin Quaker Camp. It rained consistently throughout the weekend. Despite the rain, Friends had fun gathering firewood, making cookies, and playing board games.

The winter conference took place at Sandy Spring Friends Meeting during December 15th-17th. On Friday, Friends arrived. Saturday morning YAFs started an ongoing conversation with BYM's Working Group on Racism. YAFs ate lunch out with Wayne Finegar, BYM's Associate General Secretary. After lunch we had a workshop with Friend's Committee on National Legislation (FCNL). Saturday evening we joined Sandy Spring for their simple meal and singing Christmas carols. Sunday morning we joined Sandy Spring for Meeting for Worship and their annual Christmas pageant. Joining Sandy Spring in their activities furthered our ongoing goal of engaging more deeply with the wider BYM community.

The summer conference took place at Stony Run Friends Meeting during June 1st-3rd. On Friday, Friends arrived and went grocery shopping for snacks and Saturday's breakfast. Throughout Saturday, Friends continued to arrive. Saturday morning, YAFs met again with the Working Group on Racism to continue our conversation, and plan a workshop for Annual Session. In the afternoon we met with Ken Stockbridge, BYM's Presiding Clerk, to discuss youth involvement within BYM in general as well as in YAF specifically. Saturday evening YAFs engaged in a massage workshop led by Sage Garrettson, herself a member of YAF.

Annual Session took place July 31st-August 5th at Hood College in Frederick, MD. On Tuesday, Friends arrived, went grocery shopping for snacks, and learned our unicorn names. On Wednesday some YAFs played capture the flag with the Young Friends (YFs). Later, YAFs joined in Intergenerational Plenary, a story told in the style of Faith & Play™. In the evening, YAFs participated in Produce Department, an event where Friends of all ages are invited to break into small groups in order to get to know each other better. Around midnight, YAFs shared a watermelon with the YFs. On Thursday, YAFs co-led a workshop with the Working Group on Racism. That evening, following tradition, YAFs left campus for dinner out. After dinner, YAFs organized a booth at the All Age Celebration, sharing the knowledge of unicorn names, and facilitating construction of personalized unicorn horns.

Friday of Annual Session, YAFs joined YFs for a spa day and ice cream. In the evening Produce Department met for a second session. After Produce Department, YAFs held

business meeting and discussed our ongoing struggles with diversity in our community. Saturday YAFs met again with the Working Group on Racism with a focus on discerning actionable items for promoting diversity in the YAF community. In the evening, Friends gathered to enjoy the skits and performances of our annual talent show, Coffee House. After Coffee House, YAFs joined YFs for a dance party. On Sunday, YAFs held a business meeting during breakfast. Finally, YAFs joined all of BYM for closing worship and made our respective ways home.

Throughout the year, YAFs reaffirmed our need to do better to support Friends of Color. We committed to focus the 2018-19 year on creating change through direct action. As part of a racist society all of us have room to grow and change for the better. We do not shy away from committing ourselves to the noble cause of anti-racism. We are all racist. We must root out racial prejudice in us and hold in the light the daily work it will require.

## **EPISTLE OF YOUNG FRIENDS**

### **ACCEPTED 8TH MONTH 5TH DAY, 2018**

The 2017-2018 year for the Young Friends community was full of learning, fun, love and light.

Our first conference of the year was held at Goose Creek Monthly Meeting. Friends gathered and welcomed new members to the community. Then we enjoyed the outdoor space playing many fun games such as frisbee and wink. The Young Friends had a lovely workshop on body positivity and meditation. Later on in the conference, Friends gathered to discuss the important issue of how our Love Con was conducted in the past and how we will proceed with it in the future. Young Friends wrote a minute to address our concerns with Baltimore Yearly Meeting's position on anti-racism. Friends gathered in a nearby field to play community inclusive games, such as Big Wind Blows and Look Down, Look Up. We ended our conference by joining in Worship with Goose Creek members.

Young Friends second conference was held at Stony Run Monthly Meeting. Friends old and new joined together. We held an interesting workshop where we learned how to view other's opinions with respect and love to the people who hold them. Friends played in the playground area, and the whole community gathered for a game of Sardines. After we concluded our business meeting, Friends held a dance party that stretched on into the early morning. The next day, Young Friends held a thank you circle, and attended Meeting for Worship with Stony Run. Then Friends concluded our conference and left.

Young Friends gathered next at Sandy Spring Monthly Meeting in February. Friends attended an informative workshop where we learned where we fit in on the traditional Chinese elemental-personality group, and how that can affect our lives. We took advantage of the weather and frolicked in the snow on the beautiful grounds. Friends held a simple dinner. Then we held our first Annual Love-Con Prom, where we dressed up and enjoyed candy. Later in the conference, Friends gathered with Sandy Spring members for meeting for worship.

Young Friends' fourth conference of the year was held at The Clearing. Friends helped to clear out campsites and a trail on the property to help keep the grounds useable. Then a Friend invited the community to write messages onto a parachute to be displayed at climate marches. Due to the cold weather, we played many indoor games, such as board games and One Fish, Two Fish, Red Fish, Blue Fish, and had a pillow fight. Young Friends went on a relaxing walk through the woods. Then we held a thank you circle to conclude our conference.

Friends met for our final conference of the year at Hopewell Center. We played outside many times thanks to the great amount of space, including during the rainstorm. Then Young Friends held a coffee house where we saw many amazing talents. That night we went inside to hold our grad circles, a tradition where we celebrate each graduating senior. After that, we went outside to have a bonfire. To close out our conference, we held a thank you circle, and graduating seniors took home their senior books.

During 2018's Annual Session, Young Friends came together for a week. We enjoyed many fun activities, such as watching a movie, playing foursquare, and having a dance party. We also held a workshop to make pillows for immigrant children separated from their parents, held two Produce Departments, attended the All Age Celebration, and the Youth Programs Committee visioning session. We also played capture the flag with Junior Yearly Meeting, went out to dinner as a group, and had a spa day with Young Aadult Friends and ice-cream. On our last day we held a Coffee House, and attended a workshop with FCNL.

## **EPISTLE OF JUNIOR YOUNG FRIENDS**

### **ACCEPTED 8TH MONTH 5TH DAY, 2018**

Good morning Friends,

The Junior Young Friends had an exciting time at Annual Session ranging from service projects to antics at the Marx Center. This year the JYFs have made many new Friends, but also were saying goodbye to a few. The mystery JYF, Julian, came with a skateboard which intrigued most of us. On the first day when people got here we started out with mel-low crayon melting art. But by the time evening program rolled around when most of the Friends had arrived we laid ground rules, and got to work playing Sardines.

These rules included respecting our space, making adults aware of our location, leaving things in their intended shape, leave Jaguar Jake's pompoms alone, consent, and USE don't ABUSE.

The JYFs haven't quite adjusted to the new space, but the larger size allowed for more fun.

Jackrabbit Jake taught most of the willing JYFs how to throw cards. We were eager to begin testing these skills, and while no one was permanently damaged, there were some close calls.

By the next day card throwing was banned.

When the day rolled around we started off with a service project for a nearby soup kitchen. We created an assembly line, rolling up silverware in napkins. Some JYFs figured out how to make the project more fun by wrapping ten knives in one napkin. After lunch we followed the Catoctin campers until they allowed us to play games with them, but we knew we had to save our energy because that night was the fabled capture the flag night with the Young Friends and Junior Yearly Meeting.

The next day we sat down for business meeting where we re-wrote the rules, planned the sleepover, and chose our clerk and recording clerk. We prepared ourselves for the All Age Celebration and discussed ideas for our first-ever indoor pompom labyrinth. Before we started work on the labyrinth, we recognized we needed more help from a more experienced labyrinthier. With help from a YF, we finished the labyrinth just in the nick of time.

Friday morning started off with another service project, making pillows for separated immigrant families, but quickly descended into chaos as we went swimming in the rain...in an indoor pool. The overnight started with group games, singing happy birthday to Ally, and then running to Produce in the rain. When we returned to the Marx Center, completely soaked, we attempted to get ready for bed, but nobody had toothbrushes or pajamas. So we started the movie and fell asleep.

The JYFs were excited to be here at Annual Session, and we hope all of you were too. Thanks for hosting us, bringing us here, and thanks to the staff who put up with us for a week,

All the friends at JYF

## **EPISTLE OF 2018 WOMEN'S RETREAT**

God Delights in Diversity

Baltimore Year Meeting Women's Retreat 2018

To Friends Everywhere:

It seems like talk of race and racism, and sex, gender, and sexism, and love, and phobias surround us. We, as humans, are daily deluged by both our touching compassion and our stunning hatred. In a time of constant conversations, so often divisive, enraging, and wearying we remember both the power of the word and the power of silence and stillness. Intentional language can be spiritually transformative, especially when embodied in action.

Saturday's plenary panel powerfully addressed issues around diversity. The panel's authentic voices were heard with gratitude and opened hearts. Some Friends wished there had been a transgender representative on the panel, but overall we were delighted by our panelists Kathryn Pettus, Elaine Brigham, Becca Bacon, and Dyresha Harris. We experienced a variety of deep thoughts and emotions on so many levels. Although we are innately



programmed to see and distinguish variation, scientifically we are one. Race is a myth; however, racism is real. A Friend encouraged us to embrace our many identities to expand our perspectives. Delighting in our differences, and dancing with them, can make us more whole—as individuals and as a culture.

Our weekend offered many opportunities for connecting and intimacy. An impromptu sing-em-up broke out in the turret during the Saturday afternoon break, as well as a raucous intergenerational game of cards in the evening. We met three times in worship sharing groups to practice listening to the heart. This is a deeply anchoring practice for many. Friends enjoyed workshops around transitioning our perceptions of gender, sexuality, racial identity, judgement, and other life challenges. And, as usual, chanting was a highlight for many. Coffee House offered a chance for us to frolic joyfully and to support each other's gifts. The art room displayed many beautiful crafts for sale as well as materials to create new works. Folks also enjoyed a book exchange.

Some, mostly younger, women came for the first time, drawn by the deep conversation that the Yearly Meeting has chosen to embrace. We were excited to experience their energy and hope many will return. Women often express that this weekend nourishes them spiritually for the coming year. It was noticed that some of our older, founding members were not here this weekend. We miss them and honor their contribution in establishing this gathering. This year's difficult flu season also kept several Friends from attending.

Pearlstone welcomed us lovingly to their beautiful community. We found the food both very good and plentiful. Important as it is to nourish our minds and spirits with insightful discussions and warm friendship, it is equally important to nurture our bodies with beautiful food and the healing sanctuary of a good bed. Pearlstone provided this material bounty and we are profoundly grateful. We thank the women of Sandy Spring Meeting for organizing the weekend. We take away the blessings of a weekend shared in community and growth.

With Light and Love,  
The Baltimore Yearly Meeting Women's Retreat



*Annual Session 2018 photo by Jennifer Domenick*

**INTERIM MEETING**  
**TENTH MONTH 14, 2017**  
**HOMEWOOD FRIENDS MEETING**

**12017-43** *Opening.* Baltimore Yearly Meeting's Interim Meeting gathered on 10/14/2017 at the Homewood Meeting House in Baltimore, Maryland. A list of affiliations of attenders is attached. We thanked those from Homewood Friends Meeting for their hospitality. George Amoss (Homewood) welcomed us. Pat Powers (Sandy Spring) presented George with a fund-raising vinyl recording of songs of indigenous peoples for Homewood's historical archives.

From the silence, those present named people and places to be held in the Light.

**12017-44** *Report on Charlottesville event.* Barbarie Hill (Charlottesville) read a report from Charlottesville Friends Meeting's Peace and Social Concerns Committee on recent white supremacist rallies in Charlottesville and the responses of Quakers and others to them; the written version of the report is attached. Those with questions can be in touch with people from Charlottesville Friends Meeting.

We heard a sense that our Peace and Social Concerns Committee might develop specific proposals for actions for the Yearly Meeting to take in this matter; the Yearly Meeting's Peace and Social Concerns Clerk indicated a readiness to be in touch with Charlottesville's Peace and Social Concerns Committee to learn what the Yearly Meeting might do.

**12017-45** *Epistles.* Marcy Baker Seitel (Adelphi), Clerk of Interim Meeting, reviewed our latest Annual Session's work on our epistle's treatment of racism, the lengthy, emotional discussion of the language involved, and the responses to the epistle and the process of approving it. Ruby Branyan (Sandy Spring) and Rosie Silvers (Shiloh) read aloud a statement prepared by Young Friends on being anti-racist and concern about the negative reaction to use of "anti-racist;" the statement is attached. We **ACCEPTED** the statement, recognizing that everyone is affected by and implicated in racism and committing to dialog, beginning at our upcoming 11/11/2017 Interim Meeting, taking us toward action.

We heard a hope that in statements we might say both what we are against and what we are for. We heard a sense that there are some issues where affirmation is no longer effective. We were reminded that many historic Quaker testimonies were testimonies against. We heard a hope that the Young Friends statement might be sent to local Meetings for responses, allowing wider consideration than possible by this group today. We were reminded that our need to continue discussion before we can unify with the word "anti-racist" is hurtful to members of our community. We heard a sense that dialog can be made possible if it includes apology and thankfulness to Friends of color. We were called to set aside the cynicism, doubt, tiredness, and pessimism that may come with age as we move toward action. We were asked to consider how the terms we use affect our actions. We heard a desire to get beyond words to underlying issues in dialog.

We heard read aloud a statement from the Baltimore Strengthening Transformative Relationships in Diverse Environments (STRIDE) Working Group; the written version of the statement is attached.

Alex Bean (Adelphi), on behalf of Young Adult Friends, presented an updated version of their epistle for this year; the written version is attached. Alex read aloud its disclaimer, which describes the epistle's chapters and appendices. We **ACCEPTED** the updated Young Adult Friends epistle and **APPROVED** its attachment to the general Yearly Meeting epistle.

**12017-46 Nominating Committee.** Margaret Stambaugh (Gettysburg) reported on behalf of Nominating Committee. At the Committee's recommendation, on this first and only reading, we **APPROVED** this: we named Barb Adams (Richmond) to serve as Quaker Earthcare Witness representative through 2020 and Sue Hunter (York) to serve as Friends Wilderness Center representative through 2020. We **ACCEPTED** these resignations: Ken Orvis (Washington), Camp Property Management; Jules Arginteanu (Richmond), Religious Education; Michael DeHart (Sandy Spring), Religious Education; Jim Wagner (Frederick), Unity With Nature; Grace McFarlane (Baltimore, Stony Run), Youth Programs.

**12017-47 Visiting meetings.** Meg Boyd Meyer (Baltimore, Stony Run) reported on behalf of the Baltimore Yearly Meeting Visit Group; the written version of the report is attached. We were urged to make a commitment to visit one Meeting other than our own in the coming year, and to report visits to the Visit Group using its web site.

**12017-48 Ramallah Friends School.** Georgia Fuller (Langley Hill), Friends United Meeting representative, reported on Ramallah Friends School; the written version of the report and copies of correspondence are attached.

**12017-49 Peace and Social Concerns.** Phil Caroom (Annapolis), Peace and Social Concerns Clerk, reported; the written version of the report is attached.

**12017-50 Working Group on Racism.** David Etheridge (Washington), Working Group on Racism Clerk, reported; a list of ideas for lowering barriers for people of color is attached. David noted an effort to create local Meeting change teams to lower barriers; work with diverse congregations and congregations of people of color, listed with the ideas, can be helpful. David reported on anti-racist actions taken in Baltimore, Charlottesville, Dunning Creek, the District of Columbia, and Annapolis. The Committee's list includes many ideas for actions by Meetings and some ideas for individuals; an earlier list, developed in response to events in Ferguson, Missouri, is more focused on individual actions.

**12017-51 Camp Property Manager's annual report.** David Hunter (Frederick), Camp Property Manager, reported; the written version of the report is attached. David noted of the new Catoctin bathhouse: "it is beautiful; it is functional; and we still need a little bit of money to pay for it." David highlighted ongoing consideration of the future of the Opequon camp site, complicated by the fact that the Yearly Meeting does not own the property (which is not for sale); some investigation of alternatives has been done; no decisions have

been made. The evolution of work weekends to family camp weekends has increased both participation and fun.

**12017-52** *Camp Program Manager's annual report.* Jane Megginson (Frederick), Camp Program Manager, reported; the written version of the report is attached. Jane was okay with reporting non-record-breaking camp attendance this year; camps were at 91% of capacity, about the 90.7% average for the years since 2004 (with a low of 86% and a high of 98%). Jane mentioned the camping program's excitement, passion, and chaos. Jane noted the value of providing about 120 young people with summer employment. Jane reported that 26% of campers were people of color, 36% were Quakers, 108 campers received financial aid from the Yearly Meeting, and 58 campers received financial aid from local Meetings. Jane was pleased with the new bathhouse setting on our Catoctin camp. Jane appreciated the work of Yearly Meeting volunteers in making the camping program possible.

We heard appreciation for the participation of campers at our Annual Session.

**12017-53** *Presiding Clerk's report.* Ken Stockbridge (Patapsco), Yearly Meeting Presiding Clerk, reported; the written version of the report is attached. Ken's sense is that the title of the report, "Our Yearly Meeting At A Crossroads," is not overly dramatic, that we have before us vital matters: how to budget for and pay for our activities; service to local Meetings; the nature of the relationships among our camps, our local Meetings, and the Yearly Meeting; maintaining efforts to grow diverse leadership; and both support for staff and levels of staffing.

**12017-54** *Development Director's report.* Ann Venable, Development Director, reported; the written version of the report is attached. Ann sought to focus not on budget numbers but on what budget numbers mean. Ann projected apportionment totals staying relatively constant, as they have in recent years, and donations continuing to grow, as they have in recent years. Ann highlighted the success of the Strengthening Transformative Relationships in Diverse Environments (STRIDE) program, with participants at Catoctin, Opequon, and Shiloh camps. We heard of the involvement of younger Friends in the work of the STRIDE groups.

**12017-55** *Staffing.* Ken Stockbridge (Patapsco) began presiding. Marcy Baker Seitel (Adelphi), Supervisory Committee Clerk, presented Supervisory Committee's staffing recommendations; the written version of the recommendations is attached. Supervisory Committee recommended changing from having an Administration Manager and a part-time Administrative Assistant to having an Associate General Secretary and a full-time Administrative Assistant.

We **APPROVED** Supervisory Committee's Associate General Secretary and Administrative Assistant job descriptions. We **MINUTED** our appreciation to Supervisory Committee and the Healthy Organization and Purposeful Evolution Committee for their work, and to staff for their patience.

Marcy Baker Seitel (Adelphi) resumed presiding.

**12017-56 Treasurer's report.** Tom Hill (Charlottesville), Treasurer, reported; the written version of the report is attached. Tom noted that the form of the year-to-date reports has changed. Long-term investments are listed at market value; their future value is unknowable. About \$360,000 of costs, primarily on bathhouse construction, came from the release of funds accumulated from restricted donations. When asked whether restricted or unrestricted donations were preferred, Tom's answer included "both."

**12017-57 Stewardship and Finance.** Jim Lynn (Sandy Spring), Stewardship and Finance Co-clerk, presented a report on Friendly bathhouse loans and, for first reading, our 2018 capital and operating budgets; the written versions of the documents are attached.

Jim noted that the budget includes the additional expenses associated with staffing changes. Jim reported that development folks are confident in our ability to meet the budget's unrestricted, youth program, and camp contribution levels. The net operating loss for 2018 is currently \$69,100 in the budget. Jim reported efforts to redirect donations restricted for capital purpose to either unrestricted donations or donations restricted for operating purpose.

We heard a concern about reductions to funding for other Quaker organizations; we heard that Stewardship and Finance devoted considerable time to consideration of the levels of funding which, for the large organizations, are consistent with 2014 levels.

We heard appreciation for the work of the Treasurer and the Stewardship and Finance Committee.

**12017-58 Closing.** We heard, improved, and **APPROVED** these minutes.

We **ADJOURNED**, to gather next as Interim Meeting on 11/11/2017, hosted by Sandy Spring Friends in Sandy Spring, Maryland, or at the call of the Clerk of Interim Meeting.

Marcy Baker Seitel, presiding  
Ken Stockbridge, presiding

Arthur David Olson, recording

## **ATTACHMENT I2017-43**

### **FRIENDS IN ATTENDANCE**

**Adelphi:** Christine Ashley, Marcy Baker Seitel, Alex Bean, Stephanie Bean, Diane McHale, Catherine McHugh, Mckenzie Morgan, Ann Marie Moriarty, Jolee Robinson, Victor Thuronyi; **Alexandria:** Becka Haines Rosenberg; **Annapolis:** Phil Caroom, Karen Cunnyngham; **Baltimore, Stony Run:** Margaret Boyd Meyer, Fred Leonard; **Bethesda:** Lauren Brownlee, Peirce Hammond, Liz Hofmeister, Susan Kaul; **Blacksburg:** Nic Tide-man; **Charlottesville:** Barbarie Hill, Tom Hill; **Eastland:** Linda Coates, John Yost; **Fred-erick:** Kat Darnell, Helen Forsythe Tasker, David Hunter, Carlotta Joyner, Jane Meggin-son, Greg Tobin; **Friends Meeting of Washington:** Mary Campbell, David Etheridge, Susan Griffin, Carol Phelps, Byron Sandford, Bill Strein; **Gettysburg:** Margaret Stam-baugh; **Gunpowder:** Bob Fetter, Rebecca Pickard, Jean Wilson; **Herndon:** Cathy Tunis,

Harry Tunis; **Homewood**: George Amoss, Laura Grothaus, Kathryn Munnell, Susan Russell Walters; **Hopewell Centre**: Anne Bacon, Jim Riley, Joshua Riley; **Langley Hill**: Sheila Bach, Georgia Fuller, Rebecca Rawls, Betty Smallwood; **Little Britain**: Sue Lamborn; **Menallen**: Dave French, Donna Kolaetis; **Norfolk**: Harriet Schley; **Nottingham**: Janet Eaby, Jason Eaby; **Patapsco**: Ramona Buck, Ken Stockbridge; **Richmond**: Ellen Arginteanu, Denna Joy; **Sandy Spring**: Ruby Branyan, Natalie Finegar, Wayne Finegar, Linda Garrettson, Deborah Legowski, Margo Lehman, Rich Liversidge, Nancy McIntyre, Betsy Roush, Mark Roush, Ned Stowe, Gloria Victor Dorr; **Shiloh**: Rosie Silvers; **Yearly Meeting Staff**: Jossie Dowling, Dyresha Harris, Ann Venable; **Takoma Park**: Annalee Flower Horne, Arthur David Olson; **West Branch**: Walt Fry; **York**: Sue Hunter.

## **ATTACHMENT I2017-44**

### **PEACE AND SOCIAL CONCERNS COMMITTEE OF CHARLOTTESVILLE FRIENDS MEETING REPORT**

Tenth Month, 2017

Peace and Social Concerns Committee of the Charlottesville Monthly Meeting of the Religious Society of Friends

Interim Report to Baltimore Yearly Meeting on “August 12”

Charlottesville Friends have been severely tested by the events of eighth month 12, when demonstrators associated with the so-called alt-right assembled in our city. These demonstrators were supporters of an ideology of white supremacy and Nazism, who threatened Jews and people of color, while engaging in acts of murderous violence that led to the death of Heather Heyer and two police officers, H. Jay Cullen and M.M. Bates. Throughout these events we have endeavored to give witness to our testimony of equality in response to their rhetoric of intolerance, to articulate our commitment to love in the face of hatred, and to value community over division. We have aspired to live, as George Fox did, in “the covenant of peace which was before wars and strife were.”

Our Meeting gained some experience dealing with white supremacists from the small Ku Klux Klan rally in Charlottesville in seventh month, which we tried to put to use when planning our response to the rally on the 12th. Prior to the rally, our Peace and Social Concerns Committee held a number of gatherings to achieve clearness on what we should do. While many groups in the Charlottesville community and beyond urged different courses of action, we determined that any Quaker response would have to be nonviolent, that we must, as William Penn taught, “try what Love will do” as a response to our enemies.

We ultimately chose to hold a public meeting for worship in Justice Park, about a five-minute walk from the rally, inviting other members of the community to come join us. Quakers wore blue t-shirts and held signs to indicate our fidelity to our testimonies, in opposition to the Nazi ideology of the protestors. We worshipped for about 45 minutes under the sound of police helicopters, and had several passersby join us before we broke up the meeting as a number of Nazis carrying clubs and guns began to head in our direction.

Members of the meeting participated in other events in the community. Many Quakers took transportation from our meetinghouse to attend a worship service on the night of the 11th at St. Paul's Episcopal Church intended to show communal solidarity. The end of the service was disturbed when white supremacists held a torchlight gathering and attacked University of Virginia students across the street. On the 12th, individual Friends took part in a public march, provided medical aid, stood with the clergy connected with the group Congregate Charlottesville or counter-protested the alt-right with music and song, acting as they felt led by the spirit.

Since the 12th, Charlottesville has sought to heal. Friends attended public memorials for Heather Heyer and a candlelight vigil at the University of Virginia. We are acutely aware that the feeling of danger caused by the violence of the white supremacists will not go away quickly, and many in our community, and within our own meeting, still feel vulnerable. Several Charlottesville Friends felt that meeting for worship was a great asset in dealing with the trauma of recent events, and, while weary, most of the meeting remains in good spirits. However, as Quakers, we were distressed that the President of the United States did not offer a clearer condemnation of the actions of the Nazis that were present in our community. Friends were also disturbed by the smaller demonstration by white supremacists on tenth month 7th, and by their threats that they will continue to harass the city.

After the 12th, Friends have a newfound clarity, and must redouble our efforts to help immigrants, refugees, the poor and oppressed, committing ourselves to obedience to the promptings of the inward light. The first Friends spoke of the Lambs War, the nonviolent campaign against principalities and powers to unveil the Kingdom of God. Recent events are a potent reminder that as the heirs to that legacy we too must take an active hand to overcome evil to realize a better world.

## **ATTACHMENT I2017-45**

### **YOUNG FRIENDS STATEMENT**

From the Young Friends to the larger BYM community,

Young Friends is anti-racist. Words hold power, and we have chosen to describe ourselves with this term because of its power. Young Friends finds it imperative to support the people of color in our community, and in our eyes the only positive course of action is to take an aggressive and forward stance against racism. Our country is ravaged by systemic racism, and if we do not take an active position against this institution, then we as a group are part of the problem. In order to be "pro-equality" or "pro-diversity," one must, by definition, be anti-racist. As a group that strives to perpetuate social justice, we were concerned by the negative reaction of some Friends to the use of the word "anti-racist." BYM taking an anti-racist stance is not exclusionary; rather, it promotes the inclusion and support of all people. We must consider the message we send to victims of racism, and to do this we must confront the racism within our own community. Young Friends is anti-racist, and we ask the rest of the BYM community to uphold these same values.

Love and Light,  
Young Friends



## **ATTACHMENT I2017-45**

### **STATEMENT OF BALTIMORE STRENGTHENING TRANSFORMATIVE RELATIONSHIPS IN DIVERSE ENVIRONMENTS (STRIDE) WORKING GROUP**

**STRIDE** is shorthand for the verbose and descriptive acronym Strengthening Transformative Relationships In Diverse Environments. This weighty phrase carries a lot on its shoulders and is also simple in its message: genuine diversity changes us and makes us stronger.

As a working group of the Camping Program Committee, STRIDE creates further access for campers of color to the BYM camping program. The four chapters (Philadelphia, DC, Baltimore and Charlottesville) do this work not only through material means, but also by assessing the culture of camp to make it an inclusive and welcoming place. This requires a willingness of camp culture to be malleable—open to change, so each new member of the community can express their truest, most loving and loved self.

The inclusivity and love described here have been felt by many camp folks since camp's beginnings 60 years ago. All this while the dominant culture at camp (and at most summer camps in the US) remains white and upper-middle class. However, It has not always been easy to feel ownership of camp outside of this dominant identity. We are still seeking and growing into the creation of a camping program that is available to and created by the campers, staff, committees and Yearly Meeting of diverse races, ethnicities, class backgrounds, genders, sexualities, ages, abilities and \_\_\_\_\_. Wow! This process is not nearly done, and yet even as we work, it is so gorgeous! And messy! And hard! And worthwhile! Conflicts and queries we work through with campers, on camping staffs and in Camping Program Committee represent an intergenerational learning process that brings up what is hard or ugly or uncomfortable to be examined and cultivated into lived versions of our ideals.

This continual working process feels true as a goal for BYM as a whole: an openness and malleability, held together by Quaker testimonies, that allows us to keep learning and changing to be a genuinely welcoming faith practice. It is scary to have heard about the hurt that arose during Annual Session this past August, as it is painful to know that an institution and individuals we love and trust have caused each other harm. Similar to camp culture, dominant culture within BYM is white and upper-middle class (though certainly not exclusively! Diversity of many types does exist within BYM and we must amplify and listen to these voices!). We have to own the fact institutionally and individually, that BYM has not yet created the space for all of its members or future members to feel seen and cared for. We can hold each other firmly and lovingly accountable for what we need to change. We open ourselves to the seeking and work that may require change or sacrifice in order to create a truly welcoming and truly loving community. It will make us stronger.

## **ATTACHMENT I2017-45**

### **UPDATED YOUNG ADULT FRIENDS EPISTLE**

#### Disclaimer

It is not in the practice of Friends to send an Epistle out to the world with disclaimers, chapters or appendices. However, there are times when such add-ons become necessary. In this case, necessity stems from the 346th Annual Session of the Baltimore Yearly Meeting of the Religious Society of Friends (BYM), where Friends failed to unite behind the phrasing, “as we strive to become an anti-racist community,” within BYM’s General Epistle.

For those unaware, Young Adult Friends (YAF) is a youth group within BYM that serves its community members aged 18–35. This year our personal Epistle was written by the YAF community as a whole rather than a separate committee and we were quite proud of the work put in crafting a summation of our community. That Saturday night, when we approved this Epistle, the most traumatic occurrence of Annual Session was a failed workshop idea resulting in sixty individually wrapped eggs sitting in our fridge. By Sunday night, while our Epistle was undoubtedly still egg-cellent, it was clear it was meant to serve as a vessel for a greater message.

Chapter One of this document is our epistle as approved by the YAF community and read to the Greater BYM community during Annual Session. Although it may seem frivolous in light of what follows, it stands as a record of a community built on unconditional caring, love and trust, who celebrate each other’s gifts, and who support each other fiercely. It is this community that gives our members strength to speak out. Which leads to Chapter Two, a letter written after much reflection, worship and care summarizing one Young Adult Friend’s personal view of Sunday’s Business Meeting.

Appendix One is a transcript of the message said Friend, Becca Bacon, originally gave to BYM that Sunday with closing comments by Jennifer Vekert, another Young Adult Friend. Becca is the current Co-Communication Coordinator for YAF while Jennifer is its Co-Clerk. These titles are not included as aggrandizements, but rather to illustrate that both are deeply committed to the Society of Friends. Appendix Two is the write up for this year’s Annual Session theme, Appendix Three is the General Epistle as originally presented with the relevant paragraph highlighted and underlined, and Appendix Four is the paragraph as it was revised. We present these as historical documents of what took place.

At this time, Young Adult Friends would like to express thanks to the following Older Adult Friends for their roles throughout this incident. Ken Stockbridge, BYM Clerk, and a Quaker Process Geek who was able to make the best of a dumpster fire of a Business Meeting. Pierce Hammond, member of the BYM Epistle Committee who spoke calmly and forcefully in favor of the term “anti-racist.” Ned Stowe, who unobtrusively ensured sobbing YAFs were given needed privacy. Jeannette Smith, who provided indispensable refuge and pampering to a distraught YAF for 24 hours straight while they worked through some weighty matters. We are grateful to them and call on other Friends to look to them for examples of how to be a good ally.

Young Adult Friends also take great pride in the excellent comportsment and strength of message from the Young Friends Community and appreciate their support on this issue. We urge them to keep up the good work and want them to know we are here for them as well.

Lastly, Young Adult Friends would like to state that, while we are far from perfect, we resolutely declare ourselves to be anti-racist community. It is to our great sadness, confusion and rage, that we cannot unequivocally say the same of Baltimore Yearly Meeting at this time.

Chapter One:  
The 2017 Young Adult Friends Epistle

In the Beginning, there was Maggie.

Then the rest of us showed up.

Two Thousand Seventeen was a year of egg-clectic growth for Young Adult Friends. This Year YAFs: Graduated with degrees in psychology, computer science, and textiles; received a certification in massage therapy, got swole, started a business and a novel, began the process of becoming a sign language interpreter, became clerk of a Monthly Meeting, focused on personal health, joined the circus, rafted on an air mattress, became a horrifying mirror of my mother's life, and got better at knitting.

Young Adult Friends gathered in January of this year for an intimate winter conference, with games and food aplenty. Fibbage and one night ultimate werewolf encouraged hilarity and close community. Although our Friends came and went, Adelphi Monthly Meeting provided a nesting space where we could safely roost for the winter... conference, which facilitated close companionship.

In May Young Adult Friends gathered at Langley Hill for an active adventurous weekend. Friends attended the Pride march which included a brief stop at no justice no pride, a fancy dinner, sign making, and a test run of the Growing Diverse Leadership YAF survey. We talked about how to utilize our budget effectively, whether or not we should meet more than 3 times per year (eg. single-day workshops), and hatched a plan to keep better connected.

Annual Session included many egg-citing activities. It is no egg-ageration that YAF found themselves unable to conduct a Moment of Silence without cracking up. We whisked fire and rain to settle into Meeting for Business. We were unable to egg-nore the importance of the Plenary speaker's hard-boiled reporting on racial justice issues. We a-poached the rising seniors to take them out for ice cream and introduce them to the sunny side of YAF.

We started cracking on creating handbooks and guidelines to pass our wisdom on in a less scrambled way. YAF exists to provide support and community to Quakers in a turbulent time in our lives. We are far away from each other, and swamped with responsibilities, and maintaining community is difficult and scary and hard. We share concerns about being

represented, while at the same time sharing concerns that we are asked to serve in roles simply because we check a box.

In the end, there was Maggie and 60 eggs.

Chapter Two:

More: A Letter to the YAF Community by Becca Bacon

Dear Friends,

Some of you may have heard or seen mention that something occurred at BYM's closing Business Meeting but are without the full picture, while others may have no prior knowledge of the event at all. For that reason, I am writing this letter so folks may have the chance to be properly filled in as things go public both in the BYM Yearly minutes and as an addendum to the YAF epistle. We as a community are spread far and wide but we are a community nonetheless. When something this monumental occurs, we must look to one another for support and understanding.

As many of you know, BYM recently gathered for their 346th Annual Session at Hood College in Frederick, Maryland. This year, the theme was "Growing Toward Justice – Acting on Faith." Keynotes for the week consisted of a panel discussion on "Ending the School to Prison Pipeline," a plenary on "Nonviolence and Social Action for All Ages," and a lecture titled "Race, Poverty and Privilege: Working for Justice in Divisive Times." Daily workshops and reports were also given around these themes, though there was opportunity lost in bringing focus to subjects such as substance abuse or the ever-important topic of mental health and the stigmas around it, with priority going to the other issues listed in this year's theme instead. I mention this not only as contextual background to the events that followed, but so that y'all can understand just how much time and attention was given solely to the discussion of racial dynamics in the United States throughout the week.

That Sunday's Business Meeting, debate cropped up due to personal semantic opinions regarding the Epistle. In particular, one Friend stalled on the phrasing, "As we strive to become an anti-racist community," asking that he be recorded as standing aside. As expected, this quickly became the hotbed issue, with opinions coming from all sides. Friends argued for a move away from this "negative phrasing" for more "positive" ones, such as "multicultural," "multiracial" and "inclusive." Suggestions were made to rather state we are a community who "challenges," "confronts" or "strives to heal the disease" racism. Debate and divisiveness were so great, Epistle Committee was asked to take some time to rewrite the offending section while the rest of the community waited in reflective worship for these compromising changes.

It is important to note that, at this point, the issue had dragged on for approximately an hour, with an Epistle Committee member—a Young Adult Friend—in tears. It's a reality difficult for me to write, knowing our Greater Community was so self-involved in the issue that no visible thought was given to a Friend in obvious distress over the subject matter, instead choosing to leave her in public throughout the argument's duration instead.

Folks should know that while the above paragraph was by no means easy to write, following it up has been infinitely harder. For a week, I have struggled to figure out the best way to share my involvement going forward in this story. This is not an experience I relish having to relive, even just in writing, nor is it one I particularly want to publicly share far and wide. It is personal, and painful and mine.

And it's for that very reason I must. At that moment in time, in an auditorium full of people, my voice alone was the one The Spirit called upon to deliver some much-needed perspective on the subject. Perspective that only I and three other people in that room could even begin to give.

I wasn't ready at first. My usual default for these instances is to react sardonically, using a worn-down sense of humor to try and hide the twitch I develop every time the community turns its focus toward subjects such as equality, diversity, social justice, racial privilege and the like. When the argument persisted, I remained silent still, the twitch now as uncontrollable as the knot of emotions being tugged to the forefront inside of me. Years of pent up frustration, pushed aside pain, held back words and tired resignation eventually came spilling out in the form of tears until I could stand to be in the room no longer.

I took up refuge under the door frame of the auditorium's main entrance at first; there I was close enough to hear the discussion but far enough away I couldn't see the faces of those speaking any more. I was found by another YAF who never left my side from that moment on, comforting me in my grief and shielding me from any stares I might have attracted. Without him there, I am unsure whether The Spirit would have had chance to reach me, so unsettled my heart was on its own. For that reason, I will never be able to thank him enough for holding me both in his arms and in his Light throughout the ordeal, giving me the strength and headspace to do what I needed to do, or for the protective, steady presence he provided in the aftermath as well.

When the room settled in worshipful wait, so did we, moving to sit against the back wall of the auditorium. It was there, when the outside world ceased to bluster, that I could finally hear within. Quiet at first, then louder and louder, fragments of sentences kept making their way into my thoughts until there were so many I had to write the words down just to keep them straight. Overcome by an urgency I couldn't explain when the revised Epistle was read, I was suddenly worried that the argument would wrap up before I was able to finish piecing together my statement. As a birthright Quaker, I realize now I should have known, unfortunately, there was no fear of a quick resolution by this community. By the time I was as ready as I was ever going to get, multiple Friends had since gone on recorded stating their displeasure with the rewrite. Several were now standing aside in light of the revised epistle. One of these older Friends went so far as to ask that he be removed from Epistle Committee altogether if the words "anti-racist" were removed.

Since then, I have recounted the event to a select few, each time likening the incident to a powder keg just waiting to explode. All it needed was a spark. All it needed, apparently, was me.

My words can be found attached though Friends will have to trust me when I say the current of emotions running through that room the day it was first read (with shaking hands and faltered speech) were what gave them true impact.

The explosions they created were swift to follow. I had barely retreated back to my place of refuge when the YAF on Epistle spoke. Those of you who have spent even a modicum of time with her know that she holds back no punches, so it should come as no surprise just how raw and passionate the words of one Jenny Vekert were. In a message only lacking in a mic drop at the end of it, she informed the meeting that, along with other things, she had never been more ashamed of the Greater BYM community in her life and promptly walked off stage.

The body was just beginning to sort through this one-two punch when the Young Friends community delivered a final blow. While most of the YFs in attendance had already departed as one from Business Meeting, needing time to prepare for their own closing worship, their two Reading Clerks for the day remained. Removing themselves from the Clerk's Table, they joined the rest of the body to deliver their eldering. They chastised the Greater BYM community, denouncing them as a positive role model for Quaker process and practice in light of continuing negative patterns over the years regarding how it as a body conducts itself. Stating their support for YAF, they too revealed their disappointment in the community on this day. Over the past week, they have continued to lend voice to the issue, sharing their thoughts through social media.

The rest of Business Meeting—as is most of the two hours spent on the topic—is still a blur for me. I admit to not remembering the resolution reached, or whether there was any at all. In giving my message, I had stood up in front of my community and accused it of racism, no matter how casual or accidental, citing my own experiences as an example. And in doing so, I had shattered not only the feeling of unconditional love and safety I had always claimed to have within the Greater BYM Community, but I had shattered myself as well.

There are many things I could say about how I felt that day, and the next, and the next. I could admit that I have yet to go one day since without bawling my eyes out or wishing The Spirit could find someone else on whom to call. That I feel so broken inside I don't even know where to start in picking up all of the pieces or whether they'll ever fit back together properly again. That I don't recognize the visibly haunted girl I and others see right now or know the woman she might become throughout all of this.

Instead, I will focus on what's most important—what to do going forward. And what exactly is that, you might ask? My answer is the one word The Spirit has been burning into my head for the last seven days: more.

Do more, say more, divulge more, push for more, teach more, change more, give more, expect more, reach out to more, more, more, more, more.

If some of y'all are already sick of my usage of that word, just imagine how I must feel by now. Unfortunately for me, since last Sunday, there have been no other words quite as able to temporarily lessen the turmoil I currently feel inside either.

So, more it is. I have yet to figure out what exactly that all entails, but this letter—divulge more, reach out to more—seems like a good place to start. If I keep moving forward in the way I think The Spirit is calling for me to do, I'm gonna need some backup. I'm gonna need folk to hold me and all of my many pieces together as I purposefully decimate them further. To help reach into the mindsets of many for the possible payout of maybe only changing the views of few. To metaphorically roll up theirs sleeves and prepare to get elbow deep messy in an issue far greater than any one of us alone. To act upon more as we are each led. Because the truth of the matter is, I may be the spark, but we are the flame.

Author's Note: It has been confirmed by Ken Stockbridge that the General Epistle with its revised paragraph was approved at Annual Session. For more, his summarization of the issue and Annual Session can be found in his BYM Fall 2017 Interchange article "Listening, Ready to Be Changed."

Appendix One  
Transcript from Sunday Business Meeting

Becca Bacon:

I love this community. Which is why it is all the more painful to have been hurt by it, not only today, but in the past as well. For a community that often totes the importance of change, diversity and inclusion, argument drags on over the semantics of a word when we still have so far to come regarding the greater challenge of practicing what we preach.

Just this week, I had the privilege of being greeted by a Friend in passing with the phrase "hola," the only word spoken by them in our exchange. Innocuous enough, but just damaging enough all the same, especially when added up time and time again over the years.

More disheartening was my experience during a speaker event on racial privilege several years ago when one of the leaders of the discussion approached me during the small group discussion time to make sure "I was understanding the English okay." She had confused me for a visiting Friend, whose only similarity to me was a matching skin tone.

It is easy to laugh or brush these interactions off in the moment, but they add up and, over time, they fester. The issue at hand is difficult. Messy. It is more than talk, and to quibble so fiercely over how to define this phenomenon shows just how much work we still have to do within first.

I beseech Friends not to lose sight of the bigger picture for the sake of pushing personal opinions on a topic many will never fully be able to understand.

Rather, I ask that they recognize there are many ways to approach and define the matter and strive to find the middle ground in between this argument instead, so as not to lose the raw state of our community that is hidden there.

Jennifer Vekert:

Young Adult Friends would like to append Rebecca Bacon's comments to our Epistle.

We had no problem being "anti-slavery" but there are more people enslaved now than there were in 1860.

We had no problem being "anti-war" but not when it is within our own communities.

I have never been so ashamed of this community.

Appendix Two  
Original 2017 Greater BYM Epistle

To Friends Everywhere,

The theme of this 346th Annual Session was "Growing Towards Justice - Acting on Faith." Growth, Justice, Action and Faith were each featured as we met. In particular we noted our growth and growing pains as we sought racial and ethnic diversity, inclusivity, and leadership.

Our Spiritual State of the Meeting Report began with a section written by York Friends Meeting, emphasizing diversity and caring for one another:

*We are all stewards of this garden of grace. In order to care for ourselves and the community, each of us at various times has shouldered a spade, a rake, a hoe, a watering can, or any tool necessary to keep us thriving. The evergreens of winter, the carpet of early spring flowers, the showy blooms of summer and the wispy asters and changing leaves of autumn, reminded us of the diversity and beauty amongst us and all of God's creation.*

Our Growing Diverse Leadership Initiative has moved us to consider who attends in our local meetings and the ways they are engaged. We have attracted to our camps more ethnic minorities as both campers and counselors, by providing opportunities and the support needed to make their participation positive and satisfying. Many of them have begun to be represented in local and yearly meeting activities. For example, a group of campers hiked 14 miles and camped in the nearby yards of local Friends to attend yearly meeting sessions such as our intergenerational plenary on Nonviolence and Social Action for All Ages. Their leadership in that plenary enabled a dynamic cross-age discussion defining what justice and nonviolence mean and the ways Quakers deal with injustice. They were instrumental in our creation of spiritually based — and highly creative and artistic — posters with messages to promote peace and justice. The energy and delight in the whole group was palpable!

As part of the Growing Diverse Leadership Initiative report, Lauren Brownlee, Dyresha Harris, and Marcy Baker Seitel described, "sharing a vision and acting together on the path to the beloved community." As we strive to become an anti-racist community, we must be



willing to lean into our discomfort, which is where our learning zone is. The overall intent of these efforts is “Strengthening Transformative Relationships in Diverse Environments” (STRIDE). Lauren spoke of noticing “a desire for deepening this work among local meetings.” We are working on taking away the barriers of participation of Friends of Color and Young Adult Friends.

We also focused on racial and ethnic diversity and inclusion through a panel on Ending the School to Prison Pipeline. Panelists were experts in juvenile law, conflict resolution, re-entry, public defense, and restorative justice. Friends acknowledged both the need for courage to take a stand (and to know where and how to take a stand) and the need for sustaining the spiritual basis for why we do

Not all our outreach and inclusion efforts end happily. We heard the final Spiritual State of the Meeting report from South Mountain Friends Fellowship where Patapsco Friends have supported a very powerful prison ministry. Due to prison downsizing in Hagerstown, it has been laid down. Friends hold in the Light all those affected by this change.

And there is evidence of work still needed:

The report from our representative to Friends United Meeting noted that changes in FUM’s acceptance of gay and lesbian people—which may seem slow—might be compared with the many years BYM has been spending on the revision of our Faith and Practice and on efforts to increase the diversity of participation and membership in Baltimore Yearly Meeting. Friends in both arenas asked, “Can we give each other more time?”

On Saturday, the body approved a Minute urging our government to refrain from consideration of the use of force in regard to North Korea, an urgent and timely response to saber-rattling during this very week.

Friday evening’s Carey Lecture on Race, Poverty and Privilege: Working for Justice in Divisive Times was given by Shan Cretin, General Secretary, American Friends Service Committee. She traced some aspects American history relating to racism and poverty and also her personal journey in becoming aware of racism and her own privilege. It’s hard to admit, she noted, but I am here on the backs of people who have been exploited. What we can do now, she asked, to repair the damage done to those seen as “other”? Shan had worked in minority communities until a Black Panther told her that if she wanted to make a difference, she needed to work in her community. “We black folks can take care of ourselves. Your white community needs to change.” The concept of shared security, embraced by both AFSC and FCNL, provides a framework that leads to healthy, just relationships--at all levels. It means, “If we really feel secure, we don’t have to dominate.”

In this time of tremendous upheaval and distress in our country and the world, Friends found comfort and, indeed, joy in coming together to work on topics and issues of mutual concern with an ever-present spiritual underpinning. References to the distressing politics and political, economic and social divisions in the world were common during our week. Even so, Friends focused with energy on a great range of topics and experienced a sense of growth and learning, deepened understanding and access to the Light.

Appendix Three  
2017 Greater BYM Epistle: Revised Paragraph

As part of the Growing Diverse Leadership Initiative report, Lauren Brownlee, Dyresha Harris, and Marcy Baker Seitel described “sharing a vision and acting together on the path to the beloved community.” As we strive to become an anti-racist community, we must be willing to lean into our discomfort, which is where our learning zone is. As Friends considered approving this Epistle, we had a concern about the use of the term “anti-racist,” which was heard as negative; Friends were in agreement that the strongest possible language should be used, but not in agreement of what that language was. We heard a sense that the term “anti-racist” is appropriate; we heard that simply ‘addressing’ racism is too weak, while ‘seeking to end racism’ is too optimistic. We heard the sense that our response to racism might be challenging it, confronting it, correcting it and to heal the disease of racism. We envision a Quaker community that is multicultural, multiracial, equitable, and inclusive.

**ATTACHMENT I2017-47**  
**VISITING MEETINGS REPORT**

**Visiting Meetings**  
**Baltimore Yearly Meeting Visit Group**

Baltimore Yearly Meeting has, for several years, encouraged Friends to visit other Yearly Meetings, especially at their Annual Sessions. In the past few years, BYM has also begun encouraging Friends to make visits to other Monthly Meetings within Baltimore Yearly Meeting.

Visiting a Meeting is a way of being friendly. It also is very illuminating, because our Meetings vary considerably. For example, I decided to visit a Meeting near me because it had no individuals attending Annual Session. I knew it was a small Meeting, and thought it might be struggling. Was I surprised! It was a vibrant—although small—group of adults and children of all ages who welcomed me graciously and told me about their very old Meetinghouse—which has no electricity!

If you are member of a BYM committee, you should consider going to another Meeting and introducing yourself and asking if anyone would like to talk to you about the Committee and its work. If you have never been to another Meeting, you might find that they have very different customs. If you want to hear about anything in particular, you should ask in advance. You can contact a Meeting by sending a note to the person listed in the Yearbook, or you can fill out a page in the VISIT section on the website, and I can help you set up the visit, if you wish.

During the past few months, Midlothian, Hopewell-Centre, Goose Creek, Alexandria, York, and probably other Meetings, have had Homecoming, or anniversary celebrations. These are interesting times to visit another Meeting, and some Friends did so. Coming up will be holiday celebrations. Christmas sing-a-longs are held a number of Meetings: Warrington, Stony Run, where else?

BYM staff plan to visit every Meeting in the Yearly Meeting this year, and have had a good start. But staff visits aren't the same as member visits—and member visits are really worth having! After you make a visit, please fill out the brief form on the VISIT section of the BYM Website. It helps us keep track, and know what follow-up might be helpful, if any.

Thank you for your participation in Baltimore Yearly Meeting.

Meg Boyd Meyer  
[meg.boyd.meyer@gmail.com](mailto:meg.boyd.meyer@gmail.com)  
or via the VISIT form

## **ATTACHMENT I2017-48**

### **RAMALLAH FRIENDS SCHOOL REPORT**

Report to Interim Meeting, Baltimore Yearly Meeting  
October 14, 2017  
Georgia Fuller, Langley Hill  
BYM Representative to Friends United Meeting

On August 9, 2017 an article was published that contained mischaracterizations about Ramallah Friends Schools and its Go Palestine Summer Camp. The RFS complex is owned by Friends United Meeting. On August 14 FUM public ally refuted the accusations. US Senators Chuck Schumer (D-NY) and Ben Cardin (D-MD) requested that USAID investigate those allegations. The USAID program ASHA (American Hospitals and Schools Abroad) has funded many capital improvements to Ramallah Friends Schools, some costing a million dollars or more.

Sen. Ben Cardin said that a reporter from the Jewish News Service contacted his office about the allegations. Jewish News Service claimed that the summer camp hosted speakers with extremist ideologies and ties to Islamist terror groups.

JNS is a relatively new newswire competing with the more centrist Jewish Telegraphic Agency. The largest funder of the Jewish News Service is an American, Sheldon Adelson. Adelson is a Las Vegas casino billionaire who rejects a peaceful two-state solution to the problems of Israel/Palestine. He spent more than \$100 million during the 2012 election cycle, which included funding Newt Gingrich in his quest for the Republican presidential nomination.

In October Ramallah Friends Schools received a site visit. Their October 7 Facebook page announced, "RFS was delighted to welcome ASHA/USAID Director Anne Dix visiting from the USA with a delegation of ASHA/USAID and US Consulate in Jerusalem officials for a site visit last week." There was also a follow-up visit, and both visits seem to have gone well. More visits are expected, including a meeting in Washington, DC at the end of this month between the ASHA leadership and the new principal of RFS, Adrian Moody.

Ways to help Ramallah Friends Schools:

1. Visit RFS
2. Apply to be a Friend in Residence for 3 to 9 months
3. Apply to be a teacher for a year
4. Apply to be the Quaker Life Coordinator, a new staff position requested by the Palestinian school community
5. Stay informed:
  - a. The Ramallah Friends Schools website <http://www.rfs.edu.ps>
  - b. Ramallah Friends School Facebook page
  - c. Friends United Meeting website <http://www.fum.org> Starting place for visits or applications

## **ATTACHMENT I2017-49**

### **PEACE AND SOCIAL CONCERNS COMMITTEE REPORT**

BYM – PSC com. report to Interim Meeting on 10/14/17

#### **BYM Working Group on Refugees, Immigration & Sanctuary**

Our working group is able to share what we are doing, get inspired from what others are doing and build a network across our Yearly Meeting on issues of immigration. We envision having a web-based site as a place to share and save info, make announcements and test ideas. We meet by conference call or Skype regularly and convene in person when possible. The members of our group are listed below—and many others indicated a desire to be kept informed on immigration issues. The group is under the care of the Peace & Social Concerns Committee.

Lauren Brownlee (Bethesda), Jim Bell (FMW), Annette Breiling (Frederick), Maria Brown (Stoney Run/Homewood), Roselle Clark (Midlothian), Kathy Fox (Maury River), Deb Hurley (Patapsco), Sheila Kryston (Goose Creek), Erinn Camp Mansour (Sandy Spring), Will McCabe (Goose Creek), Erin Murphy (FMW), Jon Nafziger (Charlottesville), Linda Rabben (Adelphi), Anna Rubin (Patapsco)

Bette Hoover, Clerk (Sandy Spring)

[bette@justpeacecircles.org](mailto:bette@justpeacecircles.org)

202-329-4667

#### **BYM Peace & Social Concerns Committee**

We continue to send BYM Monthly Meeting Peace & Soc.Concerns Com. clerks a quarterly email newsletter with items for possible local action from FCNL, our Working Group on Refugees (above), the “Olive Oil ministry,” and various specific social concerns. We also invite Monthly Meetings to send us information about local programs/activities that we can share.

We also have begun plans for our third annual BYM Networking Day to be held on Sat., 3/24/17, 9:30 – 3:30 p.m., at Friends Meeting School, in Ijamsville, Md. An email survey has been sent to each Monthly Meeting to invite selections or workshop topics. Friends

also will be encouraged to bring and share experiences – positive and negative – of yourselves and your Meetings with local programs.

One possible workshop may offer advice on how to improve your Meeting's website and how to use social media to reach younger adults in your area. We anticipate that each workshop also will offer handouts but, for this internet workshop, you also may bring your laptop or tablet to receive hands-on instruction!

If your Meeting has not received the email newsletter or survey, please email to BYM PSC clerk, Phil Caroom, at [pcaroom@gmail.com](mailto:pcaroom@gmail.com) and we will send them to you!

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One other item from BYM PSC is this. We are considering proposed BYM minutes on two potentially controversial issues: 1) “End-of-Life” options for terminally-ill patients who knowingly chose this; and 2) Transgender rights, particularly for those in military or government service. When drafts are finalized, we will request that these be circulated via BYM Interchange or similar means, inviting individual Friends and Monthly Meetings to assist us in seasoning these proposals and to send your views of them.

## **ATTACHMENT I2017-50**

### **WORKING GROUP ON RACISM REPORT**

#### **Ideas for lowering barriers for people of color in our Meetings**

(Feel free to start with whichever ideas seem most doable and sensible.)

1. Recruit a small group within the Meeting that is willing to focus on efforts to move the Meeting to becoming more multicultural
2. Let people know we exist in ways other than “word of mouth” such as print, broadcast and online media
3. Make sure information about the Meeting shows up in communities of color and in media read by those communities
4. Conduct First Day programs that assume the presence of children of color and work to meet the needs of all children
5. Conduct workshops on how racism affects both whites and people of color.
6. Conduct workshops on understanding microaggressions
7. Encourage white Friends to get to know individual people of color.
8. Encourage Friends not to let their fears of interracial missteps--no matter how well founded those fears are--keep them from engaging with people of other ethnicities
9. Increase emphasis on pastoral care
10. Become actively involved in local community social justice work that is led by people of color.
11. Learn how congregations composed mostly of people of color support their membership and consider using similar approaches in the Meeting
12. Learn from denominations that have been making an effort to be more multicultural

- (e.g. UU, UCC and Episcopal Church)
13. Learn from local congregations that have been successfully multicultural (less than 80% of any one race) for many years
  14. Conduct regular antiracism audits of Meeting
  15. Work with the BYM camping program
  16. Provide meals rather than snacks at Meeting events
  17. Reduce costs of attending Meeting events either through Meeting subsidies or scholarships or through reliance on free-will offerings
  18. Be alert to specific barriers individual people of color may encounter in becoming involved and work to overcome them
  19. Seek feedback from people of color and take it seriously
  20. Make sure any people of color involved in Meeting activities are heard when they speak
  21. Help individual people of color who show up several times to become more involved in Meeting work
  22. Insure that photos and graphic art used in Meeting activities include people of color
  23. Use bilingual Spanish/English signage in the meeting house.
  24. Develop joint youth program with a multicultural or mostly people of color congregation
  25. Look for resources in the “Black Studies” department of the local university
  26. Conduct a Listening Project within the Meeting on diversity and outreach.
  27. Create a fund so people who make their living helping communities address diversity issues can be paid for helping the Meeting with those issues.
  28. Introduce and welcome visitors before the start of Meeting of Worship.
  29. Let Friends know about the activities of the Fellowship of Friends of African Descent in the Meeting newsletter or email list.
  30. Conduct several sessions of age-appropriate antiracism training for the First Day School and then ask children to report what they learned at the Rise of Meeting.
  31. Create a fund to support members or attenders in attending training programs on racial issues.
  32. Have one or more white Friends who Friends of color know are willing to speak up on their behalf, if requested, concerning race-related problems in the Meeting.

## **ATTACHMENT I2017-51**

### **CAMP PROPERTY MANAGER'S ANNUAL REPORT**

Staff Report of the Camp Property Manager  
to Baltimore Yearly Meeting

David Hunter

October 2017

#### **Catoctin**

##### ***Have you seen the new Catoctin Bathhouse?***

This question was in the air this summer at all of the camps. The Catoctin Bathhouse was a big undertaking for us and we dove into the project without a complete understanding of the complexity and challenges the work would involve. The project was completed just in time for camp and it is amazing to reflect on how many individuals' efforts went into mak-

ing the vision a reality. The end result is a building that is attractive, functional and speaks eloquently of our values. It is a building we can all be proud of.

We had a spectacular ground breaking celebration on Memorial day in 2016 which we dubbed “The Day of Destruction.” One bathhouse was completely demolished, blocks were sorted, recyclables were removed and fixtures were salvaged. Soon after, Camp staff, volunteers and friends of the camping program began clearing the site and stockpiling logs. The logs were subsequently hauled to a local mill and milled into timbers that were used in the construction of the porch and roof trusses.



After recognizing and addressing the unexpected financial challenges of the project, contractors arrived on site at the end of October and began grinding stumps, demolishing of the remaining bathhouse, excavating the site, footers and basement area. By the end of November, it was beginning to look like big things were underway.

The winter months can present challenges on a construction site but we forged ahead. Our hearty masons arrived in the beginning of December and began building the basement walls. They worked alongside the plumbers who were installing floor drains and other drainage for the building as the walls went up. By the end of the year all of the footer walls were up and we had a basement floor. We were ready to start water proofing the foundation and finish the foundations drains.

Drainage for the foundation footers proved to present some technical challenges. It turns out that we chose a spot where there was a great deal of ground water moving through the soil and copious quantities of water and mud built up behind the foundation wall every night. These challenges were soon addressed and a drain line was installed and foundation waterproofing was finished. Plumbing was roughed in and electrical conduit was installed under the floor for lights and outlets, which would be installed later. We began to back fill around the footer walls and prepare to pour the bathhouse floors. The composters for the toilets also needed to be lowered into the basement since they could not be moved in after the floors were poured.

Weather and scheduling were less than cooperative but in the middle for February loads of concrete arrived and a legion of workers with trowels and knee boards arrived and formed a floor for the building that proved to drain almost perfectly – no small challenge!

Slow but steady progress was made through the remainder of February and the first half of March. Snow arrived on the 13th of March but the site was cleared and by March 17th the masons were back and the bathhouse walls began to rise out of the floor. In the early days of April, the interior walls went up and the porch and outdoor showers floors went in. The composters were assembled and set in place in the basement.

On April 26th we smelled freshly cut wood and we knew we had reached a milestone in the project. The carpenters were on site and trussed and a roof allowed us to begin to imagine what the structure was going to look like when finished. Once the roof was on the building electricians, plumbers, painters and carpenters all competed for room to work in the building.

There was a Family Camp Weekend in the middle of May and we added compost to the soil around the work site, planted Meadow mix seed, some shrubs and trees. Later in the month, the BYM Office staff came up and did some more landscaping.

In May and June there was a great deal of activity. Local lumber was purchased for the benches, cubbies were built by our wonderful cabinetmaker/donor at Renaissance Woodworks, Shickel Corporation delivered the unique and wonderful sinks that were donated and volunteers and contractors swarmed all over the building and just about every available hour was used in getting the building ready for camp! After one or two inspection snafus

we received our Certificate of Completion from Frederick County!



The bathhouse is a beautiful building but it also does a spectacular job of articulating the things that are important to our community. Planners have a rule of thumb; facilities need to be able to supply and dispose of 40 to 50 gallons of water for each individual on site. At that rate, Catoctin would use and dispose of enough water to fill a school bus in less than 3 days! The vast majority of that clean, fresh water is used to dispose of our waste. Water and waste are combined and eventually released deep in the soil where no plant roots can reach them and where they run the risk of contaminating precious ground water. The world yearns for fresh clear water and the traditional method of disposing of our waste both wastes and threatens the purity of this precious stuff.

The same waste can be composted above ground and made into a safe, useful product that can be applied to the surface of the soil to enrich the soil and help plants and trees to flourish and grow. Years of research and design have made it possible for us to have a safe and efficient means of disposing of our waste and the new bathhouses at Catoctin are putting this technology to good use. By employing Clivus Multrim toilets in the new bathhouses at Catoctin we are saving precious water and enriching the land on which we live, but more importantly we are introducing hundreds of visitors to the possibility of a new way of treating our waste and a sustainable way of living with creation.



Two things that were lacking in the old bathhouses at Catoctin were ventilation and light. In designing the new bathhouses at Catoctin we allowed the natural world around us to inform our design. Convection, created as warm air rises through the clearstory in the roof helps keep the building ventilated and windows and door openings provide abundant light.

The building will significantly reduce the carbon footprint at Catoctin due to the use of on-demand hot water heaters and LED lighting. With traditional hot water heaters, water was kept hot from April 1st through November 1st whether or not the camp was being used. With the new on-demand heaters, hot water is heated quickly and efficiently, only when it is being used. LED lighting provides bright light after the sun goes down and uses fraction of the electricity (LEDs use about 80% less energy than traditional incandescent light bulbs and almost 30% less than CFLs). These are both big steps towards a bright and sustainable future!

Perhaps the most exciting aspects of the new Bathhouse is the ways in which it addresses people's needs to feel safe, included and affirmed. When I think about how I feel about using public bathrooms my response usually falls somewhere between very uncomfortable and less uncomfortable. At camp we want campers to face challenges and emerge feeling successful. These challenges may include; facing the possibility that there may be bugs in the woods, completing a longer day of hiking that you didn't know you were capable of, letting go of a stereotype or prejudice that you didn't know you had, talking through a conflict with someone in your units or facing a stretch of white water in a canoe. However, these challenges need not include things like going to the bathroom or taking a shower. The challenges we face together and with the support of our friends forge us into a strong community made up of strong individuals. Many of the challenges that we face alone do not have the same positive effects. For people at camp to feel included they need to be able to move through the challenges and routine of their day without facing hurdles that cause them to feel singled out and uncomfortable.

The new bathhouses at Catoctin have single user rest rooms that can be used by people who need assistance; families with young children; people who do not fit easily into a boy/girl – men/women binary identities; or people who simply need a rest from the constant social inter action of camp. The showers have a more private dressing area that campers can choose to use if they like and there is plenty of space for gathering and chatting as friends go about their business.

I often see my role at the camps as creating space in which the magic of camp can happen. Surely, the place is not the most important part of the magic. However, when we allow our work to



reflect the things that are important to us the results become eloquent reflections of our values; our testimony in design.

***Catoctin Campers learn more about the importance of the forested landscape***

This summer, a dozen or so Catoctin Campers spent their Project Week learning about the ecological and economic role the forest around us can play on a local and global scale. They had insightful discussions about the role the forest plays in combating global warming, protecting our waters and providing food and homes for wildlife and people. On the first day of the trip they went into our own forests at Catoctin and made observations about the forests health, learned a little about forest ecology and to identify some of the trees there. We also protected dozens of young trees from being browsed by deer. That night they camped on a nearby, wooded property that had been severely impacted by Gypsy Moths 30 years ago.

The next day they hiked down the mountain to visit the local sawmill that milled the timbers for the new bathhouse at Catoctin. Keith Schoonover has a soups-to-nuts business where he is involved in every aspect of the production of forest products; from felling trees, to hauling, to milling the lumber and producing fine woodcraft products, furniture and cabinets. He also has an abiding respect for the forest and trees with which he works. That night they returned to the Catoctin property and stayed in an area that has not been impacted by humans since before Catoctin became Catoctin Quaker Camp in 1958.

On the last day of the trip the group met Mike Kay, Frederick County's forester. Mike showed the campers several of the methods that foresters use to measure trees and inventory forested properties. He also introduced the idea of Forest Management Plans and the many goals that are reflected in the property owners wishes for their property.

Experiences like these can be critical to helping young people think about what priorities they want their lives to reflect. By providing these kinds of experience we hope that the seed of good stewardship of our environment are sown and our campers begin to recognize the importance of natural landscapes.

***Plans for the future at Catoctin***

In 2017 we look forward to replacing the ninth of the twelve camper cabin at Catoctin. We also hope to replace a shed near the Caretaker's Cabin that was crushed by a heavy snow load several years ago and replace aging floor tiles in the lodge and kitchen.

**Opequon**

This year Opequon's kitchen got its floor repaired and resurfaced. It looks great and is sure to give us



years of great service! We also needed to replace the kitchen hot water heater and a new efficient on-demand hot water heater was installed.

### *Our future at Opequon*

Several years ago the Yearly Meeting was able to obtain a 25-year lease from the family that owns the property. This helped us feel more comfortable investing in the improvements that were necessary on the property. Since then we have replaced seven of the eight camper cabins and repaired and replace a few other structures that were in poor condition. Now we are faced with making some more costly improvement the property over the next 4 or 5 years. The bathhouses at Opequon are in very poor condition and are far too small for our purposes. We may also need to make significant improvements or replace the kitchen and dining hall in 15 to 20 years. Understandable, many in the Yearly Meeting are reticent to make significant investments in a property we do not own.

A joint sub-committee of the Camping Program Committee and the Camp Property Management Committee has been formed to look at the future of the Opequon Quaker Camp site. We have determined that the property owners have no desire to sell the property at Opequon. Leasing the property at Opequon has been very cost effective in the past but the committee understands that the Yearly Meeting will probably not want to make significant investments on the property in the future. The committee has begun researching the cost of obtaining a new site for the program at Opequon.



We have looked at several properties that would be suitable in order to begin learning more about what is available and in what areas of the region. We have opened a dialogue with the Yearly Meeting's membership to begin to discern how the Spirit is leading us into the future. Friends can send

their thoughts to [cpcdiscernment@bym-rsf.org](mailto:cpcdiscernment@bym-rsf.org) In the year to come we look forward to considering more possibilities in providing a site of the program at Opequon and visiting Monthly Meetings and other gatherings of Friends to continue to discern how way might open on an exciting future for the program.

We do have one more cabin that is in poor condition and it will need to be replaced before the 2018 camping season.

### **Shiloh**

There have been a host of smaller maintenance and facility improvements undertaken at Shiloh this year, not least of which were improvements to the driveway next to the kitchen and dining hall. The Yearly Meeting provided some stone and gravel and a talented and generous Friend from Charlottesville Friends Meeting provided a backhoe and his time and talents to the project. The results were wonderful and a testimony to what Friends can do as we work together.

### *Looking towards the future at Shiloh*

Over the years we have found that every year or so we experience water shortages at Shiloh. It has become clear that one well we have at Shiloh is barely adequate to supply our needs. In 2018 we are looking forward to drilling another well to relieve some of the pressure on our existing well.

The cabins continue to age at Shiloh. In recent years three of the ten cabins have been replaced and we look forward to replacing one more in 2018.

### **Family Camp Weekends**

Family Camp Weekends are quickly becoming an important part of the program offerings at the camps in the fall of 2016 between 25 and 35 people participated in each of the Family Camp Weekends and in the spring of 2017 we had between 35 and 60 participants at each of the weekends. This fall promises to be another strong registration season with nearly 50 participants registered to join in the fun at Shiloh Quaker Camp!

We host one Family Camp Weekend for all interested individuals and families at each of the camps in the fall and again each spring. These weekends provide all friends with an opportunity to come to the camps and enjoy these beautiful places and participate in camp activities such as arts and crafts, nature walks, water play, hiking and Fire Circles as well as a host of service projects. Family Camp Weekends provide new camp families an opportunity to come and get a feel for our programs and sites. They also give Friends who may not otherwise have the opportunity, a chance to come and enjoy some time at camp. Meals and activities are supplied and all ages are welcomed. We have found that it is a wonderful time for friends to get together, families to gather, and Meeting members to spend time together.

If you are interested in joining us, you can find more information at: [bymcamps.org/programs/family-camp-weekends/](http://bymcamps.org/programs/family-camp-weekends/). Please send an email to [campproperty@bym-rsf.org](mailto:campproperty@bym-rsf.org) and let us know when you will arrive and depart, the names of the people who will be with you and the ages of any children you will be bringing if you would like to attend.



### **Off Season Rentals**

Do you or you long for camp when camp is not in session? Well, we are here to tell you that camp does not go away in the off-season. Furthermore, for much of the year it is available for your use. All of the camps are available to be rented at very reasonable rates from the end of camp until the end of October and from April 1st until the beginning of camp. Space for smaller groups is also available at Catoctin (The Studio) and Shiloh (The Retreat) whenever camp is not in session. Camp is there all year long. All that is missing is you, your family gathering, a reunion with your friends, your in-service day for work or a retreat for your Church or Meeting.



More information is available at: [bymcamps.org/camp-rentals/general-information/](http://bymcamps.org/camp-rentals/general-information/)

### **Caretakers**

We have two great caretakers: one at Catoctin and one at Shiloh. Jesse Miller continues as Catoctin Caretaker in addition to his responsibilities as Catoctin Camp Co-director and loves his home on the mountain! We are all enjoying his joyful, relaxed and attentive personality at Catoctin and it is great to see the connection between the camping program and all that goes on at the camp in the offseason.

Jake Butler continues at Shiloh and we are ever-grateful for his stalwart attention to all that goes on at camp. He takes a great deal of pride in knowing that the camp is ready and attractive for all who wish to visit.

### **Conclusion**

It has been a challenging year at the Camp Properties but I can still say that it is a rare privilege to work for such a wonderful membership organization, in such spectacular places, with such a great group of co-workers and in support of such a life changing program! As always, I am grateful for opportunity to engage in this work with all of you.

## **ATTACHMENT I2017-52**

### **CAMP PROGRAM MANAGER'S ANNUAL REPORT**

Camp Program Manager's Annual Report, September, 2017

We had a wonderful season at BYM Camps again this past summer! Some highlights—although we did not break enrollment records as we have the past three years, we were still 91% full. This summer at our four camps, we had 574 campers, 113 work granters, and 118 staff. This year, 26% of our campers and 19% of our staff were People of Color. We are excited about our work in increasing our inclusion of racially diverse people at camp and we want to do more. While 36% of camp attendees are Quaker, we also have Buddhists, Jews, other Christians, Atheists, and Muslims attending. BYM Camps assisted 108 campers with Financial Aid totaling \$68,323 from BYM Camps. Monthly Meetings helped 58 campers attend with \$46,983 (WOW)!

Our campers, staff, and visitors at Catoctin got to enjoy our new, gorgeous bathhouse! When I visited Catoctin this summer I drank plenty of water so I could stay hydrated and was happy to hike up to the bathhouse and use it three times in one day – I used to avoid going to the bathhouse at Catoctin, but no more! Each time, I marveled at how beautiful the building is and how functional it is. It really exceeds my expectations and is a testament to the process we went through when we sought input from many stakeholders when creating the design. Thanks so much to the many donors that made it possible, and for the hard work of many individuals, especially David Hunter, Ann Venable, and Ned Stowe, who shepherded the project through to completion. We have not finished paying for the bathhouse, though, so if

you have been meaning to donate and have not gotten around to it, it is not too late! <http://www.bym-rsf.org/giving/catoctin-bath-house-project.html>

As always, I am grateful for the work of the Directors, staff, counselors, the Camping Program Committee, and the Camp Property Management Committee for all of the work that they do to make camp happen. I visit each of our camps a couple of times each summer, and I help our Directors with phone support all summer, and it strikes me again and again, how much care, concern, compassion, and devotion our Directors have for the campers and for the program we run. Our camp staff work so hard to create the magical and intentional space at our camps that lets campers grow and be challenged, and have fun while they do it. Meanwhile, the Camping Program Committee and Camp Property Management Committee meet all year round to support the Camps with big picture thinking including policy development, marketing, family camp weekends, alumni events, budgeting, capital planning, and more.

I have just completed my 13th season as the Camping Program Manager for Baltimore Yearly Meeting, and I confess that after writing this report so many times, sometimes it can be hard to find fresh topics. As I was pondering something to share with you about the season and how the year went, I kept thinking about a particular volunteer, someone who has made a tremendous difference to the Camps recently, and given probably over a thousand hours of time to BYM Camps in the past few years and how his help and work has impacted me, our camps, our camp staff, and the Yearly Meeting. Harry “Scotty” Scott will be embarrassed that I am writing about him and his dedication and passion for Camp, but I am going to do it anyway. Harry, as I call him, or “Scotty,” as many of you know him, was a camper at Catoctin in the early 1960s and in fact his grandfather, Bliss Forbush Sr, was one of the first Directors of Camp Keewadin, the grandmother of all BYM Camps. Scotty grew up in BYM and his parents, Harry and Marjorie, were active both in their Monthly Meeting (Stony Run) and in the Yearly Meeting. Marjorie was the Clerk of Interim Meeting when I first started out on the Staff in 2002 and she was the registrar and cook for Catoctin in some of the early years. So Harry’s family connections to BYM and the Camping Program run deep. But it was not until five years ago when he married Lamar Matthew, former Clerk of Baltimore Yearly Meeting, that Harry came back to the Yearly Meeting after having been away from the region for many years, and that I got to meet him and we became friends. Not long after I met Harry, I suggested that he join the Camping Program Committee, since he had such an strong connection with our camps. He did, and about a year later became the Co-Clerk of the CPC. In the meantime, he took his role on the CPC seriously, and started volunteering at Family Camp Weekends, doing work grants at Opequon, and sent his grandson to Opequon. Soon Harry was sponsoring a group of campers from the Karin tribes (originally from Myanmar) who had immigrated to Arkansas and was busy raising money to send them as well as doing multiple work grants at camp along with Lamar. Any time David Hunter needed help with a camp maintenance project during the off season, the first to volunteer seems to always be Harry, and along with him came Lamar.

At camp now we use school buses to drive our campers out on trips—they are the safest form of transport on the road and they hold many campers—but a Commercial Drivers License (CDL) is required to drive buses. These CDLs are hard to get and we always seem to be short of CDL drivers. So a few years ago, you guessed it, Harry volunteered to get a CDL license so he could help us drive the buses! The past two summers, Harry has spent the entire sum-

mer at one of our camps driving buses, even volunteering to drive STRIDE campers home to Philadelphia after camp. And when he is not in the bus, he is mowing for hours, and at other times, cleaning up the grounds, and fixing clothes lines, etc. Meanwhile, his husband, Lamar, worked in the kitchen for three weeks this summer at Opequon.

All of this work was unpaid labor—a labor of love for a program that clearly means a lot to Harry (and now Lamar). Oh, and Harry has just become the Co-Clerk of the CPC again, which in itself takes a lot of time and energy. I am so grateful for Harry Scott's commitment and love for the Camping Program. He helps us all further the work of the camps.

Thinking about Harry's gift of his time, work, and energy to the Yearly Meeting got me thinking about so many other people I have had the pleasure of getting to know over the past 15 years in BYM, all of the Clerks of Interim Meeting, the Yearly Meeting, Stewardship and Finance, Camping Program, Trustees, give a lot of time and energy and passion to the Yearly Meeting through service. All of the Committee Members that serve the Yearly Meeting. All of the folks that come out to help at Family Camp Weekends, or the Work Weekends at our Camps, or to knock down the bathhouse, or clear the kitchen so we can lay down a new floor, knock down old cabins so we can build new, host a Camp Open House event, raise money for new buildings, and just generally give your time and energy to the Camps and/or to the Yearly Meeting, I want to thank YOU! YOU are BYM! You make it work and I am profoundly grateful for your help.

Jane Megginson, Frederick

## **ATTACHMENT I2017-53**

### **PRESIDING CLERKS REPORT**

Presiding Clerk's Report to Interim Meeting  
Baltimore Yearly Meeting, 10th Month, 2017

#### **Our Yearly Meeting at a Crossroads**

Friends, I believe our Yearly Meeting, our beloved community, is at a crossroads. The path we choose will affect several distinct aspects of our vision as a Yearly Meeting. All of these aspects are interrelated with each other and with the budget decisions we will be considering at this October's Interim Meeting and over the coming year. They all speak to who we want to be as a Yearly Meeting, who God wants us to be, and how faithful we will be.

This report collects ideas, concerns, and observations from a variety of people and interactions that have been rising up over the course of my tenure to date. My hope is to pull them all together and provide a big picture overview and explore the interconnections among them to help in our discernment together.

We face the following questions:

- **Budget:** How will our Yearly Meeting budget reflect our vision and our values? Not only do the expenses we budget help fulfill the work we are called to do but also do we commit the income to them that they require? Are we honest and transparent with

ourselves, our constituents, the recipients of our services, and our contributors about what we commit ourselves to do and how we will pay for that?

- **Local Meetings:** To what extent and in what ways do we commit our Yearly Meeting to serve the local Meetings and individuals in them that are part of our beloved community? How do we nurture a shared understanding and mutual commitment to the idea that we are all connected to and mutually support each other, with both our time and treasure, as one Yearly Meeting community?
- **Camps:** What is the nature of the relationship between our camps and our Yearly Meeting and its local Meetings? Do our camp communities see themselves as part of the Yearly Meeting and connected to its local Meetings? Do our local Meetings see the camps as part of their Quaker community and a service to their families? Do our camps and local Meetings, in effect, compete for the resources of the Yearly Meeting or see the resources devoted to each as mutually supportive and beneficial?
- **Growing Diverse Leadership:** How fully does our Yearly Meeting, its local Meetings, its camps, and all its constituents embrace the vision of becoming a more truly multicultural and multigenerational community that reflects the values of equity, diversity, and inclusion and makes the Quaker way available to all? What is the work that we are individually and together called to do to fulfill that vision? As we spend the rest of the Shoemaker Fund grant over 2018, will we commit the financial resources necessary to continue that work going forward?
- **Staffing:** The vast majority of our work as a Yearly Meeting is done by volunteers, especially through committee work, but staff play a critical role in facilitating that work. Are we committed to being good employers and providing for levels of staffing that are adequate to support the work we are called to do without overextending our employees?

As we look at these various aspects of our vision and work together, we can all too easily see them as competing with each other for scarce resources and as painful and difficult choices we have to make. But could we instead see how they are all interconnected and mutually supportive? Could we see in them tremendous transformational opportunities to live into our shared vision as a Yearly Meeting, to become who God calls us to be, and to heed John Woolman's call to "turn all the treasure we possess into the channel of universal love."

Let's consider the interconnections. The Growing Diverse Leadership Program began with our camps but has the potential to serve and help transform our local Meetings and the whole Yearly Meeting. It began with a group of Young Adult Friends who were camp alumni and found themselves all living in Philadelphia. They got together and decided they wanted to do something for Camp Catoctin and chose to focus on how to make its campers and staff better reflect the demographic composition of the wider community we live in. Through relationships they had serving their communities in Philadelphia, they recruited campers that would add to the diversity of Camp Catoctin, and they raised the money to send them. Through their efforts, in just five years, the proportion of campers of color grew from 16 to 25 percent, and the proportion of camp staff of color grew to 33 percent. It really is a remarkable story, and it got the attention of the Shoemaker Fund. In 2014, that group of YAFs in Philadelphia officially became a working group of the Camping Program Com-



mittee. They led the effort for the Yearly Meeting to apply for the Shoemaker Fund grant. The primary purpose of those grant funds was to replicate the Philadelphia working group with ones in Baltimore, Washington, D.C., and Charlottesville to support similar efforts at the rest of BYM's camps, which have all now been started. These are the Strengthening Transformative Relationships in Diverse Environments (STRIDE) Working Groups.

In considering our grant application, the Shoemaker Fund worked with us to explore how the grant could more clearly address the Fund's core mission, which is to promote the growth and vitality of the Religious Society of Friends. They challenged us to consider how the whole Yearly Meeting would be involved in these efforts, not just the camps, and how the effects of the efforts would support the growth and vitality of our local Meetings. In February 2015, we submitted an addendum to our grant application, which was grounded in our Yearly Meeting vision statement, to answer those questions. We envisioned that local Meetings in the respective cities would be active participants in the work of the STRIDE groups, helping to recruit campers, raise funds for them, and also support the welcoming and orientation of the campers and their families. For example, events are held before camp for campers and their families to help answer their questions about what camp will be like. In part, this can be an opportunity to build relationships between the STRIDE groups, the local Meetings, and the campers and their families.

In addition, we envisioned what would happen after camp was over, especially for those campers who find themselves developing a Quaker identity through their camp experiences. We envisioned pathways to promote and sustain the participation of such campers and their families in local Meetings. Such pathways would benefit not only the recruited campers but all campers who found themselves drawn to the Quaker way, including those raised as Quakers and still growing into that. For example, campers are invited to participate in Young Friends Conferences throughout the year. Then participants in those conferences are invited to participate in activities for Young Friends at local Meetings and at Annual Session. Moreover, as the experiences of these camp alumni continue to evolve among Friends in local Meeting and Yearly Meeting activities, we want to create additional pathways to remain engaged through committee and other activities at both the local and Yearly Meeting level. I hope this review makes clear at least the potential for how the camps, local Meetings, and our Growing Diverse Leadership Program can all support each other.

Another facet of our challenges and opportunities as a Yearly Meeting is our relationships with our local Meetings. While some of our Meetings are very active and invested in the work of the Yearly Meeting and some individuals in those Meetings clearly appreciate and enjoy the benefit of that work, many individuals and whole Meetings feel very little connection at all. We see this in part, for example, when Meetings have no one attending Annual Session or Interim Meetings or anyone engaged in committee work or involved in Spiritual Formation or any children attending youth conferences or camps. We also see this in part when some Meetings push back on the size of their apportionments and question just what their money goes to. Any erosion of any size from any corner in the participation and investment of local Meetings in the Yearly Meeting and their perceived benefit from and connection to it diminishes the vitality and long-term viability of our Yearly Meeting community.

As a Yearly Meeting, we need to have clear and compelling answers on how the Yearly Meeting serves its local Meetings and the Friends in them, and we need to communicate that effectively, and we need to actively and warmly invite all to participate in our programs. We believe we have those answers but we struggle to communicate them. Our staff plays a critical role in facilitating our Yearly Meeting communications and supporting the volunteer work that delivers our services to local Meetings, but our staff is stretched very thin and finds it necessary to focus on those pressing and emergent needs that demand attention at any given moment of time. The work that supports services to local Meetings and the communication of those services too often has fallen through the cracks. That is the basis for the HOPE Committee's staffing recommendations.

A piece of that is helping people understand where our apportionments and unrestricted individual contributions go. With a few qualifications, our Yearly Meeting has long operated on the general premise that most of our Yearly Meeting programs should pay for themselves. Our budgets have generally reflected the expectation that our camp programs, Annual Session, Spiritual Formation, and the Women's Retreat will break even or nearly so, often with a small surplus. We have not expected the same of our Youth Programs, understanding that conference fees can only cover the expenses of the conferences themselves and not the cost of the staff necessary to run them. In the past, implicitly, apportionment, unrestricted contributions, and other income has subsidized about \$35,000 per year of Youth Program expenses. The rest has gone to "administration," the vast majority of which is staff.

It can be perceived as difficult to motivate people to give money for "administration," whether through apportionments or individual contributions. It's often viewed as "overhead" and not very sexy or inspiring. But when we look at it instead as paying our beloved and amazing staff, I hope and think it can be very inspiring. We need to communicate that better and help everyone understand how our staff makes all our programs possible and play a role in delivering them. Our staff is not "overhead;" they are integral to facilitating and delivering all the services of the Yearly Meeting. Understood that way, I would hope that we could all be not only willing but enthusiastic in paying our apportionments and making individual contributions and see them as turning our treasures into the channel of universal love.

Let's suppose for a moment that I've been successful in helping us all be excited about giving money to the Yearly Meeting. How much can we really afford? Our resources are scarce. Are they? Really? Sure, there are many, many things and great causes competing for our resources. We are called to discern carefully and prayerfully how to allocate our resources to them. But how much is enough? Tithing traditionally means 10 percent, but 10 percent is rather arbitrary, isn't it? Still, for illustrative purposes, what would 10 percent look like?

Let's start by looking at how much our Yearly Meeting and its local Meetings actually receive in contributions. Our Yearly Meeting budget for 2018 includes a total of about \$1 million in contributions, including apportionment and restricted and unrestricted contributions; some of that comes from non-Quakers, especially those connected to our camps, so this exercise overstates the amount of contributions coming from Quakers in our Yearly

Meeting. Our Monthly Meetings are estimated to have roughly \$2 million in income, of which 24.9 percent goes to apportionment under our new formula. So, with simplifying and conservative assumptions, at most \$3 million is expected in our budgets to be donated by BYM Quakers to the Yearly Meeting and its local Meetings. In 2015, there were a little more than 6000 adult member and attenders of our Meetings. If we use the 2017 Federal Poverty Level of \$12,060 for a one-person household, that gives an extremely conservative, lower-limit estimate of \$72 million dollars in total household income for all the households in the Yearly Meeting.

So, with those extremely conservative assumptions solely for the purposes of this illustration, all of the Yearly Meeting's households are making contributions to the Yearly Meeting and their local Meetings of roughly 4 percent of their incomes. By these modest calculations, 10 percent would mean more than doubling our contributions, increasing our contributions to our Yearly Meeting and local Meetings by more than \$4 million. Friends, how much can we really afford? Isn't it really more about how well we understand what our contributions support and how much that excites us, how much Spirit leads us to support the work? Is it too much to expect that we could find another \$50,000, for example, for next year's budget?

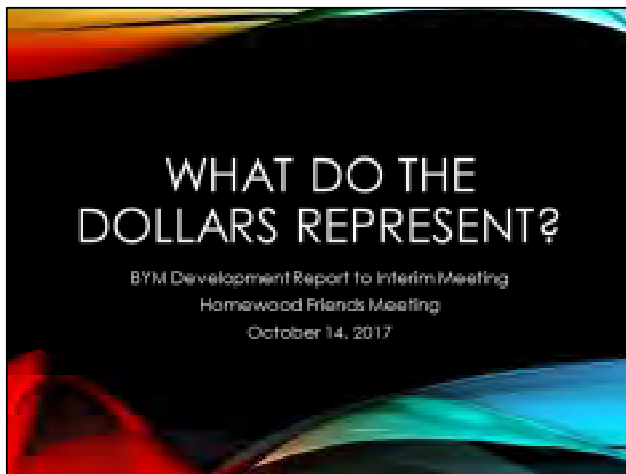
So Friends, what is the work we are called to? How do we live into our vision as a Yearly Meeting? Do we pick and choose among competing priorities from a place of scarcity? Do we see how all of our work is interconnected and opens up transformational possibilities to become the beloved community we are called to become?

Discerning all this will take time. We need to be prepared to devote time to it, not only at Interim Meetings and Annual Session, but also in our local Meetings and regional gatherings. We need to devote time not only to the discernment but to the work required to fulfill the leadings we discern. That discernment will determine which path we take from the crossroads we find ourselves at, which vision we realize for ourselves, and the future growth and vitality of our Yearly Meeting and local Meeting communities.

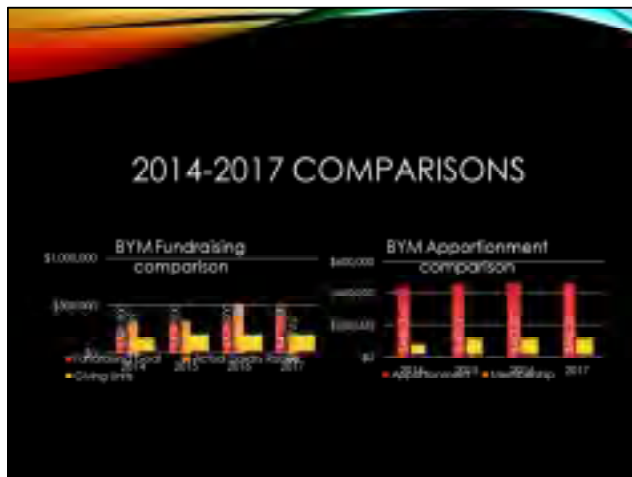
Love and Light,  
Ken Stockbridge, Presiding Clerk

# ATTACHMENT I2017-54

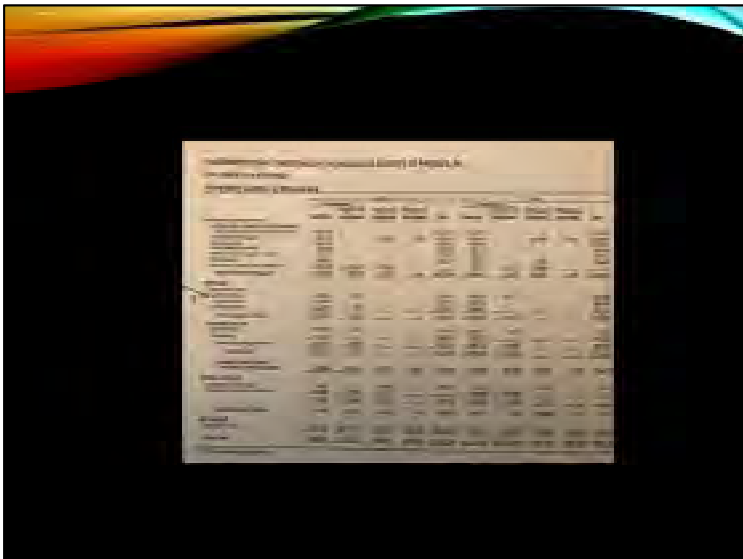
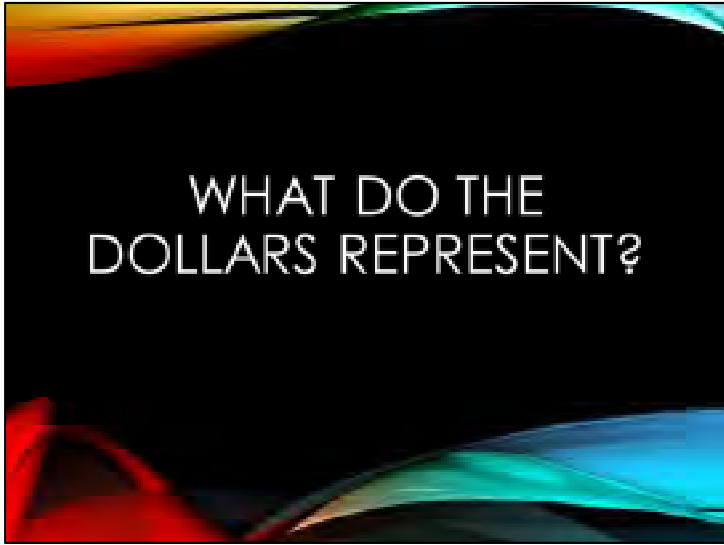
## DEVELOPMENT DIRECTOR'S REPORT



What do the dollars represent? The past several months we have spent a great deal of time discussing the BYM budget. It is important to realize what these digits on the page represent. This presentation is a bit of a departure from my normal but an important one to share.



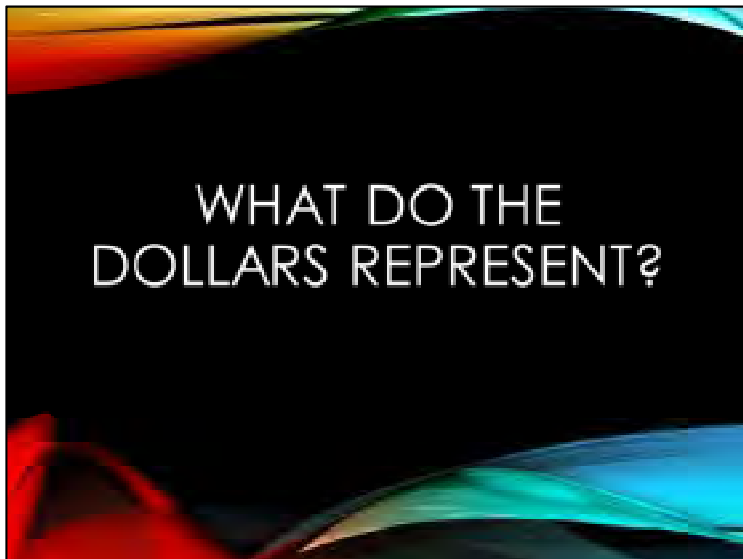
These two graphs represent fundraising and apportionment. The graph on the left illustrates recent fundraising efforts since 2014. The path of donors and dollars raised has increased steadily over this period of time. As more people become more fully engaged I anticipate that this trend will continue. During my many years of working in the Development field this has been my consistent experience. Therefore I would confidently state that we will be able to raise the money necessary to meet BYM's budgetary needs in the future. The graph on the right hand side represents the BYM Apportionment over recent years. This has and will likely remain flat unless we are able to increase giving to local Meeting (which of course is vital to their continued success as well).



The digits on the pages of the BYM budget represent many things. This is the statement of activities from our most recent audit.

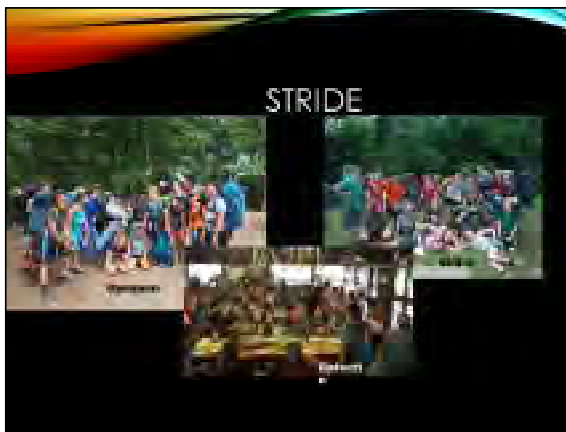


BYM is 52 local meetings made up of all of you. I would encourage to get out visit and meet your Friends in other meetings.





Attached is a video which due to technological difficulties I am going to explain and post on the website. When BYM applied to the Shoemaker Fund for a grant to support the Growing Diverse Leadership initiatives. One of our assumptions in the application was that BYM camps did in fact increase the number of members of the Religious Society of Friends, the stated purpose of the grants funded through the Shoemaker Fund. We knew this anecdotally but needed to provide more data driven evidence. We have surveyed the local Meetings in BYM and have not yet received complete data. This response has actually provided opportunity for important and meaningful conversations among BYM Friends. I provide this video to offer one illustration of how BYM camps are providing a wonderful opportunity to increase the Religious Society of Friends. Pictured here are Zoey and Gabe, life long friends. Gabe invited Zoey to Catoctin when she was younger and she fell in love with it. It changed her life. She was raised Episcopalian but did not relate. She found a home in the Quaker community and started attending Stony Run. She continued her path and now although she lives in New Orleans, she still attends Quaker Meeting. It truly is a wonderful testimony to the value and importance of the BYM Camping Program. Programs, People and Vision are behind the digits on the page.



The STRIDE (Strengthening Transformative Relationships In Diverse Environments) is another program that we are fortunate to support. The diversity at all of our camps among the campers and staff has increased significantly over the last several years. This effort is making a difference in the lives of young people, their families and our entire BYM community. The leadership of the Young Adult Friends who lead this effort should be inspiring to us all.

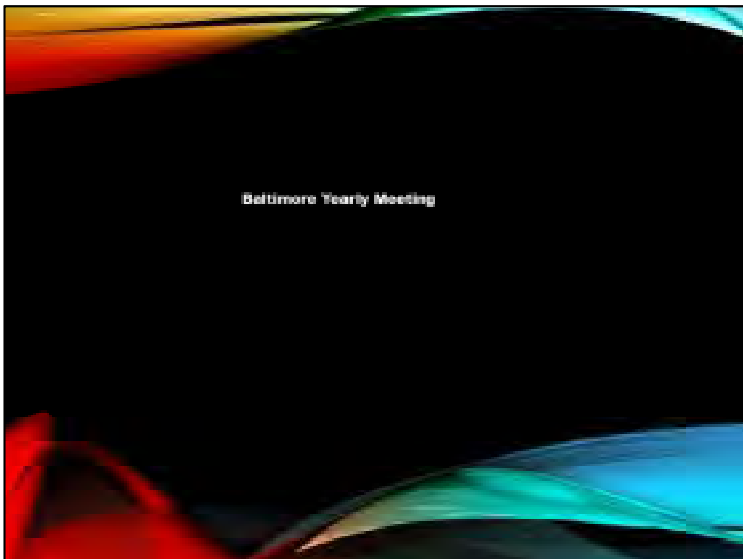


Other programs, people and vision that the budget dollars represent include but are not limited to Annual Session, Spiritual Formation and Women's Retreat. All of these programs have a lasting impact on the lives of the participants.





Youth Programs serves the Junior High and High School age groups. We have a strong program here at BYM that serves many young people each year. This program is in large part underwritten and supported by BYM, and unlike the previous programs will require significant contributions for support in the 2018 budget. This program has impacted many Friends, young and old.



As we move in to the budget discussion shortly please remember that it is not digits on a page but people, programs and vision we are discussing.

## **ATTACHMENT I2017-55**

### **SUPERVISORY COMMITTEE REPORT**

#### **New Position Descriptions from Supervisory Committee In Support of Recommendations from the ad hoc HOPE Committee Report to Interim Meeting, Baltimore Yearly Meeting 10/14/17**

More than two years ago, your Yearly Meeting clerks started to develop the idea for the ad hoc Healthy Organization and Purposeful Evolution (HOPE) Committee, mindful of pressing needs within our Quaker community. Too many local Meetings expressed a lack of connection to the Yearly Meeting and questioned what they were getting for their apportionment dollars. Some committees, especially ones that most directly serve our local Meetings, were struggling; they were struggling to find willing and capable clerks, to find spiritual vitality and clarity of purpose in their work, and to sustain participation in the work by members. Further, the need for more staff support across many areas of BYM activity was being lifted up just as our current staff was becoming increasingly overworked and at risk of burning out.

Many of these issues had been identified and explored in the work of our ad hoc Vision Implementation Committee, which had just given its final report and been laid down. The HOPE Committee carried that work forward with a particular and urgent focus on what could be done in the short term to start to address these three interconnected concerns about our local Meetings, committee function, and staffing.

At the 2016 Annual Session, the HOPE Committee presented four recommendations, of which one was to “adjust BYM staffing to increase the ability for staff to focus on supporting local meetings and volunteers.” After further discernment, at Third Month 2017, the HOPE Committee presented its recommendations and rationale for the creation of two new staff positions. Interim Meeting approved forwarding these to the Supervisory Committee to develop detailed job descriptions, and to the Stewardship and Finance Committee to explore the feasibility of funding the staff changes. This report brings the job descriptions and funding proposal back to Interim Meeting for further discernment and approval, as way opens, in the context of the 2018 budget discernment.

**The Vision:** Our vision statement proclaims that we are called as a community to:

- Deepen our spiritual experience and practice
- Support local Meetings and increase local Meeting participation in BYM
- Teach and nourish our Quaker faith and practice
- Grow our membership and reach out to include people of all ages, skin colors, socio-economic backgrounds, and other identities
- Serve and witness to the world, and uphold and promote Quaker values

As never before, the world needs the enduring power of Love and Spirit-led vision and voice, as witnessed to by Friends for centuries. The following recommendation focuses on how we can organize and develop our staff to better support our local Meetings, the Yearly Meeting committees that serve them, and the wider BYM community as we move toward

our common vision. These changes will also help to create and foster a more sustainable work environment for our staff.

**The Challenge:** As mentioned above, we hear that many local Meetings feel a lack of connection to the Yearly Meeting and question what they were getting for their apportionment. We hear that committees too often are struggling to find willing and capable clerks, to find spiritual vitality and clarity of purpose in their work, and to sustain participation in the work by members. And then there are very real concerns about the workload that is being placed on staff. This workload has increased significantly over time, as our programs and activities have expanded. The requirements for running camps and youth programs have become much more complex. It is increasingly difficult to find volunteers to carry out many of BYM's programs and services. In addition, the growing administrative burden is taking staff time away from carrying out current programs and supporting local Meetings, both directly and indirectly through support of BYM committees. We are now at the point that the workload is not sustainable at the current staffing and volunteer level.

**The recommendation: Adjust staffing to increase support for local Meetings and BYM committees.** The goal of the proposed staffing changes is to increase the capacity of the General Secretary and other staff to support local Meetings and the Yearly Meeting committees that serve them. The proposed staffing changes would include the following:

- Establish a full-time Administrative Assistant position to provide administrative support to other staff and committees so as to release other staff to better support local Meetings, committees, and volunteers.
- Create an Associate General Secretary (AGS) position to share some of the General Secretary's current responsibilities and to release the General Secretary (GS) to better support local Meetings and committees.

**Administrative Assistant:** This full time position would report to the AGS and would provide administrative support to all office staff. This position would allow other staff to focus on increased support for local Meetings and BYM committees, developing programs, and managing our camping program and property. This position would also create some much-needed depth to our staffing, providing critical back-up coverage for both planned staff leave and unplanned absences. Please see the attached job description for details.

Most of these tasks, today, are done by the current Administration Manager, or by other staff who must set aside other responsibilities when he is absent. Also, this new position would replace the current, temporary, quarter-time administrative assistant position, which Interim Meeting approved previously on a temporary basis. The position would be advertised. The current quarter-time bookkeeping assistant position would not be affected by this new position.

**Associate General Secretary (AGS):** The AGS position would replace the Administration Manager position. The AGS would have primary responsibility for managing the operations of the BYM office, sharing many of the responsibilities now carried by the General Secretary (GS). Please see the attached job description for details.

The AGS would still have many of the same responsibilities that the Administration Manager currently has, but the new role would be more of a supervisory position. For example, the AGS would still be the lead staff person supporting the production of the Annual Session and Interim Meetings, but he would have an assistant who would carry out much of the work. He would still be in charge of producing the Yearbook and other publications, but he would have help to get these projects done. He would continue to provide vital support to BYM committees and programs.

With the creation of the AGS position, the Administration Manager position would be eliminated. The current Administration Manager would be promoted to the new AGS position in recognition of his long-standing, dedicated, and high quality of service to the BYM community. As such, this position would not be advertised at this time.

The creation of the AGS position would take significant responsibilities off of the GS's desk. It would release the GS to

- Provide more Spirit-led strategic leadership for BYM
- Strengthen relations with local Meetings and services to them, including visits and consultation on issues they are facing and putting them in touch with relevant resources
- Reach out to new people and communities to grow our membership and diversity
- Communicate more frequently both within the Yearly Meeting and with external audiences, promoting Quaker values
- Raise funds
- Engage with other Friends organizations and other groups to expand the reach of the Yearly Meeting and the Religious Society of Friends

Taking into account their respective gifts and in consultation with the Supervisory Committee, the GS and the AGS would divide between them the responsibilities for local Meeting support, spiritual nurture, committee support, volunteer support, and personnel and office administration. Further changes in job descriptions and the division of responsibilities, as needed, will be reviewed and approved by the Supervisory Committee. Moving forward, a re-distribution of staff supervision responsibilities between the GS and the AGS will be considered, among other priorities.

These staffing changes would involve an additional annual expense of approximately \$60,000. This total includes salary and benefits for the new, full time Administrative Assistant, plus an increase in salary for the AGS position over what we currently pay for the Administration Manager position.

Financially, adding these new positions will be a big stretch for BYM. Yet this is also a critical investment in BYM's vision and future. With strengthened, vital local Meetings, well-supported committees, and increased engagement throughout BYM, we anticipate significant returns on this investment—both for the Spiritual life of the Yearly Meeting and for the willingness and capacity of local Meetings and members to contribute time, talent, and treasure to advancing BYM's vision.

# ATTACHMENT I2017-56

## TREASURER'S REPORT

### STATEMENT OF ACTIVITIES FROM 1/1/2017 THROUGH 9/30/2017

	A	B	C	D
1	Description	Thru 9/30/16	2017 Budget	Thru 9/30/17
2	Operating Revenues			
3	Apportionment			
4	Apportionment	346,650	462,200	340,010
5	Apportionment Adjustments	0	(8,500)	0
6	Total Apportionment	346,650	453,700	340,010
7	Unrestricted Contributions			
8	Contributions	48,039	153,500	60,731
9	In Kind Contributions	0	0	773
10	Total Unrestricted Contributions	48,039	153,500	61,504
11	Attendance Fees			
12	Total Attendance Fees	1,023,560	979,012	994,602
13	Sales			
14	Book Sales	4,472	9,200	4,548
15	Clothing Sales	8,647	9,000	9,739
16	Other Sales	0	400	0
17	Total Sales	13,119	18,600	14,287
18				
19	Other Income			
20	Property & Vehicle Rental	7,068	19,600	8,734
21	Investment Income	9,197	4,000	8,675
22	Released Funds	91,225	148,525	119,196
23	Gain (Loss) on Sale of FA	2,600	4,500	(5,903)
24	Other Income	7,317	3,724	9,466
25	Total Other Income	117,407	180,349	140,167
26				
27	Total Operating Revenues	1,548,775	1,785,161	1,550,570
28				
29	Operating Expenses			
30	Administrative	310,965	460,779	318,830
31	Annual Session	77,959	90,900	80,196
32	All Other YM Program	51,659	34,600	41,232
33	Combined Camp	865,953	1,003,681	860,737
34	Committee	7,116	16,350	9,682
35	Development	97,262	143,427	80,543

	A	B	C	D
36	Youth Programs	37,856	65,740	37,853
37	Outreach & Inclusion	48,930	78,949	43,221
38	Total Expenses	1,497,700	1,894,426	1,472,294
39				
40	Net Operating Activity	51,074	(109,265)	78,276
41				
42	Property & Equipment			
43	Net Assets Released From Restriction	54,277	228,343	240,559
44	Less Depreciation Expense	(68,233)	(104,078)	(63,235)
45	Net Change in Prop. & Equip.	(13,955)	124,265	177,324
46				
47	Total of Operating and Prop. & Equip.	37,119	15,000	255,600
48				
49	Restricted Transactions			
50	Restricted Contributions	78,851	244,500	55,639
51	Designated Income		10,000	0
52	Interest & Dividends on Restricted Funds	21,459	3,000	20,241
53	Unrealized Gain (Loss)	48,383	0	71,032
54	Realized Gain (Loss)	0	0	16,359
55	Total restricted income	148,693	257,500	163,270
56				
57	Expenditures to meet restrictions	145,502	201,842	359,755
58				
59	Net Restricted Activity	3,191	55,658	(196,485)
60				
61	BYM Income Over (Under) Expenses	40,310	70,658	59,115

**BALANCE SHEET  
AS OF 9/30/2017**

	A	B	C
1		Thru 9/30/2016	Thru 9/30/2017
2			
3	Assets		
4	Current Assets		
5	Cash & Cash Equivalents	425,805	135,285
6	Apportionment Receivable	159,696	153,984
7	Student Loans Receivable	49,090	35,045
8	Pledges & Grants Receivable	100,922	54,285
9	Other Accounts Receivable	50,192	37,281
10	Inventories	0	0

	A	B	C
11	Prepaid Expenses	56,674	39,349
12	Total Current Assets	842,379	455,229
13	Long-term Assets		
14	Property & Equipment	2,031,233	2,723,933
15	Long-term Investments	1,220,015	1,440,846
16	Total Long-term Assets	3,251,247	4,164,779
17	Total Assets	4,093,626	4,620,008
18			
19	Liabilities		
20	Short-term Liabilities		
21	Accounts Payable	66,445	32,477
22	Deferred Revenue	120,575	115,370
23	Other Short-term Liabilities	31,913	40,488
24	Total Short Term Liabilities	218,934	188,335
25			
26	Long-term Liabilities		
27	Friendly Loans	0	340,000
28			
29	Total Liabilities	218,934	528,335
30			
31	Net Assets		
32	Beginning Net Assets		
33	Net Assets		
34	Unrestricted	554,711	293,012
35	Fixed Assets	2,031,233	2,723,933
36	Designated	6,868	500
37	Temp Restricted	857,300	628,368
38	Perm Restricted	383,744	386,646
39	Total Net Assets	3,833,856	4,032,458
40			
41	Total Beginning Net Assets	3,833,856	4,032,458
42			
43	Total Current YTD Net Income	41,836	59,215
44	Total Net Assets	3,875,692	4,091,673
45			
46	Total Liabilities and Net Assets	4,094,626	4,620,008

## **ATTACHMENT I2017-57**

### **2018 BUDGET - BUDGET NOTES**

#### **2018 Budget Notes**

**Apportionment Income:** The new apportionment formula takes effect with the 2018 budget. The formula was revised so that it now asks all Monthly Meetings for the same percentage of their income; this percentage is 24.9 for 2018.

**All Other Income:** This is mostly releases from the restricted funds for the Shoemaker Grant, the Sue Thomas Turner Quaker Education Fund, the Indian Affairs Fund, and the Educational Grants Funds.

**Camp Program & Property Income:** Camp Program Fee Income of \$870,200 includes a fee increase of \$45,000. Camp Property Income no longer includes funds released from restriction for the completion of capital projects, as these funds cannot be utilized for operating purposes.

**Camp Program Wages and Benefits:** This line includes wages and benefits for the Camping Program Manager plus approximately 120 seasonal employees in our three camps and Teen Adventure.

**Camp Property and Program Expenses:** The amount on this line includes the \$45,000 camping fee increase which was earmarked for paying Catoctin bathhouse expenses. Of this, \$7,700 will be used in 2018 to pay interest on Friendly Loans for the bathhouse, \$16,800 will be spent on principal payments, and the balance will be held for interest and principal payments in 2019 and future years.

**Capital Expenditures Funded from Current Income:** Capital expenditures for the camps are covered by contributions restricted to that purpose. Capital expenditures for the BYM office must be paid with funds from unrestricted reserves.

**Contribution Income:** Total contribution income in our 2018 operating budget is \$306,800, a substantial increase from 2017. Increased contributions are projected in all categories but especially for Youth Programs and Administration, where the increase is earmarked to cover the increased costs association with the HOPE program. An additional \$329,000 of contribution income is budgeted for restricted funds for capital purposes.

**Contributions to Organizations:** Contributions to FGC, FUM, and FWCC have been rolled back to their 2014 amounts. Contributions to other organizations have been standardized for 2018 at \$100 each, except for those where the contribution is actually a membership fee. Stewardship and Finance will give further consideration to how organizations are placed on the contribution list and how contribution amounts are determined.

**Depreciation Expense:** Depreciation is not included in the 2018 operating budget. Budgets in future years need to include a line item for funds to be transferred to capital reserves to replace buildings and capital items as they wear out.

**Other Gifts and Grants:** This item includes amounts paid from restricted funds for various gifts and grants including the Sue Thomas Turner Quaker Education Fund, The Indian Affairs Fund, and the Educational Grant Funds. The income line called All Other Income covers these costs.

**Total Operating Surplus (or Loss):** The deficit projected for 2018 may be less than the amount shown, if donors are willing to shift contributions that they had intended to make for capital projects to any of the operating expense categories: Administration, Camping,



Youth, and Other Programs.

**Wages and Benefits:** Wages and benefits in all categories include gross wages, payroll taxes, employee benefits and pension contributions for some staff. The additional costs of \$59,800 for the HOPE proposal are included in administrative wages and benefits.

## ATTACHMENT I2017-57

### 2018 BUDGET - OPERATING BUDGET

	A	C	D	E	F
1	<b>Operating Budget 2018</b>				
2					
3	Description	2016 Actual	2017 Approved Budget	2017 Projected	2018 Proposed Budget
4	Administration				
5	Apportionment	453,593	462,200	462,200	495,000
6	Allow. For Unpaid Apport.	-	(8,500)	(8,500)	(10,000)
7	Unrestricted Contributions	76,838	96,000	96,000	159,800
8	All Other Income	88,738	109,924	111,744	107,400
9	Total Admin Income	619,169	659,624	661,444	752,200
10					
11	Admin. Wages & Benefits	242,191	280,776	286,999	378,900
12	Other Administrative Expenses	127,845	122,403	134,314	112,200
13	Development Expenses	139,812	143,427	121,043	154,500
14	Outreach & Inclusion	71,003	78,949	78,533	82,700
15	Transfer to Reserves				
16	Contributions to Organizations	28,300	31,600	31,600	23,600
17	Other Gifts & Grants	20,940	26,000	27,820	25,000
18	Committee Expenses	9,537	16,350	9,500	19,100
19	Total Admin Expenses	639,628	714,505	689,809	796,000
20					
21	Net Admin Income over Expenses	(20,459)	(54,881)	(28,365)	(43,800)
22					
23	Youth Programs				
24	Youth Programs Fee Income	19,976	27,100	27,100	26,300
25	Youth Programs Contributions	675	2,500	2,500	36,000
26	Youth Programs Other Income	-	-	-	-
27		20,651	29,600	29,600	62,300
28					
29	Youth Program Expenses	57,703	65,740	65,433	62,100
30					
31	Total Youth Programs	(34,052)	(36,140)	(35,833)	200
32					

	A	C	D	E	F
33	Camp Property & Program				
34	Camp Program Fee Income	873,249	818,112	844,539	870,200
35	Camp Property Income	33,639	26,300	20,000	31,500
36	Camp Prog. & Prop. Contributions	40,236	43,500	43,500	63,000
37	Other Camp Income	23,047	57,000	57,439	83,400
38	Total Camp Prog. & Prop. Inc.	970,171	944,912	965,478	1,048,100
39					
40	Camp Program Wages & Benefits	430,008	454,537	453,896	456,300
41	Camp Property Wages & Benefits	142,391	154,408	153,546	165,000
42	Camp Property & Program Expenses	398,865	394,746	400,167	464,400
43	Total Camp Prog. & Prop. Expenses	971,264	1,003,691	1,007,609	1,085,700
44					
45	Total Camps	(1,093)	(58,779)	(42,132)	(37,600)
46					
47	All Other Programs				
48	Annual Session Fee Income	88,995	95,000	78,104	98,000
49	Other Program Fee Income	50,433	36,000	49,255	48,000
50	Other Program Contributions	3,482	11,500	4,890	11,000
51	All Other Program Income	4,191	8,525	4,364	8,500
52	Total All Other Program Income	147,101	151,025	136,013	165,500
53					
54	Annual Session Expenses	80,486	90,900	80,196	101,500
55	All Other Program Expenses	51,674	34,600	49,232	51,900
56	Total All Other Program Expense	132,160	125,500	129,428	153,400
57					
58	Total All Other Programs	14,940	25,525	7,185	12,100
59					
60	Totals for Operating Activities				
61	Income, all sources	1,757,092	1,785,161	1,793,134	2,028,100
62	Expenses, all programs	1,797,756	1,909,436	1,892,279	2,097,200
63	Net Operating Income (Loss)	(40,664)	(124,275)	(99,145)	(69,100)
64					
65					
66	Capital expenses funded from current income				
67	Capital Expenditures - Office Property	11,651	29,970	7,291	3,000
68					
69	Total Operating Surplus or (loss)	(52<315)	(154,245)	(106,436)	(72,100)

## ATTACHMENT I2017-57

### 2018 BUDGET - COMMITTEE DETAILS

	A	C	D	E	F
76	<b>Operating Budget 2018</b>				
77					
78	Description	2016 Actual	2017 Approved Budget	2017 Projected	2018 Proposed Budget
79	Advancement & Outreach	-	300	300	300
80	Ministry & Pastoral Care	-	2,000	2,000	2,000
81	Peace & Social Concerns	332	200	200	200
82	Religious Education	792	1,200	1,200	1,200
83	Growing Diverse Leadership				2,500
84	Unity with Nature	556	1,500	1,500	1,500
85	Working Group on Racism	-	150	150	500
86	Indian Affairs	241	300	300	700
87	Intervisitation	6,683	4,500	4,500	4,500
88	Faith & Practice Revision	-	500	500	500
89	Young Adult Friends	200	3,700	3,700	3,700
90	Trustees - Youth Safety	733	1,000	1,000	500
91	Program Overage Contingency - See Note		1,000	1,000	1,000
92		9,537	16,350	16,350	19,100
93					

## ATTACHMENT I2017-57

### 2018 BUDGET - CONTRIBUTIONS TO OUTSIDE ORGANIZATIONS

	A	C	D	E	F
76	<b>Operating Budget 2018</b>				
77					
78	Description	2016 Actual	2017 Approved Budget	2017 Projected	2018 Proposed Budget
94	Friends General Conference	9,600	10,260	10,260	8,000
95	Friends United Meeting	8,350	8,910	8,910	7,000
96	Friends World Committee for Consultation	7,050	7,830	7,830	6,000
97		25,000	27,000	27,000	21,000
98					
99	American Friends Service Committee	150	200	200	100
100	Center on Conscience and War	150	200	200	100
101	Earlham School of Religion	150	200	200	100
102	Friends Committee on National Legislation	150	200	200	100
103	Friends Council on Education	150	200	200	100
104	Friends House (Sandy Spring)	150	200	200	100

	A	C	D	E	F
105	Friends House, Moscow	150	200	200	100
106	Friends Journal	150	200	200	100
107	Friends Meeting School	150	200	200	100
108	Friends Peace Teams	150	200	200	100
109	Interfaith Center of Metro Washington	225	225	225	225
110	National Council of Churches	150	200	200	100
111	Nat. Religious Coalition Against Torture	275	275	275	275
112	Pendle Hill	150	200	200	100
113	Prison Visitation & Support	150	200	200	100
114	Quaker Earthcare Witness	150	200	200	100
115	Right Sharing of World Resources	150	200	200	100
116	Sandy Spring Friends School	150	200	200	100
117	Sandy Spring Volunteer Fire Department	100	100	100	100
118	Washington Quaker Workcamps	150	200	200	100
119	William Penn House	150	200	200	100
120	World Council of Churches	150	200	200	100
121	Virginia Council of Churches	150	200	200	100
122		3,600	4,600	4,600	2,600

**ATTACHMENT I2017-57**  
**2018 BUDGET - CAPITAL BUDGET**

	A	B
1	<b>Capital Budget 2018</b>	
2		
3	Opening balance in temporarily restricted funds	148,000
4		
5	Additions	
6	Camper Fee Increase (\$45,000) Net of Interest Expense	37,300
7	Contributions Restricted for Camp Capital Expenses	329,000
8	Total Capital Income	366,300
9		
10	Total funds available	514,300
11		
12	Capital Expenditures from restricted funds	
13	Capital Expenditures - Catoctin	36,400
14	Capital Expenditures - Shiloh	31,200
15	Capital Expenditures - Opequon	24,700
16	Capital Expenditures - Vehicles	38,000
17	Capital Expenditures - Other	15,400

	A	B
18	Total Capital Expenditures	145,700
19		
20	Other Expenditures from restricted funds	
21	Repayment of Loan Principal	16,800
22	Transfer to fund for Friendly loan repayment	50,000
23	Total Other Expenditures	66,800
24		
25	Ending balance in temporarily restricted funds	301,800
26		
27		
28	Expenditures from Operating Budget	
29	Capital Expenditures - Office Property	3,000

## **ATTACHMENT I2017-57**

### **2018 BUDGET - FRIENDLY LOAN REPAYMENT PLAN AND SCHEDULE**

#### **Friendly Loan Repayment Plan and Schedule**

There are ten Friendly Loans with an aggregate principal balance of \$340,000. All ten Friendly Loans are on an interest-only basis until December 31, 2017. After that, two Friendly Loans will require 20 equal payments of principal and interest on a quarterly basis starting on March 31, 2018. With the last scheduled quarterly payment on December 31, 2022, each of these Loans will be paid in full. Eight of the ten Friendly Loans are on an interest-only basis for the entire term of the Loan with the entire principal balance due on the maturity date. For these Friendly Loans, the maturity dates on which the total principal balance is due in full range from December 31, 2019 until December 31, 2022.

We expect the principal and interest on these loans to be paid from two sources. The camping program instituted graduated fee increases of \$13,000 in 2017, \$45,000 in 2018, and \$67,000 in 2019 that were designated for interest and for loan repayment. The second source of funds is capital contributions, and we plan to reserve \$50,000 per year for five years beginning in 2018 and ending in 2022, when the last loan is due.

The chart shows the expected cash receipts and loan payments between 2017 and 2022. As shown in the chart, the incremental camper fees of \$125,000 plus expected restricted contributions totaling \$250,000 will be sufficient to pay the total principal and interest of \$371,261, with a remaining balance of \$3,739.

Year	Camper Fees	Reserved Amount	Principal & Interest Payments	Ending Balance
2017	13,000		4,583	8,417
2018	45,000	50,000	24,498	78,919
2019	67,000	50,000	34,498	161,421
2020		50,000	63,898	147,523
2021		50,000	72,798	124,725
2022		50,000	170,986	3,739
Total	125,000	250,000	371,261	3,739

The loan agreement provides BYM with a prepayment option, in part or in whole. Depending on the funds available in the restricted capital account and on the immediate needs for capital improvements, it may be possible for BYM to consider making a partial prepayment on one or more Friendly Loans, thereby saving on interest expense.

Each Friendly Lender also has a prepayment option. We wanted to accommodate the possibility that the personal circumstances of a Friendly Lender may change at any time prior to the maturity date. If a Friendly Lender requests payment in full, BYM would have the following options: 1) refinance with another Friendly Loan; 2) pay directly from Unrestricted Reserves; and/or 3) a loan from BYM to itself from BYM's Permanently Restricted Reserves, which totaled \$382,799 as of December 31, 2015 and \$386,486 as of December 31, 2016.

**INTERIM MEETING**  
**ELEVENTH MONTH 11, 2017**  
**SANDY SPRING FRIENDS MEETING**

**12017-59** *Opening.* Baltimore Yearly Meeting's Interim Meeting gathered on 11/11/2017 at Sandy Spring Friends Meeting's Community House in Sandy Spring, Maryland; a list of affiliations of attenders is attached. We thanked those from Sandy Spring (in particular Robert Finegar) and the Yearly Meeting staff for their hospitality. We thanked Dyresha Harris, Outreach and Inclusion Coordinator, for an edifying and enjoyable pre-meeting workshop focused on subtle bias and microaggressions. We allowed time for Friends to name people and concerns to be held in the Light.

**12017-60** *2018 budgets.* Jim Lynn (Sandy Spring), Stewardship and Finance Co-clerk, presented second readings of proposed 2018 operating and capital budgets; the written version of Jim's notes on them is attached, as are the written versions of the proposed budgets. Jim mentioned that repayment of Friendly loans for the Catoctin bathhouse is to be done according to the agreements made when the loans were made; the Committee has heard a concern about technical details of accounting for the loans and their repayment; the Committee continues work in this area.

In response to a concern raised, Ann Venable, Development Director, expressed a belief (which Ann asked if we share) that the proposed budget's increase in donations is attainable if Ann and many others work and give toward it; a development plan is in place.

We heard a suggestion to make donations before the end of this year, in case tax deductions for those donations disappear next year.

We heard a concern about whether it is better for the Yearly Meeting to raise funds directly, in competition with local Meetings, or to rely on funds obtained through local Meetings. We heard a concern about fundraising to meet expenses rather than using reserves to do so; decisions about which to do depend on the amount of unrestricted reserves available.

We **APPROVED** our 2018 capital budget as proposed by Stewardship and Finance Committee; we **APPROVED** our 2018 operating budget as proposed by Stewardship and Finance Committee.

Jim discussed Stewardship and Finance Committee's strategic planning concept (mentioned in Jim's notes). We heard a sense that the strategic planning concept presented today includes only some parts of complete strategic planning.

We thanked Stewardship and Finance Committee and others for their diligent work on the budgets.

**12017-61** *Friends in Unity with Nature.* Karie Firoozmand (Baltimore, Stony Run) and Debbi Sudduth (Goose Creek) reported on behalf of Friends in Unity with Nature, present-

ing a reminder from Annual Session on plastic bags and the effects of their use on carbon footprints; the Committee urged us not to take things out of stores in single-use plastic bags. The Committee has prepared a new “Fair Share of Carbon Emissions” brochure, available now.

**I2017-62** *Work with human rights groups.* Darcy Lane (Sandy Spring) reported on behalf of Peace and Social Concerns; a written version of the report is attached. At the Committee’s recommendation, we **APPROVED** this: we ended our ties to the National Religious Coalition Against Torture (NRCAT). At the Committee’s recommendation, we **APPROVED** Interfaith Action for Human Rights (IAHR) as an affiliated organization. We **APPROVED** this: we amended our 2018 budget to change the National Religious Coalition Against Torture (NRCAT) as a recipient of \$275 to Interfaith Action for Human Rights (IAHR) as a recipient of \$200.

We directed our Manual of Procedure Committee to update the manual to reflect today’s changes. We heard a desire to check that affiliated organizations serve the entirety of the Yearly Meeting.

**I2017-63** *Nominating Committee.* Deborah Haines (Alexandria), Nominating Committee Co-Clerk, reported. At the Committee’s recommendation, on this first and only reading, we **APPROVED** this: we named Suzanne O’Hatnick (Baltimore, Stony Run) and Jack Lahr (Annapolis) as representatives to Interfaith Action for Human Rights, for our normal three-year terms.

**I2017-64** *Racism, anti-racism, and Friends.* We separated into small groups for structured discussions about racism, anti-racism, and Friends; material prepared for the discussions is attached. We regathered and shared what arose in the small groups.

We heard one group’s unity in comfort with using the words “anti-racism” and “anti-racist,” and their desire to prioritize aid to victims of racism over protecting the feelings of perpetrators of racism. We heard of one group wanting to be both anti-racist and for building a beloved community, and of the group’s gratitude for the work of our young people in this area. We heard of how progressive Quakers can be complacent when it comes to recognizing our own biases and racism. We heard of one group’s feeling that being anti-racist requires action, and that action needs to begin with working on ourselves. We heard that New York Yearly Meeting has been working on this topic for at least a decade. We heard one group’s acknowledgment that Quakers are part of the wider community, so that racism that exists “out there” also exists “in here,” and its sense of “anti-racist” being a term with more action and a different energy than other terms.

We heard one group’s sense that “anti-racist” denotes an active stance, and that it is okay to occasionally state what one is against. We heard one group’s sense that, given our society, not being able to see our own racism is like not being able to see the water we swim in. We heard of how racism can take the form of over-embrace, and of how anti-racism can take the form of working on your own racism. We heard of how perceptions of racism in Meetings can depend on the identities of those doing the viewing. We heard of those in



one group who were readier to be against the idea of racism than to be against those who perpetuate racism, more comfortable with being anti-racism than being anti-racist.

We were reminded that it's possible to be anti-war while at the same time not being against those who serve in the military. We heard a sense that no matter what terminology we use, our focus should be on dismantling the institutions of racism. We heard of how "anti-racist" can be seen as a description of who we are and our philosophy, not whom we are against. We heard a sense that "anti-racist" is an adjective with a different use than the "anti-racism" noun; we can seek to live into the adjective. We heard a call to be thoughtful in how we would welcome those who are racist and how to protect those they would harm. We heard a desire to discern what we are going to do rather than to decide on words to use, and a sense that the words we use will not change the actions or words of others.

We **APPROVED** this: we directed our Growing Diverse Leadership Committee and Working Group on Racism to document how racism manifests itself within the Yearly Meeting.

We heard a sense that we might now state that Baltimore Yearly Meeting opposes racism in all its forms; we heard a sense that doing so might be a bandage keeping us from doing more needed work. We heard of how securing training for our Clerks might go a long way toward improving how we function. We planned to revisit racism, anti-racism, and Friends at our next Interim Meeting, and to encourage and enable work by our local Meetings.

**I2017-65 Closing.** We heard, improved, and **APPROVED** these minutes.

We **ADJOURNED**, to gather next as Interim Meeting on 3/17/2018, hosted by Charlottesville Friends Meeting in Charlottesville, Virginia, or at the call of the Clerk of Interim Meeting.

Marcy Baker Seitel, presiding

Arthur David Olson, recording

## **ATTACHMENT I2017-59**

### **FRIENDS IN ATTENDANCE**

**Adelphi:** Marcy Baker Seitel, Alex Bean, Diane McHale, Mackenzie Morgan, Ann Marie Moriarty, Sharon Stout, Victor Thuronyi; **Alexandria:** Deborah Haines; **Annapolis:** Karen Cunyningham, Pat Schenck; **Baltimore, Stony Run:** Adrian Bishop, Mike Boardman, Karie Firoozmand, Bob Goren, Nancy Moore, Clinton Pettus; **Bethesda:** Alexandra Bell, Peirce Hammond, Liz Hofmeister, Susan Kaul; **Catoctin:** Dyresha Harris, Jesse Miller; **Charlottesville:** Tom Hill; **Deer Creek:** Becca Gardner Rhudy; **Eastland:** Linda Coates, John Yost; **Floyd:** Lee Henkel; **Frederick:** David Hunter, Carlotta Joyner, Jane Megginson; **Friends Meeting of Washington:** Mary Campbell, David Ethridge, Susan Griffin, Byron Sandford; **Gettysburg:** Margaret Stambaugh; **Goose Creek:** Debbi Suduth; **Herndon:** Harry Tunis; **Homewood:** Hannah Brown, Rosalie Eck, Susan Russell Walters; **Hopewell Centre:** Anne Bacon, Becca Bacon, Laura Nell Obaugh, Jim Riley, Josh Riley; **Langlely Hill:** Sheila Bach, Georgia Fuller, Rick Post, Jeannette Smith; **Mellen:** Dave French, Donna Kolaetis; **Norfolk:** Andy Conlon; **Patapsco:** Bill Mitchell,

Ken Stockbridge; **Sandy Spring:** Kevin Caughlan, Wayne Finegar, Nathan Gibian, Bette Hoover, Darcy Lane, Jim Lynn, Barb Platt, Betsy Roush, Brigid Roush, Mark Roush, Ned Stowe, Gloria Victor Dorr; **Takoma Park:** Arthur David Olson; **West Branch:** Walt Fry; **Yearly Meeting Staff:** Jossie Dowling, Ann Venable; **York:** Harry Scott.

## **ATTACHMENT I2017-60**

### **NOTES FOR PRESENTATION OF 2018 BUDGET**

Notes for Presentation of 2018 Capital Budget and 2018 Operating Budget

Eleventh Month 2017 Called Interim Meeting

Jim Lynn, Co-Clerk, Stewardship and Finance Committee

#### Proposed 2018 Capital Budget

- Same as presented in the first reading, except to provide more clarity with respect to the accounting for the \$45,000 Incremental Camper Fee dedicated to repayment of Friendly Loans.
  - The Incremental Camper Fee of \$45,000 is included in the projected amount of \$870,200 in Line 34 of the proposed 2018 Operating Budget, captioned “Camp Program Fee Income”.
  - Projected Interest Expense of \$7,700 for 2018 is included on Line 42 of the proposed 2018 Operating Budget, captioned “Camp Property and Program Expenses” and totaling \$464,400.
  - \$37,300 to be transferred to the proposed 2018 Capital Budget and is shown on Lines 21 and 22. Line 21, Repayment of Loan Principal of \$16,800 and the new entry, Line 22, Transfer to fund for Friendly loan repayment (from fee income) for \$20,500. Also shown in the table on the document entitled “Friendly Loan Repayment Plan and Schedule”.
  - The Friendly Loan Repayment Plan and Schedule also shows a projected reserve amount of \$50,000 per year for the five-year period beginning in 2018. The \$50,000 for 2018 is shown on Line 22 of the proposed 2018 Capital Budget and also captioned “Transfer to fund for Friendly Loan Repayment”.
- Concern expressed by Friend with respect to accounting for Friendly Loan Repayment.

#### Proposed Operating Budget for 2018

- Original proposed Operating Budget presented four weeks ago at Homewood Meeting for first reading.
  - Total Revenue= \$2,028,100. Total Expenses= \$2,097,200.
  - Projected Net Operating Loss= \$69,100
  - Capital Expenditures, Office Property= \$3,000
  - Total Projected Loss= \$72,100.
- Budget presented today
  - Total Revenue (Line 61) = \$2,130,100 (increase of \$102,000, all of which is attributable to an increase in Camp Program and Property Contributions from \$63,000 to \$165,000, Line 36).

- Total Expense (Line 62) = \$2,127,100 (increase of \$29,900) .
  - Reduction of \$8,900 in Development Expenses (Line 13) from \$154,500 to \$145,600.
  - Contributions to Organizations (Line 16) have been restored to 2017 levels (\$31,600). In addition, Quaker House has been added to the list for a \$200 contribution . Net change of \$8,200.
  - Committee Expenses (Line 18) have been increased from \$19,100 to \$20,400. The Intervisitation Working Group’s original request for 2018 was \$5,000. The previous recommended amount was \$4,500 which had been reduced to \$4,000 at Tenth Month Interim Meeting. The entire \$1,000 reduction has been restored. Indian Affairs Committee increase from \$700 to \$1,500 in order to organize and host a special event in late 2018. The event does have the potential to generate offsetting revenue. Net change of \$1,300.
  - Projected Transfer to Unrestricted Reserves of \$29,300 (Line 15).
  - Proof: -\$72,100 to +\$29,300 = \$101,400.
  - Proof: \$8,900 (Line 13) - \$8,200 (Line 16) .i \$1,300 (Line 18) + \$102,000 (Line 36) = \$101,400.
- Fundraising Goals for 2018.
  - 2018 total Fundraising Goal= \$710,800. Approved by Development Committee on October 26. \$371,800 in Operating Budget, \$329,000 in Capital Budget, and \$10,000 for Barry Morley Endowment Fund.
  - Contributions and grants in 2016: \$121,231 in Operating Fund, \$280,825 in Temporarily Restricted Funds, and \$3,687 in Permanently Restricted Funds. Total= \$405,743.
  - Total Fundraising Goal for 2017: \$473,000.

Strategic Planning Concept

- Discussion at Stewardship and Finance Committee meeting on October 14 with Adrian Bishop of Stony Run Monthly Meeting.
- “Who We Are” section of BYM website’ - recent efforts to address future vision for BYM.
- No standing Committee within BYM specifically responsible for strategic planning.
- Feasibility of organizing a strategic planning process.
- Report back to Interim Meeting in Third Month, 2018.

**ATTACHMENT I2017-60**

**2018 BUDGET - BUDGET NOTES**

See the Yearly Meeting Finances Section of the 2017 Yearbook.

## ATTACHMENT I2017-60

### 2018 BUDGET - OPERATING BUDGET

	A	C	D	E	F
1	<b>Revised Operating Budget 2018</b>				
2					
3	Description	2016 Actual	2017 Approved Budget	2017 Projected	2018 Proposed Budget
4	Administration				
5	Apportionment	453,593	462,200	462,200	495,000
6	Allow. For Unpaid Apport.	-	(8,500)	(8,500)	(10,000)
7	Unrestricted Contributions	76,838	96,000	96,000	159,800
8	All Other Income	88,738	109,924	111,744	107,400
9	Total Admin Income	619,169	659,624	661,444	752,200
10					
11	Admin. Wages & Benefits	242,191	280,776	286,999	378,900
12	Other Administrative Expenses	127,845	122,403	134,314	112,200
13	Development Expenses	139,812	143,427	121,043	145,600
14	Outreach & Inclusion	71,003	78,949	78,533	82,700
15	Transfer to Reserves		15,000		29,300
16	Contributions to Organizations	28,300	31,600	31,600	31,800
17	Other Gifts & Grants	20,940	26,000	27,820	25,000
18	Committee Expenses	9,537	16,350	9,500	20,400
19	Total Admin Expenses	639,628	714,505	689,809	825,900
20					
21	Net Admin Income over Expenses	(20,459)	(54,881)	(28,365)	(73,700)
22					
23	Youth Programs				
24	Youth Programs Fee Income	19,976	27,100	27,100	26,300
25	Youth Programs Contributions	675	2,500	2,500	36,000
26	Youth Programs Other Income	-	-	-	-
27		20,651	29,600	29,600	62,300
28					
29	Youth Program Expenses	57,703	65,740	65,433	62,100
30					
31	Total Youth Programs	(34,052)	(36,140)	(35,833)	200
32					
33	Camp Property & Program				
34	Camp Program Fee Income	873,249	818,112	844,539	870,200
35	Camp Property Income	33,639	26,300	20,000	31,500
36	Camp Prog. & Prop. Contributions	40,236	43,500	43,500	165,000

	A	C	D	E	F
37	Other Camp Income	23,047	57,000	57,439	83,400
38	Total Camp Prog. & Prop. Inc.	970,171	944,912	965,478	1,150,100
39					
40	Camp Program Wages & Benefits	430,008	454,537	453,896	456,300
41	Camp Property Wages & Benefits	142,391	154,408	153,546	165,000
42	Camp Property & Program Expenses	398,865	394,746	400,167	464,400
43	Total Camp Prog. & Prop. Expenses	971,264	1,003,691	1,007,609	1,085,700
44					
45	Total Camps	(1,093)	(58,779)	(42,132)	64,400
46					
47	All Other Programs				
48	Annual Session Fee Income	88,995	95,000	78,104	98,000
49	Other Program Fee Income	50,433	36,000	49,255	48,000
50	Other Program Contributions	3,482	11,500	4,890	11,000
51	All Other Program Income	4,191	8,525	4,364	8,500
52	Total All Other Program Income	147,101	151,025	136,613	165,500
53					
54	Annual Session Expenses	80,486	90,900	80,196	101,500
55	All Other Program Expenses	51,674	34,600	49,232	51,900
56	Total All Other Program Expense	132,160	125,500	129,428	153,400
57					
58	Total All Other Programs	14,940	25,525	7,185	12,100
59					
60	Totals for Operating Activities				
61	Income, all sources	1,757,092	1,785,161	1,793,134	2,130,100
62	Expenses, all programs	1,797,756	1,909,436	1,892,279	2,127,100
63	Net Operating Income (Loss)	(40,664)	(124,275)	(99,145)	3,000
64					
65					
66	Capital expenses funded from current income				
67	Capital Expenditures - Office Property	11,651	29,970	7,291	3,000
68					
69	Total Operating Surplus or (loss)	(52,315)	(154,245)	(106,436)	-

**ATTACHMENT I2017-60****2018 BUDGET - COMMITTEE DETAILS**

See the Yearly Meeting Finances Section of the 2017 Yearbook.

## ATTACHMENT I2017-60

### 2018 BUDGET - CONTRIBUTIONS TO OUTSIDE ORGANIZATIONS

	A	C	D	E	F
90					
91	Friends General Conference	9,600	10,260	10,260	10,260
92	Friends United Meeting	8,350	8,910	8,910	8,910
93	Friends World Committee for Consultation	7,050	7,830	7,830	7,830
94		25,000	27,000	27,000	27,000
95					
96	American Friends Service Committee	150	200	200	200
97	Center on Conscience and War	150	200	200	200
98	Earlham School of Religion	150	200	200	200
99	Friends Committee on National Legislation	150	200	200	200
100	Friends Council on Education	150	200	200	200
101	Friends House (Sandy Spring)	150	200	200	200
102	Friends House, Moscow	150	200	200	200
103	Friends Journal	150	200	200	200
104	Friends Meeting School	150	200	200	200
105	Friends Peace Teams	150	200	200	200
106	Interfaith Center of Metro Washington	225	225	225	225
107	National Council of Churches	150	200	200	200
108	Nat. Religious Coalition Against Torture	275	275	275	275
109	Pendle Hill	150	200	200	200
110	Prison Visitation & Support	150	200	200	200
111	Quaker Earthcare Witness	150	200	200	200
112	Quaker House	-	-	-	200
113	Right Sharing of World Resources	150	200	200	200
114	Sandy Spring Friends School	150	200	200	200
115	Sandy Spring Volunteer Fire Department	100	100	100	100
116	Washington Quaker Workcamps	150	200	200	200
117	William Penn House	150	200	200	200
118	World Council of Churches	150	200	200	200
119	Virginia Council of Churches	150	200	200	200
120		3,600	4,600	4,600	4,800

## ATTACHMENT I2017-60

### 2018 BUDGET - CAPITAL BUDGET

See the Yearly Meeting Finances Section of the 2017 Yearbook.

## **ATTACHMENT I2017-62**

### **PEACE AND SOCIAL CONCERNS COMMITTEE REPORT**

BYM Peace & Social Concerns Committee recommendation to BYM - Interim Meeting

BYM Peace and Social Concerns Committee received and, on 10/14/17, approved the following suggestion from Malachy McBride, our 2016 -2017 representative to National Religious Campaign Against Torture (NRCAT):

1) We recommend that BYM should lay down our ties to NRCAT with which BYM Friends have not been active in recent years and, instead,

2) we recommend that BYM make a alternate commitment to the regional (Md., Va., DC) Interfaith Action for Human Rights (IAHR)-- a more active group that addresses the same basic issues. IAHR opposes torture, both in Guantanamo and in U.S. and state prisons' use of solitary confinement, as well as addressing issues of Islamophobia.

## **ATTACHMENT I2017-64**

### **STRUCTURED DISCUSSIONS ABOUT RACISM, ANTI-RACISM, AND FRIENDS**

**Structured discussions about racism, anti-racism, and Friends**

Small group discussion followed by large group sharing

*Let's learn from each other and grow together*

In your small group, please choose a different person to serve in the following roles: Discussion facilitator, Recorder, and Reporter. Then consider the following:

A. Queries for small groups – please leave time for **everyone** to speak:

1. Have you ever experienced or observed racism in your Meeting or in our Yearly Meeting? What happened?
2. What does the concept of **anti-racism** mean to you? To other people?
3. What is powerful about the concept for you?
4. Do you see problems with the concept? What are they?
5. What words would you use to describe the work that Friends should be doing to work against racism and to build racial justice in our Meetings and our world?

B. Sharing with whole Interim Meeting

1. Choose one or two insights you had about the concept of anti-racism in your group. What did you learn about the concept? About each other?
2. Are there words your group found to be useful, powerful, for talking about Friends working against racism and for a more racially just society?

### **Ground Rules:**

*Everyone is invited to participate*

*Anyone may pass (sit quietly but not share)*

*Younger Friends should speak up so older Friends can hear well*

*Older Friends should not speak too quickly or too often*

*Speak honestly and simply, from your own experience (Refrain from generalizations)*

*Listen with curiosity and empathy – withhold judgement*

**If you feel stuck or if tensions become uncomfortable, please seek help. There are Friends walking the halls, available to help you.**

### **Anti-racism**

*A definition*

**Anti-racism** is the process of actively and consistently confronting racism wherever it occurs through a commitment to using anti-racist analysis and action, decentering whiteness, and centering the leadership of people of color – those most impacted by racism.

Why does anti-racism and other anti-oppression activism have to be one of the components in a multicultural process? Isn't it enough we are inclusive and democratic, that we value diversity and are culturally competent?

If we were starting out today without 500 years of history, we might be able to ignore racism. . . All too often, people who are proponents of multiculturalism refuse to acknowledge or address the persistent effects of racism on our ability to create an inclusive process.

From *Uprooting Racism: How White People can Work for Racial Justice*, by Paul Kivel, new and updated 4th edition. New Society Publishers, 2017. Words are Kivel's, order of text is changed. MBS

### **Young Friends Statement:**

From the Young Friends to the larger BYM community,

Young Friends is anti-racist. Words hold power, and we have chosen to describe ourselves with this term because of its power. Young Friends finds it imperative to support the people of color in our community, and in our eyes the only positive course of action is to take an aggressive and forward stance against racism. Our country is ravaged by systemic racism, and if we do not take an active position against this institution, then we as a group are part of the problem. In order to be "pro-equality" or "pro-diversity," one must, by definition, be anti-racist. As a group that strives to perpetuate social justice, we were concerned by the negative reaction of some Friends to the use of the word "anti-racist." BYM taking an anti-racist stance is not exclusionary; rather, it promotes the inclusion and support of all people. We must consider the message we send to victims of racism, and to do this we must confront the racism within our own community. Young Friends is anti-racist, and we ask the rest of the BYM community to uphold these same values.

Love and Light,  
Young Friends



**Ideas for lowering barriers for people of color in our Meetings**

(Feel free to start with whichever ideas seem most doable and sensible.)

1. Recruit a small group within the Meeting that is willing to focus on efforts to move the Meeting to becoming more multicultural
2. Let people know we exist in ways other than “word of mouth” such as print, broadcast and online media
3. Make sure information about the Meeting shows up in communities of color and in media read by those communities
4. Conduct First Day programs that assume the presence of children of color and work to meet the needs of all children
5. Conduct workshops on how racism affects both whites and people of color.
6. Conduct workshops on understanding microaggressions
7. Encourage white Friends to get to know individual people of color.
8. Encourage Friends not to let their fears of interracial missteps--no matter how well founded those fears are--keep them from engaging with people of other ethnicities
9. Increase emphasis on pastoral care
10. Become actively involved in local community social justice work that is led by people of color.
11. Learn how congregations composed mostly of people of color support their membership and consider using similar approaches in the Meeting
12. Learn from denominations that have been making an effort to be more multicultural (e.g. UU, UCC and Episcopal Church)
13. Learn from local congregations that have been successfully multicultural (less than 80% of any one race) for many years
14. Conduct regular antiracism audits of Meeting
15. Work with the BYM camping program
16. Provide meals rather than snacks at Meeting events
17. Reduce costs of attending Meeting events either through Meeting subsidies or scholarships or through reliance on free-will offerings
18. Be alert to specific barriers individual people of color may encounter in becoming involved and work to overcome them
19. Seek feedback from people of color and take it seriously
20. Make sure any people of color involved in Meeting activities are heard when they speak
21. Help individual people of color who show up several times to become more involved in Meeting work
22. Insure that photos and graphic art used in Meeting activities include people of color
23. Use bilingual Spanish/English signage in the meeting house.
24. Develop joint youth program with a multicultural or mostly people of color congregation
25. Look for resources in the “Black Studies” department of the local university
26. Conduct a Listening Project within the Meeting on diversity and outreach.
27. Create a fund so people who make their living helping communities address diversity issues can be paid for helping the Meeting with those issues.
28. Introduce and welcome visitors before the start of Meeting of Worship.

29. Let Friends know about the activities of the Fellowship of Friends of African Descent in the Meeting newsletter or email list.
30. Conduct several sessions of age-appropriate antiracism training for the First Day School and then ask children to report what they learned at the Rise of Meeting.
31. Create a fund to support members or attenders in attending training programs on racial issues.
32. Have one or more white Friends who Friends of color know are willing to speak up on their behalf, if requested, concerning race-related problems in the Meeting.

**INTERIM MEETING**  
**THIRD MONTH 17, 2018**  
**CHARLOTTESVILLE FRIENDS MEETING**

**12018-01** *Opening.* Baltimore Yearly Meeting's Interim Meeting gathered on 3/17/2018 at Charlottesville Friends Meeting's Meeting House in Charlottesville, Virginia. A list of affiliations of those present is attached.

Linda Goldstein (Charlottesville) welcomed us. We thanked folks from Charlottesville Friends Meeting and Tandem Friends School for their hospitality, in particular Jean Thorburn (Charlottesville) and Susan Beers (Charlottesville).

Marcy Baker Seitel (Adelphi), Clerk of Interim Meeting, provided a brief review of business since our last Annual Session. Marcy announced Religious Education Committee's completion of a cradle-to-grave curriculum, to be available online soon.

From worship, people rose to share the names of those to be held in the Light: Cliff Loesch (Great Plains Yearly Meeting), Dale Graves (Western Yearly Meeting), and the family of Wil Stratton (Maury River); Wil recently passed away.

**12018-02** *Program Committee.* Barbarie Hill (Charlottesville), Program Committee Clerk, reported; a "Survey on Annual Session Schedule" prepared by the Committee is attached. The survey is available online. The Committee asked for responses to the questions in its survey; a Committee member took notes on the responses we heard for the Committee's use. Barbarie encouraged us to complete the survey and help the Committee in its effort to improve our Annual Session.

**12018-03** *Ministry and Pastoral Care Committee.* Tom Klaus (Sandy Spring), on behalf of Ministry and Pastoral Care Committee, presented a letter of support (attached) for Windy Cooler's ministry. Tom described the Committee's process in considering Windy's request for support. We **APPROVED** this: we endorsed Ministry and Pastoral Care Committee's letter of support for Windy Cooler's ministry.

**12018-04** *Return of travel minute.* Jolee Robinson (Adelphi) returned a travel minute (in both English y en español) that had been endorsed by the Yearly Meeting; copies of the two versions of the minute are attached.

**12018-05** *Intervisitation Working Group.* Patti Nesbitt (Sandy Spring), Clerk, and Natalie Finegar (Sandy Spring) reported on behalf of the Intervisitation Working Group. They presented travel minutes prepared by Monthly Meetings for Jade Eaton (Adelphi) and for Patti Nesbitt (Sandy Spring) and Michael Conklin (Sandy Spring); copies of the travel minutes are attached. We **APPROVED** this: we endorsed Adelphi Friends Meeting's travel minute for Jade Eaton. We **APPROVED** this: we endorsed Sandy Spring Friends Meeting's travel minute for Patti Nesbitt and Michael Conklin.

**12018-06** *Peace and Social Concerns Committee.* Ellen Arginteanu (Richmond) reported on behalf of Peace and Social Concerns Committee's Working Group on Refugees, Immigrants, and Sanctuary; the written version of the report is attached. The report includes descriptions of how local Meetings within Baltimore Yearly Meeting have been active in this area.

Ellen made announcements on behalf of Peace and Social Concerns Committee, in particular noting that its networking day has been changed from 3/24/2018 to 5/12/2018 (to accommodate the March For Our Lives on 3/24/2018).

We heard of a 4/4/2018 march marking the anniversary of Martin Luther King, Jr.'s death and were encouraged to organize participation by Quakers.

**12018-07** *Earth Day appeal.* Helena Cobban (Charlottesville) presented "An appeal for Earth Day, 2018;" the written version of the appeal is attached. Five organizations are seeking to get the environmental effects of militarism on the agenda of the environmental movement. We **APPROVED** this: we endorsed "An appeal for Earth Day, 2018."

**12018-08** *General Secretary's report.* Ned Stowe (Sandy Spring), General Secretary, reported on Yearly Meeting action since our most recent Interim Meeting. Work has included: development campaign completion (for 2017) and planning (for 2018); development of our operating and capital budgets; camp registration, planning, and hiring; youth work; staff self evaluations and evaluations of staff by Committees; annual reviews of staff; and preparation of an annual report on staff salary and benefits. The search for a new administrative assistant is ongoing.

Ned reported that Dyresha Harris (Catoctin) is ending Dyresha's time as Outreach and Inclusion Coordinator as of 5/31/2018; Dyresha will continue at Catoctin Quaker Camp. The General Secretary is working with others to discern how to continue our equity, diversity, and inclusion work.

The General Secretary noted the birthday of the Clerk of Interim Meeting; we celebrated the occasion in song. After a break, we continued in song with "Lift Every Voice and Sing." Dyresha Harris (Catoctin) presented us with queries: "What faith must we have to look at our dark past? What faith do we gain from looking at our dark past? What hope and opportunity does this present moment bring us?"

**12018-09** *Racism.* Marcy Baker Seitel (Adelphi), Ad Hoc Growing Diverse Leadership Committee Clerk, reported. Marcy asked us to share actions local Meetings have taken regarding racism.

We heard of Meetings that have completed demographic surveys, in some cases adding information on sexual orientation.

We heard of Charlottesville public and school showings of the film "I'm Not Racist...Am I?" accompanied by training; Charlottesville Friends meeting has now embraced this effort,

and a support committee has been created for the person behind it. Charlottesville Friends have worshiped at demonstrations and counter-demonstrations in the city. Charlottesville has seen a surge in new members and young people taking leadership roles.

We heard of a Warrington Quarterly Meeting workshop held in conjunction with its most recent session; it used some of the material used at our latest Interim Meeting and other material as well.

We heard of Bethesda Friends presences at the city's farmers market with "Black Lives Matter" signs and literature; Bethesda Friends have also presented programs at a city library and plan to resume when the library reopens.

We heard of the removal of four Confederate statues in Baltimore, and of vigils that had been held at the statue sites in recent years.

We heard of a group at Friends Meeting of Washington that considered "Waking Up White," visited its committees to ask what they might do (and learning what committees thought others might do), and corresponding with Friends Fiduciary Corporation to learn what it is doing about racism.

David Etheridge (Washington), Working Group on Racism Clerk, presented a brochure on change groups prepared by the Working Group on Racism and the Ad Hoc Growing Diverse Leadership Committee; the text of the brochure is attached. David noted that wanting to stop creating pain is an important reason for work on racism; there are also theological and practical reasons for the work. Work is most effectively carried out at local Meetings since different Meetings face very different circumstances. David highlighted the resources listed in the brochure that are available from the Yearly Meeting for local Meeting work.

We heard that the Yearly Meeting's web site has a page devoted to change groups.

**12018-10 Youth Safety Policy Working Group.** Natalie Finegar (Sandy Spring) reported on behalf of the Youth Safety Policy Working Group. The Group has drafted a revised Youth Safety Policy; the revised draft is attached.

Natalie briefly described the composition of the Working Group and its charge. The recommended revisions reflect the results of an attorney's review of our policy and concerns of the Camping Program Committee and Youth Programs Committee regarding our policy's "two adult guideline."

We **APPROVED** the revised Youth Safety Policy presented by the Youth Safety Policy Working Group. Natalie undertook to ensure that local Meetings are informed of revisions to the Yearly Meeting's Youth Safety Policy. We directed our Manual of Procedure Committee to update the Youth Safety Policy as it appears in the manual. (M of P)

**12018-11 Treasurer's report.** Tom Hill (Charlottesville), Treasurer, presented a year-end financial report; the unaudited year-end statements of activities and financial position are attached.

Tom noted that the Generally Accepted Accounting Principles that apply to our group require our use of accrual accounting rather than cash accounting and require careful tracking of donor restrictions.

Tom anticipated that the addition of information about the Miles White Beneficial Society of Baltimore City to our annual report will result in an unqualified (“clean”) audit for 2017.

Tom summarized: we ended 2017 with more property and equipment, more debt, and less available cash than at the end of 2016; bathhouse construction was a large factor in these changes.

For 2017, unrestricted contributions were higher than for 2016 but under budget while operating expenses were higher than for 2016 and even more under budget; all told there is a small operating surplus rather than the budgeted operating deficit.

For 2017, restricted contributions were lower than for 2016 and below budget. While there was a gain in the market value of investments, there was a restricted activities deficit rather than a surplus as in 2016 and as budgeted.

Overall there was a surplus that was somewhat less than what was budgeted.

Tom cautioned us that some unrealized gains will be reallocated when the audit is completed.

We **ACCEPTED** the Treasurer’s report.

**12018-12 Development Director’s report.** Ann Venable, Development Director, reported; the written version of the report is attached. Ann noted that pledged gifts are counted when they are pledged rather than when they are given.

**12018-13 Apportionment Subcommittee.** Lee Henkel (Floyd), Stewardship and Finance Committee Co-Clerk, reported on behalf of its Apportionment Subcommittee. Lee expects that, with the amount to be raised from apportionment unchanging and local Meeting income increasing, a lower fraction of Meetings’ income will be needed for apportionment next year, though not less than 24%.

**12018-14 Nominating Committee.** Erik Hanson (Sandy Spring) and Deborah Haines (Alexandria), Nominating Committee Co-Clerks, reported.

On this first and only reading, we **APPROVED** Kathryn Gilbert (Washington) for the Sandy Spring Friends School Board through 2021 and Jamie DeMarco (Adelphi) as Friends Peace Teams alternate representative through 2021.

We **ACCEPTED** these resignations: Windy Cooler (Sandy Spring) and Michael Newheart (Adelphi) from Religious Education Committee; Marika Cutler (Bethesda) from Ministry and Pastoral Care Committee; and Phil Favero (Annapolis) from Unity with Nature Committee.

Deborah solicited suggestions for names of folks not currently involved with the Yearly Meeting who might become involved. Deborah noted a 4/21/2018 clerking workshop at Sandy Spring Community House from 10:00 to 3:00; the workshop is open to anyone who wants to come.

**12018-15 Naming Committee.** On the first and only reading, we **APPROVED** this: we named Betsy Tobin (Frederick) and Dave French (Menallen) to serve on our Naming Committee.

**12018-16 Supervisory Committee.** Ken Stockbridge (Patapsco), Yearly Meeting Presiding Clerk, began sternly presiding. Marcy Baker Seitel (Adelphi), Supervisory Committee Clerk, reported. Marcy presented the Committee's annual report; the written version of the report is attached.

Marcy presented Supervisory Committee's "Proposal for BYM's making decisions between Interim Meetings;" the written version of the proposal is attached. Marcy noted that the proposed policy has worked as recently practiced by Supervisory Committee. We heard a sense that enabling Supervisory Committee to take action avoids the need for the General Secretary to take unilateral action. We **APPROVED** this: we forwarded Supervisory Committee's suggested language on making decisions between Interim Meetings to our Manual of Procedure Committee. (M of P)

Marcy reported that Supervisory Committee endorsed the 4/4/2018 National Council of ChurchesACT (Awaken, Confront, Transform) to End Racism Rally.

Marcy Baker Seitel resumed presiding.

**12018-17 Manual of Procedure.** Peggy Dyson-Cobb (Maury River) reported on behalf of Manual of Procedure Committee. Peggy presented changes to the manual recommended by the Committee; the written version of the presentation is attached.

We **APPROVED** Manual of Procedure Committee's recommended substantive changes to the manual on Peace and Social Concerns Committee and Quaker House for forwarding to our next Annual Session. We will try out the Committee's suggesting to flag Interim Meeting decisions requiring changes to the manual with "(M of P)."

**12018-18 Yearly Meeting Presiding Clerk's report.** Ken Stockbridge (Patapsco), Yearly Meeting Presiding Clerk, reported; the written version of the report is attached.

We heard a question of why the report focuses on Friends General Conference (FGC) rather than Friends United Meeting (FUM); this resulted from Ken's invitation to take part in an FGC panel (and the aftermath).

We **ACCEPTED** the Yearly Meeting Presiding Clerk's report.

**12018-19 Closing.** We heard, improved, and **APPROVED** these minutes.

We **ADJOURNED**, to gather next on 6/9/2018 at Frederick Friends Meeting's Meeting House in Frederick, Maryland, or at the call of the Clerk of Interim Meeting.

Marcy Baker Seitel, presiding  
Ken Stockbridge, presiding

Arthur David Olson, recording

## **ATTACHMENT I2018-01**

### **FRIENDS IN ATTENDANCE**

**Adelphi:** Nikki Richards, Jolee Robinson, Marcy Baker Seitel; **Alexandria:** Deborah Haines, Paul Jacob; **Annapolis:** Karen Cunnyngham; **Baltimore, Stony Run:** Margaret Boyd Meyer, Elizabeth DuVerlie, Karie Firoozmand, Fred Leonard; **Bethesda:** Alexandra Bell, Peirce Hammond, Liz Hofmeister, Susan Kaul; **Blacksburg:** Estill Putney; **Charlottesville:** Judy Cahill, Miranda Elliott Rader, Linda Goldstein, Barbarie Hill, Tom Hill, Chip Tucker; **Deer Creek:** Becca Gardner Rhudy; **Dunnings Creek:** Susan Williams; **Floyd:** Sharon Custer-Bogges, Lee Henkel, Kim O'Donnell, Virginia Welton; **Frederick:** Carlotta Joyner, Betsy Tobin, Greg Tobin; **Friends Meeting of Washington:** Mary Campbell, David Etheridge, Marsha Holliday; **Herndon:** Louisa Davis, Margaret Fisher, Cathy Tunis, Harry Tunis; **Homewood:** Kathryn Munnell; **Hopewell Centre:** Josh Riley; **Langley Hill:** Sheila Bach, Bill Mims, Rebecca Rawls; **Maury River:** Peggy Dyson-Cobb; **Menallen:** Dave French, Donna Kolaetis; **Patapsco:** Bob Rhudy, Ken Stockbridge; **Richmond:** Ellen Johnson Arginteanu, Denna Joy; **Sandy Spring:** Michael Conklin, Natalie Finegar, Wayne Finegar, Erik Hanson, Deborah Legowski, Margo Lehman, Jim Lynn, Ned Stowe; **Takoma Park:** Arthur David Olson; **Valley:** Lois Carter Crawford, Don Crawford; **Yearly Meeting Staff:** Dyresha Harris, Ann Venable.

## **ATTACHMENT I2018-02**

### **SURVEY ON ANNUAL SESSION SCHEDULE**

#### **Survey on Annual Session Schedule**

1. Do you attend Baltimore Yearly Meeting Annual Session, at least sometimes?

*If yes, go to the next question. If no, skip the next question and go to question 3.*

2. Please list up to three reasons you come to BYM Annual Session.

3. Please list up to three things that keep you from coming to BYM Annual Session.

*If you have never been to Annual Session, you can stop here with our thanks.*

4. Thinking back on a recent Annual Session you attended, please mention up to three things that made you glad you came.

5. Was there anything that tired or bored you or felt like a waste of your time? If so, what?

6. People come and go all week at Annual Session, with many leaving on Saturday. If you are one of those who leave before Annual Session is over, please tell us why that works best for you.



7. Are there changes we could make that would make it more likely you would stay through lunch on Sunday? If so, what are they?

8. Are there any changes to the Annual Session schedule would you like to see?

If you would like to discuss these issues further with a member of the Program Committee, please provide your name and preferred contact information.

Thank you!

## ATTACHMENT I2018-03

### LETTER OF SUPPORT FOR WINDY COOLER'S MINISTRY

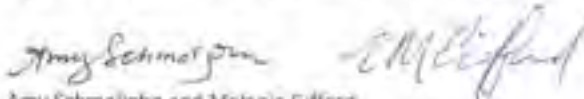
Dear Friends,

Windy Cooler, a beloved long time and active attendee of Baltimore Yearly Meeting and Sandy Spring Friends Meeting (MD), has opened to us her leading and ministry on "Family Life." Her support committee from EVM's Ministry and Pastoral Care (M&PC) Committee tested her leading to listen to the experiences of others about how we are connecting to our meetings as families including deepening her care for family life issues as it affects Quakers and meetings. We find the leading true and a gift she has been given and one that she cannot ignore.

Windy's current course work for her Masters of Divinity from Earlham School of Religion (ESR) has provided her spiritual grounding and context for deepening her care for Quaker family life issues. As a recognition for her calling, she received an "Innovation Grant" from ESR in early 2018 to help fund her further research and travels and jumpstart additional fundraising efforts. During these travels she hopes to connect with other Friends, Meetings, and Yearly Meetings across the U.S. through confidential interviews and conversations. Her travels will be a listening ministry focused on the spiritual health of our families and the connectivity and community present in Monthly and Yearly Meetings.

The M&PC Committee unites with Windy's leading. Windy has a strong sense of purpose and an openness to be prepared for some deep, and perhaps hard, conversations to come. She hopes to share her knowledge through workshops and other events and ultimately be released to write a "Spiritual State of Our Families" report this fall. Windy's queries for her travels start with: - Who is your family? - How is your family connected to your Monthly and Yearly Meetings? We trust that you will benefit, as we have, from hearing her insights and experiences as she explores the role of family in Meetings and Quaker lives. We commend her to your care and hospitality.

Approved and minuted at our Committee's Meeting held February 10, 2018.



Amy Schmaljohn and Melodie Gifford,  
co-Clerks Ministry and Pastoral Care Committee Baltimore Yearly Meeting

# ATTACHMENT I2018-04 RETURNED TRAVEL MINUTE FOR JOLEE ROBINSON

## Adelphi Monthly Meeting

of the Religious Society of Friends

1201 Menasco Rd  
Adelphi, Maryland 20786  
(301) 465-1114

Dear Friends,

Greetings from Adelphi Monthly Meeting and Baltimore Yearly Meeting of the Religious Society of Friends

Jolee Robinson, a beloved member of our Meeting, has opened to us her leading to travel among Friends, listening attentively to others and bearing faithful and honest witness to her deeply held spiritual understandings. Her leading is to share in fellowship and worship with Quakers from other branches of the Religious Society of Friends.

Among her countless acts of service to our Meeting over many years, Jolee currently serves on the Ministry & Witness Committee. Jolee's broad experiences within the Religious Society of Friends include extensive travel. She has served on the Baltimore Yearly Meeting Working Group on Intercorrelation and, since 2010, has visited FIM Triennial, USPW Triennial, Wilmington Yearly Meeting, Indiana Yearly Meeting, North Carolina Yearly Meeting, Evangelical Friends Church Eastern Region Yearly Meeting, and 11 monthly meetings in Cuba.

Our Meeting arises with Jolee's leading. We are fortunate to share with other Quakers through Jolee. We know you will find her filled with the blessings of joy and good humor, intelligence, experience and thoughtfulness. We commend Jolee to your care and hospitality.

Approved and entered at our meeting for business held on the 12th of Second Month, 2017.

Michael Levi, Clerk  
Adelphi Friends Meeting  
Adelphi, Maryland

Entered by  
Baltimore Yearly Meeting  
03/18/18

Mary Beth Smith  
Clerk of Baltimore Meeting

Thank you for  
Attending NYM  
Miss. Kelly  
Recording Clerk

It was a  
Joy to have  
Jolee & Jolee  
at Indiana  
Yearly Meeting  
this year.  
Thank you  
for supporting  
them

Thank you for  
attending EACER  
Yearly Meeting.  
Bill Smith  
Charles D. Hopper  
July 22, 2017 (Clerk)

Stephen Howell  
Presiding Clerk  
7-29-17

# Adelphi Monthly Meeting

of the Religion Society of Friends  
260 Mount Rd.  
Adelphi, Maryland 20703  
(301) 445-1134

Muy queridos Amigos,

Saludos de la Junta Mensual de Adelphi y la Junta Anual de Relaciones de la Sociedad Religiosa de los Amigos.

Jules Robinson, cocreadora muy querida de nuestra junta, ha compartido con nosotros su deseo de viajar entre Amigos, de escuchar atentamente a los demás y de ofrecer un testimonio fiel y honesto de sus comprensiones espirituales más profundas. Su propósito es compartir en fraternización y adoración espiritual con Amigos de otras juntas de la Sociedad Religiosa de los Amigos.

Entre sus múltiples roles de servicio para nuestra junta, Jules participó en el Comité de Ministerio y Adoración. Sus amplias experiencias de Jabb dentro de la Sociedad Religiosa de los Amigos ha incluido muchos viajes. Participó en el Comité de la Junta Anual de Relaciones para el fin de interconexión, y desde 2010, ha participado en las Juntas Trienales de FUM, la Junta Trienal de la Ministra Muebles de la Sociedad de los Amigos (UMPT) en Kenia, las Juntas Anuales de Whittington, Indiana, North Carolina, y Evangelical Friends Church Eastern Region como parte de esta iniciativa, así como 11 Juntas Mensuales en Cuba.

Nuestra junta se une con el propósito de Jules. Nos sentimos honrados de poder compartir con otros compañeros a través de ella. Estamos seguros que estarán encantados en Jabb en persona. Besos de alegría, buena noche, bienvenida, esperanza y paz. Bienvenidos a todos a nuestro hogar y hospitalidad.

Agradada y registrada en nuestra junta para el fin de asuntos administrativos el día 18 del mes de febrero, de 2017.

  
Michael Levi, Clerk  
Adelphi Friends Meeting  
Adelphi, Maryland

Adelphi 2017  
Jules, Nancy, de Baltimore  
y otros, Cobin Salt  
clark de esta junta  
el día 18 de febrero de  
este mes de 2017

*Para una hermana como  
Jules no hay palabras, solo  
dices en su momento de la vida en un mundo  
tan complicado, el la bendice y ella nos bendice  
a todos. Gracias por su amor y dedicación.  
Amor 2017*

*Con mucho amor y un fuerte abrazo  
a mi Jules  
St. Peter  
Tu amor siempre*

*El concepto de vida de mi hermana y exponerla repite  
en esta esperanza que la paz de Dios cubra a su lado  
Jules, Marcel de North Carolina  
Yonah, Haroldo Lopez*

*Respecto a mi hermana Jules,  
su paz, su amor y su fe, su presencia y amor de  
algunos amigos de la junta de esta junta  
entre los miembros.  
Respeto  
Mami de  
Christina y su familia  
y el amor*

## ATTACHMENT I2018-05 TRAVEL MINUTE FOR JADE EATON

### Adelphi Monthly Meeting

of the Religious Society of Friends

2303 Metzgerott Rd.  
Adelphi, Maryland 20783  
(301) 445-1114

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March 11, 2018

Dear Friends,

Greetings from Adelphi Monthly Meeting and Baltimore Yearly Meeting of the Religious Society of Friends.

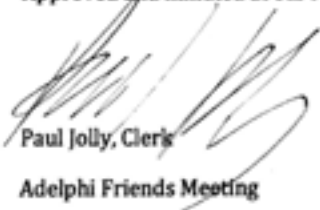
Jade Eaton, a beloved member our Meeting, has opened to us her leading to travel among Friends, listening attentively to others and bearing faithful and honest witness to her deeply held spiritual understandings. Her leading is to share in fellowship and worship from other branches of the Religious Society of Friends.

Among her countless acts of service over many years, Jade has served as Clerk of Adelphi Meeting and various committees including Adult Religious Education, Library, and Ministry and Worship committees, as a member of and clerk of the School Committee of Friends Community School, a school founded by Adelphi Meeting which is now independently operating. She is currently clerk of Trustees for our Meeting.

In 2017, Jade tested her leading by traveling as a companion to a member of the Intervisitation Working Group of Baltimore Yearly Meeting. This has led her to seek clearness to become a traveler.

Our Meeting unites with Jade's leading. We are fortunate to share with other Quakers through Jade. We know you will find her filled with deep spiritual understandings, caring, joy, intelligence, and thoughtfulness. We commend Jade to your care and hospitality.

Approved and minuted at our Meeting for Business held on the 11<sup>th</sup> of Fourth Month, 2018.



Paul Jolly, Clerk

Adelphi Friends Meeting

Adelphi, Maryland

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## ATTACHMENT I2018-05

### TRAVEL MINUTE FOR PATTI NESBITT AND MICHAEL CONKLIN



*The Sandy Spring Friends Meeting House*

**SANDY SPRING MONTHLY MEETING**  
**OF THE RELIGIOUS SOCIETY OF FRIENDS**  
**17715 MEETING HOUSE ROAD**  
**SANDY SPRING, MARYLAND 20860**  
**301-774-9792**  
e-mail: [office@sandyspring.org](mailto:office@sandyspring.org)  
web site: [www.sandyspring.org](http://www.sandyspring.org)

Third Month, Fourth Day, 2018

Dear Friends,

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

Patti Nesbitt and Michael Conklin, beloved members of this Meeting, have opened to us their leading to worship, to listen, to learn, and to serve as they travel among Friends. Enriched by their recent 18 months of international travel among Friends, they feel a continuing leading to travel in the ministry to support the growing community of Friends. Their intentions are to strengthen our fellowship first among local Meetings within Baltimore Yearly Meeting, as a part of outreach envisioned by the BYM clerk and the BYM Intervisitation Working Group. Their understanding of traveling ministry has been seasoned by their yearlong service as Resident Friends in the Northern Monthly Meeting of New Zealand Yearly Meeting. Providing hospitality to both Kiwi and international travelers at Friends Centre in Auckland was a ministry of presence that grew their awareness of the need for more Quaker practices worldwide among both Friends and our troubled world. These knowings were emphasized everywhere else they traveled as they returned to Sandy Spring, including at Britain Yearly Meeting and several Meetings in England, Scotland and Sweden.

Back in Sandy Spring, Michael continues to be involved in peace and social justice issues, serves as our representative to the Friends Committee on National Legislation and volunteers there weekly. Michael is a retired wandering librarian with years of international service and a great sense of humor, and knows how to make everyone feel welcome. His ministry is anchored in Howard Thurman's guidance to honor that of God in all people, of all faiths, of all ethnicities and cultures.

Patti has served in a circle of support for two different Friends since returning home, taken on the clerkship of BYM's Intervisitation Working Group, and maintains an active spiritual friendship with a New Zealander supporting her work in spiritual nurture among Friends. She is emphatic about how the world needs Quakerism more now than ever. In the last 2 years, she led workshops on end of life care issues and prophetic ministry in multiple settings. She is a dedicated palliative care nurse focused on minimizing suffering and being a Friendly Presence to companion others during major transitions.

Our Meeting recognizes their breadth of vision, thoughtfulness, and empathy. Individually they are gifted, together they have a joyful clarity of purpose. We unite with Patti and Michael's leading and trust you will find their time amongst you fruitful, prayerful, and enriching. We send you our loving greetings, and commend them to your care and hospitality.

Yours sincerely in the Light,

Natalie Finegar  
Clerk, Sandy Spring Monthly Meeting

Marcy Seitel  
Clerk of Interim Meeting  
Baltimore Yearly Meeting

## **ATTACHMENT I2018-06**

### **WORKING GROUP ON REFUGEES, IMMIGRANTS, AND SANCTUARY REPORT**

#### **Working group on Refugees, Immigration & Sanctuary under the care of BYM Peace & Social Concerns Committee**

Across the Baltimore Yearly Meeting, many Monthly Meetings and individuals are responding to the crisis of immigration, migration and asylum seekers in the wider world and in our communities. In September 2017, representatives from a dozen Meetings agreed to form a “working group on refugees, immigration and sanctuary”.

Those who agreed to serve are: Bette Hoover (Sandy Spring), Lauren Brownlee (Bethesda), Jim Bell (FMW), Annette Breiling (Frederick), Maria Brown (Stoney Run), Roselle Clark (Midlothian), Kathy Fox (Maury River), Deb Hurley (Patapsco), Sheila Kryston (Goose Creek), Erinn Camp Mansour (Sandy Spring), Will McCabe (Goose Creek), Erin Murphy (FMW), Jon Nafziger (Charlottesville), Linda Rabben (Adelphi), Anna Rubin (Patapsco).

An email address [refugees@bym-rsf.org](mailto:refugees@bym-rsf.org) was set up for the group by BYM office staff. Working group members are encouraged to use this as a means to communicate with each other. Initially our stated intention was to 1.)share what we are doing at our Meeting(s) 2.) get inspired from what others are doing and 3.)build a network across our Yearly Meeting on issues of immigration. Although a web based site for sharing documents and information was suggested, this has not yet materialized.

In the DC Metro area, many of us have participated in rallies, marches and actions in the past months. This photo was taken on December 6th, 2017, on the East steps of the Capitol in Washington DC. The rally to support Dreamers/DACA was organized by United We Dream and CASA de Maryland (aka WeAreCasa). Those of us arrested (197 people) carried pictures of Dreamers that included their real life stories. Undocumented young people were among those arrested for the civil disobedience and seemed fearless as they spoke up loudly and clearly.



Several of us make regular visits to Maryland Detention Centers with the organization [DCDetentionVisitation.org](http://DCDetentionVisitation.org). The detention centers/prisons in Howard, Frederick and Worcester Counties house upwards of 500 people on any given day. The stories we hear are depressing and unjust and there seems so little we can do to help. Those detained are so appreciative of our Friendly visits for they get to talk with someone from the “outside”. Several of our Meetings are members of [sanctuarydmv.org](http://sanctuarydmv.org) and DMVSanctuary Congregation Network, a part of the PICO network ([akleinmayer@piconetwork.org](mailto:akleinmayer@piconetwork.org)) These networks offer workshops on accompaniment, know your rights trainings and keep us informed. Sandy Spring, Adelphi, FMW, Bethesda and Herndon are among the Meetings in the network. (Even if your Meeting has not yet decided to become a part of the network, individuals or committees - like a Peace Committee - could sign on.)

Friends Meeting of Washington has offered events and workshops that included immigration attorneys, Detention Visitation training and others.

Baltimore Meetings (Stoney Run and Homewood) continue to care for refugee families and are part of an immigration network that supports their work. Syrian, Eritrean, and Somali families benefit from their efforts. Patapsco Friends have a network of members and attenders supporting a Syrian family.

Midlothian, Richmond, and Charlottesville meetings have been actively involved with the Central Virginia Sanctuary Congregation Network (CVSN), which is connected to the Virginia Interfaith Center for Public Policy (VICPP). There is a lot going on with the General Assembly, and Friends volunteer as “witness at the capitol” observers. In addition, many Friends are planning to attend the Day for All People at the General Assembly on Jan. 23.

Midlothian Friends Meeting has decided to focus on their immigrant students. They are investigating the circumstances under which the public schools might collaborate with ICE. So far, they have not uncovered any major offenses, but it is hard to find out information due to confidentiality. They have reached out to Legal Aid, the ACLU, and the school system for more information.

The School Board of Broward County, FL has approved a resolution designed to protect immigrant students (read about it in AFSC), and thus, Friends are using that resolution as a model for what they want to see in Chesterfield schools. (Btw, AFSC has been offering a series of webinars on Sanctuary Everywhere). Midlothian Meeting is trying to educate the community and will be showing the movie, Documented on March 3 to give a face to the immigration struggle.

The new clerk of the sanctuary committee at Richmond Meeting is Ellen Arginteanu: [elenandjulesarginteanu@yahoo.com](mailto:elenandjulesarginteanu@yahoo.com).

This report is just a snippet. There is so much more work in process among us. Let’s meet at BYM Networking Day on March 24th at Friends Meeting School to continue this conversation. In the meantime, you can email me, Bette Hoover [bette@justpeacecircles.org](mailto:bette@justpeacecircles.org) or send a message to the group [refugees@bym-rsf.org](mailto:refugees@bym-rsf.org).

## ATTACHMENT I2018-07

### AN APPEAL FOR EARTH DAY, 2018

#### To Save the Earth, Curb Militarism!

#### An appeal for Earth Day, 2018

*Our five organizations, CODEPINK, Environmentalists Against War, Just World Educational, Traprock Center for Peace & Justice, and World Beyond War, invite citizens and organizations around the U.S. to express support for the following statement. The text is posted online at [bit.ly/EarthDayAppeal](http://bit.ly/EarthDayAppeal), along with a link to the sign-up page.*

Fighting wars and preparing our military for war are activities that inflict numerous forms of damage on the global ecosystem, including by emitting dangerous amounts of greenhouse gases.

The Department of Energy's own numbers reveal that in FY2016 the Department of Defense emitted more than 66.2 million metric tons of CO<sub>2</sub> equivalent (MMTCO<sub>2</sub>e) into the atmosphere.<sup>1</sup> That was more than the emissions from Sweden, Norway, Denmark, Ireland, or 160 other nations.<sup>2</sup> Other war or security agencies undoubtedly added to the total. Regarding just one recent war, a 2008 study from Oil Change International calculated that during the first five years of the Iraq War, the conflict generated at least 141 MMTCO<sub>2</sub>e, most of it emitted by the U.S. military.<sup>3</sup>

Meanwhile, the United States continues to hold 6,800 nuclear warheads, 45.5% of the world's total. While 2,800 of these are "retired" and slated for dismantlement, the Trump Administration's 2018 Nuclear Posture Review has proposed expanding the country's nuclear capabilities. Most existing US nukes are many times more powerful than those dropped on Hiroshima and Nagasaki in 1945; many have a globe-girdling range; and 1,800 of them are deployed for use at just a few minutes' notice.<sup>4</sup>

Despite the well-documented harms that militarism causes to the environment at home and worldwide, the Pentagon, related agencies, and many military industries have been granted special exemptions from the environmental regulations that govern all other activities in the United States. Current or former military-related installations form a high proportion of the 1,300 sites on the EPA's "Superfund" list.<sup>5</sup>

**On Earth Day 2018, we appeal to our fellow citizens to recognize the damage that warfare and preparations for war inflict on our land, air, water, and climate; to commit to educating others about these impacts; and to advocate for the following policies, which can reduce and start to repair the damage that militarism inflicts on the Earth:**

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1 Source: DOE, at [bit.ly/GHGsfmUSG](http://bit.ly/GHGsfmUSG). Click through to settings for 2016 and Department of Defense.

2 Source: Global Carbon Atlas, at [bit.ly/2CFjxrS](http://bit.ly/2CFjxrS). Click on "Chart view" on right sidebar.

3 Source: [bit.ly/2HvBAcR](http://bit.ly/2HvBAcR).

4 Source: Federation of American Scientists, at [bit.ly/2EXWe6I](http://bit.ly/2EXWe6I).

5 Source: EPA, at [bit.ly/2oqtwlp](http://bit.ly/2oqtwlp).



- Subject the Pentagon and all other security agencies to normal environmental
- regulations and audits, stopping the exemptions granted to these agencies.
- Fully fund the cleanup of U.S. military installations at home and overseas.
- Shift our foreign policies from war-fighting to diplomacy, including through support of
- the United Nations and other avenues for the peaceful resolution of differences.
- Dramatically reduce the Pentagon's global network of nearly 800 bases in more than
- 70 foreign nations and territories.
- Convert weapons industries into industries that meet pressing social needs including
- mass transit, hazardous waste cleanup, health, housing, education, renewable
- energy, and further development of energy-efficient technologies.
- Reduce the US nuclear arsenal and work with other nations to abolish nuclear
- weapons.

## **ATTACHMENT I2018-09**

### **CHANGE GROUP BROCHURE**

**You are Invited to Help Friends in Your Meeting Live as Members of  
the Blessed Community**

**Baltimore Yearly Meeting  
Working Group on Racism 2018**

#### **THE INVITATION**

Please consider being part of a Change Group providing leadership for your Meeting to lower barriers to Friends and seekers of color. Since each Meeting is different, Change Groups vary. Some Meetings have created new groups, while in others, pre-existing committees have taken up the charge of a Change Group.

Because each Meeting and its surrounding community are unique, you are likely to be most effective working in your local Meeting. You tend to know that Meeting, the surrounding community, and the resources available in both. You are also often well known by your Meeting and community.

As Arlene Kelley has pointed out in Friends Journal, we are not a homogenous community seeking to become more diverse, but rather an incomplete community seeking to become more whole. We heard at the BYM Called Interim Meeting in November 2017, "Over time we are taught (whether through fear, hurt, discomfort, or a sense of superiority/inferiority) to look away from each other. However, it is possible to reclaim our connection by examining the things that interfere with it."

#### **THE NEED FOR CHANGE**

We learned about some of what is interfering with that connection at the 2017 Annual Ses-

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sions. A Friend of color told us of times when Friends made comments to her revealing that they viewed her as “other” because of her color. There are long-lasting health effects associated with such repeated painful experiences. Those effects include psychological issues such as ADHD, low self-esteem, low academic motivation and depression as well as stress-related illnesses like stroke, high blood pressure and heart attacks.

People of color who are drawn to our spirituality must decide whether the spiritual nurture in our Meetings is so important that they will endure being among Friends who treat them as “other.”

Fortunately, some people of color are willing to do so. Others, however, decide the cost is too great. Both our Meetings and potential Friends lose when that happens.

This challenge is not unique to Quakers. Many other faith communities struggle with it—some of them successfully. The BYM Working Group on Racism has identified several congregations in our area that have made themselves more whole and become multicultural. To succeed, however, someone must take the initiative and sustain it over time. Your work and leadership in a Change Group can help your Meeting succeed.

### **WHAT CHANGE GROUPS DO**

1. Meet regularly and consistently.
2. Engage in assessment and discernment including on behaviors and systems within the Meeting that may contribute to racial bias and/or inequity as well as on strengths or resources within the Meeting that can help Friends move forward.
3. Recommend concrete steps and actions to the Meeting and help carry them out.
4. Share information about their Meeting’s experiences and progress to help other Meetings learn and connect.

### **RESOURCES FOR THE JOURNEY**

The Yearly Meeting supports Change Group efforts in many ways:

1. Curating a growing list of ideas to reach your goals.
2. Developing resources to use in your Meeting.
3. Arranging visits to your Meeting by Friends or others who can help with your work.
4. Updating you regularly by email and on the BYM website about books, speakers, videos, podcasts, curricula, and other helpful resources.
5. Providing brief monthly items for your Meeting’s newsletter on racism and antiracism.
6. Facilitating communication among Change Groups so we can inspire each other.
7. Conducting confidential focus groups of Friends of color about their experiences in Quaker Meetings and communicating their insights to Change Groups.

If you are interested in starting or joining a Change Group at your local Meeting, let us know by contacting the BYM Working Group on Racism at [wgr@bym-rsf.org](mailto:wgr@bym-rsf.org).

### **Baltimore Yearly Meeting's Vision and Commitment**

At the 2016 Baltimore Yearly Meeting Annual Sessions we changed our Vision Statement to declare:

*"We Friends are of many skin colors, ethnicities, socio- economic backgrounds, gender identities, sexual orientations, abilities, stages of life, and socially constructed racial identities. ... We aspire to live as members of the blessed community, which is one of liberation, equity, and great diversity across all differences."*

By using the verb "aspire" we acknowledged that our vision is not yet a reality and committed ourselves to making the changes needed to make it happen.

## **ATTACHMENT I2018-10 REVISED YOUTH SAFETY POLICY**

**Why revise the BYM Youth Safety Policy now?  
From the BYM Youth Safety Policy Working Group  
3/13/18**

The Youth Safety Policy Working Group (YSPWG) is under the care of the Trustees. Members include the General Secretary, Youth Program Manager, Camping Program Manager, Presiding Clerk, and the Clerks or designated representatives of the Trustees, Supervisory, Camping Program, Youth Programs, and Religious Education committees, and Junior Yearly Meeting staff. YSPWG meets at least once per year to review the current Youth Safety Policy, and to discuss any concerns that may have arisen.

The YSPWG and the Trustees recommend the attached revised and updated Youth Safety Policy for Interim Meeting approval. The revisions are based upon BYM's experience over the past five years, input from the above listed committees and staff, review by BYM's attorney, and review by the Trustees. The following summarizes the reasons for the proposed changes.

- 1) In 2016, we asked our attorney to review our policy. She found that state laws had changed significantly since the 2013 version was written. This draft revision incorporates those changes.

Note: BYM program managers keep current and comply with all relevant changes in state laws concerning youth safety as they occur. The changes to state youth safety laws reflected in this revised document have already been incorporated into our program training and practices.

2) In 2017, the Camping Program Committee (CPC) raised concerns about the feasibility of implementing the “Two-Adult Guideline.” BYM is fully committed to the safety of our campers, and the CPC believes our hiring processes, training, layered supervision, and matrix of support for our counselors offer the best protection possible for both campers and staff. BYM camping programs meet or exceed all state requirements for staff-camper ratios. However, camping program staff report that it is very difficult to uphold BYM’s “Two-Adult Guideline”. There are numerous instances during the course of any given day during camp when this guideline cannot be upheld for various practical reasons. A more feasible and realistic policy would be to “avoid one adult alone with one child.” Camp staff were concerned a) to avoid being put in a situation where they must promise (in writing) to uphold a policy that they knew they often would be unable to implement (staff feel this lacks honesty and integrity); and b) to avoid the potential legal exposure that the failure to implement an unworkable policy may cause for BYM. We asked our attorney to comment on this. This draft revision incorporates her recommended changes to address this concern.

3) In 2017, the Youth Programs Committee also raised concerns about the feasibility of implementing the “Two Adult Guideline.” BYM offers year-round youth programs at locations across the Mid-Atlantic region. Often times, this involves a single adult volunteer or staff person driving a van full of kids to or from the location of the gathering. Although all other aspects of the Youth Safety Policy are observed, it would be difficult and costly to enforce the “Two-Adult” rule in all such cases. We asked our attorney to comment on whether there was sufficient legal flexibility in the “Two-Adult Guideline” so as to limit potential legal exposure that this may cause. This revision incorporates her recommended changes to address this concern.

## Baltimore Yearly Meeting Youth Safety Policy

*Originally Approved October 17, 2009 at BYM Interim Meeting*

**Updated 2018**

### Purpose Statement

Baltimore Yearly Meeting (BYM) seeks to provide a safe and secure environment for the children and youth who participate in our programs and activities. We strive to provide an atmosphere of openness and trust among children, among adults, and between children and adults. We seek Divine guidance in all aspects of our programming, operations and staffing. We affirm that the adults in our programs have the responsibility for the safety and care of all, but especially the children in our programs. We recognize that youth safety depends fundamentally upon the quality of our hiring and screening processes, the training we provide for our staff and volunteers, layered supervision, and the matrix of support we provide for our staff and volunteers. Beyond written policies, we recognize that careful attention and vigilance needs to be maintained to nurture this atmosphere and provide individuals the opportunity to experience safety in our community.

Commented [N51]: Sentence added at request of Camping Program Committee

All of our youth programs honor that of God in every person. After research, thought, discussion, and prayer, we have created this policy and procedures to promote the safety of all within the Yearly Meeting community while respecting the Light within each of us. The policy set forth in this document acknowledges that each of our youth programs is unique and has different operating norms. Therefore, this document strives to provide overarching policies and guidelines which allow each program the flexibility needed to operate. These procedures focus on preventing harm, responding in a timely and appropriate way to suspicions or incidents of child abuse, and offering support, clarity and allowing room for healing. By implementing the following practices, our goal is to maintain high-quality care and protection of the children and youth of Baltimore Yearly Meeting. The Yearly Meeting also seeks to protect from false accusations all who work with and support any of the Yearly Meeting's programs.

### Definitions

For purposes of this policy, the terms "child," "children," "youth," or "minors" include all persons under the age of eighteen (18) years. "Youth Worker" refers to someone who is working within Yearly Meeting programs for youth, including paid staff, work-grant recipients and volunteers. "Applicant" refers to anyone who is applying to be a youth worker. "Participant" is any individual, regardless of age, who is not working, but participating in a Youth Program.

Support workers are those who assist in various youth programs by doing jobs necessary to such programs, but who are not involved in directly ministering to youth. By way of example, these workers include, but are not limited to, kitchen staff, groundskeepers and bus drivers. For purposes of this policy, these staff and volunteers shall be referred to as "Support Workers."

Within BYM programs - which include, but are not limited to, the Junior Yearly Meeting program, the BYM Youth Programs, and the BYM Camping programs - some "youths" may indeed be "Youth Workers," while some people over the age of 18 may be "participants." Youth Workers who are under the age of 18 shall be referred to in this Policy as "Minor Youth Workers."

Those in charge of those programs shall be referred to in this Policy as "program managers."

**Preventive Measures**

BYM seeks to prevent the occurrence of child abuse within its programs. Prevention occurs in various ways that include: carefully screening applicants, checking references, conducting criminal background checks, and regularly re-checking criminal records. It also includes training on the signs and symptoms of possible child abuse, regular monitoring of staff during youth activities, ensuring this Policy is disseminated to all who work with youth, training on this Youth Safety Policy, and creating procedures appropriate for each youth program, and monitoring compliance with those procedures, especially those designed to limit situations of one youth meeting with one adult in a closed room that might give rise to the opportunity of child abuse.

**Selection of Workers for Positions Supervising Youth**

Year-round staff members involved with youth are hired by the General Secretary of BYM using a process that involves but is not limited to a written application, interview, reference checks and criminal background check. These year-round staff members oversee the various BYM programs for youth.

People who oversee the BYM programs serving youth are charged with the responsibility of discerning the suitability of staff and volunteers to work with our youth. All BYM employees and any persons who desire to work directly with the children participating in our programs and activities will be screened using the procedures below:

a. Written application:

All applicants for any Youth Worker position must complete an application. The applications for various BYM youth programs may differ slightly depending upon individual program needs. However, each application will request basic information from the applicant, and will inquire into such matters as previous experience with children and religious affiliation. It will require at least two references, employment information and disclosure of any criminal convictions. (See **Appendix A** for a copy of the application for use with all youth staff and camp staff: BYM staff and JYM volunteers.) Applicants with experience in one or more Quaker programs are encouraged to obtain one of their references from someone associated with that program, or from their Monthly Meeting. This shall not be a requirement.

Access to the completed application forms will be available to those reviewing the application, and to relevant BYM staff and committee clerks.

b. Applicant Interview:

Upon review of the applications, a personal interview will be conducted with all selected applicants to consider their suitability. The Camp Directors conduct interviews for the camp staff; the Junior Yearly Meeting committee clerks interview possible volunteer staff for JYM; and the Friendly Adult Presence (FAP) subcommittee interviews possible staff for BYM Young Friends and Junior Young Friends programs. Procedures for conducting and documenting the interview or training process will be determined by the particular youth program. Any concerns raised during the interview process should be noted in writing on or with the application, and signed and dated by the noting interviewer.

c. Reference Checks:

Before an applicant is permitted to work with children and youth in any BYM program, at least two of the applicant's personal references will be checked. Individuals familiar with the applicant but not identified by that applicant as a reference also may be contacted for input.

d. Six-Month Association Rule:

In an effort to ensure that we know the individuals who will help our youth develop and be asked to serve as role models, no unpaid worker will be considered for any positions involving supervisory contact with minors until they have been known to a Quaker community for a minimum of the previous six (6) months before applying for a position in a BYM youth program. Quaker communities may include Friends schools, Friends camps, Monthly Meetings or other Quaker organizations.

e. Exceptions to the selection process:

We recognize that there are some categories of workers which are not vetted using the above detailed application process, such as occasional workshop leaders and non-program-affiliated bus drivers. Notwithstanding, all such workers are still required to undergo a criminal background check unless program staff will be present at all times during the occasional person's direct contact with youth.

f. Criminal Background Check

A state/district and national criminal background check covering the jurisdiction in which the worker resides is required for all Youth Workers and Support Workers within BYM youth programs, excepting Minor Youth Workers. Until the background check is complete, no adult applicant will be allowed to volunteer or be employed in any of the youth programs. Periodic re-checks will occur, based on the specific youth program's need, but rechecks will occur no less frequently than every three years.

Before a background check is run, a prospective worker will be asked to complete and sign an authorization and release form as well as an information form allowing BYM to access this information and share it with appropriate personnel. (See **Appendix A** for Authorization & Release and Information forms.) A failure to disclose a criminal conviction on the background authorization form and/or declining to sign the authorization form will be a basis for prohibiting the individual from working with children or acting in a support capacity in our youth programs. An applicant will be provided with the opportunity to explain any extenuating circumstances regarding criminal convictions on the application.

Conviction of a crime does not automatically mean that someone could not work with children nor does it mean that they do not have gifts to offer the BYM community. But in order to protect the safety of our youth, individuals convicted of any of the following types of crimes will not be employed nor serve as volunteers in our youth programs:

Any crimes involving children such as, but not limited to, child abuse, sexual abuse, child neglect, child pornography, and human trafficking.

Additionally, in Maryland, employment in youth camps is prohibited to individuals who have been convicted of certain other crimes, including cruelty to animals, domestic violence, a weapon or firearm violation of federal or state laws, felonies, manufacturing, distributing, or dispensing a controlled dangerous substance, perjury, and reckless endangerment.

Additionally, applicants convicted of "barrier crimes", as defined by Virginia law, will not be placed in positions working with youth in any BYM programs located in Virginia. All other convictions will be assessed based on the type of crime, numbers of convictions and date(s) of convictions, and any other pertinent information to ascertain whether the individual is suited to working with youth at all, or at the time of the application.

The background check authorization form and results will be maintained in confidence in a locked file and/or in secured digital files at the BYM office or other BYM facility. Should the criminal background check indicate any convictions that would ban or limit the involvement of an applicant, the Yearly Meeting staff will communicate with the applicant and notify them of the reason they are not eligible to work with youth in BYM programs. The applicant has the right to review the report. If the applicant believes that the criminal background report is incorrect, they may go through the appropriate legal channels to correct it and then reapply. BYM staff will notify the person responsible for the appropriate program that the applicant is not currently eligible to work with youth. In these instances, the General Secretary, program manager and the appropriate program committee clerk will be consulted. The Yearly Meeting Presiding Clerk may substitute for the General Secretary, as needed.

Commented [N52]: Paragraph added as per change in Maryland law.

Commented [N53]: Amended to reflect current practice



**Minor Youth Workers**

Because of the difference in legal status between youths and those over 18, the selection process for Minor Youth Workers is somewhat different. We recognize that there may be times when it is necessary or desirable for workers (paid or volunteer) who are under age 18 to assist in caring for children during programs or activities. The following guidelines apply to such workers:

- Minor Youth Workers must be at least age 14; Note, the minimum age may be higher for some BYM youth programs based on the program, job description, location of where the program is conducted and the regulations in that jurisdiction.
- There should be an age gap of at least two years or two grade levels between Minor Youth Workers and the children under their care. Some programs may require a wider age gap.
- Minor Youth Workers must provide at least two references, with one preferably from their Monthly Meeting or another BYM program, or from a person in a position of responsibility concerning such experience at another Quaker or religious institution or other group. It should include information about the applicant's prior experience working with children.
- All Minor Youth Workers must have the express permission of a parent or guardian to engage in this ministry.
- Minor Youth Workers must be under the supervision of an adult at all times.
- Note: Criminal background checks are not available for minors.

**Worker-to-Youth Ratios**

Given that our Yearly Meeting youth programs serve children from infancy through early adulthood, each youth program will develop guidelines for its programs and events that identify the maximum number of participants that one worker may be responsible for supervising, in accordance with applicable laws. Programs employing workers under the age of eighteen (18) years will include in their guidelines the discernment as to the ages of children a Minor Youth Worker may care for, and the number of participants a Minor Youth Worker may reasonably be expected to work with.

**Supervision of Minors**

For the protection of all, one-on-one contact between adults and unrelated minors behind closed doors or in a secluded area is prohibited, except as may be required for medical or similar unavoidable purposes. When transporting minors at least two adults must transport a single minor participant, or at least two minors must be present if transported by a single adult, when possible. We encourage any private conversations to be held in public view. Workers are never to be alone with a child in a private bathroom/ or bathroom stall with the door closed. During times when there are not two adults present with a group of youth, another appropriate adult should be assigned to make periodic unannounced site checks to such group.

**Deleted: Two-Adult Guideline**  
¶

**Deleted:** For the protection of all, where possible, there should be at least two adult workers in attendance at all times when minors are being supervised during our programs and activities. One-on-one (adult-child) interactions behind closed doors or in a secluded area are prohibited, except as may be required for medical or similar purposes. Transportation of youth or support workers should conform to this guideline where possible.  
¶

**Open Door Guideline**

When a program involving youth uses a classroom or other meeting room, the door to the room should always remain open unless there is an uncovered window in the door or a side window beside it that provides a clear view into the room. Doors are never to be locked while youth are inside the room.

**Check-in/Check-out Procedure**

All programs which serve youth within BYM will have clear check-in and check-out procedures which ensure that the staff/volunteers can account for the number, identity and whereabouts of the youth under their care from arrival to departure. Each program will provide the particular procedures for these safeguards. Each such procedure should be submitted for approval to the program manager, or the person in charge.

**Discipline Policy**

BYM strives to create a safe and nurturing environment where youth of all ages can experience the community of Friends. Our program leaders and staff work hard to use conflict resolution familiar to Friends when the need arises. Physical discipline such as spanking, grabbing, or hitting children is unacceptable under any circumstance. Workers should consult with the program director or committee clerk if assistance is needed with disciplinary issues.

**Responding to Allegations of Child Abuse**

BYM operates in Maryland, Pennsylvania, Virginia, West Virginia and the District of Columbia, and the terms "child abuse," "child neglect" and "child sexual abuse" have different definitions in each such jurisdiction, as well as different reporting requirements. (See **Appendix B** for pertinent laws regarding child abuse for each of these jurisdictions.) Notwithstanding these various definitions, child abuse, neglect or sexual abuse generally include, but are not limited to the following:

- Any treatment, action or behavior or lack thereof to a child by any adult or other child that is not accidental, and that causes physical, sexual or emotional harm or injury to that child. This includes actions or behaviors that are direct as well as indirect through writing, phone calls, texting, instant messaging, via any form of social media or other form of communication or interaction.
- Any act that involves sexual molestation or exploitation of a child by a parent or other person who has permanent or temporary care or responsibility for supervision of a child, or by any household or family member. These acts include incest, rape, sodomy, sexual offense, and unnatural or perverted sexual practices. [These acts by other adults would be defined as sexual crimes and be described in another part of the Law.] This includes actions or behaviors that are direct as well as indirect through writing, phone calls, texting, instant messaging, via any form of social media or any other form of communication or interaction.

- Any action or failure to act that deprives a child of essential needs, such as adequate food, water, shelter, or medical care, by a caregiver who bears responsibility for providing such.

If an individual suspects abuse or neglect of a child participating in any BYM program, whether the abuse is suspected to have occurred in the youth program or elsewhere, s/he will immediately notify 1) the relevant Yearly Meeting program manager or 2) the appropriate committee clerk for further action, AND make an oral report to the civil authorities, and follow that by a written report to the civil authorities within 24-48 hours, as mandated by state law. (See **Appendix C** for Important Contact Information.) The program manager or committee clerk who receives the initial report shall notify the General Secretary as soon as possible.

Any sexual activity between any Youth Worker (including Minor Youth Workers) and a youth participant of a BYM program in which the Youth Worker is involved, is contrary to BYM policy.

#### **Steps in Handling Suspected or Actual Abuse**

While our youth programs strive to foster communities of caring and respect for all, we recognize that the possibility exists for abuse or neglect of children during participation in a youth program, as well as the possibility of discovering, during a youth event, evidence of abuse of a child participant that has occurred elsewhere.

In the event that a suspicion of child abuse or neglect is raised at a BYM program event or activity, regardless of where the abuse is alleged to have occurred, the following procedure shall be followed:

1. All youth workers shall comply with state requirements regarding reporting of any suspected child abuse, whether or not the statute includes the youth worker as a mandatory reporter. In Maryland, the duty to report is triggered as follows: "An individual shall immediately report suspected child abuse or neglect to the local department of social services, or report the suspected incident to a local law enforcement agency."
  - a. Report the suspicion or incident to the program manager or committee clerk as soon as possible, AND
  - b. Make an oral report of the suspicion or incident to the local Department of Social Services or Police. (See **Appendix C** for Important Contact Information).
  - c. The youth worker shall follow up by making a written report to the civil authority within 24-48 hours of the oral report. (See **Appendix B** for required forms or list of information to provide if no form required.)
2. Immediate steps will be taken by the program manager or person in charge (PIC) to ensure that all other children and youth in the youth program are safe, as applicable.
3. If applicable, the employee or volunteer alleged to be the perpetrator of the abuse or misconduct will immediately be placed on leave from working with children and will not be permitted to participate in any activities involving children or youth, pending an investigation.

4. The parent or guardian of the youth will be notified by the person in charge as soon as possible, excepting circumstances in which such parent or guardian is the alleged abuser. (If there are multiple people in charge, those people should meet to be informed about the incident as soon as possible and to designate a point person to contact the parent or guardian and report to the authorities.) Information on the suspicion or incident will be provided to the parent or guardian including the requirement that youth workers must report such suspicions or incidents to the program manager, parents, and to the authorities.
5. In situations where the parent or guardian is available and not the alleged abuser, the program manager will assist as requested by the parent or guardian to care for the needs of the child. If the parent or guardian is not immediately available or is the alleged abuser, the program manager will ensure that the child, the alleged victim, receives immediate medical attention, if and as appropriate.
6. Investigation of the suspicion or incident is the responsibility of the civil authorities who are trained for this purpose. BYM officials and all involved are expected to cooperate fully with any investigation. During the course of any investigation, all involved are reminded that confidentiality is important to the alleged victim as well as the alleged perpetrator. Any person ultimately found guilty of abuse by the authorities will be permanently removed from their position with children or youth, and will not be permitted to participate in any activities involving children and youth in the Yearly Meeting.
7. The General Secretary of the Yearly Meeting or their designee will ensure that all required reports to the civil authorities are made and that internal written records are kept regarding the suspicion or incident. The internal records should include, in detail, all steps taken by BYM in compliance with this policy and state law, as well as all actions to foster the healing of everyone involved. These will be kept in a locked file or secure digital location.
8. The Presiding Clerk of the Yearly Meeting and the Yearly Meeting's insurance carrier will be notified by BYM's General Secretary or their designee. If the insurer of the local venue is not the same as BYM's carrier, staff will advise the contact person for that venue that an incident has occurred, and that while BYM carries insurance, it is also appropriate for a representative of that venue to contact its insurer.
9. After consultation with BYM's legal counsel, the Presiding Clerk of the Yearly Meeting or their designee will determine whether, to what extent and by whom internal announcements or reports will be made within BYM to Friends.
10. After consultation with BYM's legal counsel, the Presiding Clerk of Yearly Meeting or their designee will be the spokesperson to the media, if that is deemed necessary, concerning incidents of abuse or neglect. However, if that person is alleged to be involved, the Interim Meeting Clerk or their designee will be the spokesperson. All others should refrain from speaking to the media.
11. The Clerk of the Committee charged with supervision of the Program (or Supervisory Committee for staff), the General Secretary, the Presiding Clerk of Yearly Meeting, the appropriate program manager, the Camp Director (where appropriate) and BYM's legal

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counsel will together determine what information might need to be communicated to help the community recover. This group will make decisions about communicating information and facilitating healing, and will assist in carrying these out.

12. The point person among those in charge will contact the parent or guardian and the victim to inform them of steps that were taken so as to close the feedback loop.
13. At the conclusion of the investigation, if it is determined by the civil authorities that they do not have enough information to move forward, or if the suspicion is unsubstantiated, the program manager or person in charge will meet with the appropriate persons to determine whether any further internal steps need to be taken.
14. Throughout the process, the confidentiality of both the youth and the accused is very important, as is the healing of the community. All are asked to keep this in mind as decisions are made and related actions occur.

#### **Non-Reportable Behavior that Raises Concern**

Behavior that raises concern is recognized as something that is very difficult to define, and will vary from program to program depending on the developmental stage of the participants. For example, while it may be appropriate for an adult worker to hold a baby or one-year-old in his/her lap and cuddle it, it is not appropriate for an adult worker to hold a sixteen-year-old in his/her lap and cuddle. That said, appropriate behavior is generally related to interpersonal boundaries and feelings of safety on an individual and community level.

#### **A. Behaviors Occurring Internally**

We recognize that some situations, actions or behaviors of Youth Workers that are not reportable as suspicious of child abuse may still concern us. Situations involving disconcerting behaviors are to be handled in the following manner:

- 1) The disconcerting behavior will be brought to the attention of the person in charge (PIC), i.e. Camp Director, Youth Programs Manager, Designated Friendly Adult Presence (DFAP), or program manager by the individual(s) observing or receiving a report about the behavior. The PIC will work with all the individuals involved to attempt to bring clarity to the situation.
- 2) If the disconcerting behavior appears to be of a serious, but still non-reportable, nature, the PIC will note the concern in writing and notify the program staff person or the program committee clerk of the concern as soon as possible. The General Secretary or designee must be consulted as soon as possible and is to be kept informed throughout the entire process.
- 3) If, after this, the behavior is deemed serious by the PIC or the General Secretary, the individual in question will be notified in writing that he/she is being put on inactive status and cannot participate in any Baltimore Yearly Meeting youth program until the matter is cleared up. At this point, an inquiry will be initiated by the program staff person, in concurrence with the General Secretary, to determine the following:

1. The complaint has a basis for further investigation. If so, conduct an internal inquiry and,
  - i. If deemed reportable, take reporting steps as indicated previously.
  - ii. If non-reportable but the behavior indicates
    - a. a lack of good judgment, or
    - b. an insufficient level of maturity for the position of Youth Worker, or
    - c. an inappropriate sense of boundaries, then
2. The PIC and/or the General Secretary shall determine a course of action appropriate to the circumstances. Actions may include, but are not limited to the following:
  - i. provide additional training,
  - ii. provide closer supervision,
  - iii. offer a clearness committee,
  - iv. temporarily restrict participation in Youth Programs pending additional maturity, and/or
  - v. bar permanently from youth work.

If the internal inquiry indicates that the individual should be barred from the youth program, the program staff person may contact the clerk of individual's Monthly Meeting to convey the general outline of the situation and to request that the Monthly Meeting attend to the spiritual and emotional needs of the individual.

Information about the situation will be shared only on an as-needed basis, and, only to the limited extent necessary. Any written documents will be kept locked in a confidential file in the Baltimore Yearly Meeting office.

**B. Behavior Outside of BYM that Raises Concerns**

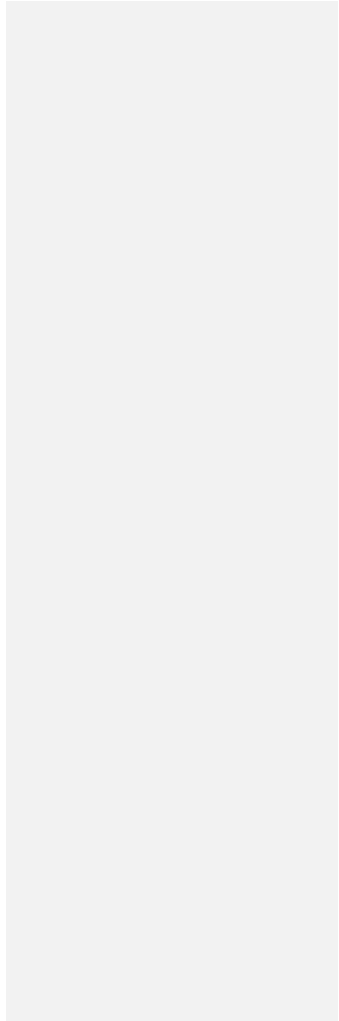
An individual may question the appropriateness of a Youth Worker's involvement with youth based upon that worker's behavior outside Yearly Meeting activities. When such a concern is brought to the attention of a BYM youth program leader, care needs to be taken to discern the appropriate response. The response shall be determined by the program manager, program committee clerk and the General Secretary and may include any of the steps listed above. At all times respect and concern needs to be held for all involved, and information about the situation will be shared only on a limited, need-to-know basis.

**Training**

BYM youth programs will require and provide training on this Policy for all 'Youth Workers. (See **Appendix D** for Acknowledgement form for Youth Workers to sign and submit upon receipt and/or training on this Policy.) Additionally, BYM will strive to provide opportunities for additional training classes or events on a regular basis. All persons working with youth are expected to attend training regarding youth safety.

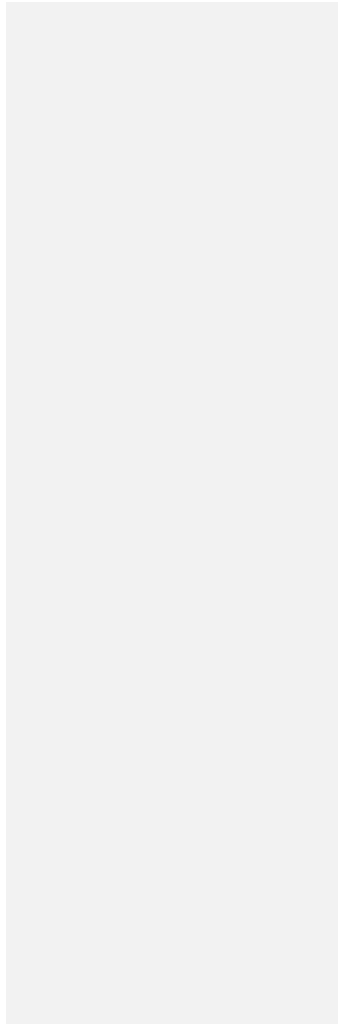
**Policy Revisions**

The Youth Safety Policy Working Group will meet at least once per year to review this Youth Safety Policy and will bring proposed revisions of this Policy to Interim Meeting or Annual Session as needed.



**APPENDIX A**

CRIMINAL BACKGROUND CHECK AUTHORIZATION  
and RELEASE & INFORMATION FORM





**Baltimore Yearly Meeting of the Religious Society of Friends  
CRIMINAL RECORDS & REFERENCE CHECKS  
Authorization & Release**

Baltimore Yearly Meeting (BYM) requires a criminal records check as well as employer and personal reference checks for those who wish to work with youth or in a support capacity with youth pursuant to BYM's Youth Safety Policy and State law.

- I authorize BYM and its affiliates to perform a criminal background check on me.
- I authorize the release information from my current and former employers as needed in response to reference checks by BYM.
- I understand and authorize BYM to release the results of my criminal background check and employment and personal reference checks to appropriate leadership on an as-needed basis. Note that this may include an applicant's Monthly Meeting Clerk, though the position applied for is not conducted by the applicant's Monthly Meeting.
- I understand and authorize BYM to conduct subsequent periodic criminal background checks so long as I continue to be involved with youth as a volunteer or employee, in any capacity.
- I understand that, by law, I have the right to review the results of the criminal records check and I have the right to contest those results with the appropriate civil authorities.
- I understand that the results of the criminal background check will be utilized for determining my eligibility for working with youth or in a support capacity with youth.
- I understand that it is BYM's policy to disallow anyone with convictions for child abuse or sexual crimes to work with or near youth.
- I hereby affirm that I have never been convicted of child abuse or sexual offenses.
- I hereby affirm that I have never been accused of being sexually, physically or emotionally abusive of a child.

By my signature below, I for myself, my heirs, executors and administrators, do forever release and discharge and agree to indemnify Baltimore Yearly Meeting and its officers, employees and agents to be harmless from and against any and all causes of actions, suits, liabilities, costs, demands and claims and related expenses including attorneys' fees and court costs and any other expenses resulting from the investigation into my background in connection with my application to take or continue in a position as an employee, friendly adult presence or volunteer of Baltimore Yearly Meeting.

Print Name: \_\_\_\_\_ Date \_\_\_\_\_

Sign Name: \_\_\_\_\_

Signed in the presence of: \_\_\_\_\_

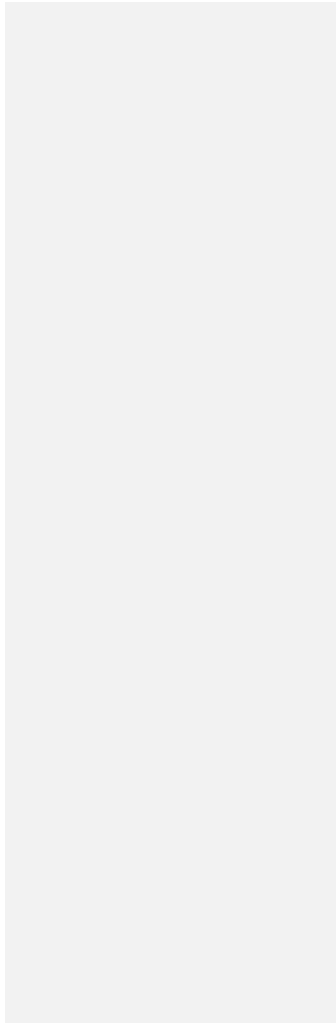
(Witness signature)

**CRIMINAL RECORDS CHECK - Applicant Information**

**Baltimore Yearly Meeting of The Religious Society of Friends**

The information below is needed to conduct this records check. Responses to the demographic questions are for background check purposes only and will have no bearing on hiring decisions.

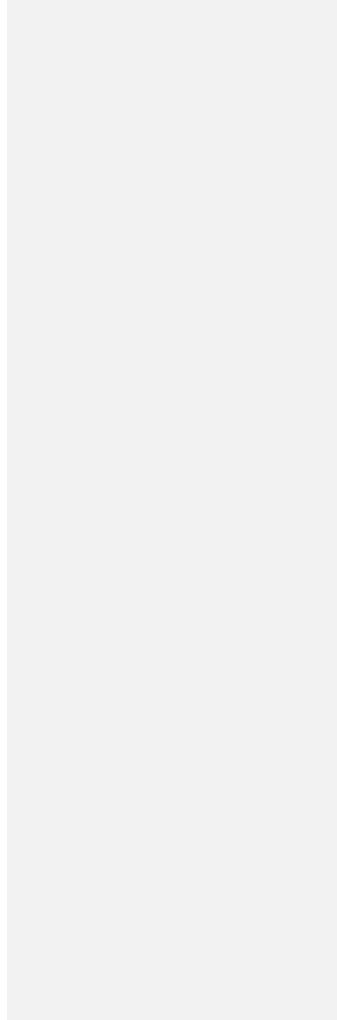
Full Name:  
Gender: Male Female  
Race: White Black American Indian Asian/Pac. Islander Hispanic Bi-racial/Other  
Date of Birth:  
Social Security Number: \_\_\_\_\_  
Current Address:-----  
Previous Addresses:  
List Other Names Previously Used By You:  
Have you ever been convicted of a crime? Yes \_\_\_ No \_\_\_  
Do you have any legal charges pending against you? Yes No  
If yes in either case, offer explanations regarding convictions or charges pending:  
I affirm that the information I have provided above is true and complete.  
Signature of Applicant:  
Date:



**APPENDIX B**  
PERTINENT LAWS REGARDING CHILD ABUSE

FOR

MARYLAND, VIRGINIA, WEST VIRGINIA, PENNSYLVANIA  
and the  
DISTRICT OF COLUMBIA



### Maryland Child Abuse and Related Laws

Child Abuse: In Maryland Code, child abuse laws can be found both in the Family Law Article at Sections 5-570 ff as well as in many places throughout the Criminal Law Article such as at Sections 3-60 J -602, 3-301 ff and 11-207 ff. You will find that when child abuse is discussed it is generally in reference to the laws found in the Family Law Article. In this section, child abuse is generally defined as injury to a child in which the child's health or welfare is harmed or put at substantial risk of being harmed, physically, emotionally, sexually or via neglect by the actions or failures to act of a parent or person with temporary or permanent responsibility for the child. Individuals who cause similar harms to a child with no legal responsibility for the child would be charged under the criminal statutes.

Reporters: Maryland law identifies those who are legally required to report suspected child abuse and neglect. These mandatory reporters are: health practitioner, police officer, educator, human services worker. In 2011, Maryland passed a law which states that "a report is required when a person has reason to believe that a child has been subjected to abuse or neglect." As a result, all adults in Maryland are obligated to report suspected child abuse and neglect. There is an exception for ministers of an established church of any denomination who are not required to report if the disclosure was made under circumstances in which the minister is bound to maintain confidentiality. While the law now requires any person to report suspected child abuse and neglect, the mandatory reporter sections of the law were maintained. To date, there have not been any cases which have considered the impact of the new reporting requirements; only time will tell how and to what extent Maryland will enforce this new provision. Recently, Maryland also passed a new law which makes it a misdemeanor punishable by up to five years in prison and a fine of up to \$10,000, or both, for any individual to intentionally prevent or interfere with the making of a mandatory report of suspected abuse or neglect.

**When & Where to Report:** A report must be made when a mandatory reporter or other individual has reason to believe that a child has been subjected to abuse or neglect. For mandatory reporters, a report shall be made orally as soon as possible, and followed up with a written report within 48 hours thereafter. Reports should be made to the local department of social services in the location in which the abuse alleged occurred or to the local police. Maryland State provides a form to use for the written report as attached. Adults who are not mandatory reporters are required to call the department of social services or the police. They may, but are not required to follow up with a written report.

Past Abuse: The mandatory reporting requirements do not change if the abuse was alleged to have taken place some time ago, even years ago, and without regard for whether the alleged victim is now an adult or the alleged abuser is no longer living.

Immunity: Under Maryland law, reporters are immune to prosecution for making the report so long as the report was made in good faith.

**Background Checks:** Forms for requesting a protective services background check are available from the Maryland Department of Human Resources, Child Protective Services at

**Commented (NS5):** Changes underlined below are updates provided by our attorney based upon recent changes in Maryland law.

<http://dhr.maryland.gov/blog/child-protective-services/child-protective-services-background-search-the-central-registry/>.

### West Virginia Child Abuse and Related Laws

Child Abuse: West Virginia defines child abuse and neglect as non-accidental harms or threats of harm to a child's physical, mental or emotional well-being, sexual abuse or exploitation, or domestic violence by a parent, guardian or anyone responsible for the child's well-being. Additionally, West Virginia specifically includes the following within the definition of child abuse: attempted sale of a child, battered child syndrome, harms or threats of harm via domestic violence, and physical injury as a result of excessive corporal punishment. West Virginia's child abuse laws can be found in West Virginia Code§ 49-2-801 *ff* and the pertinent domestic violence laws at§ 49-1-201(D).

Reporters: Mandated reporters, as they are termed in West Virginia, include mental, dental or medical professionals; Christian Science practitioners, religious healers; teachers or other school personnel; social service, child care or foster care workers; emergency medical services personnel; peace officers, law enforcement officials or humane officers; clergy; circuit court judges, family court judges, employees of the Division of Juvenile Services or magistrates; youth camp administrators, counselors, employees, coaches or volunteers of entities that provide organized activities for children; and commercial firm or photographic print processors. Note the specific inclusion of clergy, youth camps and organized activities for children.

In addition, any person over the age of 18 who receives a disclosure from a credible witness or who observes any sexual abuse or sexual assault of a child shall immediately report, no more than 48 hours after receiving the disclosure or making the observation, to the Department of Health and Human Services or the State Police or any other law enforcement agency with jurisdiction. If the person reporting the event has a good faith belief that reporting the event to the police would expose the reporter, the child, or any other children to an increased threat of serious bodily injury, the person may delay making the report until he/she and any affected children have been removed to safety.

With the exception of the attorney-client privilege, the legal privileges that can be asserted to prevent forced testimony for some professionals such as by physician regarding their patients are suspended regarding suspected or known child abuse. Additionally, the husband-wife privilege cannot be invoked in situations involving suspected or known child abuse.

**When & Where to Report:** A report must be made by a mandatory reporter upon reasonable cause to suspect a child is being neglected or abused, or that conditions exist that are likely to result in abuse or neglect. The reporting process is to immediately (but in any event, within 24 hours for teachers and school personnel and within 48 hours for all other reporters) make a verbal report to the West Virginia Department of Health and Human Resources and the State Police or any law enforcement agency. If requested, a reporter must make a follow-up written

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report within 48 hours. Any mandated reporter who is a member of staff or a volunteer of a public or private institution, school, entity that provides organized activities for children, facility or agency must also immediately notify the person in charge, who may supplement the report or made an additional report.

The knowing failure to report sexual abuse or knowingly preventing another person acting reasonably from doing so is a misdemeanor punishable by up to six months in prison and a fine of up to \$10,000, or both.

Immunity: Persons, officials and any institution participating in good faith in any act required by the reporting laws shall be immune from any civil or criminal liability as a result.

**Background Checks:** Forms for requesting a protective services background check are available from the West Virginia Department of Health and Human Resources, Bureau for Children and Families at <http://www.dhhr.wv.gov/bcf/Providers/Pages/Request-an-APS-or-CPS-Background-Check.aspx>.

### Virginia Child Abuse and Related Laws

Child Abuse: In the Commonwealth of Virginia, laws regarding child abuse are found in that state's Code at § 63. 2-100. Child abuse is defined as the actions or failures to act of a parent, guardian or another responsible for a child under the age of 18 who creates, inflicts, or threatens to inflict or allows another to inflict non-accidental physical or mental injury, who neglects or refuses to provide care necessary for the child's health, who abandons the child, or who commits or allows to be committed any act of sexual abuse or exploitation upon the child. This specifically includes having a child in the presence of the manufacture of certain controlled substances, during the sale of such substances, and knowingly leaving a child alone in the same dwelling with another unrelated individual who has been convicted of an offense against a minor for which registration as a sexual offender is required.

Reporters: Mandatory reporters in Virginia are as follows: all persons licensed to practice medicine or any of the healing arts; hospital residents, interns and all nurses; social workers, family-services specialists and probation officers; teachers & other employees at public or private schools, kindergartens and nursery schools; persons providing child care for pay on a regular basis; mental health professionals; law enforcement officers, animal control officers and mediators; professional staff of private or state-run hospitals, institutions or facilities to which children have been placed for treatment or care; adults associated with or employed by any public or private organization responsible for the care, custody or control of children; court-appointed special advocates; adults trained by Social Services to recognize and report child abuse and neglect; persons employed by local departments who determine eligibility for public assistance; emergency medical services personnel; persons employed by public or private institutions of higher learning; athletic coaches, directors or adults employed by or volunteering with private sports organizations or teams; and administrators or adult employees of public or

**Commented [N57]:** Changes underlined below are updates provided by our attorney based upon recent changes in Virginia law.

private day camps, youth centers and youth recreation programs. *Take special note of these last few mentioned mandatory reporters - youth recreation programs and camps.*

Any person who suspects that a child is abused or neglected may report.

In Virginia, clergy are exempted as mandatory reporters if the following conditions are met: The clergy is a regular minister, priest, rabbi, imam or duly accredited practitioner of any religious organization or denomination usually referred to as a church as it relates to (i) information required by the doctrine of the religious organization or denomination to be kept in a confidential manner, or (ii) information that would be subject to a privilege in the context of testimony in court. Exemptions to reporting are not allowed due to husband-wife privilege or doctor-patient privilege.

**When & Where to Report:** Reporting is required when a mandatory reporter acting in their professional capacity believes there is reason to suspect a child is being abused or neglected. This includes finding controlled substances in a newborn or the finding of a newborn with an illness, disease or condition that to a reasonable degree of medical certainty is attributable to the *in utero* exposure of a controlled substance not legally prescribed.

Exceptions include children who in good faith are under treatment solely by spiritual means through prayer, in accordance with the tenets and practices of that religion.

The reporting process is to immediately report to the local department of social services in the geographic area in which the child resides or the abuse is alleged to have occurred or to use the state hotline. If neither the locality in which the child resides nor where the abuse is believed to have occurred is known, then the report should be made to the local department where the abuse was discovered, or to the state hotline. If the alleged abuser is an employee of that department of social services, the report shall be made to the court for that area. The local department is responsible for the report to be reduced to writing on the prescribed form.

**Immunity:** Under Virginia law, reporters are immune to prosecution for making the report so long as the report was made in good faith.

**Background Checks:** Virginia does not have any state mandated forms for requesting a background check except for certified preschools, child day centers, children's residential facilities, family day homes, family day system homes, licensed child placing agencies, religiously exempt child day centers, and voluntarily registered family day homes. Further information is available at [https://www.dss.virginia.gov/family/children\\_background.cgi](https://www.dss.virginia.gov/family/children_background.cgi).

### Pennsylvania Child Abuse and Related Laws

Child Abuse: Pennsylvania State adopted significant changes to its laws on child abuse over the last couple of years. Currently, Pennsylvania's child abuse laws are located in the state statutes at 23 Pa. C.S. § 6301 *ff*. This state's child abuse definition is inclusive of the acts of not only a

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child's legally responsible care-givers but also abuse by all others. Child abuse is intentionally, knowingly or recklessly causing bodily injury to a child; fabricating, feigning or intentionally exaggerating or inducing a medical symptom or disease which result in potentially harmful medical treatment; causing serious mental injury; causing sexual abuse or exploitation of the child, or creating a likelihood of sexual abuse or exploitation; creating a reasonable likelihood of bodily injury to a child; causing serious physical neglect; and causing the death of a child. Serious physical harm includes bodily injury that causes severe pain or significantly impairs a child's physical functioning, either temporarily or permanently. Serious mental injury is defined as something that renders the child chronically and severely anxious, agitated, depressed, socially withdrawn, psychotic or in reasonable fear that their life or safety is threatened. Other acts such as forcefully shaking a child, causing a child to be present in a methamphetamine laboratory, and leaving a child unsupervised with a known sexual offender are also covered under these laws.

**Reporters:** Mandatory reporters include: persons licensed or certified to practice in any health-related field; medical examiners, coroners, funeral directors; an employee of a health care facility or provider engaged in the admission, examination, care or treatment of individuals; school employees; an employee of a child care service with direct contact with children; clergymen, priests, rabbis, ministers, Christian Scientist practitioners, religious healers and spiritual leaders; paid and unpaid persons who, as part of a regularly scheduled program, are responsible for a child's welfare or have direct contact with children; social services workers; peace officers or law enforcement officials; emergency medical services providers; library employees with direct contact with children; independent contractors, attorneys affiliated with agencies or institutions responsible for the care, supervision, guidance or control of children; foster parents; and adult family members.

Any person who has reason to suspect that a child is abused or neglected may report.

A report is required when a person who in the course of employment, occupation or practice of a profession, comes into contact with children, or is directly responsible for the care, supervision, guidance or training of the child, or is affiliated with an agency, institution, organization, school, church or religious organization or other entity directly responsible for the care, supervision, guidance or training of the child, and has reasonable cause to suspect, that a child is a victim of child abuse.

Exceptions to the reporting requirement are made for attorney-client privilege and members of the clergy that are specially protected under Pennsylvania law regarding confidential communications. Other privileges such as doctor- patient are suspended as regards suspected child abuse.

**When & Where to Report:** The reporting process includes an initial immediate oral or written report, which may be submitted electronically at <https://www.compass.state.pa.us/cwis/public/home>. Mandated reporters must immediately make an oral report via the state hotline at (800) 932-0313 or a written report which may be submitted electronically. If an oral report is made, it must be followed by a written report within 48 hours.



Reports are to be made to the Department of Public Welfare. Pennsylvania provides a form that is to be used for the follow-up written report, as attached.

Immunity: A person, institution or agency that participates in good faith in making a report whether required to or not shall have immunity from civil and criminal liability.

**Background Checks:** Forms for requesting a protective services background check are available from the Pennsylvania Department of Human Services at <http://www.dhs.pa.gov/>.

#### **District of Columbia Child Abuse and Related Laws**

Child Abuse: Child abuse laws for the District of Columbia are found in DC's Code at § 16-230 I. DC's definition of child abuse includes infliction of mental or physical injury, sexual abuse and exploitation as well as negligent treatment or maltreatment by a person responsible for the child's well-being.

Reporters: A report is required by a mandatory reporter when a person knows or has reasonable cause to suspect that a child known to them in their professional or official capacity has been or is in immediate danger or being mentally or physically abused or neglected. Any other person may make a report.

Mandatory reporters in DC include: Child and Family Services Agency employees, agents and contractors; physicians, psychologists, medical examiners, dentists, chiropractors, registered nurses, licensed practical nurses or persons involved in the care and treatment of patients; law enforcement officers, humane officers; school officials, teachers or athletic coaches; Department of Parks and Recreation employees, public housing resident managers, social service workers or daycare workers; human trafficking counselors; domestic violence counselors or mental health professionals.

Exceptions include attorneys exercising the attorney-client privilege due to active representation of a client and in which the basis for the suspicion arises solely in the course or that representation. However, neither the doctor -patient nor the husband-wife privilege is permitted as regards suspected child abuse.

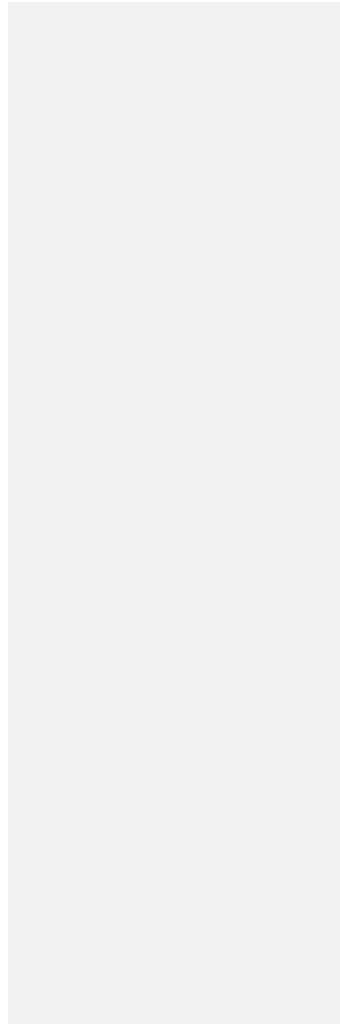
Any other person who knows or has reason to suspect that a child is being abused or neglected may report.

**When & Where to Report:** A report should be made when the reporter knows or has reasonable cause to suspect that a child known to them in their professional official capacity has been or is in immediate danger of being a mentally or physically abused or neglected child. The reporting procedures include making an immediate oral report to the police department or Child and Family Services Agency at (202) 671-SAFE. A follow-up written report is to be made only upon request by the agency or police or if the abuse involves drug- related activity.

**Commented (N59):** Changes underlined below are updates provided by our attorney based upon recent changes in District of Columbia law.

Immunity: Those making reports or suspected child abuse in good faith shall have immunity from civil and criminal liability.

**Background Checks:** Forms for requesting a background check are available from the Child and Family Services Agency at <http://cfsa.dc.gov/service/background-checks>.



APPENDIX C

IMPORTANT CONTACT INFORMATION

**BYM** Office of General Secretary  
(301) 774-7663

**Hotlines to Report Child Abuse:** Maryland (800) 332-6347  
Virginia (800) 552-7096  
West Virginia (800) 352-65143  
DC (202) 671-7233  
Pennsylvania (800) 932-0313

*\*Contact the state in which the abuse occurred.  
\*All of these hotlines are available 24/7.*

**Law Enforcement:** You may also contact the local law enforcement agency for the jurisdiction in which the abuse took place.

**BYM Attorney:** **Catherine R. Robinson** | Attorney  
Law Offices of Davis, Agnor, Rapaport & Skalny  
[crobinson@darslaw.com](mailto:crobinson@darslaw.com)  
10211 Wincopin Circle | Suite 600  
Columbia, Maryland 21044  
410.995.5800 | [www.darslaw.com](http://www.darslaw.com)

**BYM Insurance Company:** **Guide One Insurance**  
**1111 Ashworth Road**  
**West Des Moines, IA 50265**  
**Agent phone: 301-855-9393**

*[We advise including specific law enforcement contact information, but it is too numerous to include in one standard form. There may also be other important BYM numbers you wish to include.]*

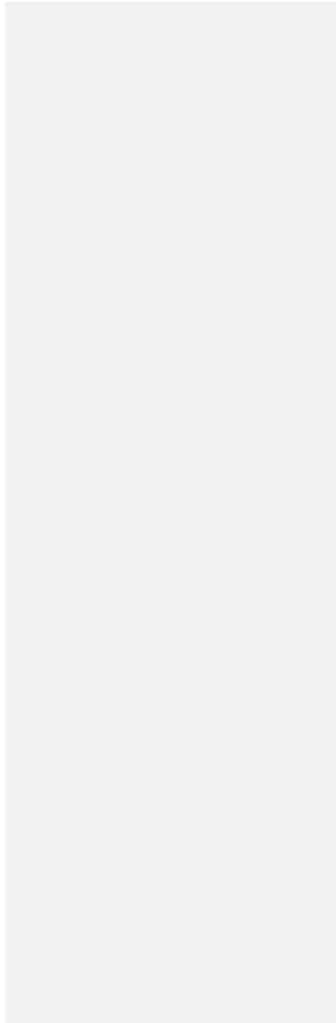
**APPENDIX D**  
**ACKNOWLEDGEMENT FORM**

**ACKNOWLEDGEMENT**

- I have received a copy of Baltimore Yearly Meeting's Youth Safety Policy.
- I have read and understand the contents of this Policy.
- I have participated or will participate in training regarding this policy.
- I understand that it is Baltimore Yearly Meeting's policy that if I have a suspicion of child abuse, I should immediately do the following:
  - Inform the program manager for the program which I am involved in at the time my suspicion arises;  
AND
  - Report the suspected abuse verbally to the department of social services or the police for the geographic location in which the suspected abuse occurred; AND
  - Follow up with a written report to the civil authorities within 24 - 48 hours of the verbal report.
- I agree to comply with the policies set forth in this Youth Safety Policy.

Signature \_\_\_\_\_ Date \_\_\_\_\_

Printed Name \_\_\_\_\_



# ATTACHMENT I2018-11

## TREASURER'S REPORT

Baltimore Yearly Meeting  
Unaudited Statement of Activities  
02/31/17

Baltimore Yearly Meeting  
Statement of Financial Position  
UNAUDITED  
As of 12/31/17

A	B	C	D
Description	Thru 12/31/16	2017 Budget	Thru 12/31/17
1 Operating Revenues			
2 Apportionment			
3 Apportionment Net of Adjustments	453,593	453,700	454,391
4			
5 Unrestricted Contributions			
6 Contributions	121,231	153,500	129,691
7 In Kind Contributions	0	0	21,950
8 Total Unrestricted Contributions	121,231	153,500	151,641
9			
10 Attendance Fees			
11 Total Attendance Fees	1,042,355	979,012	995,688
12			
13 Sales			
14 Book Sales		9,200	4,548
15 Clothing Sales		9,000	11,408
16 Other Sales		400	0
17 Total Sales	0	18,600	15,956
18			
19 Other Income			
20 Property & Vehicle Rental		19,600	15,404
21 Investment Income	53,921	4,000	27,195
22 Released Funds	101,316	148,525	143,695
23 Gain (Loss) on Sale of FA		4,500	(6,114)
24 Other Income	38,597	3,724	12,775
25 Total Other Income	193,834	180,349	193,056
26			
27 Total Operating Revenues	1,811,013	1,785,161	1,810,732
28			
29 Operating Expenses			
30 Administrative	252,225	460,779	437,710
31 Annual Session	80,487	90,900	79,419
32 All Other YM Program	365,730	34,600	50,793
33 Combined Camp	959,402	1,003,681	976,145
34 Committee		16,350	17,846
35 Development	139,812	143,427	122,789
36 Youth Programs		65,740	52,798
37 Outreach & Inclusion		78,949	66,543
38 Total Expenses	1,797,756	1,894,426	1,804,042
39			
40 Net Operating Activity	13,257	(109,265)	6,689
41			
42 Property & Equipment			
43 Net Assets Released From Restriction	239,288	228,343	240,559
44 Less Depreciation Expense	(77,349)	(104,078)	(87,169)
45 Net Change in Prop. & Equip.	161,939	124,265	153,390
46			
47 Total of Operating and Prop. & Equip.	175,196	15,000	160,079
48			
49 Restricted Transactions			
50 Restricted Contributions	284,512	244,500	127,235
51 Designated Income		10,000	0
52 Interest & Dividends on Restricted Funds	75,819	3,000	27,491
53 Unrealized Gain (Loss)		0	125,912
54 Realized Gain (Loss)	0	0	13,302
55 Total restricted income	360,331	257,500	293,940
56			
57 Expenditures to meet restrictions	340,604	201,842	384,254
58			
59 Net Restricted Activity	19,727	55,658	(90,314)
60			
61 BYM Income Over (Under) Expenses	194,923	70,658	69,766

A	B	C
Assets	As of 12/31/2016	As of 12/31/17
4 Current Assets		
5 Cash & Cash Equivalents	334,778	139,065
6 Apportionment Receivable	7,558	2,405
7 Student Loans Receivable	40,480	26,290
8 Pledges & Grants Receivable	216,578	51,180
9 Other Accounts Receivable	62,074	41,782
10 Inventories	-	-
11 Prepaid Expenses	53,855	56,590
12 Total Current Assets	715,323	317,312
13 Long-term Assets		
14 Property & Equipment	2,211,376	2,707,163
15 Long-term Investments	1,279,800	1,516,954
16 Total Long-term Assets	3,491,176	4,224,117
17		
18 Total Assets	4,206,499	4,541,429
19		
20		
21 Liabilities		
22 Short-term Liabilities		
23 Accounts Payable	35,390	39,909
24 Deferred Revenue	21,833	21,555
25 Other Short-term Liabilities	121,068	67,741
26 Total Short-Term Liabilities	178,291	129,205
27		
28 Long-term Liabilities		
29 Friendly Loans	-	315,000
30		
31 Total Liabilities	178,291	444,205
32		
33		
34 Net Assets		
35 Unrestricted	497,702	265,069
36 Fixed Assets	2,211,376	2,707,163
37 Designated	1,086	500
38 Temp Restricted	931,558	661,660
39 Perm Restricted	389,486	393,666
40 Total Net Assets	4,028,208	4,027,458
41		
42 Total Beginning Net Assets	4,028,208	4,027,458
43		
44 Total Current YTD Net Income		69,766
45 Total Net Assets	4,028,208	4,097,224
46		
47 Total Liabilities and Net Assets	4,206,499	4,541,429

# ATTACHMENT I2018-12

## DEVELOPMENT REPORT

### 2018 March Interim Meeting Development Report

#### Charlottesville Friends Meeting

#### March 17, 2018



Development: *The purpose of an effective development program is to enable the Organization to realize its full potential and its highest destiny-on behalf of all the people it serves and aspires to serve in the future. Kent Dove*

### 2017 Year-End Fundraising Summary

- Gifts: \$360,397.17
- Donors: 619
- Goal: \$473,000.00

- Gifts feel short of the goal for Camp Property Capital. Most likely, for the following reasons; 1) Bathhouse fatigue, 2) Friendly Loans (\$340,000) removed the sense of urgency and 3) Friends were still making pledge payments (\$82,000) in 2017, which is not reflected in the total gifts for 2017.

2018 Contributions expected to meet budget

- Goal: \$710,800.00

Current Funds Raised

- As of 3/15/2018: \$21,575.00 (3% of goal)

Fundraising: *Fundraising is proclaiming what we believe in such a way that we offer other people an opportunity to participate with us in our vision and mission. Fundraising is precisely the opposite of begging. When we seek to raise funds we are not saying, "Please, could you help us out because lately it's been hard." Rather, we are declaring, "We have a vision that is amazing and exciting. We are inviting you to invest yourself through the resources that God has given you" ... Henri Nouwen*

The Good News! You Friends can help.

Many opportunities to give

### **Monthly Auto Donor- Goal \$10,000 per month**

- Assures Stewardship and Finance that each month there will be X number of dollars to count on.
- You designate how you would like your gift used. As I stated above we have lofty goals this year including but not limited to support our new staff member, Wayne's new role as Associate General Secretary, the Outreach and Inclusion Coordinator and the Diversity work and Youth Programs. All so important to the work of the Yearly Meeting.
- Form Attached.

### **Special Campaign: 50 Campers in 50 Days Goal- \$75,000**

- Looking for 50 Friends to support 2 weeks of camp for 50 BYM campers in need. You can fully support a BYM camper with the entire \$1,500.00 or encourage 15 Friends to contribute \$100 or 30 Friends to contribute \$50. We will get there in less than 50 days. We are quietly starting now but will kick off this initiative formally on April 13, ending by June 1 before camp starts. This way Jane will know ahead of time what financial aid is available for campers this season.

Camp Property Capital:

- Cabins at Opequon and Shiloh are under construction now, a new one will follow at Catocin this fall. We could use gifts to support this important work for our extraordinary BYM camping program. Our fundraising goal for 2018 for Camp Property Capital is **\$329,000**.

## Ways to maximize your gifts with the New Tax Law

If you are 70 ½ and are required to take a Required Minimum Distribution from your IRA but do not need the income right now, consider making a gift from your IRA to BYM.

- You will not pay federal income tax on a distribution (up to \$100,000) if it is directly given to a charity from the company that manages the IRA.
- You may still be responsible for paying **state income tax** on the distribution. It depends on where you live.
  - DC Taxed
  - MD Taxed
  - PA Not Taxed
  - VA Age Related Deduction
  - WV First \$8,000 excluded

If you want to talk further about ways to maximize your charitable gifts this year, please feel free to call me and we can talk more specifically about your questions.

If you have an interest in helping BYM successfully meet this inspiring vision, let us know, we always have room for you on Development.

Respectfully submitted, Ann Venable, BYM Development Director

## **ATTACHMENT I2018-16** **SUPERVISORY COMMITTEE ANNUAL REPORT**

See Annual Reports Section

## **ATTACHMENT I2018-16** **PROPOSAL FOR BYM'S MAKING DECISIONS** **BETWEEN INTERIM MEETINGS**

### **Supervisory Committee**

Proposal for BYM's making decisions between Interim Meetings

Friends are asked to **consider for approval** the ideas outlined below.

### **Background:**

The ad hoc Healthy Organization and Purposeful Evolution (HOPE) Committee turned responsibility for discerning the way forward for BYM to make decisions in the time between Interim Meetings to the Supervisory Committee.

The minutes of June 2017 Interim Meeting read:

“We reaffirmed the language in the Manual of Procedure which empowers the Supervisory Committee, between meetings of the Interim Meeting, to ‘act upon urgent matters not involving policy nor of such importance as to justify a special session of the Interim Meeting. All such actions are to be reported to the Interim Meeting at its next session.’ **We directed Supervisory Committee to consider and report to our next Interim Meeting**

**on whether change is needed in this area.”**

(bold added)

In response to this request, the Supervisory Committee had discussions about how decision-making would work best, and how in fact decisions have been made in recent years. From this, we agreed to bring forward additions to our current charge that would clarify the decision making process.

Recommendation: Supervisory Committee’s current charge with the added language in *italics* is as follows expresses:

“In addition, this Committee carries out such duties as the Interim Meeting specifically assigns to it, and between meetings of the Interim Meeting, may act upon urgent matters not involving policy *changes* nor of such importance as to justify a special session of the Interim Meeting. *In such cases, Supervisory Committee will call upon relevant committees, officers, staff, or other Yearly Meeting stakeholders to season the matter, and to together make a decision.* All such actions are to be reported to the Interim Meeting at its next session. “

If Friends approve, we will forward this language to the Manual of Procedure Committee.

## **ATTACHMENT I2018-17**

### **MANUAL OF PROCEDURE COMMITTEE REPORT**

Manual of Procedure Committee report

Interim Meeting 3-17-18

The Manual of Procedure Committee (MoP) members in 2018 are Peggy Dyson-Cobb (Maury River) clerk, Donna Kolaetis (Menallen) and Clinton Pettus (Baltimore, Stony Run). The three of us met in person at the Manassas Westgate Panera on February 6, and have been in touch by email since then. We are getting set up to meet using Skype.

We would like to encourage all BYM committees during 2018 to meet by electronic means such as conference phone calls or Skype, rather than only face-to-face. This will help all of us become more familiar with (and less resistant to?) these electronic processes which can initially be intimidating, particularly to those of us over 50. If all committees are comfortable with meeting in these ways, committee service might be more approachable to those of us who work, have busy family lives, are in college or grad school, or are on the geographical periphery of BYM. We hope this might also make the work of our Nominating Committee more easily fruitful.

We are confident that the Spirit will continue to be present among us when we meet, even at a distance.

#### **General copy-edits (non-substantive changes):**

Page 401, III. Interim Meeting, third point in the third paragraph,

- the clerks selected by each of the standing administrative and functional com-



mittees of the Yearly Meeting including the clerk of Trustees and the Clerks of Baltimore Yearly Meeting ~~Young Friends Executive Committee and Young Adult Friends, and the Nuts and Bolts Committee of Young Friends.~~

Page 407, Advancement and Outreach Committee, second paragraph, remove the end-quote.

Page 421, VIII. Corporations Affiliated with BYM – Friends House Retirement Community – first sentence,

Friends House, Inc. and Friends Nursing Home, Inc. ~~plan to merge were merged into Friends House Retirement Community (“Friends House”) in the autumn of 2017 in July 2017.~~

**Substantive changes: Changes reflecting current practices**

Page 414, Peace and Social Concerns Committee, seventh paragraph,

As appropriate, Peace and Social Concerns recommends to Nominating one person for a three-year, once renewable, appointment by the Yearly Meeting, to serve as a representative to the ~~Participating Members Council of the National Religious Campaign Against Torture~~ Interfaith Action for Human Rights (IAHR).

Page 425, Quaker House, Fayetteville, NC

Established in 1969, Quaker House is an incorporated organization with representatives appointed by three yearly meetings ~~and other socially-concerned agencies and about a dozen monthly meetings.~~ It provides assistance to military personnel, their families, and those contemplating military service. Quaker House offers ~~counseling in the areas of conscientious objection, delayed enlistment claims, and Absent Without Leave and Unauthorized Absence Issues~~ information about service-related issues that may involve conscience or unfair treatment, as well as free counseling about domestic violence and sexual assault within the military. They also provide education about topics such as torture and moral injury, and work to promote peace and build relationships between the military and the public. As appropriate, Peace and Social Concerns Committee recommends to Nominating one person for a three-year, once renewable, appointment by the Yearly Meeting, to serve on the Board of Directors of Quaker House, which meets five times a year in Fayetteville, North Carolina ~~various locations in North Carolina.~~

Clean copy:

Established in 1969, Quaker House is an incorporated organization with representatives appointed by three yearly meetings and about a dozen monthly meetings. It provides assistance to military personnel, their families, and those contemplating military service. Quaker House offers information about service-related issues that may involve conscience or unfair treatment, as well as free counseling about domestic violence and sexual assault within the military. They also provide education about topics such as torture and moral injury, and work to promote peace and build relationships between the military and the public. As appropriate, Peace and Social Concerns Committee recommends to Nominating Committee one person

for a three-year, once renewable, appointment by the Yearly Meeting, to serve on the Board of Directors of Quaker House, which meets five times a year in various locations in North Carolina.

**Change in Procedure which the MoP Committee feels will be useful for the YM:**

The Manual of Procedure Committee requests that the following be added to

**Page 401, III. Interim Meeting, The functions of Interim Meeting are:** 9th point,

To consider proposed changes in the Manual of Procedure, report on its actions to those who initiated the proposal, and forward changes to the Yearly Meeting as approved. IM decisions requiring changes to the Manual of Procedure will be flagged in the final IM minutes with “(M of P)”.

This will serve as notice both to the originators of the minuted business AND to the MoP Committee itself that a change/addition/update is needed. The MoP Committee hopes that language for such a change would be drafted by its originators and sent to us for appropriate editing, and we would then bring it to the next IM.

These flagged minutes will put the changes needed on the MoP Committee’s to-do list without requiring item-by-item alerts from the IM clerk.

## **ATTACHMENT I2018-18 PRESIDING CLERK’S REPORT**

Presiding Clerk’s Report to Interim Meeting  
Baltimore Yearly Meeting, 3rd Month, 2018  
**You Can Do This Hard Thing**

*Here we stand breathless  
And pressed in hard times,  
Hearts hung like laundry  
On backyard clothes lines.  
Impossible just takes  
A little more time.  
--Carrie Newcomer*

As I approach the end of my fourth year as your Presiding Clerk, as much as I would like to focus on successes and joys, I have found myself focused more on disappointments and frustrations. Perhaps that is my nature ... or human nature? As I have reflected on this, I was reminded of a song by Quaker songwriter Carrie Newcomer—“You Can Do This Hard Thing”—and I realized that our Yearly Meeting has indeed been trying to do hard things and also new things—new things that are hard.

We have gone through a transition in our General Secretary position; we have conceived, designed, built, and financed a new bathhouse for Catoctin; we have labored with finding a way forward on our Faith & Practice revision; we have re-examined our staffing needs and how we can better serve our local Meetings; we have begun a major effort involving

new staff to become a more whole community by trying to clear pathways and create opportunities for fuller participation by younger Friends and by people from more diverse backgrounds; and we have challenged ourselves to raise the money to sustain this and other work. Just to name a few. All of these are hard things. And we are not done; we are not where we might have hoped we would be. “Impossible just takes a little more time.”

If these were easy things, they would have been done long ago. If they were easy, just one or two people may have accomplished them on their own. Hard things require community. They require a pooling of talents, time, and resources. They require careful discernment and deep listening. They require worship and reliance on Divine Light. They require commitment and faithfulness to each other and to God. They require Love. And when we step up and engage these challenges together, they offer the possibility of transformation, spiritual vitality, and greater wholeness.

As it happens, I have also been drawn recently to consider the distinction between communities and organizations. At the late October meeting of the Central Committee of Friends General Conference (FGC), I was asked to participate in a panel discussion on what FGC provides to Yearly Meetings and why it is important to them. As I considered my response, I saw parallels to our YM and what it offers to local Meetings and the Friends in them.

I began my remarks by reflecting on how my Quaker life has been richly blessed by connecting with wider and wider circles of Friends, including both FGC and Baltimore Yearly Meeting (BYM), at each level encountering still more Friends whom I have grown to admire, treasure, and love. Feeling a growing consciousness of connections also helps grow my connection to God and, in turn, all of Humanity and Creation. That describes an experience of the Community of God, not merely an organization.

When I first became involved with FGC years ago, I found it helpful to think of FGC as a service organization, delivering services to individuals and Meetings to nurture their spiritual growth and build the Religious Society of Friends. That’s all well and good and can be a useful way of understanding FGC. It’s easy to be drawn to a similar understanding of what BYM is. But, especially as we hear from time to time from Friends wanting to know “what do we get” for our Meeting’s apportionment contributions or from BYM’s contributions to FGC, I’ve become uneasy with limiting the understanding of either FGC or BYM to being service organizations. That mindset invites a transactional model for understanding the relationship, that is, “what do we get for our contributions.” I’ve come to understand that FGC and BYM are more than that, more than organizations or associations. I’ve really come to understand them, first and foremost, as community, as a blessed community, as part of the Community of God.

I have asked and have heard others ask, “what exactly is this ‘testimony of community?’” Of all our testimonies, I think it is the least clearly articulated. I would love to know of resources that really try to spell that out; there are many that come at it from different angles or focus on a particular piece, but I can’t think of one that puts it all together. But I think one piece of that testimony, at least, is to understand how we are connected to each other and to God and all of Creation through the web of ever-widening circles of faithful com-

munity. Participation in those wider circles and identifying ourselves as a part of them is one way to witness to our testimony of community.

I strongly encourage Friends to embrace that consciousness of connection and belonging to our Quaker community at every level (and with that also duty and responsibility). We may choose to focus on our local Meeting as our primary community and keep quite busy enough with that. But even so, especially if just a few individuals from our local Meetings engage the wider circles of Friends, those wider circles can still profoundly enrich the life and vitality of our local Meetings. Individuals in local Meetings who have never heard of BYM or FGC nevertheless can and do benefit, sometimes in profound ways, from the richness of Friends and the services provided through those wider circles and the experiences they offer to Friends, who then bring that experience back to their local Meetings. Then, at every level, we are more and more equipped to do hard things.

A community—a blessed community—is better equipped to do hard things than a mere organization. And life in such a community is ever more rich. That is what you are part of in Baltimore Yearly Meeting.

Love and Light,  
Ken Stockbridge,  
Presiding Clerk

**INTERIM MEETING**  
**SIXTH MONTH 9, 2018**  
**FREDERICK FRIENDS MEETING**

**12018-20** *Opening.* Baltimore Yearly Meeting's Interim Meeting gathered on 6/9/2018 hosted by Frederick Friends Meeting in Frederick, Maryland. A list of affiliations of those present is attached.

Carlotta Joyner (Frederick), Clerk of Frederick Friends Meeting, welcomed and oriented us. Carlotta thanked those from Frederick for their help in today's arrangements. Carlotta noted that the Meeting has united in adding a mini-split system to provide air conditioning and heating to a section of its building. An upcoming change in clerkship has led to fruitful discussions on Meeting leadership and structure; a clerking team is to be formed. Carlotta asked Friends with knowledge of Friends Committee on National Legislation advocacy teams to be in touch.

We thanked those from Frederick Friends Meeting for their hospitality.

Marcy Baker Seitel (Adelphi), Clerk of Interim Meeting, reviewed the agenda, recent business, and recent news. Marcy noted our focus on racism and anti-racism, budget format, and annual session scheduling. Marcy noted articles in a recent issue of Friends Journal written by Baltimore Yearly Meeting Friends; a book by a transgender Yearly Meeting author has also recently been published.

**12018-21** *Search Committee.* Meg Meyer (Baltimore, Stony Run) began presiding; Becka Haines Rosenberg (Alexandria) began recording.

Karie Firoozmand (Baltimore, Stony Run) presented nominations for Yearly Meeting and Interim Meeting officers, Supervisory Committee, and Nominating Committee. The Committee's slate as presented is attached. Karie drew Friends' attention to two vacancies on Nominating Committee and asked Friends to consider whether they might be led to serve the Yearly Meeting in this way.

Friends accepted the slate as presented and **APPROVED** forwarding it to Annual Session for final approval.

Marcy Baker Seitel (Adelphi) resumed presiding; Arthur David Olson (Takoma Park) resumed recording.

**12018-22** *Nominating Committee.* Erik Hanson (Sandy Spring) and Deborah Haines (Alexandria), Nominating Committee Co-Clerks, reported. On this first and only reading, we **APPROVED** this: we named Bill Foskett (Washington) to the Friends House Retirement Community board through 2021.

Deborah noted two vacancies on Nominating Committee and asked those with an interest and questions about the Committee to contact Deborah or Erik.

**12018-23 Naming Committee.** Dave French (Menallen) reported on behalf of Naming Committee. On this first and only reading, we **APPROVED** this: we named Richard Broadbent (Frederick) to Search Committee through 2021.

**12018-24 Networking Day.** Annette Breiling (Frederick) read aloud a report from Phil Ca-room (Annapolis), Peace and Social Concerns Committee Clerk, on workshops held at a recent Networking Day organized by the Committee.

**12018-25 Minute of support for Poor People's Campaign.** Annette Breiling (Frederick), on behalf of Peace and Social Concerns Committee, presented the Committee's recommendation to endorse the revived Poor People's Campaign; the written version of the recommendation is attached. We heard that a current, soon-ending six-week effort is the beginning of a multi-year campaign. We **APPROVED** this: we endorsed the Poor People's Campaign and asked local Meetings to consider endorsing it.

**12018-26 Back from the Brink campaign.** Jean Athey (Sandy Spring), on behalf of Peace and Social Concerns Committee, presented information on the Back from the Brink campaign; the written version of the information is attached. Jean noted that prompt action is required given a current nuclear posture review and current planning to replace the entire nuclear arsenal of the United States. Jean mentioned the availability of speakers to visit local Meetings. Local Meetings are invited to individually endorse the campaign.

We **APPROVED** this: we endorsed the Back from the Brink campaign and asked local Meetings to consider endorsing it.

We **APPROVED** this: we named Jean Athey our liaison to the Back from the Brink campaign through the end of our 2021 Annual Session.

We heard a sense that in addition to endorsing the campaign, there is work to be done to influence government decisions now being made.

**12018-27 Minute on the civil and human rights of transgender people.** Diane McHale (Sandy Spring), on behalf of Peace and Social Concerns Committee, presented a proposed minute on the civil and human rights of transgender people; the written version of the report is attached. Diane noted that in more than half of the states of the United States it remains legal to discriminate based on gender identity.

We heard a desire for a minute of support for not only transgender civil and human rights but also transgender people. We heard a desire for a minute that commits us to enlarging our understanding of the experience of transgender people. We heard a sense of the need for concrete steps to accompany the minute.

We **APPROVED** Peace and Social Concerns Committee's proposed minute on the civil and human rights of transgender people; we directed Peace and Social Concerns Committee to bring a strengthened minute to Annual Session reflecting the concerns expressed today.

**12018-28** *Minute on end-of-life options legislation.* Victor Thuronyi (Adelphi), on behalf of Peace and Social Concerns Committee, presented a minute and background information on end-of-life options legislation; the written version is attached. Current and contemplated legislation affects a small number of people. Consideration of end-of-life options legislation by the Maryland state legislature is expected in 2019. End-of-life matters are of particular concern to religious communities given the moral dimensions of end-of-life decisions.

We heard a desire to take the time to do the substantial work needed to come to clarity on end-of-life matters. We heard of how end-of-life decisions can interact with disability rights, and a desire to keep disability rights in mind. We heard a sense that we might reframe our consideration in terms of pain and pain management.

We directed our Peace and Social Concerns Committee to continue its work in the issue of end-of-life options.

**12018-29** *Youth Programs Manager's annual report.* Jossie Dowling, Youth Programs Manager, presented the Manager's annual report; the written version of the report is attached. Jossie noted the end of another year with a total of twelve youth conferences. Jossie mentioned the love and tears brought forth when individuals graduate from the program after years of being in it.

**12018-30** *Working Group on Right Relationship with Animals annual report.* Margaret Fisher (Herndon), Working Group on Right Relationships with Animals Clerk, presented the Working Group's annual report; the written version of the report is attached. Since 2014, the Working Group has led 32 discussions, willing to undergo a little bit of discomfort to have them; giving people the facts seems to work better than trying to avoid people's reactions or underestimating their capacity to respond.

We heard a concern about the tone and scope of the name of the Working Group.

**12018-31** *Pastoral Care Working Group.* Amy Schmaljohn (Gunpowder) and Melanie Gifford (Adelphi), Ministry and Pastoral Care Co-Clerks, presented a proposal for a new Pastoral Care Working Group under the care of Ministry and Pastoral Care Committee; the written version of the proposal is attached. Development of the proposal has been the focus of Ministry and Pastoral Care Committee's work this year.

We heard a concern about the staffability of a Working Group; we heard of people who have already expressed an interest in taking up the work. We heard a desire for a written charge for the Working Group; we heard a sense that the third paragraph of the Committee's proposal might serve as a beginning charge.

We **APPROVED** formation of a Pastoral Care Working Group as proposed by Ministry and Pastoral Care Committee, with the Working Group under the Committee's care.

**12018-32** *Presiding Clerk's report.* Ken Stockbridge (Patapsco), Yearly Meeting Presiding Clerk, reported; the written version of the report is attached. Ken noted that, whether we

know it or not, those who are led to do the work of the Yearly Meeting will be the ones who get to make that work possible financially.

We heard a sense that discussions of issues can help make our Meetings for Business engaging.

**12018-33** *General Secretary's report.* Ned Stowe (Sandy Spring), Yearly Meeting General Secretary, reported; the written version of the report is attached. A planning group is developing a proposal to continue equity, diversity, and inclusion work in 2019 and beyond, after a Shoemaker Foundation grant for the work ends; a proposal is to be brought to us for consideration as soon as possible this year.

**12018-34** *Minute of appreciation for Dyresha Harris.* Peirce Hammond (Bethesda) read aloud a minute of appreciation for a telephonically present Dyresha Harris; the written version of the minute is attached. There was noisy appreciation for Dyresha (for Dyresha's benefit); we **APPROVED** the minute of appreciation for Dyresha Harris.

**12018-35** *Development Director's report.* Ann Venable, Development Director, reported; the written version of the report is attached. In response to requests at our most recent Interim Meeting, Ann has provided detailed numbers in the written report; in the oral report, Ann showed posters of Yearly Meeting programs being supported by donations, literally putting information behind the numbers. To date about \$115,000 of our 2018 goal of about \$710,000 has been raised; we have a way to go.

**12018-36** *Stewardship and Finance Committee.* Jim Lynn (Sandy Spring), Stewardship and Finance Committee Co-Clerk, reported on the Committee's new format for our budget presentation; the written version of the report is attached.

**12018-37** *Treasurer's report.* Tom Hill (Charlottesville), Treasurer, reported. Tom loves accrual accounting. Tom noted that a draft audit for 2017 has been completed and circulated to our Trustees, our Stewardship and Finance Committee, and officers of the Miles White Beneficial Society; with the inclusion of information about the Beneficial Society, we now have an unqualified audit. With the inclusion of the Beneficial Society's assets, the consolidated assets are now shown as being about \$2.5 million greater than in last year's audit. Tom noted that we have an operating surplus of about \$30,000; this amount is smaller than the increase in the value of our investments in 2017.

Tom expects that the 2017 audit and Internal-Revenue-Service-required Form 990 will be completed soon.

Tom cautioned us that a financial report as of 3/31/2017 reflects camp fees received and not yet spent on camp costs, limiting any conclusions that can be drawn from the report.

**12018-38** *Work on racism and plans for change groups.* David Etheridge (Washington), Working Group on Racism Clerk, reported on work on racism in our Yearly Meeting and



plans for change groups. David told the history of a person of color's involvement with the Religious Society of Friends, and how experiences with them helped motivate David's work on racism. David noted the availability of a workshop and six books on racism at our upcoming Annual Session and its book store.

**12018-39** *Travel minutes.* Patti Nesbitt (Sandy Spring), on behalf of the Intervisitation Working Group, presented a returned travel minute for Georgia Fuller (Langley Hill); a copy of the returned minute is attached. We **ACCEPTED** the returned minute.

Patti presented a travel minute approved by Baltimore Monthly Meeting, Stony Run for Adrian Bishop (Baltimore, Stony Run) and Rosalie Dance (Baltimore, Stony Run), as well as a travel minute approved by Adelphi Monthly Meeting for Jolee Robinson (Adelphi); the written versions of the travel minutes are attached. We **APPROVED** this: we renewed our endorsement of the travel minute for Georgia Fuller, endorsed Baltimore Monthly Meeting Stony Run's travel minute for Adrian Bishop and Rosalie Dance, and endorsed Adelphi Friends Meeting's travel minute for Jolee Robinson.

**12018-40** *Report of Friends United Meeting general board members.* Walt Fry (West Branch) and Georgia Fuller (Langley Hill), named by the Yearly Meeting to the general board of Friends United Meeting (FUM) reported; the written version of their report is attached. Walt report that a new FUM General Secretary will begin serving on 7/1/2018; Georgia noted that their first days of service will be spent at a gathering in Africa. Georgia noted that Baltimore Yearly Meeting is the largest FUM-affiliated Meeting in North America. What global responsibilities go with that? What can we learn from global Friends? Georgia encouraged our presence and openness at the 7/2020 FUM Triennial in Kenya.

**12018-41** *Schedule of events at Annual Session.* Barb Platt (Sandy Spring), on behalf of Program Committee, presented a report on the schedule of events at Annual Session; the written version of the report is attached. Some changes have been made to the 2018 schedule. While the Committee has the authority to shorten the Annual Session, the Committee does not want to do so without Yearly Meeting consultation. The Committee envisions discussion this summer on shortening our Annual Session.

We heard a sense that defining the purpose of our Annual Session would be useful in shaping its form. We heard a sense that consulting with other Yearly Meetings with shorter Annual Sessions would be useful; the Committee hopes to do so.

**12018-42** *Closing.* We heard, improved, and **APPROVED** these minutes.

We adjourned, to gather next as Interim Meeting on 10/20/2018 hosted by Sandy Spring Friends Meeting, or at the call of the Clerk of Interim Meeting.

Marcy Baker Seitel, presiding  
Meg Meyer, presiding

Arthur David Olson, recording  
Becka Haines Rosenberg, recording

## **ATTACHMENT I2018-20**

### **FRIENDS IN ATTENDANCE**

**Adelphi:** Melanie Gifford, Ann Marie Moriarty, Jolee Robinson, Marcy Seitel, Victor Thuronyi; **Alexandria:** Deborah Haines, Becka Haines Rosenberg, Paul Jacob; **Annapolis:** Karen Cunnyngham, Barbara Thomas; **Baltimore, Stony Run:** Margaret Boyd Meyer, Elizabeth DuVerlie, Mark Oliver; **Bethesda:** Peirce Hammond, Liz Hofmeister; **Charlottesville:** Tom Hill; **Floyd:** Lee Henkel; **Frederick:** Annette Breiling, David Hunter, Carlotta Joyner, Greg Tobin; **Friends Meeting of Washington:** Mary Campbell, David Etheridge; **Gettysburg:** Jerry Johnson, Sandy Moyer, Margaret Stambaugh; **Goose Creek:** Debbi Sudduth; **Gunpowder:** Rebecca Richards, Amy Schmaljohn; **Herndon:** Margaret Fisher, Cathy Tunis, Harry Tunis; **Homewood:** Kathryn Munnell, Susan Russell Walters; **Langlely Hill:** Sheila Bach, Georgia Fuller, Tim Hunt, Rick Post; **Menallen:** Dave French, Donna Kolaetis; **Patapsco:** Ramona Buck, Becca Gardner Rhudy, Bob Rhudy, Ken Stockbridge; **Sandy Spring:** Jean Athey, Erik Hanson, Bette Hoover, Deborah Legowski, Margo Lehman, Joan Liversidge, Rich Liversidge, Jim Lynn, Diane McHale, Patti Nesbitt, Barb Platt, Mark Roush, Ned Stowe; **Takoma Park:** Arthur David Olson; **West Branch:** Walt Fry; **Yearly Meeting Staff:** Jossie Dowling, Ann Venable; **York:** Sue Hunter.

## **ATTACHMENT I2010-21**

### **SEARCH COMMITTEE - FIRST READING OF NOMINATIONS**

Search Committee of BYM  
2018 Nominations  
First Reading, June 9, 2018

#### **Yearly Meeting Officers:** (all serve 2-year terms)

Presiding Clerk: **Ken Stockbridge, Patapsco (14) (renewing for third 2-year term)**

Recording Clerk: Helen Tasker, Frederick (13)

Treasurer: Tom Hill, Charlottesville (1/18) (term expires 12/19)

Assistant Treasurer: Jim Riley, Hopewell Centre (1/18) (term expires 12/19)

#### **Interim Meeting Officers:** (all serve 2-year terms)

Clerk: **Marcy Baker Seitel, Adelphi (16) (renewing for second 2-year term)**

Recording Clerk: **Arthur David Olson, Takoma Park (14) (renewing for third 2-year term)**

#### **Supervisory Committee:**

(This committee has 2-year terms)

##### **2019**

Josh Riley, Hopewell Centre (17)

Adrian Bishop, Stony Run (17)

##### **2020**

**Peirce Hammond, Bethesda (16)**

**Ramona Buck, Patapsco (18)**

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Ex-officio committee members:

Tom Hill, Treasurer

Marcy Baker Seitel, Clerk of Interim Meeting

Ken Stockbridge, Presiding Clerk

**Nominating Committee:**

(This committee has 3-year terms)

**2019**

Erik Hanson, Takoma Park (13)  
Denna Joy, Richmond (16)  
Ollie Moles, Langley Hill (16)  
Deborah Haines, Alexandria (16)

**2020**

Chip Tucker, Charlottesville (17)  
Kathryn Munnell, Homewood (17)  
Alex Bean, Adelphi (17)

**2021**

**Rebecca Rhudy, Patapsco (15)**  
**Kevin Caughlan, Sandy Spring (18)**  
**Gene Throwe, FMW (18)**

Vacancy

Vacancy

Names in Bold type are being nominated or re-nominated at this time. All other names are for information only.

Dates above each group of names indicate year when the present term of service will end.

Numbers in parentheses after the monthly meeting indicate the year the person's service began.

**ATTACHMENT I2018-25**

**PEACE AND SOCIAL CONCERNS COMMITTEE**

**MINUTE OF SUPPORT FOR POOR PEOPLE'S CAMPAIGN**

**BYM Peace and Social Concerns Committee's recommendation for  
Baltimore Yearly Meeting (BYM) and Monthly Meetings' endorsement  
and support of revived MLK POOR PEOPLES' CAMPAIGN (PPC):**

Following two-years of planning, the National Call for Moral Revival group invites those of all faiths to rally at state capitols across the U.S. for 6 weeks (*–we have reached week 5 in early June*) to help revive Rev. Martin Luther King (MLK)'s final & most comprehensive civil-rights campaign. See <https://www.poorpeoplescampaign.org/demands/>

The PPC principles and demands note that, *in the 50 years since MLK's death, the U.S. has moved backwards in many areas including: voting rights, mass incarceration, poverty (relative to cost of living), etc.* The PPC calls on Americans and our leaders to reverse systemic racism and discrimination against other minorities (immigrants, LGBT, the disabled), to reset and unite around priorities that favor a peaceful economy rather than a war-

oriented economy, and to avert economic crises in progress.

Supporters include AFSC, FCNL, Episcopalians, Jewish organizations, Methodists, Presbyterians, the National Council of Churches and many others.

Baltimore Yearly Meeting's Peace and Social Concerns committee asks BYM and our Monthly Meetings, like AFSC and FCNL, to endorse the Poor Peoples Campaign, to can [sign up online](#) for updated action requests, and to take action as way opens.

## **ATTACHMENT I2018-26**

### **PEACE AND SOCIAL CONCERNS COMMITTEE**

#### **BACK FROM THE BRINK CAMPAIGN**

#### **“Back from the Brink” Campaign:**

The Sandy Spring Peace Committee brought the following recommendation to Sandy Spring Monthly Meeting on February 4, 2018, for consideration—and obtained its immediate approval. BYM's Peace and Social Concerns Committee now request that BYM and monthly meeting join this effort, also to endorsement the “Back from the Brink” campaign. This is a national campaign originated by Physicians for Social Responsibility and endorsed by m national organizations, including the American Friends Service Committee (AFSC) & Friends Committee on National Legislation (FCNL).

Local communities of faith and other organizations around the country are being asked to endorse the campaign. Endorsement shows support for reducing the threat of nuclear war and provides political power to those who are working to reduce the threat.

The campaign's plan, which includes five elements and states the following: “We call on the United States to lead a global effort to prevent nuclear war by:

- renouncing the option of using nuclear weapons first;
- ending the sole, unchecked authority of any President to launch a nuclear attack;
- taking US nuclear weapons off hair-trigger alert ;
- cancelling the plan to replace its entire arsenal with enhanced weapons;
- actively pursuing a verifiable agreement among nuclear armed states to eliminate their nuclear arsenals.”

We ask that BYM and each Monthly Meeting endorse this plan and designate a liaison to assist in informing local Friends when other action is needed.

Two bills in Congress groups currently are in Congress: HR 669/SR 200, which would take the unilateral power to start a nuclear war away from the President, and HR 4415, which states that it is the policy of the U.S. not to use nuclear weapons first. For example, of Maryland's eight congressional representatives, only Senator Van Hollen and Reps. Cummings, Raskin and Sarbanes have endorsed these. JEAN AND ELLEN TO ADD OTHER STATES.

Advocates will ask other local apolitical bodies, such as the Baltimore City Council and the Montgomery County Council, to endorse “Back from the Brink,” as a political message to the Federal government. Advocates will be available for more information these matters to Monthly Meetings on request.

Background: Since the height of the Cold War, the US and Russia have dismantled more than 50,000 nuclear warheads, but 15,000 of these weapons still exist and pose an intolerable risk to human survival. Ninety percent of these weapons are in the hands of the United States and Russia. The use of even a tiny fraction of these weapons would cause worldwide climate disruption and global famine. As few as 100 Hiroshima sized bombs, small by modern standards, would put at least 5 million tons of soot into the upper atmosphere and cause climate disruption across the planet, cutting food production and putting 2 billion people at risk of starvation. A large scale nuclear war would kill hundreds of millions of people directly and cause unimaginable environmental damage. It would also cause catastrophic climate disruption, dropping temperatures across the planet to levels not seen since the last ice age. Under these conditions the vast majority of the human race would starve and it is possible we would become extinct as a species.

Despite assurances that these arsenals exist solely to guarantee they are never used, there have been many occasions when nuclear armed countries have prepared to use these weapons, and war has been averted at the last minute. Moreover, the U.S. has frequently threatened the use of nuclear weapons. Speaking of these threats, Daniel Ellsberg has said, “Any threat of first use of a nuclear weapon is a terrorist threat. Any nation making such threats is a terrorist nation.”

The Trump Administration, in its Nuclear Posture Review (recently leaked), augments the role of nuclear weapons in military plans. The document also loosens current restraints on the use of nuclear weapons by expanding the list of situations that could trigger their use. For example, the Administration wants the ability to use “lower-yield nuclear weapons” in battlefield situations; these “lower-yield” weapons are less powerful than the majority of weapons in the U.S. arsenal, but they are equal in power to the bombs that we used on Hiroshima and Nagasaki. The planned expenditure of \$1.2 trillion to enhance our nuclear arsenal will exacerbate these dangers by fueling a global arms race and it will divert crucial resources needed to assure the well-being of the American people. It is not surprising that the Bulletin of Atomic Scientists recently concluded that we are at the most dangerous period since the organization began its “Doomsday Clock”: the Bulletin moved the minute hand closer to zero--we are now only two minutes from midnight. That is, according to these scientists, we have never been closer to world-wide nuclear war than we are today.

Former Secretary of Defense William Perry, once a Cold War warrior, stated in December, “We are sleepwalking into a catastrophe. . . The risk now is greater than it was during the Cold War.” There is an alternative to this march to nuclear war. In July of 2017, 122 nations called for the elimination of all nuclear weapons by adopting the Treaty on the Prohibition of Nuclear Weapons. The United States needs to embrace this call for nuclear disarmament as the centerpiece of our national security policy. The threatened destruction of the Earth and all its people is a critical moral issue for our time.

## **ATTACHMENT I2018-27**

### **PEACE AND SOCIAL CONCERNS COMMITTEE**

#### **MINUTE ON THE CIVIL AND HUMAN RIGHTS OF TRANSGENDER PEOPLE**

May 26, 2018

##### **Draft Minute on the Civil and Human Rights of Transgender People**

###### **Background**

Baltimore Yearly Meeting has long celebrated diversity in our community. See, for example, the chapter on Diversity in the proposed 2013 Faith and Practice (pages 71-75). This includes diversity in respect of gender identity.

Since the November 2016 elections, we have witnessed a growing backlash against transgender people in the United States. The Trump administration has taken numerous steps weakening protection for transgender people in such areas as military service, prison assignment, health care, employment, schooling, and policing.

It is particularly important for us as people of faith to testify that our religious experience leads us to love, acceptance, and nondiscrimination, and to support the civil rights of these friends and family members. For these reasons, we bring the following proposed minute:

###### **Proposed Minute**

Baltimore Yearly Meeting of the Religious Society of Friends (Quakers) rejoices in the presence of transgender people in our midst. Our transgender members enrich our community and deepen our worship. We believe that there is that of God in everyone and everyone has gifts to bring to the world. Whenever anyone is excluded, God's ability to work in our midst is diminished.

We commit ourselves to support the civil and human rights of our transgender members and all transgender people. No one should face discrimination in employment, housing, health care, or otherwise, or have their dignity assaulted and their human rights curtailed because of their gender identity.

## **ATTACHMENT I2018-28**

### **PEACE AND SOCIAL CONCERNS COMMITTEE**

#### **MINUTE ON END-OF-LIFE OPTIONS LEGISLATION**

May 31, 2018

##### **Draft minute on end-of-life options legislation**

###### **Draft minute**

Baltimore Yearly Meeting of the Religious Society of Friends (Quakers) encourages individuals to make decisions about end-of-life planning in a spirit of clearness, attentive to the Spirit within.

Friends tend not to lay down rules for moral conduct. We listen to the promptings of the Spirit within and we listen to the Spirit-led testimonies of other Friends. This means that Friends do not always agree on moral choices. But we do agree on the importance of being open to each other and to the Light within on an ongoing basis. We support a legal framework that enhances the ability of all individuals, if mentally competent, to make their own choices in this difficult area, as they are led.

We support the enactment of legislation that would allow a terminally ill patient having decision-making capacity to obtain a prescription for life-ending medication for self-administration, along the lines of laws enacted in California, the District of Columbia, and several other states.

### **Background**

Medical-aid-in-dying legislation allows terminally ill adults to request and receive a prescription for medication that they may choose to take to bring about a peaceful death. To qualify, one must be mentally capable, able to self-administer the medication, and have a prognosis of six months or less to live. The request must be made writing, and is subject to safeguards (a second request is required; referral for evaluation of depression may be made; and a second physician must review.) Eight jurisdictions currently authorize medical aid in dying under similar legal frameworks: California, Colorado, Montana, Oregon, Vermont, Washington, Hawaii, and the District of Columbia.

Under current law in all U.S. jurisdictions, patients (or their health care agent) generally may refuse life-saving treatment, including use of a ventilator, a feeding tube, IV hydration, antibiotics or cardiopulmonary resuscitation (CPR). Some patients may depend on certain drugs or procedures to stay alive (e.g., anti-cancer drugs, insulin, dialysis). By stopping those drugs or procedures, a patient can hasten death. Patients who are in pain may also request administration of pain relieving medication, even at a dosage that may precipitate death. A patient also has the right to refuse food and fluids; voluntarily stopping eating and drinking may be part of a dying process, and will accelerate death in the case of someone who is not otherwise about to die.

It is possible to draw a line between some of these actions, but the lines can be very fine. For example, both as a matter of law and as a matter of moral theology of some religions, it is permissible for a doctor to prescribe high doses of pain medicine which the doctor knows will almost certainly lead to death, as long as the doctor's intention is to mitigate pain rather than to cause the patient to die. Some consider these lines arbitrary, and feel that patients should have broad end-of-life decision-making options, including ingesting life-ending drugs where the patient feels that the time to die has come.

In practice, few people make use of life-ending medication in the states where this is legal. Some patients obtain the prescription, and feel comfort from having this option available, but never use it. Those who obtain the prescription are for the most part patient with advanced cancer. While that is a small number of people, any one of us (even if healthy today) has a statistical chance of falling into this group. Moreover, all of us as Quakers should be concerned with the ethical issues raised and in addition with the separation of

church and state issue – even if we might make a moral choice a certain way based on our religious beliefs, should we impose that moral choice on others through the legal system?

The Religious Society of Friends tends not to prescribe detailed moral rules for its members, preferring instead to encourage Friends to make important decisions about how to live their lives by being attentive to the Spirit and seeking clearness with the assistance of others where needed. Friends also support the separation of church and state, a principle which avoids enshrining into law the religious views of some groups to the exclusion of others. These attitudes imply that Friends do not take a uniform approach to end-of-life issues in their own lives, and would not wish the religious views of some to be mandated by law for all.

End-of-life options legislation has been introduced in Maryland in recent years (but not in the 2018 session) and is expected to be reintroduced in 2019. As a matter of timing, a minute adopted by BYM in 2018 will be relevant for the debate on this legislation expected in early 2019. While there is broad support for this legislation, there are also pockets of opposition and some of the strongest opposition comes from some religious groups. The activity of faith communities in this debate provides a context for BYM to participate in this debate as well. The minute would also be relevant to support the legislation in DC. Although the end-of-life option act is law in DC, it has suffered from implementation difficulties.

## **ATTACHMENT I2018-29**

### **YOUTH PROGRAM MANAGER'S ANNUAL REPORT**

#### **Youth Programs Manager's Annual Report 2017-2018 - Jossie Dowling**

As we segue into the summer, my heart and mind reflect on our successes and our shortcomings from this past year's youth conferences. The Youth Programs Committee continues to have ongoing conversations about how to sustain a successful program and how to make our programs the best it can be.

There have been a lot of new and exciting changes in the Junior Young Friends Program (JYF) this school year. YPC decided to move the first JYF conference of the school year from October to November, with the intention of giving the younger JYFs an opportunity to settle in and get used to middle school for a few months before diving into a new program. With this change we were able to successfully accommodate the influx of energetic and eager energy of many new 6th graders. The new scheduling shift forced our subsequent conferences to all take place in the new year, closer together in time, making the spring calendar a bit tighter than usual. Proceeding on business items from the prior school year, the Junior Young Friends helped write and approve a new set of Gathering Expectations for the program. The Gathering Expectations are a list of standardized rules/regulations the JYFs drafted for themselves on both appropriate behavior expected of community at the gatherings and behavior that is unwelcome and worth of consequence. The purpose of these Gathering Expectations are to establish a consistent foundation for behavior across all participants as well as prepare JYFs for similar standards as they transition into the Young Friends Program.



Attendance at our Young Friends Program dropped drastically this year. The average attendance at a conference this year was 45 YFs, down from last year's 60. We are unsure the reasons for this drop but are hoping that we can continue to support new attenders in the upcoming school year in the midst of the many scheduling obligations that young people have in their lives. After much discussion, the Young Friends created an ad hoc committee to discuss and problem-solve issues around Love Feast, their annual valentine's themed food-fight dance party. Young Friends approved replacing Love Feast with a prom-type dance in an effort to be more inclusive and accessible to those the have previously felt left out of the ritual. Following a lot of fraught discussion around the word "anti-racist" in the BYM Epistle at Annual Session, Young Friends' channeled their pain into healing by discussing among themselves and with members of the larger BYM community how important it is to do anti-racism work (and name it that way). Appointed members crafted a statement that was read at 10th month Interim Meeting on this topic, and continue to support other efforts of anti-oppression work on the horizon.

The Youth Programs Committee has a number of successes as well as things to look forward to in the approaching school year. We successfully trained 7 new Friendly Adult Presences at the FAP training at Goose Creek this past February. We are interested in exploring how to make our training more accessible with technology and creating an on-line training program to accommodate more people's location and schedule. A number of previous members have rotated off the committee and we are searching for new members that are interested in supporting our program. Our low membership has been challenging and we are eager to invite new members with new energy and perspective to join our team. Furthermore, YPC is on the search for a new Junior Young Friends Assistant that can help facilitate the programming of our JYF weekends. Please help spread the word about this new and exciting opportunity.

I want to thank the entire BYM community for their continued support of our youth programs. I am humbled by the positive feedback I receive about this work as I travel around to local meetings. Please be sure to say hello to members of the Young Friends Community this summer at Annual Session (they are nice, I promise). I will be eager to start a new season of conferences in the fall and hope everyone can help spread the word about the magic of BYM Youth Programs to help support our enrichment and growth.

## **ATTACHMENT I2018-30**

### **WORKING GROUP ON RIGHT RELATIONSHIP WITH ANIMALS ANNUAL REPORT**

See Committee Reports Section for Annual Report

## **ATTACHMENT I2018-31**

### **PROPOSAL TO CREATE A PASTORAL CARE WORKING GROUP**

#### **Proposal to Create a Pastoral Care Working Group under the care of BYM's Ministry and Pastoral Care Committee**

**Draft--March 14, 2018**

The Ministry and Pastoral Care Committee (M&PC) has under its care four groups that provide vital ministries to Friends in Baltimore Yearly Meeting (BYM): the Working Group on Racism, the Intervisitation Working Group, the Spiritual Formation Working Group, and the Women's Retreat Working Group. The working group structure makes possible the sustained and caring attention to this work within the Yearly Meeting, as Friends serving in these groups bring expertise and experience needed for the work and can serve as long as they are led. A member of M&PC serves as a liaison to each working group, and working groups report to the committee annually. Such coordination ensures that working groups have the resources they need to thrive and that their ministry will be broadly connected to BYM.

In recognition of the breadth and depth of pastoral care needs of and within Monthly Meetings, M&PC proposes the creation of a Pastoral Care Working Group, which will be under the care of M&PC (as described above).

The Pastoral Care Working Group (PCWG) will provide support and nurture to Monthly Meetings within BYM so that Meetings can attend to the needs of their members and attenders both proactively and in response to challenges and difficulties that arise. Members of the PCWG will create and maintain resources that can be shared with Monthly Meetings to build capacity to meet the pastoral care needs of their members and to sustain vibrant and healthy communities. Workshops on topics germane to pastoral care (for example the "Debate into Dialogue," or "Naming and Nurturing Gifts" workshops already supported by M&PC) will be offered to Monthly Meetings. The PCWG will compile a list of vetted experts who could be called upon by on Monthly Meetings in times of interest or of need. A list of readings, films, and other resources will be maintained by the PCWG. M&PC will work closely with the PCWG to ensure that its resources support the ongoing deepening of Monthly Meetings.

While proactive engagement will help Monthly Meetings to maintain resilient and healthy communities, in times of challenge or crisis Monthly Meetings do request direct and focused support from BYM. Such support will be carefully coordinated between BYM (Associate General Secretary and staff, Presiding and Interim Meeting Clerks), M&PC, and the PCWG. The initial request for support from a Monthly Meeting will come to the BYM General Secretary (or her/his designee), who will inform the clerks of M&PC of the Meeting's needs. Together, the General Secretary and M&PC clerks will decide how best to respond to the Meeting's needs. A response will most likely include a visit to the Meeting to listen with Friends and discern more fully the needs of the Meeting. This visiting group can then connect the Meeting with the resources of the PCWG that might best minister to

the need present. A record of Meetings served and needs identified will be maintained by the BYM General Secretary and staff.

M&PC will offer a “Connecting Local Meetings” workshop at BYM Annual Session in 2018 on this topic, thereby beginning to identify both Friends and resources that would form the PCWG.

## **ATTACHMENT I2018-32**

### **PRESIDING CLERK'S REPORT**

Presiding Clerk's Report to Interim Meeting  
Baltimore Yearly Meeting, 6th Month, 2018  
**Celebrate!**

In my [report last fall](#), I shared my belief that our Yearly Meeting is at a crossroads, highlighting five key, interrelated areas: our budget, supporting our local Meetings, our camps, our Growing Diverse Leadership Program, and our staffing. In my [report this past spring](#), I shared that I had lately been tending to focus more on disappointments and frustrations than on successes and joys. But I had come to realize that just reflected that we have been doing hard things, and doing hard things requires community, reliance on God, and Love. Since then, I have reflected that confronting challenges and frustrations tends to generate a lot of angst. We have more than enough angst in our world today, don't we? And faced with all that, I am convinced that we need more than ever to celebrate.

Yes. Celebrate! We have so much to celebrate. We have a truly wonderful Yearly Meeting with wonderful people in it, doing amazing, spirit-led work. I invite you to take a worshipful moment right now and reflect on that. Close your eyes and call to mind what you love about your local Meeting and your Yearly Meeting. What people have you come to know that inspire you? What work do we do that inspires you? Share your responses with each other. I don't know about you, but it doesn't take me long to be amazed by the people and the work of our beloved community. It's a community that I want to be part of and give back to. I think you'll find, as I have, that the more you get to know it and the more you get involved in the work, the more you want to be part of it, even with the challenges and frustrations. Those are just part of the package of being faithful in doing hard things, inspiring things, with people who care deeply. Yes, we can celebrate all of that.

Now where can you go to really tap into that wonderful community, celebrate it, and let it inspire you? How about Annual Session?! It offers a variety of different ways to get to know other people in the Yearly Meeting, to tap into the spiritual currents that flow through the week, and to learn about and engage in the work of building and sustaining our blessed community.

But this is not just a paid commercial advertisement for Annual Session. As you are hearing today from Program Committee, we have some discernment to do about how we're going to do Annual Session. How can we make Annual Session more accessible and more engaging to more people? In short, possible changes include shortening the week and moving things around in the schedule. Shortening the week means less time for business ses-

sions, so you may wonder what would get cut from the agenda or how we fit our business into less time. Much could be said about that. In this report, I just wanted to lift up that one of the most important things we can do with our time at Annual Session is to celebrate what we are doing and who we are as a Yearly Meeting.

When I put together the agenda, the first priority goes to items that require a decision. Yet, our current schedule does allow a lot of time for agenda items that don't require decisions; they are "just" reports. If we shorten the week (and don't make other changes to how we do business), we will lose some of those reports. But those reports, when done well, are one of our best opportunities to celebrate what we are doing as a Yearly Meeting and get to know those who are doing it with us and for us.

We get some feedback from some people that business sessions are boring. They can be, but they don't need to be. What can we do about that? Especially if you will be giving a report, you should know that I try to work with every presenter in advance of Annual Session to help prepare the business and make it as effective as possible. Expect to have a phone call with me. In part, this helps us prepare minutes in advance on what we know will be reported, which helps the approval of minutes go faster. Moreover, I want to discuss with each presenter how to make their reports most effective and engaging. We have developed some advices on giving oral reports (<http://goo.gl/Pd54mc>) and preparing items for approval (<http://goo.gl/93Ks1G>). My phone conversations, in part, review those advices as they apply to the particular reports. We especially remind presenters that oral reports are different from written reports and do not need to and should not cover all the same information. And we now remind the rest of you that reading the written reports in advance minimizes the need for oral reports to go over what is in them. Instead, the oral reports can focus on just a few key points and highlight them with stories. They can focus on what we have to celebrate.

These are just some examples of how we can make our agenda items more engaging and use our limited time more efficiently. We've made some progress on this but need to make more. At the same time, we need to remind everyone else that our presenters are almost all volunteers and may not relish or have much experience speaking before large groups. We all need to be tender to that, too.

When I first attended Annual Session in 1995, I came only for the weekend and was focused on hanging out with other Young Adult Friends (YAFs). Still, I have some clear memories of the business sessions, including a discussion of how to finance repairs to Shiloh Quaker Camp after a 500-year flood there. I came again the following year, and that's when I got connected to the effort to start what is now my Meeting, Patapsco Friends Meeting.

I came for the full week for the first time in 2003. I found myself amazed and inspired, to my surprise, to hear the reports of our camping and youth programs, which were early in the week. That led me to become a Friendly Adult Presence for our youth conferences. It also led me to make sure I always came for the full week so I wouldn't miss such reports.

I fervently hope that you too may find that Annual Session feeds you spiritually and inspires you to deepen your connections with your Quaker community—even, or especially, the business sessions! Let us discover all the things we have to celebrate about our Yearly Meeting.

Love and Light,  
Ken Stockbridge, Presiding Clerk

## **ATTACHMENT I2018-33**

### **GENERAL SECRETARY'S REPORT**

**Interim Meeting, 6/9/18**  
**General Secretary's Report**

**This is the time of year when many across BYM are getting ready for camps.**

**There is still room for more campers and a need for more volunteers at camp this summer – especially in the last session July 29 – August 12.** Please contact Camping Program Manager Jane Megginson for more information.

**Getting camps ready to open.** David Hunter has been overseeing the construction of new cabins at Shiloh and Opequon this spring. Heavy rains this spring caused flooding at Shiloh, wiping out the railings on the bridge. The replacement of the leaking roof on the dining hall at Shiloh also had to be moved up on the maintenance and repair schedule. Please see Ann Venable to discuss ways you can help BYM financially to maintain safe and sound facilities for our campers, volunteers, and staff.

**This period in 2018 has also been a time for a number of staff changes.**

**Our new Administrative Assistant started work 5/15/18.** Laura Butler is a lifelong BYM Friend (daughter of Barb Platt) and is a 2013 graduate from Beacon College. She has gone straight to work addressing a backlog of updates to our BYM member database. Her work will help make our communications more effective at reaching more people.

**Assistant Bookkeeper Emily Morgan resigned effective 5/17/18.** The commute from her new home in Hagerstown to Sandy Spring for this 10-hour-per-week position was too costly. We will miss her gentle, Friendly spirit and excellent bookkeeping skills. We will begin seeking a replacement in August.

**BYM is seeking applicants for the Shiloh Quaker Camp caretaker position.** The current caretaker Jake Butler is retiring. This is a half-time, year-round position, which requires living on site in the caretaker residence. Please help spread the word to potential applicants. See the BYM web site for more information. We need to fill this position as quickly as possible.

**Dyresha Harris served her last day as Outreach and Inclusion Coordinator (OIC) on 5/31/18.** She will be continuing to serve as co-director for Catoctin Quaker Camp this

summer. We will miss the many gifts and talents she brought to the STRIDE program and to other BYM initiatives to advance equity, diversity and inclusion. We will be seeking a temporary replacement to serve until the end of 2018 when the Shoemaker grant (which funds the position) ends.

**The OIC work goes on for the summer.** The coordination of logistics for getting STRIDE campers to and from camp in good order will be carried out by local STRIDE core groups with support from BYM administrative staff, and the provision of equity, diversity, and inclusion training for camp staff is being arranged by BYM camping program staff.

**Planning is underway for BYM's equity, diversity, and inclusion work for 2019 and beyond.** The three-year Shoemaker Foundation grant will be completed at the end of 2018. As such, BYM will no longer have dedicated funding for the OIC position. Under the original terms, this grant was to be a one-time-only, start-up grant to advance BYM's outreach and inclusion for young adults and people of color. To continue the work at this level of effort, BYM will need to develop its own resources. Currently, there is no funding to continue the OIC position in the draft 2019 budget. However, I have organized a planning group (comprised of members of the Growing Diverse Leadership Committee (GDL), the Working Group on Racism, the Camping Program Committee, local STRIDE groups, and staff) to evaluate our activities and progress to date and to develop a proposal to continue this important work. This proposal will be brought to the Yearly Meeting for consideration as soon as possible this year.

A significant part of this evaluation and planning process has included meeting with the young adult core group members of each local STRIDE group in Philadelphia, Baltimore, Washington, DC, and Charlottesville. About 25 young adults are involved in the STRIDE core groups. All are camp alumni and many still work at camp in the summer. This year, they have recruited and conducted fundraising to support 20-25 campers – young people who otherwise would not have had the opportunity to experience a Quaker camp. The core groups were united in their praise of Dyresha Harris's leadership and gifts as OIC and in their support for continuing the OIC position at the current level of effort. Cloning Dyresha was suggested. All reported the need for more members to help carry on the work year-round. A number of core group members are now involved in helping to plan the future of the program.

**Recent visits and networking throughout the Yearly Meeting include:**

- 3/18/18 - Baltimore Stony Run, Baltimore, MD
- 4/4/18 - Rally to End Racism, National Council of Churches, Washington, DC
- 4/28/18 – Apportionment Meeting, Eastland Preparative Meeting, Little Britain, PA
- 5/12/18 – Peace and Social Concerns Committee Networking Day, Friends Meeting School, Ijamsville, MD
- 5/13/18 – Gunpowder Monthly Meeting, Sparks, MD
- 5/20/18 – Warrington Quarterly Meeting at Menallen Monthly Meeting, Biglerville, PA
- 6/3/18 – a gathering with members from Bethesda Monthly Meeting, Bethesda, MD

## **ATTACHMENT I2018-34**

### **MINUTE OF APPRECIATION FOR DYRESHA HARRIS**

When Dyresha Harris first joined the BYM camping program as a “staff child” exactly 30 years ago, no one could have guessed the powerful impact she would have first on the camping program and, more recently, on the entire BYM community.

The Quaker camp modeled leadership for her and helped build her confidence and a sense of herself. Even during her eight years as a camper, however, she realized that what was happening was incomplete because the perspectives of people of color were mostly absent. She brought both the leadership skills she had learned at camp and her understanding of the program’s shortcomings to her many years as camping staff. She worked diligently and effectively to engage people of color as campers and staff at Catoctin Quaker Camp.

Eight years ago, she and a group of other young adult BYM camp alumni organized the Growing Diverse Leadership Initiative, which has increased the number of people of color among campers and staff at Camp Catoctin. The Shoemaker Fund was so impressed with their work that they funded an effort to expand that work to all BYM camping and to the Yearly Meeting itself. Dyresha’s effective community organizing has resulted in three new working groups of mostly young adults based in Washington, Baltimore and Charlottesville who recruit and support campers of color in all BYM camping programs.

Dyresha has brought her knowledge and expertise from her experience with the camping program to be a co-conspirator with those of us working to reduce barriers to participation of people of color in local Meetings and in Baltimore Yearly Meeting. Even as she is leaving, she has given us a road map to follow to help our Meetings become multicultural.

Dyresha’s dynamism, caring, commitment, and knowledge make her a wonderful resource and friend. She is always well prepared, listens well, appreciates what she hears and learns, is ready to go, thoughtful, dependable, and optimistic. She is honest and non-judgmental—discerning truth and love as the companions that they must be and always are. She leaves us better-oriented, motivated, and prepared.

We shall miss Dyresha. Although there is much more for us to learn, do and grow into, she has helped us get our feet under us as we work to make our Yearly Meeting whole. We are grateful in many ways for the gifts she has developed in us.

# ATTACHMENT I2018-00

## DEVELOPMENT DIRECTOR'S REPORT

June 9, 2018

Frederick Friends Meeting

### Fundraising Summary (January 1-June 6, 2018)

<b>Fund</b>	Jan 2018 Thru June 2018		Jan 2017 Thru June 2017		<b>2018</b>
	<b>Donors</b>	<b>Total</b>	<b>Donors</b>	<b>Total</b>	<b>Fundraising Goal</b>
Annual Session	0	\$0.00	6	\$805.00	\$5,000.00
Barry Morley Scholarship	7	\$400.00	3	\$160.00	\$10,000.00
Camp Property Capital	13	\$6,137.50	56	\$16,740.41	*\$329,000.00
Camp Property Operating	1	\$105.00	2	\$200.00	
Camping Program	74	\$27,323.00	46	\$11,020.00	**\$165,000.00
Diversity	57	\$28,206.00	36	\$10,127.48	
General Fund	86	\$48,883.72	88	\$15,004.28	\$159,800.00
Gifts in Kind	1	\$52.63	1	\$200.00	
Spiritual Formation	6	\$238.00	7	\$290.00	\$2,000.00
Women's Retreat	45	\$3,731.00	8	\$490.91	\$4,000.00
Youth Programs	2	\$125.00	0	\$0.00	\$36,000.00
	250	\$115,201.85	219	\$55,038.08	\$710,800.00

\*Includes Friendly loan repayment, new projects and replenishing reserves.

\*\*Includes Camping Program, Diversity and Camp Property Operating.

- This total does not include the pledge payments made in 2018 toward the Bathhouse project of \$21,300. The pledges are included in the fundraising totals in the year that they were created.
- Annual Fund:
  - 50 Campers in 50 Days: Current Campers supported **34**
  - Coming soon: How to Support BYM Youth Programs
- Grant:

Applied	7
Awarded	5
Received	5
Declined	1
Awaiting	1

- 2018 to date: **\$15,324.50** for camper support
- Subscription to Grant Station assist with Grant searches.
- Stewardship
  - 47 of 250 donors are first time gifts in 2018.
- Planned Giving
  - New Legacy gifts: **3**
  - These gifts **will not** help with the 2018 fundraising goal of **\$710,000.00**. These generous gifts will support **BYM** in the **future**.





- She is a good teacher - Daniel B Simons Dand
- Wonderful Teacher - gautunde@yahoo.com -
- She is the best of her kind
- She is a perfect person - no good friends
- My life would be better by having you here
- Thank you for your service and
- My heart full of gratitude coming from far - you've been good
- Georgia Fuller is wonderful teacher, various topics
- She is a really nice and caring friend to several people
- Wonderful and great lecturer has been - highly
- Georgia Fuller has been a very good person



# ATTACHMENT I2018-39

## TRAVEL MINUTE OF ADRIAN BISHOP AND ROSALIE DANCE

*Established 1782*  
**BAITIMORE MONTHLY MEETING OF FRIENDS, STONY RUN**  
 5116 NORTH CHARLES STREET  
 BALTIMORE, MARYLAND 21210-2021

APR 18 2018  
 Phone: (443) 785-2500  
 Fax: (443) 785-2589

Internet  
[www.baltimoremonthlymeeting.org](http://www.baltimoremonthlymeeting.org)

**Travel Minute**

Friends Center of Belize,  
 3628 Central American Blvd,  
 Belize City, Belize.

4/8/2018

Dear Friends:

We greet you in Friendship from Baltimore Monthly Meeting, Stony Run of Baltimore Yearly Meeting.

With this letter we commend to your loving care our members Rosalie Dance and Adrian Bishop. They are traveling under our care, and in the care of Friends United Meeting.

Adrian and Rosalie have each been members of the Religious Society of Friends for over 40 years. Adrian became a Friend in Halifax, Nova Scotia, Canada in the 1970's; Rosalie joined Rochester, New York Meeting in the 1960s prior to sojourning with the Meeting in Dar es Salaam, Tanzania. They have each served as clerks of Meeting and have participated in many monthly meeting and yearly meeting committees. They are both very involved with community and international non-profit organizations. Rosalie has been a life-long teacher of mathematics, and a mentor of mathematics teachers. Adrian's work has been building organizations and buildings. He served as its Meeting Coordinator for 6 years. They have four children and six grandchildren.

They have been discussing their call to come to the Belize Friends School and Center with us for some months and have had close listening and counsel from a dearness committee of Friends. Their committee agrees that this is a sincere and clear call to serve the Spirit; we are pleased to commend them to you. Their goal is to assist the development of the Friends School, and to develop the Friends Center with Belizeans as a vibrant community that will provide permanent sustenance for the school.

We wish you and our members every success in this venture, and we look forward to learning how our communities might know and support one another.

In Friendship,



Maria Brown

Clark

## ATTACHMENT I2018-39

### TRAVEL MINUTE OF JOLEE ROBINSON

## Adelphi Monthly Meeting

of the Religious Society of Friends

2303 Metzert Rd.  
Adelphi, Maryland 20783  
(301) 445-1114

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Fifth Month 28, 2018

Dear Friends,

Greetings from Adelphi Monthly Meeting and Baltimore Yearly Meeting of the Religious Society of Friends.

Jolee Robinson, a beloved member of our Meeting, has opened to us her leading to travel among Friends, listening attentively to others and bearing faithful and honest witness to her deeply held spiritual understandings. Her leading is to share in fellowship and worship with Quakers from other branches of the Religious Society of Friends.

Among her many acts of service to our Meeting, Jolee serves on the Ministry and Worship Committee. She has also served on Baltimore Yearly Meeting's Supervisory Committee and currently serves on the Working Group on Racism and the Working Group on Intervisitation, both under the care of BYM's Committee on Ministry and Pastoral Care. As part of the latter initiative, she has traveled to Kenya for the USFWI triennial, has attended two FUM triennials, and visited Wilmington Yearly Meeting, Indiana Yearly Meeting, North Carolina Yearly Meeting FUM, Evangelical Friends Church Eastern Region Yearly Meeting, FWCC Section of the Americas, and gone twice to Cuba, visiting 11 Monthly Meetings.

She hopes to return to some of these Yearly Meetings in 2018.

Our Meeting unites with Jolee's leading. We are fortunate to share with other Quakers through Jolee. We know you will find her filled with the blessings of joy and good humor, understanding, intelligence and thoughtfulness. We commend Jolee to your care and hospitality. Approved and minuted at our meeting for business held on the 20th of Fifth Month, 2018.

Cordially,

Paul Jolly, Clerk  
Adelphi Friends Meeting

## **ATTACHMENT I2018-40**

### **FRIENDS UNITED MEETING REPORT**

Friends United Meeting will have the next Triennial in 2020 in Kenya. Plans are being made but the venue will probably be in Kisumu, which is Kenya's 3rd largest city. Kisumu is on the shore of Lake Victoria at an altitude of 3,700 feet. Plan now to see and experience Quakerism in East Africa, where over 40% of the world's Quakers live. There will be options to travel before and after the Triennial, either to visit nearby wild animal shelters, to go on safari in the Masai Mara near the border of Tanzania, or to visit FUM projects such as hospitals and the making bio-sand water filters.

## **ATTACHMENT I2018-41**

### **PROGRAM COMMITTEE REPORT ON**

#### **CONVERSATION ABOUT ANNUAL SESSION**

**Report to BYM Interim Meeting from Program Committee**

**6/9/18**

The Program Committee (PC), through the work of a sub-committee on Schedule, spent considerable time in the last few months examining the current schedule of events at Annual Session (AS). The sub-committee charge is to review the AS schedule, with an eye towards addressing comments from recent evaluation forms, as well as issues identified by PC members. We are concerned, in particular, with the decline in weekend attendance. We ended up looking at almost every aspect of the current AS schedule.

The principle underlying our work is how to strengthen AS (and hence BYM) through increasing attendance and possibly streamlining the program and business that takes place during AS.

Two ongoing concerns that we discussed at length, are 1) the low attendance at the Sunday Meetings for Worship and business, and the relationship of the weekend schedule preceding it (why do so many people leave on Saturday); and 2) expressions from some Friends that they would value more programmed activities (separate from business and worship); this also related to Friends' concerns that we spend more time than may be necessary in business sessions.

We made changes to the 2018 schedule to address some of these concerns (including adding a time for all-community meeting for worship and adding a 3rd time slot for interest groups).

We are now testing the idea of shortening AS by one full day, beginning in 2019. Possible benefits would be reducing the cost and the time commitment to attend. And that, we hope, might mean that more people would come. It might also mean that more of those who do come would stay to the end, so that we would all leave with a sense of being a gathered community that had accomplished our business for the year, rather than having so many people just sort of dribble away toward the end of the session.

### **Collecting information and ideas, we:**

- Reviewed AS schedules over the last 20+ years;
- Designed and promoted a short survey (online and paper) and began a wider conversation about the AS schedule at the March 2018 Interim Meeting; the survey asks people why they do or don't come to AS, why they leave before it's over (if they do), and what, if anything, they would like to see us do differently;
- Consulted with several individuals, including BYM staff;
- Began a review of past business meeting agendas to analyze how we spend our time (required decisions? Hearing reports and concerns? Celebrating our work together?);
- Devoted significant Program Committee time to a discussion of various proposals to shorten AS, including consideration of impact of changes on many aspects of AS program (the retreat, JYM, etc.).

### **What we have learned**

1. from the survey: some people think AS lasts too long, which makes it expensive in both time and money. Some say reports at business sessions are too long, and we sometimes wrangle too much about small things. Some people feel a pull to be at their own meetings on Sunday morning, and there usually doesn't seem to be anything of much substance happening at AS on Sunday.

We also heard many positive comments about the value of AS. We heard, for instance, that AS provides opportunities that you can't have in a small meeting; that it deepens connections to people and the Divine; that the food is great, the location is good, and the dorms are clean and comfortable; and that being part of meeting for business at AS helps Friends to see how to help their own meetings proceed in a spirit-led manner.

2. from discussions with other individuals: most Friends consulted think shortening AS by one day would not detract from either our business or fellowship, although there would be somewhat less time for both. Individuals would save money by paying for one less night. This might allow more individuals to attend part or all of AS.

### **Proposal to shorten Annual Session**

Program Committee considered several proposals to shorten AS, including ending on Saturday, and shortening by 1.5 days. We propose shortening AS by one day, starting Wednesday afternoon, and ending after lunch on Sunday.

Roughly: Retreat Tuesday-Wednesday; Business Meeting starts Wednesday afternoon. First plenary Wednesday evening. This would eliminate the Wednesday afternoon all-age plenary and about 4 hours of time for business meeting.

Schedule for committee meetings/interest groups/Worship-sharing and bible study/all-age events to be determined. Keep 3 afternoons of workshops.

Additionally, we will look at ways to make the weekend events particularly inviting to Friends so as to encourage those who are already present to stay and to make it more attractive for those who can't come sooner to spend the weekend. Switch Coffee House to Friday, put Carey on Saturday. As feasible, retain some substantive business for Sunday morning.

**347<sup>TH</sup> ANNUAL SESSION**  
**OF**  
**BALTIMORE YEARLY MEETING**  
**OF THE RELIGIOUS SOCIETY OF FRIENDS**  
**HOOD COLLEGE**  
**FREDERICK, MARYLAND**

**Tuesday, July 31, 2018**

**Y2018-1** *Opening Worship, Queries, and Reading.* We opened with a brief period of worship, out of which a Reading Clerk read the following queries:

- What are my experiences of being listened to deeply and lovingly?
- What are my experiences of listening to another in that way?

After a bit more worship a Reading Clerk read the following:

To “listen” another’s soul into a condition of disclosure and discovery may be almost the greatest service that any human being ever performs for another...for in penetrating to what is involved in listening do we not disclose the thinness of the filament that separates people listening openly to one another and that of God intently listening to each soul?

*Douglas Steere*

**Y2018-2** *Introductions of Friends at the Clerks’ Table.* Ken Stockbridge (Patapsco), Presiding Clerk, welcomed Friends to the 347<sup>th</sup> Annual Session of Baltimore Yearly Meeting and thanked us for being here. Friends at the Clerks’ table introduced themselves: Helen Tasker (Frederick), Recording Clerk; Young Friends Kate McHale (Sandy Spring) and Lukas "Sunshine" Austin (Baltimore, Stony Run), Reading Clerks; Jason Eaby (Nottingham), sound and technology manager. The Clerk also introduced the Prayerful Presences who hold the Meeting in the Light and remind us of the worshipful way in which we conduct business.

**Y2018-3** *Introductions of First-time Attenders, Visitors, and Travel Letters.* The Clerk asked first-time attenders to stand and be acknowledged. He then asked visitors to stand and introduce themselves and the following Friends did so: Oscar Mmbali (Belize City Friends Center); Daniel Kasztelan (Fairview Friends, OH), Friends United Meeting (FUM); Beth Gorton (Quaker City Unity Friends Meeting, NH/New England Yearly Meeting); Susan Kight (Camden, DE/PhilYM) and Evelyn Jadin (Jamestown, NC), School of the Spirit, two of our retreat leaders this year. Claire Hannapel (Atlanta/SAYMA), Quaker Voluntary Service, introduced herself and presented a minute of service which a Reading Clerk read. The Clerk asked others to share news of Friends who could not be here.

**Y2018-4** *Report on Opening Retreat.* A Reading Clerk read the written report about the opening retreat by Susan Kaul (Bethesda). The report is below.

Baltimore Yearly Meeting Annual Session Retreat

July 30-31, 2018

The 2018 Annual Session retreat focused on the theme, *Radical Listening, Rooted in Love*, led by three core teachers from the School of the Spirit's Spiritual Nurturer Program, Erica Fitz, Evelyn Jadin, and Susan Kight. The retreat began with exercises exploring "deep listening," as we each searched ourselves to provide a "snapshot" of something that illustrated God's presence in our lives. As we listened to each other, we began to discern a web of connection that united us. During the second section of the three-part retreat, we were encouraged to explore several different creative means to practice deep listening to *ourselves*. This surprised many of us with unanticipated reactions and a more profound understanding of how the spirit works within us. The last session on Tuesday morning began with learning a chant, "Opening in Sweet Surrender," complete with body movements. The notion of opening ourselves was reinforced by the passage from Mark in the 7th chapter: Jesus curing a deaf man. Jesus said, "'Be opened.' And immediately his ears were opened, his tongue released, and he spoke plainly." We followed with a time of journaling and then shared in small groups. We ended the retreat with again singing and moving to the chant "Sweet Surrender," closing with Meeting for Worship.

**Y2018-5** *Message from Program Committee.* Barbarie Hill (Charlottesville), Clerk of Program Committee, welcomed us, gave a few tips regarding logistics, and described highlights of the week. She mentioned the advance report to which we could refer for more detailed information about the work of the Committee. She also invited us to engage in discussions about future BYM Annual Session schedules, including shortening it by a day.

**Y2018-6** *Nomination of Epistle Committee.* The Clerk described the work of the Epistle Committee and then nominated the following people to serve on the Epistle Committee: Peirce Hammond (Bethesda) and Rebecca Richards (Gunpowder). As there are only two people at this time, there may be other names to bring forward later.

Friends **APPROVED** these nominees for the Epistle Committee.

**Y2018-7** *Report from Interim Meeting.* Marcy Baker Seitel (Adelphi), Clerk of Interim Meeting, gave the report.

Marcy spoke of Friends leaving Annual Session last summer with hurt and uncertainty and of her need to remain connected with Friends even though we had two-and-a-half months until we would meet again. Marcy told us of her wonderful visit with the Young Friends' Nuts and Bolts Committee, what a gift it was to receive ministry from them, to hear their deep commitment and passion for standing against racism, and their vision for our Yearly Meeting. She expressed her gratitude for the choice people made to come back together throughout the year and her appreciation for conversations and healing that continued to unfold throughout the year.

She spoke of the extra called Meeting to discuss the budget and how impressed she was with the number of Friends who engaged in this. Marcy added that our outgoing Outreach



and Inclusion Coordinator, Dyresha Harris, has broadened our understanding of what it means to be an inclusive community and that Dyresha's teachings remain a vital guide for her as she clerks Interim Meetings.

Marcy highlighted various threads that went through the year of Interim Meetings: dialogue on racism, work on budget presentations, Program Committee engaging friends in discussions about possible changes to Annual Session, and the various minutes on our social witness brought to us by Peace and Social Concerns—and the seasoning that has gone on in relation to these.

She shared her observations about work that we bring to Interim Meeting: that people love to discern and we are good at this due to speaking truthfully and simply, listening deeply; that more often Friends are eager to give reports, but those listening tire—listening deeply is work, and we need to respect the work of the speakers and listeners; that even though our Meetings are long, we need to know what each other is doing. It is our commitment and love for our Yearly Meeting which gets us through.

She spoke from her personal experience, saying that clerking Interim Meeting has been an enriching experience for her.

The complete Report from Interim Meeting is **ATTACHED**.

**Y2018-8 Trustees Report.** Harry Tunis (Herndon), Clerk of Trustees, gave the report. Below are his oral remarks; for details, see the Trustees' Annual Report, which is included in the Yearbook.

Comments on the 2018 Trustees Annual Report  
Annual Session at Hood College

Five years ago Trustees approved a Socially Responsible Investment policy. It was based on the investment policies of several other Friends organizations. We use this policy to guide our management of funds held with Morgan Stanley Wealth Management. The relationship with Morgan Stanley began in 2012 because of a bequest from Emily Bayless Graham. (Gifts of stock are certainly welcomed today.) With our meeting tomorrow we are beginning a review of that policy. A lot has changed in the past five years. We are more aware that we not only look at the products or services of a company but also how the company's performance reflects environmental practices, social justice issues (employee diversity, ethical recruitment, child labor), and governance (business standards, lobbying transparency). We want to be sure to reflect these ideas in a revised policy.

Trustees select an audit firm and review the audit and the Federal Form 990 filing. The firm we selected through a competitive bid process three years ago has worked well with staff. The firm, BBD, works for several other Quaker organizations including Friends Journal, Friends Fiduciary Corporation, and Pendle Hill. They also have very reasonable fees. This year we have worked with the Trustees of the Miles White Beneficial Society so that our audit includes their activities. Miles

White's fund was established in 1874 and was under the care of Homewood Meeting until the consolidation of BYM in 1968. The BYM Nominating Committee appoints the trustees. The audit firm recommended that Miles White's activities be reflected in BYM's audit. This action removes a "qualification," and we now have what is called a "clean" audit.

I would be remiss if I did not end by highlighting the incredible work of Tom Hill on a project for Trustees. It is an attempt to record every property ever owned or occupied for some years by BYM or its predecessors or their Quarterly Meetings. The properties include Meeting Houses, Friends burial grounds, Friends schools and housing communities. The report is now up to 312 pages. It is a remarkable achievement and still ongoing. The goal is to understand our holdings to make sure we have appropriate management policies in place.

Thanks to Arthur David Olson for compiling the minutes approved by Trustees. This handbook will be extremely useful to subsequent Trustees.

**Y2018-9 Reading.** A Reading Clerk read the following:

It is a powerful discipline for the "listener" to try to listen without agenda, ... abandoning the need or desire to appear knowledgeable, wise or comforting. There may be no more tellingly difficult spiritual practice than the effort to receive what is being said by someone else hospitably, without editing, without correction, without unsolicited advice. Yet it is this open listening that makes room for the Spirit of God to be present...

*Patricia Loring, 1997*

**Y2018-10 Manual of Procedure Changes: Second Reading.** Peggy Dyson-Cobb (Maury River) Clerk of the committee, introduced the other members of the committee: Donna Kolaetis (Menallen) and Clinton Pettus (Stony Run). She spoke of the purpose of the Manual of Procedure and asked Friends on committees to review their entries for the accuracy of their current practice.

Peggy presented second readings of substantive changes to the Manual of Procedure dealing with the duties of Supervisory Committee; the list of working groups under the Ministry and Pastoral Care Committee's care; the addition of Working Group for Refugees, Immigrants and Sanctuary to the Peace and Social Concerns Committee description; under Representatives to Other Organizations, adding a representative to Interfaith Action for Human Rights and changing the description for Quaker House, Fayetteville, NC. The report which outlines these changes is **ATTACHED** (see Section A. 1-5 of Attachment Y2018-10).

Friends **APPROVED** these changes individually.

Peggy also presented the changes made to the Baltimore Yearly Meeting's Youth Safety Policy, which were approved at Interim Meeting. These changes are also outlined in the **ATTACHED** report (Section A. 6 of Attachment Y2018-10).

**Y2018-11** *Manual of Procedure Changes: First Reading of Substantive Changes and Copy Edits.* Peggy Dyson-Cobb (Maury River) presented first readings of the proposed changes.

She discussed the updates for the Manual of Procedure found in Section B of **ATTACHMENT Y2018-10** Manual of Procedure Committee Report. The proposed substantive changes to the Manual of Procedure are, briefly: In describing Trustees' role, changing who is responsible for convening the Youth Safety Policy Working Group (YSPWG); adding a NEW complete list of special groups in one place—the Special Groups and Working Groups section; and NEW changes to the Miles White Beneficial Society entry. Peggy also noted that copy-edits are made for accuracy and clarity found in Section C of the attached report, which do not need our approval.

The second reading of these items will be on Saturday.

**Y2018-12** *Friends Committee on National Legislation (FCNL).* Victor Thuronyi (Adelphi), one of our Representatives to FCNL's General Committee, gave the report. He mentioned others who serve as FCNL reps.: Marion Ballard (Bethesda), Scott Breeze (Friends Meeting of Washington), Tom Gibian (Sandy Spring), Susan Griffin (Friends Meeting of Washington), and Byron Sandford (Friends Meeting of Washington). He gave us an overview of what FCNL does and how Friends can become involved with its work; spoke of how we could become involved with an FCNL Advocacy team through our local Meeting; and told us of how challenging the period since the 2016 elections has been, with people becoming politically active during these partisan and divisive times. Victor emphasized that FCNL is a non-partisan organization and spoke of how the theme of this Annual Session speaks directly to how FCNL conducts its work. We then watched a video made by FCNL for this 75th anniversary year, which highlighted the faithful work of the organization that often leads to significant changes in national policy. (Link to video: <https://www.youtube.com/watch?v=NdLY8ZG5dck>) For details, please see the **ATTACHED** report.

**Y2018-13** *Reading.* A Reading Clerk read the following:

Some individuals need already, upon entering the meeting, to be gathered deep in the spirit of worship. There must be some kindled hearts when the meeting begins. In them and from them, begins the work of worship. The spiritual devotion of a few persons, silently deep in active adoration, is needed to kindle the rest, to help those others who enter the service with tangled, harried, distraught thoughts to be melted and quieted and released and made pliant, ready for the work of God and His Real Presence.

*Thomas Kelly, The Gathered Meeting*

**Y2018-14** *Closing Worship and Announcements.* We closed with a moment of worship, followed by announcements.

## **Wednesday, August 1, 2018—morning session**

**Y2018-15** *Opening Worship, Queries, Readings.* The Reading Clerks read the queries and a reading out of worshipful silence.

What, in my experience, gets in the way of my ability to listen deeply?

What role do obstacles—my biases, resistance, fears, fatigue, complacency, and others—play in my inability to listen?

After a bit more worship a Reading Clerk read the following from William Stringfellow, 1973:

Listening is a rare happening among human beings. You cannot listen to the word another is speaking if you are preoccupied with your appearance, or with impressing the other, or are trying to decide what you are going to say when the other stops talking, or are debating about whether what is being said is true or relevant or agreeable. Such matters have their place, but only after listening to the word as the word is being uttered. Listening is a primitive act of love in which a person gives himself to another's word, making himself accessible and vulnerable to that word.

**Y2018-16** *Introductions of Friends at the Clerks' Table.* Ken Stockbridge (Patapsco), Presiding Clerk, welcomed Friends and thanked us for being here. Friends at the Clerks' table introduced themselves: Helen Tasker (Frederick), Recording Clerk; Jason Eaby (Nottingham), sound and technology manager; Young Friends Lukas "Sunshine" Austin (Baltimore, Stony Run) and William Capon (Bethesda), Reading Clerks. The Clerk introduced the Prayerful Presences who hold the Meeting in the Light.

**Y2018-17** *Introductions of First-time Attendees and Visitors.* The Clerk asked first-time attendees from within BYM to stand and be recognized. He then asked visitors outside BYM to introduce themselves. Jean Smith (Kaimosi /East Africa YM) introduced herself.

**Y2018-18** *Report on Tuesday's Plenary.* A Reading Clerk read the report on Tuesday's plenary written by Carlotta Joyner (Frederick):

Joyce Ajlouny, General Secretary of American Friends Service Committee (AFSC), was the speaker at the opening plenary session on Tuesday night. She spoke to the theme of "Radical Listening, Rooted in Love" from her current experience at AFSC, her 13 years as director of the Ramallah Friends School in Palestine, and her identity as a Palestinian-American and Quaker. She stressed the importance of deep listening to those affected by injustice and engaging in activities that respond to their needs. Her examples of AFSC programs illustrated the value of quiet diplomacy, deep-rooted relationships, and a long-term approach to assistance programs as part of a larger peacemaking effort.

**Y2018-19** *Addition to Epistle Committee.* The Clerk recommended that Elizabeth DuVerlie (Baltimore, Stony Run) and Meg Regal (Sandy Spring) be added to the Epistle Committee.

Friends **APPROVED** these nominations.

**Y2018-20** *Ministry and Pastoral Care*. Melanie Gifford (Adelphi) and Amy Schmaljohn (Gunpowder), Co-clerks, made remarks about the work of the Committee. The oral remarks are below, and the Annual Report is elsewhere in the Yearbook.

#### Ministry and Pastoral Care Oral Report

Our committee's report is in the advance documents. Today, the Clerk of Yearly Meeting has asked us to expand (briefly) on the relationship between the Ministry and Pastoral Care committee and the working groups under our care.

Our committee's broad responsibilities—both spiritual nurture and pastoral care—encompass much of the work of the Yearly Meeting and of local Meetings. This stretches the capacities of a finite committee membership. The institution of a working group under the care of a committee broadens the capacity of the committee. It allows additional Friends outside that committee, who have a deep commitment to one aspect of the committee's charge, to focus specifically on that work.

Currently four working groups are under the care of the Ministry and Pastoral Care Committee: the Intervisitation Working Group, the Spiritual Formation Program, the Women's Retreat Working Group, and the Working Group on Racism. In addition, Interim Meeting in June approved our proposal to form a new working group with a particular focus on supporting local Meetings in their work on Pastoral Care; we anticipate that this working group will form in the coming year. We are also in conversation with Young Adult Friends and have offered our support if that seems helpful: either as a recognized working group under our committee's care or more informally.

We see our committee's relationship with working groups as one of mutual support, not oversight. (We do not administer the working groups' budgets, for example, but we have advocated for additional resources.) For each working group, one of our committee members serves as liaison, attending some meetings and facilitating updates to our committee on the group's work. At times we work more closely with the clerk of the working group to support or season specific initiatives.

By staying in relationship with our working groups, we have noticed synergies between our committee's work and theirs. Several times each year, our committee receives requests from local Meetings for support and spiritual deepening. We are grateful that in responding, we have been able not only to have members of Ministry and Pastoral Care meet with Friends to season their needs; on recent occasions we also have found that the resources of the Spiritual Formation Program and the Intervisitation Working Group deepened the support our committee offered.

**Y2018-21** *Intervisitation Working Group (IWG)*. Patti Nesbitt (Sandy Spring), representing the IWG, gave the report. She gave a short overview of how many visitors, Meetings, and countries they have been to in the past year. She noted that the work of the working group is expressed in our theme this year. Patti stated that when Friends practice the Ministry of Presence they are able to breakdown walls and unify us at the core of what it means to be a Friend and noted the effect of this both here in the US and overseas. Also, we are

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supporting nine Friends coming to our Annual Session this year, of 22 total visitors. Patti told us that 16 BYM Friends travelled to 23 different Quaker communities in six countries. She invited us to visit the intervisitation lounge each evening while here. She asked members of the IWG to stand and be recognized. We watched a slideshow with photos of the IWG's travels over the year. The written version of her oral report is **ATTACHED**.

A Reading Clerk read a travel minute for Margaret "Meg" Boyd Meyer (Stony Run) and Arthur Meyer Boyd (Stony Run) who are going to Ramallah Friends School for six months.

Friends **APPROVED** adding our endorsement to the travel minute, which is **ATTACHED**.

**Y2018-22** *Right Relationship with Animals Working Group-First Reading of Minute on Food Choices*. Margaret Fisher (Herndon), Mary Campbell (FMW), and Dayna Bailey (Little Britain), working group members, presented the report. The Working Group proposed a minute in relation to their concern that Friends to be a voice for "voiceless" animals. The written version of the oral report is below.

Members of the Working Group on Right Relationship with Animals have been travelling around Baltimore Yearly Meeting since 2014 to encourage conversations about the effect of our food choices on animals. We have reached 25 Monthly Meetings and given presentations in numerous other venues as well. We appreciate the welcome that we have received and the opportunity to engage with people with a variety of experiences and perspectives.

Thinking about animals and animal agriculture raises many ethical, philosophical, and theological questions. Do our ethics apply only to our treatment of our own species or also to other beings? When is violence justified? What happens to us when we die? These thoughts also suggest queries to help inform our daily lives. Are our food choices guided by love? Do we foster a community where all are comfortable discussing serious religious and moral questions?

We are asking Friends to consider the needs of the voiceless animals who are under our most direct control, namely the ones that end up on our tables. We believe that it is our responsibility to recognize when we may be causing suffering and to avoid doing so when we are able. We see that it is individual food choices that drive animal agriculture and commercial fishing, industries whose effect on the web of life extends well beyond domestic animals to the overall health of the environment. By our individual choices, and by the witness we bear, we can help heal our relationship with our fellow beings.

Our purpose today is to ask this gathering to formally recognize the importance of this topic. The intention of this minute is to promote an open and productive conversation among Friends. We have a tradition of speaking for marginalized groups and to shine a light on suffering that is being covered up by our society. In this case we are speaking for the voiceless animals—39 billion per year in the United States alone. We also want to support each other in our leadings. Over ten percent

of BYM Quakers are already choosing plant-based diets. One of the functions of our religious community is to encourage each other and to challenge each other to be the best we can be.

**The committee proposed the following minute:**

*In the spirit of peace and compassion, and with a deep concern for the living world, Baltimore Yearly Meeting encourages Friends to extend the circle of love to animals, and to consider their welfare when making food choices.*

Some friends followed up with questions to clarify the extent of the minute, while others offered comments to offer support or concern. There will be an interest group that will discuss the minute later this week. The Clerk commented that conversation is ongoing around this topic. The advance report is **ATTACHED**.

**Y2018-23 Song.** The clerk welcomed us back from break with a round, which we joined in singing:

Why shouldn't my truth count as much as thy truth,  
when I've pondered my truth twice as long as thine?

**Y2018-24 Reading.** A Reading Clerk read the following from Pema Chodron:

The only reason we don't open our hearts and minds to other people is that they trigger confusion in us that we don't feel brave enough or sane enough to deal with. To the degree that we look clearly and compassionately at ourselves, we feel confident and fearless about looking into someone else's eyes.

*Pema Chodron*

**Y2018-25 General Secretary's Report.** Ned Stowe (Sandy Spring), General Secretary, spoke of the privilege and joy it has been to visit local Meetings, and how these visits have deepened his understanding of the Yearly Meeting. He also made observations of what he has seen throughout the Yearly Meeting, such as individuals' and Meetings' relationships to and engagement with the Yearly Meeting; concerns of diminishing attendance in Meetings; and the connections that the BYM Camping Program has to both Yearly Meeting and individual Meetings. He encouraged Friends to invite him to their Meeting. The report is **ATTACHED**.

**Y2018-26 Friends United Meeting (FUM) report.** Georgia Fuller (Langley Hill) representative to the FUM General Board, reviewed highlights of the past year, but also emphasized focussing on the future rather than the past. Georgia used a slideshow to illustrate her report. She expressed the need for this body to engage in discernment of our relationship to FUM. She expressed the options we have moving forward, the ways we may engage in a global relationship with FUM, and the discomfort we may face in moving forward with this relationship. She encouraged us to become engaged with FUM and in this discernment of our future involvement. Her full report is **ATTACHED**.

**Y2018-27 Peace and Social Concerns Report.** Phil Caroom (Annapolis), Clerk of the committee, encouraged us to read the full report elsewhere in the Yearbook. He highlighted the

committee's work over the past year noting its role is to "stimulate and coordinate" peace and social concerns activities among our Meetings, and to act as a "conscience for Yearly Meeting." He explained that this was done in three main ways: distribution of a quarterly newsletter; organizing a Networking Day; and proposing, discussing, and revising minutes. The committee brought two such minutes forward for first readings which have been seasoned at Interim Meetings: Revised Minute on the Civil and Human Rights of Transgender People and Minute on End-of-Life Options Legislation, of which we heard the first readings today. The committee has also opened conversation around our affiliation with Right Sharing of World Resources and is seeking a representative to that organization. For more details see the Annual Report, elsewhere in the Yearbook. He also encouraged us to visit the table which has much more information about ongoing activities.

Diane McHale (Adelphi) presented the brief background and text of the strengthened and revised Minute on the Civil and Human Rights of Transgender People. She explained that although this minute was approved at Interim Meeting, this is a "new and improved" version. The revised Minute is **ATTACHED** as Y2018-27. Diane also announced an interest group that will be seasoning this minute later in the week.

Victor Thuronyi (Adelphi) gave background and context before reading the proposed First Reading of Minute on End-of-Life Options Legislation. The Minute is **ATTACHED** as Y-2018-27. He encouraged Friends to attend an interest group about this later in the week.

The second readings of these minutes will be on Saturday.

**Y2018-28 Reading.** A Reading Clerk read the following from Beyond Borders Newsletter, 2010.

Authentic listening is an act of love. To listen is to become vulnerable, to risk being drawn into someone's suffering, to expose our assumptions to challenge. Listening can require great courage, which is why we will often tolerate injustice or even strike out in violence rather than risk listening.

**Y2018-29 Closing Worship and announcements.** We closed with a few moments of silence after which announcements were read.

## **Wednesday, August 1, 2018—afternoon session**

**Y2018-30 Opening Worship.** The Clerk welcomed us back.

**Y2018-31 Strengthening Transformative Relationships In Diverse Environments (STRIDE) Working Group Report.** Rosie Eck (Homewood), STRIDE core member and co-Director of Teen Adventure Quaker Camp, read from a written report (by Hannah Brown, Baltimore STRIDE group), which highlighted the program's brief history, purpose, recruitment, practice of reflection, challenges, and relationship with the Outreach and Inclusion Coordinator (OIC). The report is **ATTACHED**. Jamie DeMarco (Homewood) counselor at Camp Catoctin and DC STRIDE core group member also reported. He explained that the four STRIDE groups are located in Philadelphia, Baltimore, DC, and Charlottesville. He added



that the youth of BYM say that prioritizing the work of STRIDE is vital and energizing. He said that if we want to engage young people we must work with them on dismantling the implicit bias in our communities. He emphasized that prioritizing funding for STRIDE and a new OIC coordinator is the way we can engage and keep our youth involved.

Several Friends asked questions to which Jamie and Rosie responded. When asked what more can we do beyond funding, Rosie emphasized that conversations need to happen throughout the Yearly Meeting. She invited Friends to attend a STRIDE meeting in order to hear perspectives that rise in STRIDE's discussions so that Friends will be able to help the work grow. Dyresha Harris (Camp Catoctin Co-Director, former Outreach and Inclusion Coordinator) added that the STRIDE groups have newsletters, and there are Change groups that are rising in local meetings, under the care of the Working Group on Racism.

The Presiding Clerk noted that this discussion is still in the beginning stages, and will continue.

**Y2018-32 *Camping Program Committee Report.*** Harry “Scotty” Scott (York) and Sarah Williamson (Annapolis), co-clerks of the Camping Program Committee, gave the report, which highlighted the committee's ongoing work and concerns. The annual report can be found elsewhere in the Yearbook. Scotty asked committee members present to stand. He introduced staff: Jane Megginson (Frederick), Camping Program Manager; Jesse Austell and Rosie Eck, Teen Adventure Quaker Camp co-directors; Hope Swank, Shiloh Quaker Camp director; Dyresha Harris and Jesse Miller, Catoctin Quaker Camp co-directors, and mentioned Elaine Brigham, Opequon Quaker Camp director who was not in the room. He mentioned Family Camp Weekends that happen six times a year (twice a year at each of our three camp locations) and include activities, programs, and service projects. The committee is working on engaging camp alumni in the camps.

Scotty then introduced Jesse Austell (Stony Run), co-director of Teen Adventure Quaker Camp, who shared some reflections of his own experience growing up in the camps. He explained how the low-tech environment at camp is especially radical in this day and age, and this allows younger Friends to connect deeply with each other. He explained that a backpacker carries only that which is necessary in a life purged of the extra material goods, and thus can focus on the simplicity of living with less stuff—and focus on living with others. He emphasized the simple lessons from the camps: “You are valuable. You are beautiful. You are enough.” Jesse also spoke about how the Teen Adventure campers (from all three residential camps) work together to combine traditions and understandings and the gifts gained from that.

Jesse read some quotes from camp:

- Camp provides a place for me to grow in so many ways. Every year I find myself braver and truer to myself, and the relationships I am able to create there are incredibly unique and true.
- I think my child grew spiritually and as a compassionate helper during the time at Catoctin. I appreciate the Quaker core in the Camp, and my child had a great time.

- Camp helped me develop confidence and a sense of justice and love. I want the same for any child.
- Camp brings young people into a community of love, trust, responsibility, and goofiness!

He emphasized that the vital combination of love with justice has a long tradition in the camping programs. Jesse touched upon the importance of donating to the camps so this ministry of BYM can continue.

It was noted that 23 young people walked from Camp Catoctin (14 miles) to be here with us.

**Y2018-33** *Closing Worship*. Out of silence a Friend expressed gratitude for the ministry of our youth, who hold our feet to the fire and bring us back to center, which is comprised of justice harmony and love.

### **Thursday, August 2, 2018**

**Y2018-34** *Opening Worship, Queries and Reading*. Reading Clerks read the following queries and reading out of the silence.

What, in my experience, allows me to remain open to listen deeply and lovingly?  
How does my spiritual practice help prepare me for deep and loving listening?

Another Reading Clerk read the following reading out of silence

...In response to my question about how Quakers might achieve true diversity, [Arlene Kelly] shared the following statement made by American Friends Service Committee when it was working to diversify its staff:

“We are not a homogeneous organization seeking to become more diverse; we are an incomplete organization seeking to become whole.”

The goal of achieving diversity in an institution is not for well-intentioned white people to make the social climate there more welcoming to people different from themselves. Rather it is to make an incomplete organization more whole by incorporating people from different backgrounds and with different perspectives who can work together to transform the institution into something completely new.

Kitty Taylor Mizuno in *Friends Journal*, October 1, 2010

**Y2018-35** *Introductions of Friends at the Clerks' Table*. Ken Stockbridge (Patapsco), Presiding Clerk, welcomed Friends to the 347<sup>th</sup> Annual Session of Baltimore Yearly Meeting and thanked us for being here. Friends at the Clerks' table introduced themselves: Helen Tasker (Frederick), Recording Clerk; Jason Eaby (Nottingham) and Richard Post (Langley Hill), sound and technology managers; Young Friends Thomas Finegar (Sandy Spring) and Hannah Regal (Montclair, NJ), and Young Adult Friend Claire Hannapel (Atlanta and Quaker Voluntary Service), served as Reading Clerks.

**Y2018-36** *Introductions of First-time Attenders and Visitors.* The Clerk invited visitors to introduce themselves: Mark Condo (Mansfield Friends Church, Evangelical Friends Church-Eastern Region) introduced himself and his travel letter was read; Traci Hjelt Sullivan (Greene Street Friends Meeting/Philadelphia Yearly Meeting) Friends General Conference Associate Secretary of Development, presented a travel letter which was read; Jacob Flowers, Director, AFSC South Region, and Rachel Bergsieker (AFSC), Human Rights Learning Associate with the Washington, DC program introduced themselves and presented a travel letter which was read. Colin Saxton (Northwest YM, former FUM General Secretary) Carey Lecturer 2018, introduced himself.

**Y2018-37** *Report on Wednesday's Plenary.* A Reading Clerk read the report included below.

On Wednesday afternoon, Melinda Wenner Bradley led us in an intergenerational plenary on "Practicing Listening with Our Whole Selves." She is from West Chester Meeting in Philadelphia Yearly Meeting, where she serves as the Youth Engagement Coordinator. She is a co-author of *Faith & Play™: Quaker Stories for Friends Trained in the Godly Play® Method*. She shared the Faith & Play story entitled "Listening to God" as part of the plenary.

We received the following report from three participants in our Junior Yearly Meeting program:

We started by playing a game sort of like Simon Says but we changed it to Rustin Requests to be more Quakerly. Each age group got to clap or jump up and down when Rustin Requested. Then we chose partners and one told a grandmother story while the other one listened.

We made big groups and the leader told a story about different ways to listen. The story was kind of hard to understand. Our favorite part was the five senses with different things to show each one. Everyone shared their opinions on what the story meant.

We each drew a picture on a square of paper about something that makes us feel loved, and we glued all the squares on a long piece of paper.

At the end we sang a song from camp—Sanctuary—but we changed one word so the last line was "With thanksgiving, I'll be a listening sanctuary for you."

Julia Hill (Charlottesville)  
Ceili McKeown (Annapolis)  
Joni Odland (Frederick)  
4th and 5th grade class

**Y2018-38** *Shoemaker Grant Discussion.* Ned Stowe (Sandy Spring) began the discussion by reflecting on the reading from this morning and then continued reading a report outlining the history of the grant and plans for moving forward. These remarks are included below.

**Shoemaker Grant Implementation Report**  
**Prepared and presented by Ned Stowe, General Secretary**  
**BYM Annual Session 2018**

BYM is in the third and final year implementing the grant from the Shoemaker Fund to support BYM's "Growing Diverse Leadership" initiative. The primary goals of the \$225,000 grant have been:

- To increase diversity at our camps, in our local Meetings, and throughout BYM;
- To increase attendance at local Meetings by people who have developed a Quaker identity at BYM camps; and
- To increase participation and leadership in local Meetings and BYM by young adults and people of color.

Three years ago, to advance our work across BYM, we established the ad hoc Growing Diverse Leadership (GDL) Committee. The committee's purpose is to support local Meetings and BYM efforts to become more welcoming and inclusive to all, to encourage participation and leadership among all Friends (especially young adults and people of color), and to help build an anti-racist, multicultural community. Using funds provided by the grant, we also created the Outreach and Inclusion Coordinator (OIC) position, which Dyresha Harris filled most ably from November 2015 through May of this year. The OIC provided limited, but important support for the GDL Committee and local Meetings. However, the main focus of this position was to support developing and advancing equity, diversity, and inclusion at BYM camps and to support young adult leadership development through the STRIDE program ("STRIDE" = Strengthening Transformative Relationships In Diverse Environments).

This report focuses on the STRIDE program. The GDL Committee report accompanies this report. The work of both the STRIDE groups and the GDL Committee have been supported by the Shoemaker grant.

The first group of what was to become the STRIDE program was started in Philadelphia several years ago by a group of enthusiastic BYM camp staff and alumni/alumnae who wanted to provide the BYM camp experience to children in Philly who otherwise would not have that opportunity. They saw increasing diversity at camps as a win-win for everyone toward building the Blessed Community. Since then, thanks to the leadership of Dyresha Harris and dozens of young adults, new core groups have been established in Baltimore, DC, and Charlottesville.

STRIDE groups are seeking to advance equity, diversity, and inclusion in all of BYM's camps by funding, outfitting, preparing, and transporting campers of color to camp. Core group members develop relationships with families and community groups in their cities, learn about social justice and inclusion, develop community organizing and fundraising skills, get introduced to local meetings and BYM, and become part of a change community.

Today, more than two dozen young adult volunteers are involved carrying out the work of the STRIDE core groups. Thanks to their efforts (and the generosity of Friends and community foundations across BYM), in the 2018 camping season, 25-30 STRIDE campers will be attending BYM camps. In addition, with support from the Shoemaker grant, a two-day training on equity, diversity and inclusion was provided for more than 60 camp staff during skills week and additional training was provided for all camp staff at each of our four camps during pre-camp training week. To complete the circle, many of the people who are involved in STRIDE during the year, also work at the camps during the summer.

#### **What's next?**

The Shoemaker grant was intended to help BYM get its change process started—to give us a boost. No one expected that our work would be finished by the end of the grant. We are only just getting started. Change will take longer than that. As such, the Shoemaker Fund and BYM have proceeded with the understanding that, after the grant funds are exhausted, BYM will develop its own resources to continue the work and build upon the progress that has been made.

At the beginning of 2018, to advance discernment concerning what's next, the General Secretary

- Convened an informal working group to evaluate and plan the remainder of the Shoemaker grant implementation and to advise the General Secretary as to what should come next. Participants have included the Presiding Clerk, the Clerk of GDL/Interim Meeting Clerk, the Assistant Clerk of GDL, the Co-Clerk of the Camping Program Committee, the Clerk of the Working Group on Racism, STRIDE members (as available), and the BYM Development Director. The group met five times January through July.
- Met with representatives of each of the four STRIDE groups to hear about their experiences, joys and challenges, and to gather input for what is needed next.
- Distributed a survey to past and current STRIDE core group members to gather their experience.
- Worked with the outgoing OIC to learn about the program and plan for the future.

The interim plan moving forward for the fall:

- Reach out to STRIDE core groups to identify immediate needs, next steps, and strategies to sustain their programs for the interim without a full time dedicated staff person. What is their status as a group? What are their plans for the fall? What kinds of support can current BYM staff provide?
- Conserve remaining Shoemaker funds to support STRIDE and GDL program activities through the fall. (The General Secretary has put on hold earlier plans to hire a part time, temporary OIC replacement. This was a difficult decision, knowing that the STRIDE groups clearly believe that having a full time OIC is critical to sustaining their operations. However,

the GS made this decision based on his judgement that this would likely cost a great deal for a relatively small amount of program time, which would do relatively little to meet the needs of the STRIDE core groups or the program.)

- Convene as soon as possible in the fall representatives from the Camping Program Committee, the STRIDE core groups, and other interested parties to discuss the future of STRIDE in the context of the camping program. The discernment process should be broadly inclusive, including especially young adult Friends and people of color.
- Prepare and present a proposal and supplemental funding request (as needed) for consideration and endorsement by relevant committees and then by Interim Meeting.

The STRIDE vision and program are just getting started. The core groups are enthusiastic and excited about their work. They have started the important, necessary work of building relationships in urban communities with families and community foundations. They have raised tens of thousands of dollars to support camp scholarships. They have laid a foundation upon which the program may grow. However, as volunteers they are over-stretched. Burn-out is a concern. They need more hands-on help, and they need dedicated staff support to continue. The question now is whether and how BYM will make this important work a continuing priority.

A Friend asked if this proposal is included in current budgeting, and Ned and the Presiding Clerk said no, but that will depend on upcoming discussions.

A Friend asked that we minute appreciation for Ned's thoughtful work on discerning this and shepherding this difficult process.

**Y2018-39** *ad hoc Growing Diverse Leadership (GDL) Committee.* Martha "Marcy" Baker Seitel (Adelphi), Clerk of the committee, introduced other members of the GDL. She read the report and the committee charge, included below.

**Renewed ad hoc GDLC Committee Charge** (proposed August 2018)

The ad hoc Growing Diverse Leadership (GDL) Committee is charged with discerning how BYM's committees and local Meetings can work together to answer these questions:

- How can our Meetings at all levels be more inclusive and welcoming to all, encourage participation and leadership among all Friends, and build an anti-racist, multicultural community?
- How can we encourage and sustain participation by younger Friends and support their development as leaders?

**Specifically, the Growing Diverse Leadership Ad Hoc Committee is responsible for:**

1. Providing workshops, facilitating discussions, and providing resources at Annual Session, Interim Meeting, and other times to help the Yearly Meeting reach the goals of this program.

2. Serving as a coordinating committee for BYM committees as they seek to address issues of equity, diversity, inclusion, and wholeness in their committee life and work
3. Reaching out to local Meetings to engage and support their efforts in this area by providing workshops and facilitating discussions about equity, diversity, inclusion, and wholeness in local Meetings, especially as this relates to the inclusion and empowerment of Friends of color and young adult Friends.
4. Supporting the development of Change Groups in local Meetings, providing resources and problem solving help as these groups develop. Change Groups focus on Friends of color.
5. Supporting the practice of having a “Listening Ear” in each Meeting who can serve as a point person for those experiencing any unwelcoming behavior in a local Meeting
6. Supporting the young adults within BYM, through the Young Adult Friend program, STRIDE, and other subsets of young adults. This may include helping to a) support retreats, b) provide connections between younger adults seeking knowledge about life skills and older adults who have experience using these skills, and c) other things that younger Friends find they need.
7. Coordinating the efforts of BYM and local Meetings in their work to grow in equity, diversity, inclusion and wholeness by keeping up with local Meetings, keeping track of what is happening in different Meetings, and encouraging the sharing of experiences and other information between local Meetings.
8. Being aware of and keeping track of how BYM is growing and changing so that we can continue to offer meaningful programs to an evolving institution, and recommend additions and changes to the Manual of Procedure as seems appropriate.

**This committee seeks to remain an ad hoc committee for a period of three years, with regular reports provided to Interim Meeting and Annual Session.**

Marcy added a quote from a Friend of color from her Meeting: “We don’t know what diversity will look like, and we don’t know what diversity will ask.”

The Clerk summarized what we have heard this morning—the inspiration of BYM Young Adult Friends in the Philadelphia STRIDE group, how this GDL initiative includes the camps and the Outreach and Inclusion Coordinator, and seeks to draw together many aspects which grew out of the Shoemaker grant. The Clerk opened the floor for comments and questions. Friends spoke from their hearts.

One Friend suggested that progress on a number of seemingly unrelated challenges that BYM faces could be facilitated by hiring two new full-time staff, one focused on camper recruitment and one on Monthly Meeting growth and new Meeting establishment, both emphasizing diversity. He spoke about viewing additional funding as an investment in connecting various aspects of the Yearly Meeting to make us a stronger. Another Friend spoke of the FUM report and how it spoke of a coming time of discomfort as the balance of friends worldwide changes and how Friends must be ready for these changes and prepare

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to become the people we are meant to be by broadening outreach and including diverse people of all kinds. He added that the STRIDE work and GDL work will help us prepare for this wholeheartedly. Another Friend said that the Shoemaker grant is helping the YAFs and the STRIDE groups but has very little effect on nurturing black presence in our Meetings. Another friend spoke of the difficulty of changing and that having a group in BYM to mentor us through this process is necessary. She also felt that the spirit of God moved the Young Adult Friends to bring this to us.

Friends **APPROVED** continuing the ad-hoc Growing Diverse Leadership Committee for a period of three years with the renewed charge as proposed.

Marcy invited Friends to become engaged in the work.

**Y2018-40 Song.** The clerk welcomed us back from break with the song “Seek Ye First The Kingdom of God.”

**Y2018-41 Reading.** A Reading Clerk read the following:

“As I listen to another...I am also listening for promptings and nudgings in my own spirit which may give me hints of the direction of the work in process among myself, the other person, and God. I am listening especially to my own reactions to what the other person says, for I am aware that my own feelings may affect my ability to listen openly. This process involves stepping out from beneath my own horizon of meaning in an attempt to understand the other in terms of his or her own self-understanding. The imagery to be used is that of setting aside my own personal agenda, so that I can be fully and freely as present for the other as I can be. This act of putting my own baggage to one side in order to listen is an essentially loving act and a faithful response to the command to love my neighbor.”

Zoe White, *A Quaker Theology of Pastoral Care: The Art of the Everyday*  
Pendle Hill pamphlet #281 1988

**Y2018-42 Nominating Committee, First Reading of Nominations.** Deborah Haines (Alexandria) and Erik Hanson (Sandy Spring) co-clerks, gave the report noting corrections to the printed document. They asked the other members of Nominating Committee to stand and be recognized, and encouraged Friends to talk to a member of the committee if interested in serving on Unity with Nature, Youth Programs, Ministry and Pastoral Care, or Camp Program committees. Deborah also noted that the Religious Education committee is going to be rebuilt and there is an interest group around this. They are also still looking for members for the Faith and Practice committee. The Presiding Clerk noted that this is the first reading of the report; the second reading will be on Saturday, and the approved nominations will be printed in the Yearbook under the “Committee Membership” section.

**Y2018-43 Search Committee, First Reading of Nominations.** Rebecca Rawls (Langley Hill) gave a first reading of two names for Nominating Committee.

Deborah Legowski, Sandy Spring class of 2020  
Jolee Robinson, Adelphi class of 2021



The Second Reading of the full Search Committee nominees, including ones first presented at June Interim, will be read on Saturday.

**Y2018-44 Treasurer's Report.** Tom Hill (Charlottesville) Treasurer, told us he views the Treasurer's job as to show the Yearly Meeting what happened in the past so BYM can decide how to go forward. After his history report, Friends should recall what the General Secretary told us about how we are moving forward this year, and then Stewardship & Finance Committee will present the budget it has pulled together from the committees, staff, and officers for all BYM's ministries. But all of this is just money, just one view of what BYM is doing in the world. Many of Friends' efforts and results do not easily translate into money, and a dollar spent in one area may not in Quaker terms equal a dollar spent in another. He went over the balance sheet, and the text of his remarks is below.

### **2018 BYM TREASURER'S REPORT TO ANNUAL SESSION**

[1] AUDITED 2017 ANNUAL FINANCIALS: BBD, LLP issued its final 2017 Audit at the end of June. As Tom mentioned at the June Interim Meeting, BBD gave BYM a "clean opinion" without any qualifications. At the end of June, BBD also sent Trustees their annual management letter under the AICPA rules. Again, BBD told us that it had no issues of concern with BYM's accounting.

The Audit reflects \$1.8 million in BYM revenues and \$1.9 million in expenses, resulting in a net deficit across all funds during of 2017 of \$124,000. The Operating Fund had a \$13,000 deficit, the various Property & Equipment funds had a surplus of \$154,000, and the temporarily-restricted funds had a deficit of \$270,000 in 2017. When we add in the year's investment income of \$194,000, the Yearly Meeting recorded an overall increase in net assets of \$65,000. In English rather than dollars, Tom reported that during 2017 BYM ran a small deficit in unrestricted operations, spent down its accumulated restricted gifts to invest in Property & Equipment, and saw its investment income push BYM to a modest overall surplus.

The 2017 Audit includes for the first time our affiliate Miles White Beneficial Society of Baltimore City; CPAs assert BYM "controls" Miles White because BYM appoints its trustees. The separate Miles White financials within the Audit show that Miles White gave out \$148,000 of Quaker-education and general-welfare grants, ran an operating deficit of \$142,000, and had \$487,000 in 2017 investment income. Thus Miles White had a 2017 surplus of \$345,000.

[2] 2017 FORMS 990: BYM and Miles White filed consolidated audited 2017 financials, but the two non-profit corporations file separate Forms 990, the informational tax returns the IRS requires for non-profits. (a) BBD completed the Draft 2017 BYM Form 990, and Tom circulated the Form 990 to Trustees. The BYM Trustees yesterday accepted his recommendation to approve and file the 2017 Form 990. (b) BBD also circulated the draft Miles White Beneficial Society 2017 Form 990 and has received some corrections and questions from the Miles White officers. Tom expects that BBD and Miles White will file the Miles White Form 990 well before the 15 November extended due date.

[3] JUNE INTERIM FINANCIALS: The June 2018 six-months interim BYM Financials were completed in the last few days. This was too late to appear in the advance reports, but copies have been circulated to the BYM Trustees and to the Stewardship & Finance Committee. Interim financials mostly serve to allow BYM management to evaluate how operations are performing against budget. A second use is to compare June 2018 financials with June 2017 financials, so staff can spot any unusual trends this year.

The bottom line is that BYM shows an operating surplus of \$637,000 for the first six months of 2018, versus an operating surplus of \$591,000 for the same period of 2017. If one also includes the Property & Equipment activities and the draw-down of restricted donations as we finished the Catoclin Bathhouse, the total BYM results fell from a \$604,000 surplus to a \$582,000 surplus. The major difference is that restricted funds show a deficit as we are spending down the Shoemaker Grant faster than we receive any new restricted contributions. We expected this.

But neither of these bottom lines can be relied on. Tom emphasized that the June financials are unaudited and anyway not a good predictor of full-year results. For example, the Camps have their two large payrolls after 30 June, so they lack about \$300,000 in Camp payroll expenses we expect to incur in the second half of 2018. Also, the Camp Directors and Caretakers and the Camp Property Manager had over \$100,000 in their accounts at 30 June, but those accounts will be drawn down with typical Camp operating expenses and the final \$15,000 or so will transfer back to the Operating account in September. Similarly, the Annual Session registrations and most A.S. gifts were already in by 30 June, but BYM had paid only a deposit toward Hood College costs and some travel costs. At best, the 30 June financials show that BYM in 2018 is doing about as well as in the first six months of 2017. On the negative side, the stock markets are doing less well in 2018, and the 2018 budget relies on a prediction of significantly-greater contributions. Thus, we have plenty of work to do to close out 2018 more or less on budget.

The documents to which Tom referred are included elsewhere in the yearbook.

**Y2018-45 Stewardship and Finance Committee Report: First Reading of Budget and Apportionments.** Jim Lynn (Sandy Spring) and Karen Cunyningham (Annapolis), co-Clerks of Stewardship and Finance Committee, gave the report. Karen read the Apportionment Notes (written by Lee Henkel, co-Clerk) which are **ATTACHED**.

Jim focused on several aspects of the operating budget, specifically noting: total projected revenues and expenses in the 2019 operating budget; how the operating budget assumes recurring sources of revenue to pay recurring expenses; administration costs and contributions to other organizations; camp program and property income, expenses, salaries and benefits; and expenses for the Outreach and Inclusion Coordinator and the Growing Diverse Leadership programs. He then highlighted aspects of the capital budget: what a capital budget consists of in general and Generally Accepted Accounting Principles (GAAP);

friendly loans repayment schedule, and the fact that a Friendly loan of \$25,000 has turned into a Friendly contribution.

After hearing questions and comments, the Presiding Clerk reminded us that Friends have the opportunity to address questions to Stewardship and Finance at an interest group before hearing the second reading on Saturday.

**Y2018-46 Reading.** A Reading Clerk read the following:

We often underestimate the power of giving voice, but it is real and sustaining. It works its healing, not so much by being heard as by the fact that in giving voice to what lives within, even through the softest whisper, we allow the world of Spirit to soften our pain.

Mark Nepo, *The Book of Awakening*

**Y2018-47 Closing Worship.** We closed with a period of worship followed by announcements.

### **Friday, August 3, 2018**

**Y2018-48 Opening Worship and Queries for the Day.** After opening with an extended meeting for worship, a Reading Clerk read the following queries:

How can the practice of radical listening, which answers that of God in everyone, help to change me?

How can loving listening open me to living my faith joyfully?

The Clerk led us in the song “Teach me to Stop and Listen” by Ken Medema.

**Y2018-49 Introductions of Friends at the Clerks’ Table.** Ken Stockbridge (Patapsco), Presiding Clerk, welcomed Friends to the 347<sup>th</sup> Annual Session of Baltimore Yearly Meeting and thanked us for being here. Friends at the Clerks’ table introduced themselves: Helen Tasker (Frederick), Recording Clerk; Jason Eaby (Nottingham) and Richard Post (Langley Hill), sound and technology managers; Young Friends Robert Finegar (Sandy Spring) and Brigid Roush (Sandy Spring) and Young Adult Friend Savraj Moore (Charlottesville) served as Reading Clerks.

**Y2018-50 Roll Call of Meetings.** Reading Clerks read the names of Monthly Meetings and Worship Groups and those present stood.

#### **Roll Call of Meetings 2018**

Adelphi

Takoma Park Preparative

Alexandria

Annapolis

Baltimore, Stony Run

Bethesda

Blacksburg

Carlisle

Charlottesville

Deer Creek

Dunnings Creek

Floyd

Frederick

Friends Meeting of Washington

Gettysburg

Goose Creek

Gunpowder

Herndon

Fauquier Friends Worship Group

Homewood	Patuxent
Hopewell Centre	Pipe Creek
Langley Hill	Richmond
Little Britain	Roanoke
Eastland Preparative	Lynchburg Indulged
Penn Hill Preparative	Sandy Spring
Little Falls	Shepherdstown
Mattaponi	State College
Maury River	Valley
Menallen	Augusta Worship Group
Midlothian	Warrington
Monongalia	West Branch
Buckhannon Preparative	Williamsburg
Nottingham	Norfolk Preparative
Patapsco	York

**Y2018-51 Junior Yearly Meeting.** Carol Seddon (Baltimore, Stony Run), co-Clerk of Junior Yearly Meeting introduced her co-clerks Ellen Arginteanu (Richmond) and Alex Bean (Adelphi). Carol read the report, which is **ATTACHED**. She thanked the 25 staff members (who were named in a slideshow). They shared a video in which the children shared what they like about Annual Session that gave us a glimpse of what they do during Annual Session and how the Spirit moves among them! (Link to video: <https://youtu.be/jtSepYB-Vu2M>)

**Y2018-52 Reading.** A Reading Clerk read the following.

If you come without hatred  
we can meet,  
we can talk  
and I can change.

If you come without force  
I am disarmed  
I am eased  
and I can change.

If you come without anger  
I need not withdraw,  
I can listen  
and I can change.

In new light,  
I see we are the same  
and I am able to love you,  
as I have changed.

*David Donaldson, Patapsco Meeting, 2018*

If you come without agenda  
what presents itself  
will be born of truth,  
and I can change.

**Y2018-53 Introductions of First-time Attenders and Visitors.** The Clerk asked first-time attenders from within the Yearly Meeting to stand and be recognized. He then invited visitors from outside the Yearly Meeting to introduce themselves. Steven Howell (Farmland Friends, Indiana YM) Clerk of Indiana Yearly Meeting and Deborah Howell (Farmland Friends, Indiana YM) presented a travel minute which was read; Sarah Kennedy (FCNL) and Christine Ashley (Whittier Friends Meeting/Iowa YM-Conservative), FCNL, intro-

duced themselves and their travel minutes were read. Walter Hjelt Sullivan (Greene Street Friends Meeting/Philadelphia YM) and Howard Van Breemen (Wicomico River Friends Meeting, Philadelphia YM) each introduced themselves.

**Y2018-54** *Spiritual State of the Yearly Meeting Report.* Amy Schmaljohn (Gunpowder), co-Clerk of Ministry and Pastoral Care Committee, presented the Spiritual State of the Yearly Meeting Report, which appears on page one of the Yearbook. She explained the process the committee undergoes in order to reflect our Spiritual State of the Yearly Meeting.

**Y2018-55** *Supporting Local Meetings.* The Clerk opened a listening session on the interaction between the Yearly Meeting and local Meetings. He read two queries:

What support does my local Meeting need that the Yearly Meeting may be able to provide?

What support has my local Meeting received from the Yearly Meeting that has been especially helpful?

Friends responded from silence sharing their perspectives: Friends touched on a variety of topics during this sharing, including the affiliation with the larger body, which can support individual Meetings during difficult situations with non-Quaker organizations; how sharing our Meeting Houses with other Quaker groups can broaden our perspectives and understandings of what it means to be Friends; how Friends from local Meetings can be directed toward committees or working groups of the Yearly Meeting which can share resources with them. One Friend spoke of how she does not see BYM and her Meeting as separate entities. Other Friends spoke of how their local Meeting was strengthened by members participating in committee work of the Yearly Meeting, organizing a Yearly Meeting event such as the Women's Retreat, or working with children of the Yearly Meeting. Another Friend said that sometimes the Yearly Meeting acts as a shepherd for the Monthly Meetings, especially when challenges such as those mentioned in the Spiritual State of the Meeting are rising.

**Y2018-56** *Development Committee Report.* Ann Venable (Development Director) gave the report, complete with props (one of the Quaker Oaks), and introduced Liz Hofmeister (Bethesda), Clerk of the committee. Ann spoke of the energy that was palpable in the room yesterday after the STRIDE and GDL reports. Ann and Liz showed a slideshow, "How it all Fits Together: We are all Parts of a the Whole" which highlighted the programs and activities of the Yearly Meeting that our funds support, our fundraising goals, and how these activities can happen when we are all involved. Ann had arranged for puzzles to be made from photos of the Yearly Meeting and passed around puzzle pieces, which emphasized that if the puzzle is to be complete everyone needs to contribute their piece to creating the whole. (Friends could put their pieces into the puzzles on the Information table). She asked us to "join the dance" of the Yearly Meeting.

**Y2018-57** *Closing Reading.* A Reading Clerk read the following:

The fathomless depth of the listener who can go beyond words, who can even go beyond the conscious meanings behind words and who can listen with the third ear for what is unconsciously being meant by the speaker, this fashion of attentive

listening furnishes a climate where the most unexpected disclosures occur that are in the way of being miracles in one sense, and the most natural and obvious things in the world, on the other.

*Douglas Steere, 1955*

**Y2018-58** *Closing worship.* After closing the business portion of our Meeting, we reconvened for the Memorial Meeting.

**Y2018-59** *Memorial Meeting.* After settling into worship, the Memorial Minutes were read for the following Friends: Tom Ryan (State College); Ed Snyder (FCNL); Marshall Sutton (Gunpowder); Marjorie Scott (Baltimore, Stony Run); Will Stratton (Maury River); Mel Snyder (Langley Hill). These Memorial Minutes are **ATTACHED**.

### **Saturday, August 4, 2018**

**2018-60** *Opening Worship and Readings.* A Reading Clerk read the following out of the silence:

Testimonies come from the bottom up; they are the end result of thousands of Friends around the world who are attentive and faithful to the leadings of the Light, to the Witness within them. It may be useful to sort those actions into certain abstract categories, but let us not mistake these categories for the testimonies. Testimony happens only when individual Friends are listening to the Light, acting as they are led, and sharing their stories in word and deed. As our text [James 1:22] says, testimony happens when we are “doers of the word, and not hearers only.”

Thomas Gates, *You Are My Witnesses*, Pendle Hill Pamphlet #435 p. 20

**Y2018-61** *Introductions of Friends at the Clerks' Table.* Ken Stockbridge (Patapsco), Presiding Clerk, welcomed Friends to the 347<sup>th</sup> Annual Session of Baltimore Yearly Meeting. Friends at the Clerks' table introduced themselves: Helen Tasker (Frederick), Recording Clerk; Jason Eaby (Nottingham) and Richard “Rick” Post (Langley Hill) managing sound and technology; Young Friends Will Capon (Bethesda) and Katlina Kastrong (Adelphi) and Young Adult Friend Tom Webb (Bethesda) served as Reading Clerks. The Clerk also mentioned the prayerful presences, reminding us all of the way in which we conduct business.

**Y2018-62** *Introductions of First-time Attenders and Visitors.* The Clerk invited first time attenders from within BYM to stand and be recognized. Visitors from outside the Yearly Meeting stood and introduced themselves: Erika Fitz (Lancaster MM/Phildadelphical YM), School of the Spirit and one of our retreat leaders this week, introduced herself.

**Y2018-63** *Saturday's Queries.* A Reading Clerk read the queries:

How can our practice of radical listening, which answers that of God in everyone, help to change the world?

As a community, how do we commit ourselves to this practice of radical, loving listening?

**Y2018-64 Manual of Procedure Changes: Second Reading.** Peggy Dyson Cobb (Maury River) presented the second reading of the substantive changes for the *Manual of Procedure*. These which include changes to the Trustees role in relation to the Youth Safety Policy Working Group, adding a List of Working and other Special Groups, and changes to the Miles White Beneficial Society entry.

## **B. NEW SUBSTANTIVE CHANGES**

### **1. Page 400 In describing Trustees' role, changing who is responsible for convening the Youth Safety Policy Working Group (YSPWG):**

Trustees appoint a Trustee to serve as convener of the YSPWG.

### **2. Page 417, NEW addition to Section VI. Special Groups and Working Groups:**

a. on pg 417, after the description of Special Groups, add a list of:

Current Special Groups (there is just one at this time)

Young Adult Friends (followed by the description on page 418)

b. on pg 418, after the description of Working Groups, add a list of:

Current Working Groups (and sponsoring committee):

Internet Communications Working Group (A&O)

Intervisitation Working Group (M&PC)

Pastoral Care Working Group (M&PC)

Right Sharing of World Resources Working Group (P&SC)

Spiritual Formation Program Working Group (M&PC)

STRIDE Working Group (Camping Program Comm)

Women's Retreat Working Group (M&PC)

Working Group on Racism (M&PC)

Working Group on Refugees, Immigrants, and Sanctuary (P&SC)

Working Group on Right Relationship with Animals (Unity with Nature)

Youth Safety Policy Working Group (Trustees)

### **3. Page 422, NEW changes to the Miles White Beneficial Society entry:**

The Miles White Beneficial Society (MWBS) of Baltimore City was founded and incorporated in 1874 to administer a testamentary trust under the will of Miles White, a member of the meeting in Baltimore Yearly Meeting of Friends (Orthodox) currently named Baltimore Monthly Meeting, Homewood. The MWBS awards scholarships to college students, grants to Quaker schools and other organizations with connections to the Quaker community, and grants to charitable organizations in the greater Baltimore area. Upon the consolidation of the two "Baltimore Yearly Meetings" in 1968, oversight of the MWBS passed to the Yearly Meeting. In 2011, the Yearly Meeting agreed that the MWBS should become a "supporting organization" for the Yearly Meeting, and the Yearly Meeting has since then appointed or renewed the trustees of the MWBS.

The trust is administered by the trustees of the Society, and the organization annually makes a written report to the Baltimore Yearly Meeting of Friends. There are seven to ten trustees, nominated by the Nominating Committee and appointed by

the Yearly Meeting, during its Annual Session, to serve a three-year term which commences after the Miles White Beneficial Society's annual meeting in October. Appointees may serve three consecutive 3-year terms. Trustees typically meet monthly.

These will be reflected in the 2018 Yearbook and *Manual of Procedure*.

Friends **APPROVED** the changes.

**Y2018-65** *Stewardship and Finance Committee Report: Second Reading of 2019 Budget and Apportionments*. Co-clerks of Stewardship and Finance Committee Karen Cunnyngham (Annapolis) and Jim Lynn (Sandy Spring), presented the second reading of the budget and apportionment. Jim clarified some aspects of the second reading. Jim explained the effect of restricted contributions on the operating funds.

During our discussion around the 2019 budget, it became clear that we deeply desire to continue the work of our STRIDE Program and find a way to include this in our budget. The Outreach and Inclusion Coordinator (OIC) position has been pivotal in facilitating the work of STRIDE. The draft budget had not included funding to continue the OIC position because we are still seasoning how best to continue that work as we transition from grant funding for the startup phase to our own funding for a sustained, ongoing effort. Friends were so impassioned they began to pledge money from the floor to continue this diversity work. However, cautions and reminders arose: We still need to raise \$500,000 more to meet our fundraising goals for 2018. We need to carefully discern how we want this work to happen in order to make the funding and position a part of our operating budget rather than basing it on short-term funding; how it should move forward requires additional seasoning by the relevant officers, staff, and committees. Though some friends called for a deficit budget or suggested that a strategic plan might be in order, we were reminded that a budget is something that can be amended. We were also reminded that we need to have faith in those Friends who will frame how we move forward with this work. We expect to hear a proposal for how to do that at October Interim Meeting.

In this light, Friends **APPROVED** the 2019 Apportionment, Capital, and Operating Budgets, which can be found in the financial section of the Yearbook.

**Y2018-66** *Search Committee, Second Reading of Nominations from June Interim Meeting and Thursday, August 2 Annual Session*. Karie Firoozmand (Stony Run) presented. Helen Tasker (Frederick) presided over this, while the Clerk stepped aside. Karie read the slate of nominees:

Yearly Meeting Officers:

Presiding Clerk: Ken Stockbridge, Patapsco (14) (renewing for third 2-year term)

Interim Meeting Officers:

Clerk: Marcy Baker Seitel, Adelphi (16) (renewing for second 2-year term)

Recording Clerk: Arthur David Olson, Takoma Park (14) (renewing for third 2-year term)



Supervisory Committee:

Peirce Hammond, Bethesda (16) (renewing for a second 2-year term)

Ramona Buck, Patapsco (18)

Nominating Committee:

Deborah Legowski, Sandy Spring (18)

Rebecca Gardner Rhudy, Deer Creek (15) (renewing for a second 3-year term)

Kevin Caughlan, Sandy Spring (18)

Jolee Robinson, Adelphi (18)

Gene Throwe, FMW (18)

Friends **APPROVED** the nominations from Search Committee.

**Y2018-69** *Nominating Committee-Second Reading of Nominations*. Deborah Haines (Alexandria) and Erik Hanson (Sandy Spring), co-clerks of the committee, presented the second reading, noting several additions and changes.

Friends **APPROVED** the second reading of the Nominations which will appear elsewhere in the Yearbook.

**Y2018-70** *Youth Programs Committee (YPC) Report*. Rebecca “Becka” Haines Rosenberg (Alexandria) and Annalee Flower Horne (Takoma Park), Co-Clerks, presented the report, which consisted of a video and some oral remarks emphasizing highlights of the Annual Report. The written version of the oral report is below:

Dear Friends:

We know you've already read our advanced report, so please enjoy this video of our Junior Young Friends while we briefly reiterate the highlights.

Jossie continues to do fantastic work as our Youth Programs Manager. Here at Annual Session, she hosted a visioning session concerning the future and direction of our Youth Programs. We received valuable feedback from the community, which Jossie is synthesizing for us.

We particularly appreciated the insights from our Young Friends, who continue to inspire us.

If Friends have an interest in experiencing firsthand the joy and wonder of working with our youth, we have several opportunities available! Ask us about serving on the Youth Programs Committee!

We'll also be hosting a Friendly Adult Presence training this winter, date and time to be determined. Studies show that people who get trained and serve as Friendly Adult Presences lead happier, healthier lives. Four out of five doctors recommend it, and the fifth doctor is a jerk.

**Y2018-71** *Unity with Nature Committee*. Debbi Suddith (Goose Creek), Clerk, and Karie Firoozmand (Baltimore, Stony Run) offered a slideshow with photographs and words, which captured the many beauties and blessings that the natural world offers us. We viewed it in grateful worship as it posed queries and encouraged Friends to act on behalf of the natural world wherever we may be.

**Y2018-72** *Friends General Conference (FGC)*. Rebecca “Becka” Haines-Rosenberg (Alexandria), a representative to FGC’s Central Committee, asked others who serve in this capacity to wave to us. Her oral remarks are included below:

I hope you’ve had an opportunity to read the FGC representatives advance written report prepared by Linda Goldstein.

I serve FGC as Recording Clerk, and as such my job is primarily listening, which fits in well with the theme of this Annual Session. I want to share some things I have heard this year.

The first thing I want to talk to you about is FGC’s institutional assessment, which seeks to unpack the racism and white supremacist ideology that underpin American society and therefore our organization and all such Quaker organizations. In the workshop I attended at Gathering this summer, an engineer spoke about the shock of seeing “colored” bathrooms on the original blueprint of a building he was working on, literal structural racism which had been covered over. The institutional assessment is an opportunity for FGC to examine our own blueprint and enact deep, uprooting change. This important work is well underway now, and FGC has been drawing a widening circle of Friends into it, inviting them to share and to listen through regular updates in the Vital Friends newsletter, focus groups at the FGC Gathering and elsewhere, and a survey on experiences of racism in FGC and Friends communities, which was sent out this spring. Survey participation from Friends who identified their home yearly meeting as BYM was very high compared to other yearly meetings, which I think speaks to the fact that we as a Yearly Meeting are already talking about racism on a regular basis. (I’d like to acknowledge that talking about a thing and making corporate progress on it are very different.) I think that BYM will have much to learn from the institutional assessment, and I invite Friends to listen and humbly absorb lessons we may not expect as we strive to make our community whole.

The second thing I want to talk about is that FGC has been pretty transparent about its budget and expenses, that our current means don’t always support our current programs, and that there is a need for individual Friends and Yearly Meetings to contribute more. I hear this makes some folks nervous, and some feel less inclined to get involved with FGC if the things they love about it might go away. I understand that. I understand that fear. A group of young adult Friends, including me, spoke to FGC Central Committee last year about our fear that an organization that has been vital to our Quaker development might cease to exist. But we don’t prevent that from happening by stepping back. We prevent it by stepping forward, by asking FGC to meet our needs as Friends, as Monthly Meetings, and as a Yearly Meeting.

So I offer you this invitation: Ask FGC for more. But also ask yourself if you have more to offer FGC. Financially, but also in terms of time, energy, and Spirit. FGC is all of us. Or it can be.

**Y2018-73** *Epistle of Baltimore Yearly Meeting-First Reading.* Peirce Hammond (Bethesda), Elizabeth DuVerlie (Baltimore, Stony Run), Meg Regal (Sandy Spring/Montclair NJ), and Rebecca Richards (Gunpowder) presented the first reading of the epistle. The second reading will be tomorrow.

**Y2018-74** *Peace and Social Concerns Committee—Second Reading of Minute on the Civil and Human Rights of Transgender and Non-Binary People.* Annette Breiling (Frederick) presented the second reading beginning with the background section. (See Attachment Y2018-27 for the background and first reading of the Revised Minute.)

**Minute on the Civil and Human Rights of Transgender and Non-Binary  
People  
(Revised) Minute**

Baltimore Yearly Meeting of the Religious Society of Friends (Quakers) rejoices in the presence of transgender people in our midst including non-binary people. Our transgender members enrich our community and deepen our worship. We believe that there is that of God in everyone and everyone has gifts to bring to the world. Whenever anyone is excluded, God’s ability to work in our midst is diminished.

We commit ourselves to support transgender people in our meetings and the civil and human rights of our transgender members and all transgender people. We also commit to enlarging our understanding of the experience of being transgender. No one should face discrimination in employment, housing, health care, or otherwise, or have their dignity assaulted and their human rights curtailed because of their gender identity.

Friends **APPROVED** the strengthened minute.

We then reviewed the new proposed action, below.

**Proposed action:**

We propose that BYM should create a “Working Group on Transgender and Non-binary Concerns.” The working group, to include transgender Friends and Friends from different Monthly Meetings, would report to the BYM Peace and Social Concerns Committee.

The working group would: 1) follow transgender civil and human rights issues and share this information with BYM and Monthly Meetings, 2) find and provide resources for learning about the lives of transgender people, and 3) suggest ways that BYM and Monthly Meetings could support transgender members and attenders.

We also ask that each Monthly Meeting do one thing this year to support the civil and human rights of transgender people. In addition, we suggest that each Meeting learn more about the experience of being transgender, discuss ways to make their

Meeting welcoming and inclusive to transgender individuals, and share their questions, experiences, or concerns with the working group.

Diane McHale (Adelphi) addressed some questions when the Clerk invited clarifications. It was clarified that cisgender, transgender, and non-binary Friends would be encouraged to participate in the working group. There will be a list of suggestions from the working group. A Friend spoke to how tender we need to be when asking Friends to carry out this work so as not to overburden our transgender and non-binary Friends. A Friend reminded us to be careful as there is an issue of consent when expecting transgender and non-binary Friends to offer their personal insight. A Friend noted that the whole conversation is bigger than just transgender/non-binary issues but is about the changing meaning of what gender is for all of us.

Friends **APPROVED** adopting the proposed action of creating a **Civil and Human Rights of Transgender and Non-Binary People Working Group** under the care of the Peace and Social Concerns Committee, as outlined in paragraph one of the proposed action above.

Friends **APPROVED** the charge for the **Civil and Human Rights of Transgender and Non-Binary People Working Group** as outlined in paragraph two of the Proposed action above.

The third paragraph of the proposed action was laid over for further discernment by the new working group.

**Y2018-75 Peace and Social Concerns Committee—Second Reading of Minute on End-of-Life Option Legislation.** Annette Breiling (Frederick) presented the second reading of the minute with Victor Thuronyi (Adelphi) and Diane McHale (Sandy Spring). The Background section can be seen in Attachment YM2018-27. The revised minute appears below:

**Draft minute:**

Baltimore Yearly Meeting of the Religious Society of Friends (Quakers) encourages individuals to consider decisions about end-of-life planning in a spirit of clearness, attentive to the Spirit within. While Friends do not always agree on our moral choices, we agree on the importance of being open to each other and to the Light within on an ongoing basis.

BYM also supports legislation that would allow a terminally-ill patient with full decision-making capacity the option to obtain a prescription for life-ending medication for self-administration, along the lines of laws enacted in the District of Columbia, California, Hawaii, and several other states, as long as adequate rules are included to safeguard against abuse.

The Peace and Social Concerns Committee proposes that BYM adopt the following proposal:

BYM requests local Meetings to consider the draft minute on end-of-life option legislation set forth above, communicating the results of such consideration to the Peace and Social Concerns Committee in time for Interim Meeting (at the latest by October 15).

The Presiding Clerk clarified that the proposal is to ask Meetings to season this and report back before the October Interim Meeting. We heard that Friends did not feel they could accomplish learning and discerning around this minute with integrity by the October 15th deadline, but we encouraged Friends to continue seasoning this, particularly Friends in Maryland, as this is expected to be proposed during the next legislative session.

**Y2018-76 Reading.** A Reading Clerk read the following:

Our greatest Treasure [which Friends have to offer a hurting world] is listening—listening to God for nurture and direction, listening to the pain and desire for justice and peace in the human community, listening for our gifts and the way to give them.

*Georgia Fuller, 1995*

**Y2018-77 Closing Worship.** We closed with a brief period of worship followed by announcements.

## **Sunday, August 5, 2018**

**Y2018-78 Opening.** The Clerk opened the session with a song and then we had a few moments of worship.

**Y2018-79 Readings.** The Reading Clerks read the texts below with a moment of silence in between.

The use of digital communication systems in the conduct of Friends' business has great benefits and has also created challenges for Quaker business process. The use of technologies such as video conferencing and electronic mail makes it possible to reduce the need for travel, and thereby expands participation by distant Friends. Our business can be responsive to the fast pace of developments in the world. Many Friends expect to use these technologies as they engage in the life of the Society. At the same time, we must be mindful that among us are Friends who cannot or choose not to use these technologies freely.

When use of these technologies replaces or augments face-to-face meetings, we must maintain discipline so that corporate worship, spiritual discernment, and the presence of the Spirit in our meetings and assemblies is retained. Each Yearly Meeting body that uses these technologies should establish agreements and protocols to ensure inclusivity and full participation, protect privacy and confidentiality, maintain collegiality, and support openness to Spirit.

Another Yearly Meeting's Faith & Practice

1st paragraph - Grade level: 12

2nd paragraph - Grade level: 21

Another Reading Clerk read this:

Using video and email and other internet tools for Quaker business can help a lot. It can also make things harder. Benefits might include reducing the need to travel

so more Friends can take part. We can also work faster. Many Friends want to use such tools. But some find them hard.

The technology we use might mean we don't all meet in person. If that happens, we must be careful so God can still work through us. Our groups that use technology have to agree how to do so. This will help everyone to take part, stay safe, and stay Friends. It will help us listen to God.

As rewritten by Participants in 2018 FGC Workshop on  
Building a Culture of Multiage Inclusion,  
Facilitated by Emily Provance, New York Yearly Meeting  
Grade level: 4

**Y2018-80** *Introductions.* Ken Stockbridge (Patapsco), Presiding Clerk, welcomed Friends to the 347<sup>th</sup> Annual Session of Baltimore Yearly Meeting. Friends at the Clerks' table introduced themselves: Helen Tasker (Frederick), Recording Clerk; Jason Eaby (Nottingham) managing sound and technology; Young Friends Meghan Roush (Sandy Spring) and Hannah Regal (Montclair Monthly Mtg, NJ) served as Reading Clerks. Prayerful Presences were gratefully acknowledged.

**Y2018-81** *Report on Friday's Plenary.* Georgia Fuller (Langley Hill) wrote the report below on the Friday Carey Lecture; a Reading Clerk read it to the body.

Colin Saxton, from Northwest Yearly Meeting and former General Secretary of Friends United Meeting brought the message on Friday evening for our Carey Memorial Lecture. He wove a tapestry around our theme of "Radical Listening, Rooted in Love." He asked, "How well are we listening, Friends?" Deep listening is hard work!

Colin reminded us that in the beginning God spoke creation into existence. Then when God gathered the people of Israel, his first command was "shema," the Hebrew word for "Listen!" We must continue to listen because God is still speaking. Weaving threads of personal stories, quotations, biblical allusions, laughter, and Quaker writings, Colin suggested 7 postures that he has used to enhance deep listening:

The posture of surrender and trust helps lead us into prayer. Praying can be as simple as engaging in an intimate conversation with the Living Christ.

A second posture is to turn ourselves toward the searching and healing Light of Christ. The Light has the ability to cleanse us of what we do not want to be, while affirming who we are as a child of God.

A third posture is to wait in the Light. Sometimes we find ourselves locked in a closed cycle of "fearing to act" while feeling "anxious to do something." Colin shared experiences of God speaking him into action when the moment was right.

A fourth posture is to look outward and listen to the pain and suffering of those

around us. As a worshipping community the Living Christ gathers us for nurture and direction and then scatters us to do God's work in the world.

A fifth posture is to focus on we not me. Paraphrasing George Fox, Colin urged us to listen "as if we were written on one another's hearts."

A sixth posture is "persevering proximity"—risk being close to others in their suffering and help each other to persevere and not losing hope.

A seventh posture is to believe in the possibility of "impossible reconciliation." Listen for the opportunity for enemies to reconcile. Listen for the Way to open for us to reconcile with those who are "other" to us—those whom we see as enemies.

The various threads of Colin's message are his prayer that through deep listening and obedience to the Light we become a global witness of Quakers who love one another in the faith and practice of pursuing both justice and reconciliation.

**Y2018-82** *Quaker Earthcare Witness (QEW) Report*. Barb Adams (Richmond) presented her oral remarks, accompanied by Toni Hudson (Sandy Spring). The written version of her oral report is below. The advance report is **ATTACHED**.

Good Morning. I'd like to thank Ken and BYM staff for allowing me this time which is more of an introduction than a report. I am Barb Adams and here with me is Toni Hudson. (Toni introduces herself). I live in Richmond—in the James River and Chesapeake Bay watersheds—and have attended Richmond Friends Meeting for about 30 years, working primarily with YFs and as clerk of the Religious Education Committee. AND I am here today to speak to you as your representative to Quaker Earthcare Witness.

Before I continue, I'd like to take a moment to acknowledge that the land that we are on was originally inhabited and stewarded by the First Nations of this area, which include the Lenape, Nanticoke, Piscataway, Conoy, Powhatan, Accohan-nock, Shawnee, Susquehannock, Tutelo and Saponi, and many descendants live here today.

I must admit that when I was first asked to consider being the alternate rep to QEW, under the very dedicated and experienced Toni, I had never heard of the organization. So, I Googled it, and was...impressed. But as I attended the bi-annual Steering Committee meetings, I realized what an amazing group of passionate, knowledgeable people are there and that I am confused that there are many Quakers that know very little about this Quaker organization that has been around for 30 years. This is something I hope to change! So, whether it has been a Divine Plan or just crazy coincidence, I found myself accepting the role of BYM rep to Quaker Earthcare Witness in the fall of last year.

A bit about my background:

- As a youth I cut my ecological teeth on 3 books—Rachel Carson's *Silent Spring*,

Frances Moore Lappe's *Diet For A Small Planet*, and EF Schumaker's *Small Is Beautiful*.

- I studied Biology and Music at George Mason University, which led to continued study of the relationship between soil science and nutrition in the days when we were told about the four major food groups and that white bread was more nutritious than whole wheat.

- I have worked on organic farms, created organic gardening programs, started and managed two vegetarian restaurants when they were scarce and not trendy. I have pursued a life-long career in what has been called alternative approaches to health, but to me has been enlarging the fundamental understanding that we can support vibrant health for ourselves and the planet through simple and holistic life choices, while questioning the onslaught of toxic and denatured elements in our ecosystem. In all ways we are natural as well as spiritual beings.

- Most recently I have focused much energy and time studying the transformative work of Joanna Macy, George Lakey's Training for Change model and Tibetan vibrational healing and applied them to my community work, helping to protect water, air and land from coal ash, coal burning plants, destructive fracked natural gas projects including the two pipelines proposed for Virginia. (Can I hear a No Pipeline!?) But also, the civil, social and human rights of all those who are now and will be most directly and immediately affected by climate change and environmentally challenging projects and infrastructures. Earlier this year I traveled to Western Kenya as a board member of Support Aid Ministry, a small non-profit, working on developing a model of sustainability and providing other much needed support for a primary school for children impacted by HIV/AIDS.

In QEW, I work with two groups: In the UN Working Group, I am developing a role as a liaison to Indigenous and Women's groups around the world addressing climate change and environmental injustice and for two years I've attended the UN Permanent Forum on Indigenous Issues. On the Outreach Committee, I am helping to build strong relationships among the QEW representatives from all Yearly Meetings and initiated a campaign to engage with and glean the wisdom of environmentally-focused young adults on college campuses.

- In response to what seems like either confusion about or Quakers having never heard of QEW, I volunteered to make a short film about the organization to help Quakers and others understand better what it is and does—I had hoped to have it today, but like many Quaker projects, it is unfolding in its own time. Look for the premiere soon!

I'd like to read a bit from a letter that I will be sending to all BYM Monthly Meetings:

*May this letter find you and your faith community vibrant and hopeful. I pray that Spirit is guiding you through these unquestionably challenging times.*



*I write to you now to ask for your help. Please take some time to explore the QEW web site and to read some BeFriending Creation, the QEW newsletter. Read about the amazing work of the U.N. Working Group last year in support of the U.N. International Decade for People of African Descent, leading side events on food and water sovereignty in the African Diaspora. Read about the QEW Mini-Grants program, which encourages and supports local programs and action on behalf of our precious Mother Earth. Each Monthly Meeting can consider if such a grant could help begin something transformative at the local level. Read about QEW's presence at Standing Rock and the QEW minute written in response to concerning conditions in Bent Mountain, Virginia related to the proposed fracked natural gas pipelines. Consider how all of our Spirit-led work is connected. I also ask you to reflect on, if you don't already, including an annual contribution to QEW to support all their wonderful work and resources.*

*As the Great Turning unfolds, please remember that I'm just your representative—I need you. I will be seeking ways to engage with you and your Meeting as we answer the call to do what we can to protect the Earth and the sanctity of all life. I welcome your questions and thoughts and thank you for entrusting me to be your representative. Please hold me in the Light as I find my way to be effective in collaborating with the BYM Unity With Nature Committee and other BYM committees and create some exciting synergy, shared purposes and activities.*

*In Loving Spirit*

So, let's breathe in and be inspired by the Earth's Spirit calling us, and exhale and inspire each other.

Let's do stuff!

I'd like to close with a quote from Joanna Macy:

“If the world is to be healed through human efforts, I am convinced it will be by ordinary people, people whose love for this life is even greater than their fear. People who can open to the web of life that called us into being”

Thank you, Friends.

**Y2018-83 Working Group on Right Relationship with Animals.** Margaret Fisher (Herdon), clerk of the Working Group, presented this second reading; her remarks are included below.

The Working Group on Right Relationship with Animals appreciates the comments and suggestions that we received during Meeting for Business on Wednesday, as well as afterwards during our Interest Group meeting and at other times. We heard recognition of the importance of our food choices and general support for the concept of encouraging the conversation about their effect on animals, the environment, and world resources. A number of questions were raised which suggest the complexities and the dilemmas which may face us as we ponder the prac-

tical and spiritual implications of our diets. Some anxiety also arose about what a conversation about animals might look like. How do we provide background information or express passion without appearing to lecture? How do we hear each other's concerns without interpreting them as personal criticism? How do we apply the lessons learned from this week's theme at Annual Session of "Radical listening, rooted in love?"

It is that love that motivates and supports the members of the Working Group who have been travelling around the Yearly Meeting. Many others who have participated in the work of the group, including several who eat animal products, offer perspectives which are invaluable to our conversation. As it happens, though, those of us who thus far have been led to travel are also people who choose plant-based diets. This has put us in the tricky position of wishing to facilitate the discussion while still following our leading to advocate for the voiceless animals. It is not easy to fulfill both roles simultaneously, and we beg everyone's forbearance and assistance as we learn how to keep the space open for all viewpoints. We are indeed learning, and our main aspiration is to bear faithful witness without any particular expectations about how that witness will be received. The only approach we know of is to be forthright about our concerns and speak from our own experiences, and invite others to do the same in a worshipful setting, holding each other in the Light as we respect the diversity of perspectives that we all bring to the discussion.

We are in no way suggesting that BYM dictate the outcome of what is likely to be a long-term process. Our minute is intended to stir up thought and discussion, and that's all.

We therefore propose this revised minute, which includes slight changes to simplify the language and to spell out BYM's official name.

**The Minute:**

In the spirit of peace, and with a deep concern for the living world, Baltimore Yearly Meeting of the Religious Society of Friends encourages Friends to discuss how to extend their love and compassion to animals, and to consider their welfare when making food choices.

The Clerk opened the floor for discussion, and Margaret clarified what seasoning had occurred since Wednesday when the first version was presented. She clarified what the process has been for the Working Group. Several Friends shared their thoughts about the process. A Friend thanked Margaret for how she engaged her Meeting in this conversation and how it has made this Friend more conscientious in making food choices. The Clerk tested the sense of the Meeting on this and advised us of how the spirit may move among us when we settle in worship. A Friend rose and spoke to her sense that we are ready to embrace this minute. The Clerk reminded us that the proposed minute is an invitation to engage in deeper reflection on this matter.

After adding a phrase to the minute, Friends **APPROVED** the revised minute.

**Y2018-84** *Epistles of Baltimore Yearly Meeting.* We heard the Junior Young Friends, Young Friends, Young Adult Friends, and Women’s Retreat Epistles which were read by representatives of each group.

We the heard the second reading of Yearly Meeting Epistle, which we **APPROVED**.

The attachment to the Yearly Meeting Epistle of the other Epistles from within the Yearly Meeting was **APPROVED**. They can be found in the Epistles section of the Yearbook.

**Y2018-85** *Report of Program Committee.* Barbarie Hill (Charlottesville) outgoing clerk of Program Committee, reported that the bookstore netted \$100.00. She introduced the new clerk of Program Committee, Barbara Platt (Sandy Spring).

Barbara Platt shared a minute of appreciation for Barbarie Hill from Baltimore Yearly Meeting Program Committee

[Addendum: As the registrar's report was not available at the time of this report, we agreed to insert the following information for the record when it became available: We had 290 Annual Session attenders this year, 98 fewer than last year. There were 22 first-time attenders, 6 of whom used first-time attender certificates; 20 children below high-school age and 16 high-school aged Young Friends attended.]

#### **Minute of Appreciation for Barbarie Hill**

Baltimore Yearly Meeting's Program Committee expresses its deep appreciation to Barbarie Hill, for her service as our committee clerk from August 2014 to August 2018. During this time she has guided our work with a steady hand and a calm and unflappable presence. Whether at our quarterly committee meetings or the 7 a.m. breakfast convocations at Annual Session, her faithful presence has helped us get the jobs done. Her willingness to pick up any task that needs attention with quiet competence was a model for us all. Barbarie was always prepared, and encouraged us to be so as well. We particularly appreciate her leadership as we undertook the site search for a new location, culminating in a very successful transition to Hood College in 2016. Thank you, Barbarie, and we are glad we will keep you on the committee for a little while longer.

Barbara thanked us for being here and those who volunteered to be workshop, worship sharing, and bible study leaders; interest group conveners; and JYM staff. She thanked the Yearly Meeting staff as well. The theme for Annual Session 2019 will be “Quaker Tools for the Journey” and will be held at Hood College, with final dates yet to be announced.

**Y2018-86** *Minutes.* Minutes were read, improved, and approved throughout the session.

**Y2018-87** *Reading and Closing Worship.* We closed with a period of worship out of which a Reading Clerk read the following:

Simple, respectful, prayerful listening is at least as good for the soul of the listener as for the person listened to.

Patricia Loring, 1997

## **ATTACHMENT Y2018-07**

### **INTERIM MEETING REPORT**

BYM Interim Meeting Annual Report 2018

As we gather for our 2018 Annual Session, it is our practice to first review all of the decisions that have been made in our Interim Meetings that took place since our Annual Session in 2017. Since last August, Friends gathered for four Interim Meetings—three regularly scheduled meetings and one special called meeting. Business items were well seasoned by committees before our meetings, which allowed our work to be done in good order and at a good pace. Tensions that began at Annual Session over the Yearly Meeting’s commitment to opposing racism, which we addressed in part through further work during Interim Meetings in October, November, and March. Concerns about the world, our budget and fundraising needs, our Annual Session planning, and other items were regularly on the agenda. We supported traveling Friends and received reports on the work of many Friends. We sought to make all our considerations worshipful, keeping focused on the guidance of the Spirit through our long meetings. This is how we kept the work of the Yearly Meeting going through the year, which is the special task of our Interim Meeting.

Thank you to Homewood Friends Meeting, Charlottesville Friends Meeting, and Frederick Friends Meeting for hosting a whole day of committee meetings, refreshments and meals, and our Interim Meetings. The generosity of their hospitality supported a time of rich fellowship that nourished body and spirit on our Interim Meeting days. Sandy Spring Friends Meeting hosted a modified Interim Meeting Day, with little notice and much generosity.

The following is a summary of decisions and discussions. You can see the chronological order of the decisions and the full discussion of each issue in the minutes of the Interim Meeting at [www.bym-rsf.org/publications/yearbooks/](http://www.bym-rsf.org/publications/yearbooks/).

#### **In responding to the tensions over the commitment to addressing racism in our Yearly Meeting:**

- We ACCEPTED the Young Friends statement on being anti-racist and their concern about the negative reaction to use of “anti-racist.” We ACCEPTED the statement, recognizing that everyone is affected by and implicated in racism and committing to dialog, beginning at our upcoming 11/11/2017 Interim Meeting, taking us toward action.
- We ACCEPTED the updated Young Adult Friends epistle and APPROVED its attachment to the general Yearly Meeting epistle.
- We discussed the importance of being both vigorously against racism and being committed to creating an equitable and diverse community.
- We separated into small groups for structured discussions about racism, anti-racism, and Friends; material prepared for the discussions is attached. We re-gathered and shared what arose in the small groups.
- We APPROVED this: we directed our Growing Diverse Leadership Committee and Working Group on Racism to document how racism manifests itself within the Yearly Meeting.

- In March we heard the actions being taken in a number of local Meetings to work against racism within the meeting and local community. In the case of Charlottesville, we heard the outreach they made to bring antiracism programs to the wider community after the events of last summer that included violent actions taken by people who identify themselves as White Supremacists.

### **Staff Changes and Appreciation**

We APPROVED Supervisory Committee's Associate General Secretary and Administrative Assistant job descriptions. We MINUTED our appreciation to Supervisory Committee and the Healthy Organization and Purposeful Evolution Committee for their work, and to staff for their patience, in October.

We APPROVED the minute of appreciation for Dyresha Harris, in June.

### **Budget and Fundraising**

At our called meeting in November, we APPROVED our 2018 capital budget as proposed by Stewardship and Finance Committee; we APPROVED our 2018 operating budget as proposed by Stewardship and Finance Committee. A first reading was given at our regular October Interim Meeting. The Committee has labored to change the budget format and process, and so it was not ready to be presented at Annual Session.

### **Ministry and Pastoral Care minutes**

We APPROVED this: we endorsed Ministry and Pastoral Care Committee's letter of support for Windy Cooler's ministry, as proposed by the Ministry and Pastoral Care Committee, in March.

We APPROVED formation of a Pastoral Care Working Group as proposed by Ministry and Pastoral Care Committee, with the Working Group under the Committee's care, in June.

### **Travel Minutes**

We accepted the returned travel minute of Jolee Robinson in March and APPROVED a new travel minute for her in June.

We APPROVED this: we endorsed Adelphi Friends Meeting's travel minute for Jade Eaton. We APPROVED this: we endorsed Sandy Spring Friends Meeting's travel minute for Patti Nesbitt and Michael Conklin in March.

We ACCEPTED the returned minute of Georgia Fuller, in June.

### **Peace and Social Concerns Minutes**

We APPROVED this: we ended our ties to the National Religious Coalition Against Torture (NRCAT). At the Committee's recommendation, we APPROVED Interfaith Action for Human Rights (IAHR) as an affiliated organization. We APPROVED this: we amended our 2018 budget to change the National Religious Coalition Against Torture (NRCAT) as a recipient of \$275 to Interfaith Action for Human Rights (IAHR) as a recipient of \$200.

We APPROVED this: we endorsed “An appeal for Earth Day, 2018” in March,

We APPROVED this: we endorsed the Poor People’s Campaign and asked local Meetings to consider endorsing it, in June.

We APPROVED this: we endorsed the Back from the Brink campaign and asked local Meetings to consider endorsing it.

We APPROVED this: we named Jean Athey our liaison to the Back from the Brink campaign through the end of our 2021 Annual Session.

We APPROVED Peace and Social Concerns Committee’s proposed minute on the civil and human rights of transgender people; we directed Peace and Social Concerns Committee to bring a strengthened minute to Annual Session reflecting the concerns expressed today.

### **Youth Safety Policy change**

We APPROVED the revised Youth Safety Policy presented by the Youth Safety Policy Working Group. Natalie undertook to ensure that local Meetings are informed of revisions to the Yearly Meeting’s Youth Safety Policy. We directed our Manual of Procedure Committee to update the Youth Safety Policy as it appears in the manual.

### **Program Committee Discernment**

We were asked to complete the survey prepared by Program Committee to help the Committee in its effort to improve our Annual Session in March, with follow up questions in June.

### **Search Committee**

Friends accepted the slate of proposed names for Yearly Meeting and Interim Meeting officers, Supervisory Committee, and Nominating Committee members. and APPROVED forwarding it to Annual Session for final approval, in June.

### **Nominating Committee’s Nominations**

We APPROVED Friends nominated to committees and nominated to be representatives of BYM to outside organizations. We also ACCEPTED the resignations of Friends from committee service.

### **Naming Committee**

On the first and only reading, we APPROVED two names for the Naming Committee to bring names forward for our Search Committee, in March.

We APPROVED one name for Search Committee. Another will be brought to Annual Session.

### **Manual of Procedure**

Suggested changes to the Manual of Procedure were APPROVED and will be brought forward to Annual Session for final approval.

### **Program Committee Discernment**

We were asked to complete the survey prepared by Program Committee to help the Committee in its effort to improve our Annual Session and we discussed the topic of how to improve Annual Session, first in March, with follow up questions in June.

### **Reports from staff, officers, and representatives**

Reports from the General Secretary, Development Director, Presiding Clerk, and Treasurer were ACCEPTED at each Interim Meeting. Staff members of committees presented reports that were ACCEPTED. These reports helped us know better the ongoing work being done by BYM.

If through this past year Friends had thoughts about would how to make Interim Meeting work better, or if there are needs of the Yearly Meeting not addressed by Interim Meeting, please be in touch with me. It is important that we uphold our practices and also change them as needed.

Respectfully submitted,  
Marcy Baker Seitel (Adelphi)  
Clerk of Interim Meeting

## **ATTACHMENT Y2018-10**

### **MANUAL OF PROCEDURE CHANGES**

Manual of Procedure Advance Report for BYM Annual Session August 2018

#### **A. 2ND READING SUBSTANTIVE CHANGES:**

##### **1. Page 403 (last paragraph), approved change to duties of Supervisory Committee:**

In addition, this Committee carries out such duties as the Interim Meeting specifically assigns to it, and, between meetings of the Interim Meeting, may act upon urgent matters not involving policy nor of such importance as to justify a special session of the Interim Meeting. When acting upon urgent matters between meetings of Interim Meeting, the Committee will confer with standing committees of the Yearly Meeting that hold a concern for the subject matter being considered and will make decisions with direct involvement of those committees. All such actions are to be reported to the Interim Meeting at its next session.

##### **2. Page 412, approved addition to the list of working groups under Ministry and Pastoral Care Committee's care:**

The following working groups are under the care of Ministry and Pastoral Care:

- Intervisitation Working Group
- \* Pastoral Care Working Group
- Spiritual Formation Program Working Group
- Women's Retreat Working Group
- Working group on Racism

**3. Page 414, approved addition of Working Group for Refugees, Immigrants and Sanctuary to Peace and Social Concerns Committee description:**

The Working group for Refugees, Immigrants, and Sanctuary is under the care of the Peace and Social Concerns Committee.

**4. Page 424, approved change under Section IX. Representatives to Other Organizations:**

Interfaith Action for Human Rights (IAHR) is composed of persons in Maryland, Virginia, and Washington, D.C., for the purpose of educating, advocating, and lobbying to end human rights abuses within their states. There is action towards eliminating solitary confinement, as well as improving prison conditions and supporting those affected. Quakers are involved at all levels.

BYM suggests a person to serve on the board of directors for a three-year term, not to exceed two terms. Persons suggested by BYM are then interviewed by the board of directors, and nominated to serve. Board members are expected to participate in a committee, attend monthly board meetings, and support IAHR financially.

**5. Page 425, approved change under Section IX for Quaker House, Fayetteville, NC:**

Established in 1969, Quaker House is an incorporated organization with representatives appointed by three yearly meetings ~~and other socially-concerned agencies~~ and about a dozen monthly meetings. It provides assistance to military personnel, their families, and those contemplating military service. Quaker House offers ~~counseling in the areas of conscientious objection, delayed enlistment claims, and Absent Without Leave and Unauthorized Absence Issues~~ information about service-related issues that may involve conscience or unfair treatment, as well as free counseling about domestic violence and sexual assault within the military. They also provide education about topics such as torture and moral injury, and work to promote peace and build relationships between the military and the public. As appropriate, Peace and Social Concerns Committee recommends to Nominating one person for a three-year, once renewable, appointment by the Yearly Meeting, to serve on the Board of Directors of Quaker House, which meets five times a year in Fayetteville, North Carolina ~~various locations in North Carolina.~~

**6. Page 431-447, approved changes to Baltimore Yearly Meeting's Youth Safety Policy already in practice during Camping Program (not asking for approval):**

At Interim Meeting Third Month 2018, the Youth Safety Policy Working Group presented a revised Youth Safety Policy. The recommended revisions reflected the results of an attorney's review of the existing policy and concerns of the Camping Program Committee and Youth Programs Committee regarding the "two adult guideline" of the policy. Interim Meeting approved the revised Youth Safety Policy and directed that the Manual of Procedure Committee update the Youth Safety Policy that appears in the *Manual*.

**B. 1ST READING (NEW) SUBSTANTIVE CHANGES**

**1. Page 400 In describing Trustees' role, changing who is responsible for convening the Youth Safety Policy Working Group (YSPWG):**



The Presiding Clerk ensures that the YSPWG is convened. Trustees will appoint a Trustee to serve as convener of the YSPWG.

**2. Page 417, NEW addition to Section VI. Special Groups and Working Groups:**

- a. on pg 417, after the description of Special Groups, add a list of:
  - Current Special Groups (there is just one at this time)
  - Young Adult Friends (followed by the description on page 418)
- b. on pg 418, after the description of Working Groups, add a list of:
  - Current Working Groups (and sponsoring committee):
  - Internet Communications Working Group (A&O)
  - Intervisitation Working Group (M&PC)
  - Pastoral Care Working Group (M&PC)
  - Right Sharing of World Resources Working Group (P&SC)
  - Spiritual Formation Program Working Group (M&PC)
  - STRIDE Working Group (Camping Program Comm)
  - Women's Retreat Working Group (M&PC)
  - Working Group on Racism (M&PC)
  - Working Group on Refugees, Immigrants, and Sanctuary (P&SC)
  - Working Group on Right Relationship with Animals (Unity with Nature)
  - Youth Safety Policy Working Group (Trustees)

**3. Page 422, NEW changes to the Miles White Beneficial Society entry:**

The Miles White Beneficial Society of Baltimore City was founded and incorporated in 1874 to administer a testamentary trust established under the will of Miles White, a member of the meeting in Baltimore Yearly Meeting of Friends (Orthodox) currently named Eutaw Street Meeting, the predecessor of Baltimore Monthly Meeting, Homewood. The Miles White Beneficial Society, also referred to as the Affiliate, awards scholarships to college students, grants to Quaker schools and other organizations with connections to the Quaker community, and grants to charitable organizations in the greater Baltimore area. Upon the consolidation of the two "Baltimore Yearly Meetings" in 1968, oversight of this trust the Affiliate passed to the Yearly Meeting. In 2010, the Yearly Meeting agreed that the Affiliate should become a "supporting organization" for the Yearly Meeting, and the Yearly Meeting has since then appointed or renewed the trustees of the Affiliate. The Articles of Incorporation state: "The objects of this 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."

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 and the organization annually makes a written report to the Baltimore Yearly Meeting of Friends. There are eight to ten trustees, nominated by the Nominating Committee and appointed by the Yearly Meeting, during its Annual Session, to serve a three-year term which commences after the Miles White Beneficial Society's annual meeting in October. Appointees may serve no more than two three consecutive, three-year terms. Trustees typically meet monthly, as needed.~~

**C. COPY-EDITS for accuracy and clarity (not for approval):**

1. Page 399 edit third sentence of last paragraph in description of Trustees:

These are at present nine in number: There are at present nine Trustees:

2. Page 414, Peace and Social Concerns Committee (substance already approved):

As appropriate, Peace and Social Concerns recommends to Nominating one person for a three-year, once renewable, appointment by the Yearly Meeting, to serve as a representative to the Participating Members Council of the National Religious Campaign Against Torture Interfaith Action for Human Rights (IAHR).

3. Page 421, VIII. Corporations Affiliated with BYM: Friends House Retirement Community – (first two sentences):

Friends House, Inc. and Friends Nursing Home, Inc. ~~plan to merge~~ were merged into Friends House Retirement Community (“Friends House”) ~~in the autumn of 2017~~ in July 2017. Friends House provides housing, health care services, and other services to persons ~~60~~ 62 years of age or older.

4. Page 422, approved change to the Miles White Beneficial Society allowing a third 3-year term:

Appointees serve no more than ~~two~~ three consecutive 3-year terms.

5. Page 425, accuracy update under Section IX for Quaker Earthcare Witness:

The Quaker Earthcare Witness is an 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.~~ It has a policy-making Steering Committee to which Yearly Meetings name representatives.

## **ATTACHMENT Y2018-12**

### **FRIENDS COMMITTEE ON NATIONAL LEGISLATION REPORT**

Annual session 2018

FCNL celebrates its 75th anniversary this year. Founded in 1943 in Richmond, Indiana, FCNL has been bringing the concerns, experiences, and testimonies of Friends to bear on policy decisions in the nation’s capital for the past seven decades.

A lobbying organization like FCNL exerts political power only if legislators hear its message from their constituents. FCNL has developed tools for individuals to sign up for action alerts. More recently, FCNL has set up advocacy teams. Advocacy teams operate on the principle of building a relationship with their Senators and members of congress, and engaging in a deeper dialogue on a more limited range of issues. Advocacy teams have been set up in these BYM meetings: Annapolis MD, Adelphi MD, Herrndon VA, Frederick MD, Shepardstown WV, Charlottesville VA, and Richmond VA. We encourage you to participate in an advocacy team near you, to encourage others to participate, and to form new teams where they don’t currently exist.

FCNL is governed by a General Committee, with representatives from 25 yearly meetings. This includes six representatives appointed by BYM. Your representatives are: Marion Ballard (Bethesda), Scott Breeze (Friends Meeting of Washington), Tom Gibian (Sandy Spring), Susan Griffin (Friends Meeting of Washington), Byron Sandford (Friends Meeting of Washington), and Victor Thuronyi (Adelphi). We list these names not to showcase these people but because we would like you to interact with us about FCNL. We are responsible for outreach to monthly meetings to encourage participation in FCNL. BYM Annual Sessions is a great opportunity to do just that, so come talk to us. You can take part in developing FCNL's priorities through your monthly meeting; participate in an advocacy team, of which several have been set up in BYM's area, and participate individually in FCNL's advocacy work. We invite you to Friday's workshop on FCNL conducted by Christine Ashley. We encourage you to read the FCNL report to yearly meetings (only two pages!). [www.fcnl.org/documents/569](http://www.fcnl.org/documents/569). If you see a blue sign that reads "love thy neighbor—no exceptions" at a lunch or dinner table, please see that as an invitation to come and learn more about pathways to engage as a Quaker advocate.

The period since the November 2016 election has been extraordinarily challenging on the public policy front. A lot of people have become politically active. It is a time marked by partisanship and divisiveness. FCNL is nonpartisan, working with legislators from both parties. FCNL carries deep concerns about issues like military spending which face an uphill fight on Capitol Hill even though there is popular support for our positions. This combination of a conscience-based approach together with a willingness to listen to those with other viewpoints is very special, and a reflection of our Quaker faith.

FCNL is one of the few institutions where Quakers of different theological and even political views can work (another is AFSC). It is an ongoing challenge, but FUM and FGC friends can find common ground on FCNL issues. Since BYM is affiliated with both FUM and FGC, and has an active intervisitation program, we are in a good spot to promote this kind of collaboration. Deepening collaboration is not only good for building common ground among Quakers, but it makes FCNL more effective as a lobby that can cross partisan lines.

## **ATTACHMENT Y2018-21**

### **INTERVISTATION WORKING GROUP REPORT**

The Intervisitation Working Group is a permanent working group now under the care of Ministry and Pastoral Care that is in its 14th year. We are vibrant community of 16 energetic Friends who share a vision of reconnecting and nurturing bonds within the worldwide Quaker fellowship, regardless of theological and/or political differences. Our focus is to live more fully into our Quaker faith and practice while reviving the historical Quaker practice of traveling in the ministry among **all** Friends. Members of the working group are learning more about what it means to live a ministry of presence which depends on radical openness, faithful listening, and releasing ourselves to be an instrument of the Divine. We notice that living into a ministry of presence parallels the theme of this year's annual sessions of "Radical Listening, Rooted in Love." As Pat Loring wrote, "It is a powerful discipline...to listen without agenda...to receive what is being said by someone else hospitably, without editing, without correction, without unsolicited advice. Yet it is this open listening

that makes room for the Spirit of God to be present...” Michael and I can tell you it is not easy to live in another’s space where our purpose is to be open and keep our opinions to ourselves. We continually needed to remember the sentiment expressed by Paul Tillich when he claimed, “Love listens. It is its first task to listen.”

IWG encourages all travelers and companions to seek a Travel Minute, or a Letter of Introduction, from their home Meeting. We advise Friends to have a standing spiritual care committee to provide support and accountability. We help identify travel companions to serve as elders and travel mates, and at times provide small amounts of financial support. We have learned this ministry requires a great deal of disciplined selflessness, radical faithfulness, and much humility. It is a very challenging spiritual practice to be present to whatever is needed at the time, while remaining grounded in the Light throughout the time of intervisitation.

This year we developed a workshop called “Sitting with Ambiguity: Lessons from Intervisitation.” It will be offered tomorrow for the first time and is designed to be an introduction, in fact really an invitation, to Traveling Ministry, one of many opportunities to practice a ministry of presence. It is ready to take on the road as a traveling RE program within the BYM, and we encourage you to invite us to your Meeting so we can share it widely.

After 14 years, we are clear that the ministry of presence is so universally needed, worldwide, that we cannot not share this conclusion. We have come to know that when *Love is first, before belief*, walls can break down, and separation and isolation can be reduced. Honoring others with differing persuasions allows us to reach beyond “us” and “them” barriers and find common ground. We have experienced the movement of the Spirit among Friends in many, many situations. This is peacemaking within our larger Quaker family.

This year, we sent invitations to our Annual Session to 37 YMs, offering free room and board for 6 nights at the early bird double room rates. In addition to these invitations, our experience has been that most of our visitors have come through personal connections and invitations from our own visitors.

In 2017, IWG supported 8 Friends who were travelers to 12 different YMs or MMs, in 7 different countries. We also supported visitors from 13 different Yearly Meetings at our Annual Sessions.

In comparison, 14 BYM Friends visited at least 22 different Quaker communities, in 5 countries in 2018. 8 Friends have Travel Minutes now, compared to 4 last year. We have helped bring 11 visitors here to BYM this year, and contributing fees for one of our BYM Friends to attend two other YMs. And I am sure that you too know other Friends who travel in the ministry irrespective of IWG, though our support is offered to anyone who wishes help.

In 2017, we estimate that our actual expenses were a bit over \$13,000, nearly 2/3rds of which were in-kind donations from BYM travelers. The rest came from donated hospitality

and a line item in the BYM budget of \$4,500. Most of our travelers are retired and able to cover their own expenses that are then filed as charitable donations on tax returns. We do have several employed Friends who give up their vacation time to travel in this ministry for whom attendance fees at other YMs are sometimes too much. Recognizing this situation, we affirm our desire to enable more young adult Friends and have asked for an increase of \$1000 in funding from BYM explicitly to enable more outgoing traveling to other Yearly Meetings.

We encourage you to reach out and meet our visitors, and us—we have lots of good stories and reflections and knowings that we want to share. This week we are sponsoring 3 workshops: Sitting with Ambiguity just mentioned, Michael and my adventures/traveling from NZ to the other BYM, and Linda's workshop on discernment and clearness to travel, spiritual care from elders/companions and your monthly meeting, travel minutes, and other practices related to traveling in the ministry. Tuesday through Friday evening IWG invites you to the Intervisitation Lounge in the basement of Shriner Hall from 9:15 to 10:30 for snacks and fellowship with travelers and visitors.

We are learning lots of things that should not really surprise us—like Georgia Fuller's return from Kenya this year saying the color of Quakers worldwide is not white. Like Jim Fussel's sharing about how many Spanish speaking Quaker communities there are in our own BYM region. Like our awareness that the world needs Quakerism more now than ever.

In conclusion, I can say that we do not need to know how our ministry will take root but we do need to know that our faithfulness is enough. Just showing up with an open heart is our strongest testimony. By rediscovering the practice of traveling ministry, we have glimpses of Fox's vision of a Great People Gathered and know that our faithfulness to this ministry is in right order.

Now I thought it would be good to have Friends who are active in IWG stand so we can be visible. We also have several slides to illustrate some of our visits in the past year. Also I want to draw your attention to Georgia's poster display and Michael and I will show more from Friends around the world in our workshop. Thank you.

Patti Nesbitt (Sandy Spring), Clerk

# ATTACHMENT Y2018-21

## TRAVEL MINUTE FOR MARGARET "MEG" BOYD MEYER AND ARTHUR MEYER BOYD

ESTABLISHED 1792  
 BALTIMORE MONTHLY MEETING OF FRIENDS, STONY RUN  
 5116 NORTH CHARLES STREET  
 BALTIMORE, MARYLAND 21210-2021

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### Travel Minute

July 22, 2018

Margaret (Meg) Boyd Meyer and Arthur Meyer Boyd, members of Baltimore Monthly Meeting of Friends, Stony Run, are following their leading to travel to and reside at Ramallah Friends School, Ramallah, Palestine, for six months beginning in September 2018.

Stony Run Meeting enthusiastically unites with this leading. Meg's and Arthur's talents and dedication to serving others are well known to us. We trust that Ramallah Friends School and residents will benefit as we have, from sharing the insights and quiet faith of Meg and Arthur, long time members of the meeting.

The entire community will be blessed by their presence. We commend them to your care and hospitality. Our love and support go with them.

Approved and minutes at our Meeting for Worship with a Concern for Business held July 22, 2018.



Blaine Keener

Clerk, Baltimore Monthly Meeting of Friends, Stony Run

*Baltimore Yearly Meeting unites with this minute and send Meg and Arthur to you with our love and warmest greetings.*

*Ken Stockbridge  
 Presiding Clerk  
 8th mo., 1, 2018*

## **ATTACHMENT Y2018-22**

### **WORKING GROUP ON RIGHT RELATIONSHIP WITH ANIMALS REPORT**

#### **Advance Report from the BYM Working Group on Right Relationship with Animals 2018 Annual Session**

During a workshop at Annual Session in 2014, the Working Group on Right Relationship with Animals came together out of a concern for the animals that are used for food. We came to the group with varied personal backgrounds—nursing a baby, dissecting frogs, hunting birds—which had changed our understanding of our relationship with animals. The nursing mother had been compelled to reexamine the cultural practice of depriving a newborn calf of his or her mother’s milk and loving bond. The biology student’s dismay at having caused pointless harm had prompted her to seek out alternatives to unnecessary killing for her meals. The hunter had been humbled by the beauty of the grouse she had shot and became a bird watcher. Having learned that we could thrive on a plant-based diet, we could no longer justify the tremendous suffering inflicted on animals in our names. Since forming a Working Group, we have continued to examine our relationships with all beings capable of suffering. We worship together, opening to the light that guides our search for ways to eat without harming others. It’s a journey: we are vegan, vegetarian, locavore, pescatarian, and vegan-who-doesn’t-ask-what’s-in-the-cookies. Together we hold a leading to extend the circle of love and compassion to all beings. We invite all Friends to join us in exploring non-exploitative relationships with animals.

Members of our Working Group have travelled singly and in groups of two or three to as many local meetings as scheduling would allow, totaling 25 meetings so far, to lead discussions and worship sharing. We have given workshops at Annual Session and the Women’s Retreat. We have submitted our concern for seasoning to Unity with Nature, Peace and Social Concerns, Young Friends, and Young Adult Friends. We have found that Friends love animals and are willing to engage on the subject of their welfare, bringing kindness and deep listening to the worship-sharing sessions. Most are distressed by the inhumane conditions found in factory farms. Many have been inspired to action. The ethical question of whether it is humane to eat animals if they have been respectfully cared for on small farms has come up repeatedly and will continue to prompt reflection and discussion.

Friends’ concern for the suffering caused by human food choices extends beyond the animals themselves to the entire ecosystem. Occupying roughly a third of the Earth’s ice-free land, animal agriculture contributes significantly to species extinction as it generates pollution and greenhouse gas emissions and appropriates ever more of the world’s few remaining natural areas, while fisheries decimate the inhabitants of the oceans. As we monopolize resources for ourselves, we diminish our humanity and imperil our own survival while leaving no room for the rest of the living world.

We rejoice at the opportunities that are presented by each meal to help create a world of peace. We can awaken to and eschew the violence-by-proxy that may be inherent in our

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lifestyles and which desensitizes us to violence in general. We can recognize that society is destabilized by environmental degradation and by unequal distribution of resources. We can support each other as we adapt to changing conditions and to an evolving culture. We can open our hearts to our affinity with animals, each of which has one life to live, just as we do. Our light shines brighter with every act of mercy and kindness.

Therefore we request that BYM adopt the following minute:

*In the spirit of peace and compassion, and with a deep concern for the living world, Baltimore Yearly Meeting encourages Friends to extend the circle of love to animals, and to consider their welfare when making food choices.*

Proposed actions:

Continue to provide education and encourage local meetings to hold discussions about our relationship with animals.

Ask that plant-based options be available at meals served at BYM events, in quantities sufficient to allow everyone to try them.

Let the greater Quaker world know about our process.

## **ATTACHMENT Y2018-25**

### **GENERAL SECRETARY'S REPORT**

#### **General Secretary's Report Annual Session 2018**

Again this past year, I have been privileged to travel across the Yearly Meeting and worship with many diverse local meetings. The Spirit is alive and stirring among our local meetings - small and large, urban and rural. The worship is deep, and the service and social action that spring forth in so many different ways is faithful and true. It has been a joy and blessing to be together in faith and community. In this I find spiritual sustenance, unity, and hope.

My visits have been informative, as well. They have helped me to understand

- How do Friends see their relationship with BYM?
- What do Friends know and value about BYM?
- What are Friends concerned about within BYM?
- What are Friends concerned about most in their local meetings?
- Are there ways BYM can help?

All Friends who are members of local meetings in BYM are automatically members of BYM. BYM is of, by, and for all Friends. Yet, many Friends I have met in my travels do not feel a connection to BYM. They have never participated in a BYM event or activity. They are simply not engaged. This is true for most Friends across the Yearly Meeting, based on the number of Friends who participate in any kind of BYM activities year-to-year.

This lack of connection between Friends and BYM is both understandable and troubling. On the one hand, we all have limited time and attention. We are busy with our families, jobs, communities, and local meetings. The responsibilities and service we undertake at



our local Meetings can be demanding. Our priorities are local. Our lives are full—if not over-full.

That was certainly true for me before I became General Secretary. I valued BYM, but from a distance. I was glad that other members of my meeting attended, but my hands were full of other projects at Sandy Spring. Of course, now I have learned that I was missing out on the many opportunities that BYM provides to expand, deepen, and grow in my experience of Friends' faith and practice. BYM builds and sustains connections between Friends, local Meetings, and the wider world of Friends. It is our shared and evolving experience of Friends' faith and practice that defines who "we" are as Friends.

I hope that many more new Friends will come to know this as well in the year ahead. These experiences, when shared with local meetings back home, can enrich the life of local meetings.

A troubling aspect of this disconnect came through in some of my visits with Friends when we talked about BYM's budget and apportionment. Friends asked:

- What does our local meeting get for the money we send to the Yearly Meeting?
- How does our local meeting benefit from being a part of the Yearly Meeting?
- What difference does BYM make for members of our local meeting?
- Why should we send money to BYM instead of supporting other worthy local projects?
- What does our apportionment pay for?
- Is BYM managing its budget wisely and competently?

These are fair and good questions to ask in any organization. Yet, they also seemed to reflect a certain level of disconnection with BYM. Do Friends perceive their relationship with BYM to be "us and them" or "we"?

In my view, individual Friends, local meetings, and the Yearly Meeting are all part of the same spiritual body. All of the parts are essential to Quaker faith and practice. Disconnected, over time, the Religious Society of Friends will wither away. This sense of disconnection is something we need to address.

Moving on...

The key concern that Friends raise at almost every visit is the question: How do we grow our meeting? Many local meetings are ageing, shrinking, and facing difficult choices. Friends are asking:

- How can we welcome and sustain new attenders? How can we become warmer and more welcoming to new attenders?
- How can we encourage more young adults to attend and participate? What are the obstacles? What would help?
- How can our local Meeting membership better reflect and embrace the diversity of our local community? What gets in the way? What would help?
- What do other Meetings do to welcome, encourage, and support families with

children? How do we do this even if we do not currently have families with children attending?

- What are some things other Meetings have done to reach out to their communities—to become more visible? How do other meetings engage with their local communities?
- How can BYM help?

This urgent and important conversation will be continued throughout this Annual Session and in the year to come.

Moving on...

I also hear a lot about our camping program. Our camping program has provided a strong source of connection to BYM for many Friends with whom I have met, and it has provided an introduction to Quakers for many who are not Quakers. It is a major reason why many Friends are engaged with BYM today—serving BYM in many capacities. This is also true for many young adults (Quaker and non-Quaker) who have grown up in the camping program and who now serve as camp staff, with local STRIDE groups, and on some BYM committees.

However, many other Friends have not had any connection with the camping program. They wonder:

- What is the relationship between BYM and the camps?
- How are the camps contributing to the life of the Yearly Meeting?
- What is the relationship between the camps and local meetings?
- Do campers share their experiences with their local meeting when they return?
- Can the camping program help BYM to grow our meetings into the future?

What more could we do?

- Can the camping program help BYM become more diverse and inclusive of young people and people of color?

These are some of the compelling concerns from local meetings that will guide our work together in the year ahead. BYM's future lies in

- re-connecting our relationships with one another
- engaging more Friends in our work together
- growing our local meetings
- embracing diversity and reducing barriers to inclusion, and
- building upon the successes and strengths of our current programs.

I look forward to visiting your local meeting someday soon and to working with you to advance BYM's vision.

## **ATTACHMENT Y2018-26**

### **FRIENDS UNITED MEETING REPORT**

Annual Report to Baltimore Yearly Meeting  
August, 2018, Frederick, Maryland  
Georgia E. Fuller, Langley Hill Friends Meeting  
BYM Representative to the General Board of Friends United Meeting

The report I'm going to share with you today is not about this year. It's about our future. It's about future challenges. The appropriate spiritual response to challenges is discernment. I am asking us to engage in discernment.

Baltimore Yearly Meeting was a founding member of what is now Friends United Meeting. FUM was originally a western missionary organization. Today it is committed to becoming a global partnership.

Pictures of our partners include:

- Young Friends in Jamaica Yearly Meeting
- Cuban Friends in one of their churches
- Our school in Belize
- Our school in Ramallah
- The Kenyan Friends who came to the 2017 FUM Triennial.

This last Triennial meeting had a large contingent of Kenyan Quakers. There will be far more at our next Triennial because we will meet in Kenya. Our July 2020 gatherings are scheduled for Kisumu, on Lake Victoria, just 7 miles south of the equator.

Africa, in particular East Africa is the population center of Quakers. Over 40% of the world's Quakers live in East Africa, mostly in western Kenya, eastern Uganda, and parts of Tanzania. Our Quaker center is shifting. Most African Quakers belong to Friends United Meeting. We also have Rwandan, Burundian, and Congolese Quakers.

A true global partnership needs a structure of global participation and power-sharing. The FUM General Board now has two regional boards—the North American/Caribbean Region and the African/Middle Eastern Region. Each region appoints members to the Executive Committee and to the very important Triennial Nominating Committee. This committee nominates FUM's officers.

In a true partnership, the formerly unequal participants become equal. In the case of FUM's global partnership, the participation and power of Quakers in the United States will decrease as the participation and power of Quakers in Jamaica, Cuba, Belize, Kenya, Uganda, and Tanzania increase.

As a founding member of FUM, Baltimore Yearly has inherited several long-standing, global relationships, beginning with George Fox's visit to Jamaica in 1671. As you can see:

- Ramallah Friends School was founded in 1869
- Friends first came to Cuba in 1900

- Friends first came to Kenya in 1902
- And in the early 1990s, we were actually invited into Belize to start a second-chance school for students who had failed their primary school examinations.

The Religious Society of Friends has pioneered experiential, spiritual journeys. We look for the Divine Oneness that glimmers beneath the diverse surfaces of humanity. Acknowledging, respecting, and learning that “that of God,” which resides in all of God’s creation, requires us to nurture relationships of duration and depth. The structure and history of FUM gives us more unique opportunities to nurture spiritual relationships of duration and depth than we can find elsewhere.

These include opportunities to live with and work with diverse Friends. Relationships that are built around working together have a different quality and depth. This is the kind of work FUM engages in:

- Rehabbing the new school building in Belize & rehabbing an old church in
- Cuba, that had been allowed to deteriorate under communism.
- Building a solar array and setting up rainwater catchments.
- Providing purified water for Quakers in Cuba and Kenya—water that these Quakers share with their neighbors.

A longer stay at an FUM project also enhances the quality and depth of relationships among Friends. Charlotte Boynton spent about five weeks in Kaimosi, working on the farm and in the library at Friends Theological College. Arthur Boyd and Meg Meyer will soon be living at Ramallah Friends School as Friends in Residence.

And there is a different quality and depth of relationships, which are renewed over several years. Adrian Bishop and Rosalie Dance have made long-term commitments to Belize Friends School. Since 2011, I have been teaching and occasionally babysitting at Friends Theological College in Kaimosi, Kenya.

- The structure of FUM as a global partnership and its long history with Quakers in
- other lands offers us several important opportunities:
- Through Friends United Meeting, we can join with other Friends in a shared commitment to addressing the injustices of colonialism.

But joining with other Friends won’t be easy. Where will we be in 2058? Where do we want to be? So I ask us to begin a process of discernment. Here are some options:

- We can turn around or even go backwards to keep in our comfort zone.
- We can move horizontally, parallel to the movement of the majority of Quakers.
- We can move forward, but cling to the safety of the fringes.
- We can move forward and engage fully—but it will not be comfortable.

What do we have to gain? By moving forward and engaging fully, we will have a central place at the emerging Quaker table. With other Friends, we will participate in molding the faith and practice of Quakerism for the second half of the 21st century.

What do we have to lose? By not fully engaging in this global partnership, we run the risk of becoming marginalized, out-of-touch, out-of-date and maybe even quaint, like the Shakers.

If we do choose to move forward to a deeper engagement with Friends United Meeting, what will it look like? I simply don't know. Maybe more money? Maybe more participation? What kind of participation?

What I do know is that moving ahead will cause us times of confusion, discomfort, and maybe even anger. This is to be expected when taking a leap of faith. What I DO know is that nobody will be completely comfortable moving ahead—No one! No-where within the Quaker family!

No one will be completely comfortable because global Quakerism has many divergent beliefs and practices regarding theology, authority, community, ministry, membership, and more. For example, as we learn more about each other, many of our African Friends and some of our mid-western and more southern Friends will be uncomfortable with us. They will be uncomfortable because in our corner of the Beloved Community are lesbian, gay, bisexual, and transgender Friends. But I suspect that all of us in North America will be uncomfortable to learn that some African meetings accept polygamists into membership.

And many of us will be shocked, although some of us will appreciate the delicious irony, at learning that one of the most homophobic yearly meetings had difficulty finding a new General Secretary. Most of the likely candidates were living with their women and children without the benefit of marriage—and thus, unacceptable under the terms of the FUM personnel policy.

I say this to assure you that, if we decide to move forward, we will not be alone in our discomfort and perhaps even anger. At the same time I affirm that we will feel alone in what it is that we are uncomfortable or even angry about. Indeed, I have undoubtedly just made some Friends uncomfortable and angry. But it is not possible for me to ask that we participate in the molding future of our Quaker family while concealing the family secrets. Transparency is about more than finances.

I truly believe that our flavor of Quakerism has important truths to offer the rest of our Quaker family. I believe that if we choose not to offer them, the Quakerism of 2058 will be less whole, less wholesome, and less effective.

But of course we, in Baltimore Yearly Meeting, first need to come to an agreement about what our important truths are! I believe that searching for the truths we have to offer is part of the discernment I am laying before us.

I do not know what a deeper engagement with Friends United Meeting should look like. But I do know how to begin our discernment:

- Start planning to go to the 2020 Triennials in Kenya or help to support
- someone in your meeting or in a nearby meeting who can go.

- In the meantime, check out FUM’s website and facebook page and the websites and facebook pages of FUM projects.
- Sign-up for FUM’s weekly e-news and monthly Connections.
- The sign-up page looks like this:
- Now if you had already been getting the FUM e-news, you would have seen a notice about this Quaker revival. Talk about discomfort! But look who is stretching their comfort zone—Baltimore Monthly Meeting at Stony Run.

Where does God want us to go?

Mary Lord was one of our representatives to the FUM General Board during the earlier times of struggle. She received a message that kept her moving forward despite confusion and contention. The Divine message was, “I need the Quaker voice.”

What unique gifts do we have to share with Friends over the next 40 years?

I believe that God still wants the Quaker voice—in all its fullness. This includes our part of the Friendly harmony.

Thank you, Friends!

## **ATTACHMENT Y2018-27**

### **PEACE AND SOCIAL CONCERNS COMMITTEE: REVISED MINUTE ON THE CIVIL AND HUMAN RIGHTS OF TRANSGENDER PEOPLE**

#### **Peace and Social Concerns Committee: Revised Transgender Rights Minute Minute on the Civil and Human Rights of Transgender People**

#### **Background**

Baltimore Yearly Meeting has long celebrated diversity in our community. See, for example, the chapter on Diversity in the proposed 2013 Faith and Practice (pages 71-75). This includes diversity in respect of gender identity.

Since the November 2016 elections, we have witnessed a growing backlash against transgender people in the United States. The Trump administration has taken numerous steps weakening protection for transgender people in such areas as military service, prison assignment, health care, employment, schooling, and policing.

It is particularly important for us as people of faith to testify that our religious experience leads us to love, acceptance, and nondiscrimination, and to support the civil rights of these friends and family members. For these reasons, we bring the following proposed minute:

#### **(Revised) Minute**

Baltimore Yearly Meeting of the Religious Society of Friends (Quakers) rejoices in the presence of transgender people in our midst. Our transgender members enrich our community and deepen our worship. We believe that there is that of God in everyone and everyone

has gifts to bring to the world. Whenever anyone is excluded, God's ability to work in our midst is diminished.

We commit ourselves to support the individual transgender people in our Meetings and the civil and human rights of our transgender members and all transgender people. We also commit to enlarging our understanding of the experience of being transgender. No one should face discrimination in employment, housing, health care, or otherwise, or have their dignity assaulted and their human rights curtailed because of their gender identity.

## **ATTACHMENT Y2018-27**

### **PEACE AND SOCIAL CONCERNS COMMITTEE: DRAFT MINUTE ON END OF LIFE OPTIONS LEGISLATION**

#### **Draft minute on End-of-Life Options legislation July 26, 2018**

##### **Background:**

Under current law in all U.S. jurisdictions, patients (or their health care agent) generally may refuse life-saving treatment, including use of a ventilator, a feeding tube, IV hydration, antibiotics or cardiopulmonary resuscitation (CPR). By stopping such drugs or procedures, a patient can hasten death; but this process still may be lengthy, laborious, medically-costly, and difficult for loved ones. Some physicians may agree, at the request of patients in severe pain, to increase administration of pain-relieving medication, even at a dosage that may precipitate death.

Medical-aid-in-dying legislation explicitly can allow terminally-ill adults to request and receive a prescription for medication that they may choose to take to bring about a peaceful death. To qualify, one must be mentally capable, able to self-administer the medication, and have a prognosis of six months or less to live. The request must be made in writing and subject to safeguards (a second request is required; referral for evaluation of depression may be made; and a second physician must review.) Eight jurisdictions now explicitly authorize medical aid in dying under similar legal frameworks: California, Colorado, Montana, Oregon, Vermont, Washington, Hawaii, and the District of Columbia.

End-of-life options legislation has been introduced in Maryland in recent years (but not in the election-year 2018 session) and is expected to be reintroduced in 2019. While there is broad support for this legislation, there are also pockets of opposition and some of the strongest opposition comes from some religious groups. The activity of faith communities provides a context for BYM to be heard. The minute is not limited to Maryland, and therefore also could be relevant to support the legislation in D.C. (already adopted but under periodic challenge from Congress) and other states.

##### **Draft minute:**

While Friends do not always agree on our moral choices, we agree on the importance of being open to each other and to the Light within on an ongoing basis.

Therefore, Baltimore Yearly Meeting of the Religious Society of Friends (Quakers) encourages individuals to consider decisions about end-of-life planning in a spirit of clearness, attentive to the Spirit within.

BYM also supports legislation that would allow a terminally-ill patient with full decision-making capacity the option to obtain a prescription for life-ending medication for self-administration, along the lines of laws enacted in California, the District of Columbia, and several other states.

**Recommended action:**

BYM's Peace and Social Concerns Committee will share this minute with our own Monthly Meetings, with other Yearly Meetings, and policymakers.

We also encourage Monthly Meetings and Friends as they are led to support a legal framework that enhances the ability of all individuals, if fully mentally competent, to make their own choices in this difficult area, as they are led.

BYM also encourages Monthly Meetings' Pastoral Care Committees to consider the importance of planning around end-of-life issues so as to enable counseling of individual Friends and their families, as well as encouraging Monthly Meetings' Peace and Social Concerns Committees to consider this issue which may have increasing importance with our aging population.

## **ATTACHMENT Y2018-31 STRIDE REPORT**

### **Baltimore STRIDE Report for Annual Session**

A STRIDE group formed in Baltimore in early 2016, comprised of young adult friends, primarily camp alumni, with the primary goal of building genuine diversity in our camping program through recruiting and supporting children of color in Baltimore to attend Opequon Quaker Camp. In 2016 we supported four campers, in 2017 five campers, and this year seven. In this report, I outline some of the main work we do, why we do it, and challenges we face.

#### **Recruitment**

Campers have been recruited a few ways. Members of the core STRIDE group who work at schools in Baltimore did outreach to students who they thought would succeed at camp. Additionally, these campers have brought in family friends to the program. And finally, this year we started a partnership with the McKim Center, a community center in Baltimore. Two of the campers this year are from McKim, and we hope to continue and build this partnership in the future.

#### **Support**

We are committed to supporting the campers and families in our program in a multitude of ways.

- Financially: Through fundraising, we cover most of the cost of tuition for our campers. We ask for a contribution from families, which increases over time, but no one is turned away due to inability to pay. We raise money through events, phone-banking, and grants. This year, we raised almost \$2,000 at a phone-banking



event where volunteers called members of the meeting to share about our work and ask for support. We have received significant awards from The Miles White Foundation, as well as the Fresh Air Fund of the Baltimore Community Foundation. In addition, we provide camping gear for the campers (much of which we get from donations), which can be prohibitively expensive for families.

- Logistically: Transportation can be a challenge, especially since Opequon is two hours away from the city. We provide rides for any campers who need them to and from camp, as well as to and from any local events that happen throughout the year.
- Culturally/Staff Training: Camp is very different from what a lot of campers have experienced at home, school, or in their communities. Before camp every year, we host a practice hike where we introduce new campers to camp-y things (hiking with a backpack on, eating camp food, camp games and songs) and have a discussion about camp and what to expect. Returning campers can help lead this event, and share their experiences with the new campers. After camp, we hold a feedback session for the families to come and share about their experiences (if a family can't make the event, we make sure to schedule phone calls because this insight is very important to us). Based on feedback we hear, we provide suggestions for the camp staff and help recommend training topics so they are best prepared to give these campers positive experiences at camp.

## **Community**

An important facet of our work is community building. We want STRIDE to be something the local meetings and greater BYM is interested and invested in, and are very grateful for the support we've received. We hold several events per year that are open to the community. For example, last year, we hosted a movie night at Homewood Friends Meeting where we showed the movie STEP (a documentary about a Baltimore Step team) and hosted discussion groups after. Approximately fifty people attended the event, and it was a great opportunity for us to connect with community members and spread the word about what we're doing.

We also have turned our practice hike into a community picnic, as a chance for folks from the local meetings to come and meet the campers and families in the program.

## **Reflection**

Our meetings balance logistics and planning with time for reflection. Typically, these reflective times are centered on a query about the broader topics of race and inclusion and their overlap with our work, and may consist of worship sharing, group discussion, journaling, or sharing with a partner. This reflection is important in pushing and challenging the work we're doing, and continuing our own education and personal growth. Together, we work through hard and necessary questions. Reflections allow us to operate with thoughtfulness and integrity, and are essential for the radical change that is our mission.

## **Why We Do This Work**

STRIDE is so important for our camping program and the meeting as a whole. Building

meaningful, genuine diversity in our camps and meetings is essential for the betterment of our communities. We want to help create environments where young people from different backgrounds can come together and share genuine community. The STRIDE campers bring so much to camp, and receive much. They are active contributors in activities, workshops, performances, and so much more. And they get experiences they wouldn't otherwise have, such as spending time immersed in the woods, and learning skills like improv and woodworking. Every year we hear stories about the new things our campers learned, the unique activities they participated in, and the many ways in which they helped build the community of camp.

We know that diversity in a group decreases explicit and implicit bias of members, and also increases their cognitive abilities, self-confidence, and civic engagement. As such, increasing diversity in the BYM camping program benefits all campers, counselors, and community members, regardless of color or background.

Personally, I believe very much in the work we are doing, which is why I participate. I'm grateful to BYM for making space for this program and inviting young adults to lead. I've learned a lot in my role here—from grant writing to event planning to volunteer coordination. In addition to being aligned with my values, STRIDE has allowed me to develop as an organizer and leader.

### **Challenges**

This work is very gratifying and meaningful to us, and we know it's important to continue. However, this doesn't mean challenges have not come up. Over the 2.5 years since the group started, our Core STRIDE group has shrunk significantly. Folks have moved, or stepped back for whatever reason, and we haven't been able to find consistent members to replace them. This means we are doing the same amount of work, if not more, with a very small core group. It's a lot of work, and burn-out is a huge concern.

Relatedly, since the forming of the group we've had the immense support of Dyresha, the OIC. Dyresha did an incredible amount of work to support us, from administrative to logistical to spiritual. Her departure presents a challenge. With such a small core group and no OIC at the moment, it will be a challenge to keep the program going without burning ourselves out, and in full alignment with our goals. In order to continue our program as it currently exists, we need an OIC to serve as a liaison to the greater community and to guarantee longevity and consistency in putting our values into practice.

Here's a note taken from meeting minutes earlier in the Spring, on the impact of losing the OIC:

*“What would likely be lost is the intentional community building, the connection with meetings, other STRIDE groups, and BYM as a whole, the dedication to altering structures rather than just providing a service, the support given to camp staff and recruitment efforts on that front. In sum, the elements that would be lost are the aspects of the program that are really pushing change and hoping to spark a larger movement/conversation within the meeting.”*

We know we're in the process of figuring out what comes next for the STRIDE programs. We're prepared to adjust and help figure out the best way move forward, while maintaining our core goals and structures, and look forward to continuing this important work.

Submitted by Hannah Brown, co-clerk, on behalf of Baltimore STRIDE

## **ATTACHMENT Y2018-45**

### **STEWARDSHIP AND FINANCE COMMITTEE:**

### **NOTES ON APPORTIONMENT**

Notes for Report on Apportionment, Annual Session 2018

Apportionment is one of the big pieces of the operating budget, and the only one where responsibility lies wholly with Stewardship and Finance. All other elements of the budget either start elsewhere, or go elsewhere for further work after S&F review.

Thus we approach preparing the apportionment recommendation very carefully. We are charged with making sure that the Yearly Meeting has the income necessary to carry out the functions it has established. We are also charged with being aware of the financial condition of Monthly Meetings.

We know that Monthly Meetings have a whole range of financial commitments, and we do not ask for more than we believe the Yearly Meeting truly needs. This year we went through about 5 passes at the budget with the proposed apportionment number held at the same amount as last year—but as more and more pieces fell into place, it became clear that an increase was going to be essential in order to balance the budget.

We read the notes that accompany the apportionment survey information, and we listen carefully at apportionment meetings, and we have come to the conclusion that 25% of Monthly Meeting income is probably the maximum which most Meetings are willing to share with the Yearly Meeting. We kept that in mind as we tried various increases to the apportionment. We settled on a recommended apportionment of \$515,000. This number, while up by \$20,000 from last year, is essentially the same percentage of Monthly Meeting income: 24.8% for 2019 compared with 24.9% for 2018. Apportionment amounts have gone up for some Meetings and down for others, but this is totally due to variations in their 2017 income relative to their 2016 income.

Stewardship and Finance brings forward the recommendation for the 2019 apportionment as summarized in your handout.

(For reference)

<b>Meeting</b>	<b>2018 Apportionment</b>	<b>Proposed 2019 Apportionment</b>	<b>Percent of giving plus invest. inc</b>
Adelphi & Takoma Park	\$34,066	\$33,136	24.8%
Alexandria	\$10,207	\$11,114	24.8%

<b>Meeting</b>	<b>2018 Apportionment</b>	<b>Proposed 2019 Apportionment</b>	<b>Percent of giving plus invest. inc</b>
Annapolis	\$14,124	\$14,576	24.8%
Baltimore Homewood	\$19,357	\$19,499	24.8%
Baltimore Stony Run	\$69,497	\$69,565	24.8%
Bethesda	\$27,025	\$34,519	24.8%
Blacksburg	\$4,369	\$9,268	24.8%
Carlisle	\$5,953	\$5,499	24.8%
Charlottesville & Madison County	\$13,518	\$16,493	24.8%
Deer Creek	\$5,670	\$5,279	24.8%
Dunnings Creek	\$2,746	\$2,267	24.8%
Floyd	\$1,082	\$1,442	24.8%
Frederick	\$8,472	\$7,044	24.8%
Gettysburg	\$658	\$579	24.8%
Goose Creek	\$15,092	\$15,194	24.8%
Gunpowder	\$14,866	\$14,471	24.8%
Herndon & Fauquier	\$11,755	\$14,586	24.8%
Hopewell Centre	\$7,243	\$5,959	24.8%
Langley Hill	\$34,772	\$32,504	24.8%
Little Britain	\$448	\$520	24.8%
Little Falls	\$5,450	\$4,823	24.8%
Mattaponi	\$547	\$495	24.8%
Maury River	\$3,959	\$4,069	24.8%
Menallen & Newberry	\$2,511	\$2,412	24.8%
Midlothian	\$2,600	\$4,135	24.8%
Monongalia & Buckhannon	\$1,836	\$1,734	24.8%
Nottingham & Brick	\$2,684	\$3,121	24.8%
Patapsco & South Mountain	\$3,413	\$3,804	24.8%
Patuxent	\$4,818	\$5,004	24.8%
Pipe Creek	\$1,416	\$1,202	24.8%
Richmond	\$16,580	\$19,084	24.8%
Roanoke & Lynchburg	\$6,656	\$6,861	24.8%
Sandy Spring & Friends House	\$51,562	\$51,684	24.8%
Shepherdstown	\$3,125	\$3,139	24.8%
State College	\$5,109	\$4,941	24.8%
Valley & Augusta	\$3,724	\$4,448	24.8%
Warrington	\$1,592	\$1,634	24.8%
Washington	\$65,877	\$66,682	24.8%
West Branch	\$5,123	\$4,722	24.8%

Meeting	2018 Apportionment	Proposed 2019 Apportionment	Percent of giving plus invest. inc
Williamsburg & Norfolk	\$1,302	\$2,485	24.8%
York	\$4,191	\$5,006	24.8%
Overall	\$494,995	\$515,000	24.8%

## ATTACHMENT Y2018-51

### JUNIOR YEARLY MEETING REPORT

JYM Report

August 3, 2018

This year we have had 29 children ages 2 through 13 years old. This number is about the same as last two years. Please help us spread the work at your local meetings that BYM is free for kids. We would love to see our numbers grow.

The children who have gathered with us this year are exploring the theme “Listen and Love: Love and Listen” through stories, games, activities and the ever important “teachable moments.” The children’s interactions with non JYM members of our faith community during the All Age Celebration, Intergenerational Plenary and less formal times, play a crucial role in their development as Quakers and growing members of our BYM community. We encourage all to join us and get to know the younger members of our community.

JYM could not happen without the support of many adults, YAFs and YFs. Thanks to all of our workers. This year we struggled with finding enough staff as a number of our long time regulars have moved on to other things. We want the entire community to know that working with our kids is a great way to get involved, save some money on Annual Sessions costs and have a great time! Please join us!

Please also join us in expressing gratitude to Ellen Arginteanu for her many years of service as a JYM clerk. We have all (children and adults) benefited from her loving guidance. While we expect her to continue to work with us, we hope that she can lay down some of the stress of organizing such a large event. Please join us in thanking Ellen.

Respectfully submitted,

Ellen Arginteanu, Carol Seddon and Alex Bean

Co Clerks, JYM

Thank you to Junior Yearly Meeting Staff!

Ellen Arginteanu

Alex Bean

Tim Bedford

Charlotte Boynton

Oona Coleson

Maggie Willow

Karen Cunnyingham

Kat Darnel

Karen Daniel

Jennifer DeLorge

Ruth Fitz

Joanna Fitzick

Kathy Funkhouser

Becca Gardener Rhudy

Eric Hanson

Mike Hansen

Peg Hansen

Samantha Magrath

Katie McHale	Genevieve Oei	Isabel Schreur
Amrit Moore	Dylan Phillips	Carol Seddon
Savraj Moore	Meg Regal	Donna Williams
Michael Newheart	Marilyn Rothstein	Starling Wolfrum

## ATTACHMENT Y2018-59

### MEMORIAL MINUTES

#### Thomas “Tom” A. Ryan, Jr.

Tom Ryan was a generous soul who lived with grace, humor, and creativity. A mathematician, statistician, computer programmer, entrepreneur, community volunteer, active Quaker, and devoted son, father, and husband, Tom left a rich legacy.

Born Thomas Arthur Ryan, Jr., on June 12, 1940, in Ithaca, New York, to Thomas Arthur Ryan Sr. and Mary Shaw Ryan, Tom was raised in an academic, nonreligious household with his younger sister Adelaide “Susie” Ryan.

Tom attended Wesleyan University where, in addition to his Quantitative Studies major, he took Bible courses, participated in a Methodist youth fellowship group, and joined the Methodists. He considered taking a year at the Yale Divinity School, which prompted the only letter his atheist father ever sent him—an offer to pay for a year of studies in philosophy. Tom got the message and headed home to begin graduate study in mathematics at Cornell.

After completing his PhD and teaching at Columbia, Tom came to Penn State in 1969, where he remained on the faculty for 30 years. While in graduate school, Tom married a fellow student, Barbara Falkenbach Ryan; that marriage ended in divorce after 20 years.

While still married, and together with then Penn State colleague Brian Joiner, Tom and Barbara developed Minitab, an easy-to-use statistical software program designed to run on a wide variety of computer platforms. Tom served as lead programmer and, once the company was incorporated, as first President of Minitab Inc. from 1983 to 1988. Minitab is now used in more than 4000 colleges and universities around the world and in 90% of Fortune 100 companies. In recognition of his pioneering efforts in statistical computing, Tom was named Fellow of the American Statistical Association in 1981.

While his participation in the 1960s peace movement in Ithaca made Tom interested in Friends, he assumed that the Society didn’t want newcomers. In the early 80s, while vacationing with his parents at Mohonk Mountain House, he came across an issue of Friends Journal that made clear newcomers were welcome. He attributed his later passion for Friends outreach to how long it took him to attend his first meeting. Upon attending State College Friends Meeting (SCFM), Tom immersed himself in Quaker opportunities—the PYM Quaker Studies program, a Spiritual Gifts retreat, Pendle Hill courses, and a weekly Bible Study and two Meetings for Worship.

On his first date with his second wife, Lauri Perman, he let her know that he was attending Friends Meeting, in case that proved a barrier for her. Her response was, “May I go with you sometime?” Their shared commitment to Friends became the foundation of their life together. Ten days after their first date, Tom and Lauri decided to marry. Six months later, on April 26, 1986, they married under the care of the Meeting; they joined the Meeting shortly before Nathaniel Arthur “Nate” Ryan was born on February 4, 1987. Tom was thrilled to become a father at age 47.

After leaving Minitab in 1988, Tom's leadership skills were sought in the Quaker world. He clerked all three Quaker institutions in State College—the Friends Meeting, the Friends School Board, and the Foxdale Village Board. He brought his computer skills to the Quaker world, teaching himself html to build and maintain the first websites for SCFM and Baltimore Yearly Meeting. For several years, he prepared the weekly bulletin, served as an Assistant First Day School teacher, and hosted occasional Silent Saturday retreats. Tom also served on many SCFM and BYM Quaker committees, with a special interest in outreach and religious education.

Tom was a committed father, sharing responsibility equally from Nate's earliest years. A photo of the Foxdale Village ground-breaking ceremony shows Tom, a member of the founding Board of Trustees, holding an infant Nate. In 1999, Tom took early retirement from the university, assumed primary care for Nate, visited his mother daily for the nine years she lived in skilled nursing, and cooked for his family.

As a community volunteer, Tom found opportunities to nurture children—for three years tutoring and teaching math at Centre Learning Community (CLC) charter school, and teaching woodworking to Cub Scouts and in CLC's after-school program.

A life-threatening episode of pneumonia resulting in a collapsed lung in 1988 left Tom with an undiagnosed-at-the-time hypoxic brain injury that gave him fatigue and executive-function difficulties as he aged. He also developed diabetes, heart problems, neuropathy, and, in 2005, was diagnosed with vascular dementia. Despite his health problems, he remained active and involved, including as a Pendle Hill student from 2007 to 2009—a long deferred dream that he realized while Lauri served as Executive Director.

In retirement, Tom completed multiple woodworking courses. He was drawn to hand tools and using them to make dove tails. In a Pendle Hill Book Arts course, he made a small book entitled *Reflections on Dove Tails* in which he describes the meditative process of making dove tails and likens them to his relationship with God.

In 2009, knowing that he would need more assistance in the future, he moved to Foxdale. Tom attended Quaker meeting weekly and exercised three times a week. In memory care, he continued to read the newspaper and magazines, watch instructional woodworking DVDs, and enjoy visits with friends and family. In 2015, Lauri and Nate took Tom on vacation to his beloved Mohonk to celebrate his 75th birthday.

Tom's sustaining grace was humor. Even at the end of his life, he would laugh heartily at others' witticisms and sometimes contribute one of his own. Last spring when a nurse said to him, "Your son is handsome," Tom replied, "Of course—he takes after me."

Tom and Lauri had a wonderful last summer, eating a meal together outside every day. Tom continued to love food; his passion this summer was fresh berries. He ate a prodigious quantity of raspberries and strawberries, underscoring for Lauri the sweetness of a life well-lived.

Tom died October 17, 2017, at Foxdale Village in State College, suddenly, after developing pneumonia. Lauri was holding his hand when he died. He is survived by Lauri, Nate, Susie, and extended family members.

#### **Edward Furnas Snyder (FCNL)**

Edward Furnas Snyder, age 90, died at daybreak on August 12, 2016 at the Mount Desert Island Hospital. His body, which had served him so well, was failing, and death brought relief after a brief but rapid decline. In his last days and hours, he was surrounded by his four children, several grandchildren, and close friends. His mind was present and engaged until the end.

Ed was born November 13, 1925 in Belle Plaine, Iowa, to Edward F. Snyder Sr. and Mary Ella Blue Snyder. Edward Sr. was a lawyer and already a pillar of his community when he died at age 37, leaving his wife and three children of whom Edward at 7 was the oldest. Edward's mother obtained a postgraduate degree at the Iowa State College in Ames, Iowa. In 1936, the midst of the Great Depression, she accepted a teaching position at the University of Maine. She packed her mother, three children, and the family dog into a Model A, and moved the family from Iowa to Orono, Maine.

Ed, known to his classmates as "Red," graduated from Orono Grammar School in 1939 and from Orono High School in 1943, where he played football and basketball. He attended an accelerated program at Bowdoin College, completing three semesters before joining the Army Air Corps in February 1944, where he served for 22 months. Upon his return he attended the University of Maine on the GI bill, majoring in history. During summers he often worked on the University's farms. He graduated in 1948, member of Phi Beta Kappa, Phi Kappa Phi, the student senate, and reporter for campus. He won the Percival Wood Clement essay contest with his 3000 word entry "The Constitution and Individual Rights." During the summer of 1948 he hitchhiked west to work in the white pine blister rust control program in Glacier National Park, Montana. And in the summer of 1949 he worked for Charles and Katherine Savage as desk clerk at the Asticou Inn in Northeast Harbor. He followed his father and his uncle into the law, and in 1951 graduated from Yale Law School, having served on the Yale Law Journal. In the summer of 1950, he and a law school classmate hitchhiked across Europe. On the student ship bound for Europe, he met Dorothy Mae (Bonnie) Mumford. They fell in love and were married the following year on June 16, 1951. Bonnie and Ed shared 58 years of joyful, caring, and loving life together until she died in November 2009. They raised four children: Edith, William, Marjorie and Russell.

Ed served as law clerk to Chief Judge Thomas W. Swan of the U.S. Court of Appeals, Second Circuit, before joining the law firm of Cummings and Lockwood, Stamford, Connecticut, in 1952. During this period Ed and Bonnie became active members of the Religious Society of Friends (Quakers). Their faith sustained them through life. In 1955, Ed left his promising legal career to follow a leading of the Spirit. He took a job as a lobbyist for the Friends Committee on National Legislation, a Quaker organization representing Friends' concerns for peace and justice in the nation's capital, and moved his young family to the Washington, D.C., area. In 1962, he became Executive Secretary of the organization, and headed its work until his retirement in 1990. He and Bonnie raised their four children in the caring Quaker community of Adelphi Friends Meeting in Maryland.

While in Washington, he often testified before Senate and House committees. He worked in support of creation of the Peace Corps, a nuclear test ban treaty, human rights, development assistance to needy countries, an end to the military draft, and other issues of concern to Quakers. His work in opposition to the U.S. war in Vietnam was strengthened by a two year experience in Southeast Asia (1967-1969) working for the American Friends Service Committee. During this period, with his family living in Singapore, he traveled widely in the region, supporting Quaker relief efforts in Vietnam and organizing five Quaker International Conferences and Seminars for Diplomats and Young Leaders. Ed recalled that the fruits of this work were evident when two young leaders from Malaysia and the Philippines, countries in conflict with each other at that time, told him what their new-found friendship with each other meant: "if my country goes to war against yours, I won't join up myself and instead I will set up an organization of conscientious objectors." This was peace work for the long haul. He saw first-hand the suffering of the people of Vietnam, and he brought that experience with him when he returned to lobbying on Capitol Hill.

In his 35 years working for the Quakers, he also participated in Quaker-related conferences in Eastern Europe, the U.S.S.R. and Cuba. In Washington, he helped to organize a number of coalitions on peace, human rights, United Nations support, and developmental aid. He served on the Board of



the American Friends Service Committee, the National Council of Churches, the Center for International Policy, and 20/20 Vision. Some of his work is detailed in a book he co-authored, *Witness in Washington: Fifty Years of Friendly Persuasion*, (Friends United Press, 2nd ed., 1994). Upon retirement in 1990, Ed was named Executive Secretary Emeritus of the Friends Committee on National Legislation. He and Bonnie moved from College Park, Maryland to a solar house they helped design and build in Bar Harbor Maine. They became active members of Acadia Friends Meeting, which was a great source of spiritual enrichment and fellowship for them. Their home was a place of warm hospitality. It was a hub of many Quaker gatherings that included groups where Friends shared their spiritual faith and met for Peace and Social Justice and clearness committees. Friends met annually at sunrise to welcome spring followed by a potluck breakfast at the Snyder's where they planted marigold seeds and balanced eggs on end. In Maine, Ed helped to found the Friends Committee on Maine Public Policy, which has emphasized criminal justice and Maine Indian issues. He also helped found, and chaired the board of the MDI Restorative Justice Program. Ed was a strong supporter of environmental causes, and a representative to the 1999 Maine Global Climate Change Conference. He received an honorary Doctor of Laws degree from Haverford College in 2002 for "devotion and support for peace and justice throughout the world, and commitment to connecting Quaker beliefs with political education and action."

In his late eighties, he was an active member of the Occupy movement, and co-facilitated a class in the Acadia Senior College exploring the question: "Does the moral arc of the universe bend towards justice?" and another on the moral issues presented by the development of artificial intelligence. Ed's service as treasurer of Acadia Friends Meeting and clerk of the Peace and Social Justice committee set a high standard for the work of the Meeting. Ed introduced his family to his love of the outdoors, including a 10,000 mile camping trip visiting national parks coast to coast in 1966. But trips to visit extended family in Maine were always the highlight, especially camping and hiking in the Baxter State Park and Mount Desert Island. In 1993, at age 67, he fulfilled a lifelong ambition and canoed the Allagash with his sons. At age 70 he climbed Mount Katahdin for the last time. He loved hiking and in the year he turned 89 proudly walked all the carriage roads of Acadia National Park within one season, faithfully highlighting each on the MDI map. He enjoyed cutting, splitting, and stacking his own firewood, working in the garden, and reading widely and deeply. He took great pleasure in his garden. Friends recall the bountiful crop of cherry tomatoes he shared.

During his last years, Ed found great joy spending time with his grandchildren and following their accomplishments. He attended all the plays & musical performances by Francis and Bonnie Mae Snyder at MDI High School, and watched the Bangor Daily News for details of track meet successes of Roy and Sam Donnelly. Their 86 year age difference did not seem to matter when he read to his granddaughter Blue Snyder. As a boy, Edward persevered in the daunting task of giving the family dog a special daily bath to cure a skin condition, prompting his grandmother to say, "Edward has stick-to-it-iveness." This quality was present throughout his life, in all its aspects. He was known to be strong-willed but fair-minded, always taking time to listen. His life and work were based in a deep faith. He had a passion for a future he believed to be possible. Many, many people were encouraged to take action for peace and justice by his example. Ed held high expectations for himself, his family, and the people he worked with, and these could sometimes be experienced as judgment and asking too much. But these expectations came from a deep place of love and generosity, and the love always won out in the end. Ed rose to the challenges life presented to him. When his dear wife Bonnie suffered with progressing dementia in her final years, Ed was her devoted and loving caregiver to the end. And when his own end neared, he faced death with courage and faith.

Edward is survived by his daughter, Edith Snyder Lyman and her husband, Nicholas Lyman, of Bar Harbor, Maine; his son, William Furnas Snyder and his wife, Laura Muller, and their daughter, Suzanna Blue Snyder, of Amherst, Massachusetts; his daughter, Marjorie Blue Snyder, her sons,

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Roy Mumford Donnelly and Samuel Blue Donnelly, and their father, Robert William Donnelly, of Hampden, Maine; his son, Russell Mumford Snyder, and his son, Francis Edward Snyder, and daughter, Bonnie Mae Snyder, and their mother, Ellen Jane Finn, of Otter Creek, Maine; his brother, Ralph McCoy Snyder and his wife, Mary Dirks Snyder, of Belfast, Maine; and his sister, Mary Louise Snyder Dow of Marietta, Georgia.

A celebration of the life of Edward Snyder was held Saturday, October 15, 2016, at the Neighborhood House in Northeast Harbor, Maine, under the care of Acadia Friends Meeting. Memorial contributions may be made to the Friends Committee on National Legislation <https://fcnl.org/> at 245 2nd Street NE, Washington DC 20002 or [fcnl.org/donate/honor/fcni/](https://fcnl.org/donate/honor/fcni/). Copies of this minute were sent to Acadia Friends Meeting, New England Yearly Meeting, Baltimore Yearly Meeting, Vassalboro Quarterly Meeting, Adelphi Monthly Meeting.

### **Marshall Ostrander Sutton**

#### **29th Eighth Month 1918 - 17th Eleventh Month 2017**

Throughout their lives, Marshall and his wife Ginny (Virginia North Rice Sutton) set aside time each morning to read from a daily devotional entitled *God Calling*. On the day of Marshall's death, the reading was from the Gospel of Matthew: "Well done thy good and faithful servant. Enter into the joy of the Lord" (25:21). The intentionality with which Marshall lived a life of seeking--through scholarship, service, and waiting in the silence--found a fitting closing in this passage. In an essay written during a time of focused theological study, Marshall asserted that "to meditate upon the nature of God is not to construct a theory of the Divine Nature, but to come into a vital touch with God himself." All who knew Marshall felt in his presence that vital touch.

Marshall Ostrander Sutton was born on 29th Eighth Month 1918 to Harry and Vida (Ostrander) Sutton in Clintondale, New York. His early life was shaped by the patterns of his Quaker family's life and worship. An only child, Marshall was comfortable with solitude. He frequently spoke about the companionable periods of silence he enjoyed with his paternal grandfather. At Oakwood Friends School, he cherished the sense of community he found with his fellow students, where he enjoyed his academic studies and four seasons of sports, including his favorite baseball. He would return to Oakwood as a teacher of history after completing his undergraduate studies at Colgate University in 1940. His teaching work, however, was soon interrupted when in 1941 he received notice from the Selective Service to report, as a conscientious objector, to Civilian Public Service (CPS) under the administration of the American Friends Service Committee. He thus entered one of the most transformative periods of his life.

Marshall was first assigned to the CPS forestry service in Ashburnham Massachusetts, and by 1942, he was serving as a forester in California and Nevada. After some training at Earlham College in the conduct of relief work, Marshall was assigned in 1943 to head up the CPS workers at the New Lisbon institution for boys with mental disabilities. Here, Marshall learned practical skills such as barbering (the boys needed haircuts) and staff management. Marshall also met with other regional CPS directors at Pendle Hill (a Quaker retreat and study center in suburban Philadelphia), where he studied with Quaker luminaries Howard and Anna Brinton, Douglas Steere, Henry Cadbury, and Clarence Pickett. Here Marshall noted that "I became aware that I was on a focused spiritual and intellectual journey." Another pivotal moment in his life opened at Pendle Hill: he met Ginny, who would become his wife and lifelong companion.

Aware that as friends and classmates called to war-time military duty were encountering considerable personal danger, Marshall sought a greater challenge through CPS. He discerned a readiness to participate in the Semi-Starvation Experiment conducted by Ancel Keys at the University of Minnesota. Designed to study the effects of starvation on the human body, the project led to the improved treatment of those who had suffered from starvation, results that were published *The Biology of Hu-*

man Starvation (1950). Marshall entered the experiment after attending a silent retreat led by Gilbert Kirkpatrick, during which he noted that “a whole new world was opened to me [through] times of meditation, writing, and reading. Much in my inner world came into focus that weekend.” It was this focus that would sustain Marshall through the mental and physical challenges he experienced during the nine-month experiment. In a 1995 address to fellow participants, Marshall said “the experiment was the culmination of four years of alternative service during the war, four very full years of friendships, a deepening of one’s spirituality, and in my case a continued focus on Quaker Service. The experiment turned me inward.”

By December of 1945, Marshall was released from the experiment. He and Ginny were wed in July of 1946 and they spent their first year of married life at Oakwood Friends School, where Marshall served as history teacher and assistant dean of students. After two years at Oakwood, Marshall and Ginny moved to Germantown, Pennsylvania, where he worked as Secretary of the Young Friends Committee of North America of the Friends World Committee For Consultation.

By 1948, Marshall heeded a calling to meet the critical needs of Palestinian refugees in Gaza under the direction of the American Friends Service Committee. Ginny joined him in 1949. Responding to a humanitarian crisis that affected 200,000 people, 80,000 of whom were children, the AFSC volunteers distributed food, set up tent camps, established public schools, built medical clinics, and helped residents to create cottage industries such as weaving. As had been the case in New Lisbon and in the Semi-Starvation Experiment, Marshall understood that the practical dimensions of service opened the heart and mind to new spiritual realities. He wrote that “we collectively sensed a spiritual need beyond our own strength.... Love became visible [and] there was a Presence in the unit that sustained us. We sincerely cared for one another. In Gaza we were fortunate to have had this group experience. But I believe the same conditions exist in our everyday living.”

Returning from Gaza in 1949, Marshall and Ginny began this period of everyday living. They lived in Ossining, New York, so that they could care for Ginny’s parents. In 1952 their daughter Elizabeth (Lisa) Ostrander Sutton was born. The young family spent time each year on Lake Thompson, Maine, a place to which Ginny had been attached since her girlhood. The family would eventually build a cabin where they would stay each summer, swimming in the the lake, enjoying evenings by the fireside, and sharing the hospitality of country life. Marshall studied at Columbia University and took courses at Union Theological Seminary, earning his master’s degree in 1950 and completing the course requirements for a doctoral degree. Their son Peter Marshall Sutton arrived in 1956. Marshall’s writing during this period signals an ever expanding inward life. In an essay on the Gospel of John, Marshall writes that “believing that Jesus is the Christ . . . means something in terms of the interior life of the believer. The drama recorded by the synoptic [gospels] takes place in Galilee and Judea. The drama recorded by John takes place in the soul of man; its outcome is not so much the coming of the kingdom on earth as it is ‘that they may have life, and have it abundantly’” (10:10).

While Marshall enjoyed his studies and writing, he discerned that he was “more interested in service than an academic life,” and he sought work aligned with this calling. He served as Executive Secretary for both Lafayette Avenue Friends Meeting in Brooklyn, New York and at Stony Run Meeting in Baltimore, Maryland. He was instrumental in the evolution of the Baltimore Yearly Meeting camping program and served as the first director of Camp Catoctin. During his time of service within Baltimore Yearly Meeting, his ministry was officially recorded by that body. He served as the Associate Executive Secretary for the Friends World Committee for Consultation (out of an office at Wilmington College in Wilmington Ohio and later in West Newton, Indiana). In this role, Marshall traveled widely among Friends Meetings in Kenya. In the United States, Marshall encouraged greater unity among the many branches of Quakerism through the Continuing Committee on Greater Unity. Notably, he encouraged intervisitation among programmed, unprogrammed, and Conservative Meet-

ings, and supported the creation of the Lake Erie Yearly Meeting, which would include Meetings from across these varied branches. From 1970 through 1980, he served as Secretary of the Friends Meeting of Washington, where he helped Friends to maintain a spiritual center in the midst of the nation's capital. In 1983, Marshall participated in and helped to shape the emerging Baltimore Yearly Meeting Spiritual Formation Program.

In retirement, Marshall and Ginny moved to the Broadmead Continuing Care Retirement Community in Cockeysville, Maryland in the autumn of 1990. They soon found an anchoring point in the nearby Gunpowder Friends Meeting, where they were active members, serving on committees, leading Bible study and Quakerism classes, and participating in the Spiritual Formation Program. Marshall published an article in *Friends Journal* in 1997 on "The Spiritual Journey of Isaac Pennington 1616 - 1679", an early Friend with whom Marshall felt a deep connection. Through archival research at the Friends Historical Library at Swarthmore College, Marshall wrote a history of Gunpowder Friends Meeting that was presented to a gathering of the Friends Historical Association in 2004.

As Friends visited with Marshall in his last months, he frequently expressed a deeply felt spiritual awareness of the ground of his being, an awareness that he recognized in the writing of the 18th-century Quaker John Woolman: "this Light of Christ was within Jesus, within Woolman, within me.... I am deeply aware now of where I am in relation to this Inward Teacher, this source of pure wisdom, this inner Christ, this inner Light." As Marshall vocalized this understanding, he was ever the generous teacher: "the words to describe are of less importance than the awareness itself," he assured. His presence was a testament to the living reality of Divine love and peace.

Marshall is survived by his daughter Elizabeth (Lisa) Sutton and his nephews by marriage Timothy Rice Wisecarver and William Spragg Wisecarver. His wife Ginny predeceased him on 28th Fifth Month 2010, and his son Peter on 28th Eighth Month 2013.

**Marjorie Forbush Scott (March 27, 1923 – February 8, 2018)**

Marjorie Forbush Scott was born on March 27, 1923, in Baltimore, Maryland, to Bliss, Sr. and Elsie Laverne Forbush. She was the fifth of seven Forbush children. Her siblings were Jessie LaVerne Forbush Schorreck (1916), Helen Mary Forbush Overstreet (1917), Carmian Forbush Davis (1918), Bliss Forbush, Jr. (1921), Wendy Forbush Morrow (1926) and William Byron Forbush II (1929). From her earliest years, she was part of the life of the Religious Society of Friends, first at Park Avenue Meeting and later at Stony Run Friends Meeting. Her parents were deeply involved in Quakerism and she and her siblings attended Friends School of Baltimore during their years growing up in Govans and Roland Park. Marjorie went on to graduate from George School in Newtown, Pennsylvania, where she was noted for her athletic accomplishments: tennis, hockey and swimming. On her return to Baltimore, she attended business school and was later employed in the Bureau of Tuberculosis in the Baltimore City Health Department, the Maryland State Industrial Accident Commission, and at Friends School. In 1944 Marjorie married Harry Shane Scott, Jr., a Quaker and a graduate of Friends School of Baltimore. Together they were the patterns and examples of Quaker love, friendship and service, a legacy that lives on through their children: Harry Shane Scott, III and Mary Roberta Scott-Macnow. Their middle child, Jeffrey Forbush Scott died in infancy. Their home was open to all and people from all over the world came and stayed with them. Lis Salfiti, a Danish exchange student in 1960, became an extended part of their family. Harry and Marjorie touched the lives of many friends and Friends through their years of service to Quaker causes and concerns.

Marjorie worked with her husband at the Press of Harry S. Scott, Inc., his family-owned printing company.

From 1968 until her retirement in the 1980s, Marjorie worked in the Baltimore office of the American Friends Service Committee, briefly as an assistant and then for many years as executive secretary.

Before joining the AFSC staff, she had been a national board member and a member of the executive committee of the Middle Atlantic Region.

Active in her monthly meeting, Stony Run, Marjorie served on numerous committees throughout her adult life. As a young married couple Harry and Marjorie helped organize numerous Adult Young Friends activities. For many years Marjorie participated in the work of Baltimore Yearly Meeting and served as clerk of Interim Meeting. She was also an early member of the Camp Catoctin Program Committee and was the camp registrar. Other Quaker ties included chairing the Young Friends Fellowship conferences of the Friends General Conference and serving on the Board of Trustees of Friends School of Baltimore. Endowed with excellent organizational skills and enormous energy, Marjorie gave of her time and talents to the Women's Club of Rogers Forge, the Maryland Federation of Women's Clubs, the YWCA of Greater Baltimore, where she was a member of the Board of Directors and conceived and organized the first Convocation on Racial Justice. In 1976, Marjorie was presented the Eleanor Hood Gross Award for Volunteer Leadership by the YWCA. Other civic activities included the Mental Hygiene Society of Maryland, Maryland Association for Mental Health, Planned Parenthood of Maryland, Baltimore City Foster Care Review Board. In addition, she volunteered at Springfield State Hospital and Baltimore City Jail, Women's Detention Center and was Treasurer of Offender Aid and Restoration of Baltimore. She served as a founding member and Board President of AIRS, Baltimore's Aids Interfaith Residential Services. In 1988, Marjorie and Harry moved to Broadmead, the Quaker retirement community in Hunt Valley, Maryland, where, still blessed with indefatigable energy, she chaired New Year's Eve festivities, the semi-annual Barn Sale, and was President of the Residents Association. Harry died in 2010.

Quakers are reminded to let their lives speak—and Marjorie's life spoke eloquently. She gave of herself tirelessly to so many causes that serve to make our world better. Above all else, she gave of herself tirelessly and lovingly to her family—her parents and siblings, her beloved Harry, and her adored children, grandchildren and great-grandchildren, all of whom carry that love forward.

A memorial service for Marjorie was held at Broadmead on February 17, 2018.

#### **Wilmer Stratton**

Maury River Friends Meeting misses Wil Stratton greatly since his sudden and unexpected death on March 14, 2018. He was 85. Since the Strattons moved from Floyd, Virginia to Lexington in 2009, Wil has served on one Meeting committee after another, always willing to be placed where his experience was most needed. Wil served on the Pendle Hill Board and was also active in Baltimore Yearly Meeting, most recently serving on the Nominating, and then Stewardship and Finance committees.

Wilmer Stratton was born in 1932, a birthright member of Montclair Friends Meeting in New Jersey. Wilmer was an Eagle Scout and an active member of Young Friends in his youth. He attended Olney Friends School in Barnesville, Ohio, graduating in 1950. He attended Earlham College from 1950 to 1954 and following graduation he entered Ohio State University and received a PhD in chemistry in 1958. He married Becky Henderson (Earlham '55) in 1955. In 1958 he and Becky were part of a team of Young Friends that invited a group of young adult Russians to visit the US, one of the first nongovernmental groups of Russians to visit the US after the start of the Cold War. They had three children: Don (a biologist at the University of Vermont), Larry (a physician in Boston), and Roger (music director at a large Catholic church near St. Paul). The marriage ended in 1982.

Wil was a professor of Chemistry and Environmental Science at Earlham College from 1959 until his retirement in 1997. Over the course of his professional career, he collaborated with environmental scientists at Oak Ridge National Laboratory focusing on mercury in the atmosphere. He was one of the authors of an innovative chemistry textbook, *Chemistry in Context: Applying Chemistry to Society*, serving as a co-author for four editions. At Earlham, he was part of the faculty team that

developed one of the earliest Peace Studies programs in American colleges and universities. He considered this his most important contribution to the college and watched with pride as the program (now known as Peace and Global Studies) evolved.

Wil's birth in 1932 into an East Coast community of Friends imbued him with the values of those times, when Friends were becoming internationalists. Wil's early experience with Russian students eventually led to his part in creating the program at Earlham emphasizing global peace. His education among Friends underlined his understanding that one must be a life-long learner. His teaching and learning expanded as he became a professional teacher. Some of his learnings: #1 Preaching is not Quakerly; #2 Every time you teach, you yourself learn; and #3 Be willing to look beyond habit and dogma to grow. This experience and knowledge helped him contribute to widely differing organizations professionally and also among Friends of differing persuasions. We at Floyd, Maury River, and also in Baltimore Yearly Meeting benefited from his many years of walking in the world of ideas as a Friend.

Within our own meeting, we walked along with Wil on his path of continuing spiritual growth. Wil struggled with our human tendency to personify God, and his frank reservations about theism made it safe for others to explore their own spiritual language. Many of us learned that we can hold differing vocabularies about Spirit while at the same time understanding how our testimonies underlie all these words.

When in 1989 Wil married Mary James Chenoweth, a college classmate (Earlham '54), they enjoyed traveling, camping, hiking, music, and participating in local and regional Meetings. After retirement they spent ten years in Floyd, Virginia before moving into the Kendal community in Lexington, Virginia. In his years at Kendal, he operated the digital audio-visual equipment for many programs there, and was instrumental in establishing a Sustainability Committee which addressed recycling, composting and conserving paper, among other initiatives. Wil sang regularly with the Rockbridge Choral Society, called contradances whenever he could, and was able to pursue two of his favorite hobbies: woodworking and photography.

One Friend from Floyd shared this story about Wil: "When I was a very new attender at Floyd Meeting, I said to Wil one day, "So, it sounds as if this George Fox is really important to Quakers." Wil did not roll his eyes or suggest that I read a little about Quaker history, he just patiently told me quite a bit about George Fox. In the same vein, a little later in my days of attending Floyd Meeting, Quaker testimonies were mentioned. Knowing that I was a spiritual refugee from fundamentalist Christianity, Wil was quick to notice the horror on my face and said to me, "Testimonies in the Quaker faith are quite different than what you experienced as a Baptist." Then he gave me a thumbnail sketch of the Quaker testimonies, this time telling me where to read and learn more."

Another Friend recalls being in Meeting for Business with a group of Friends who were of the convinced variety, unlike Wil and Mary. The convinced Friends were still learning this Quaker Meeting for Business process, and I noticed that Wil and Mary usually said little or nothing while the rest of us talked a lot. I found that quite remarkable for someone with as firm opinions as Wil had. I eventually gathered that when someone had already made a point, one didn't need to repeat it. Wil really helped many of us learn how to make decisions in the Quaker fashion.

A Maury River Friend admired Wil's pragmatic vision of the importance of Quaker tradition and trusted Wil in matters of faith and practice. This Friend was also grateful to Wil for guidance in a time of doubting his own integrity and fitness as a convinced Quaker. There was no judging, nor pontificating from Wil, just his steady and loving practicality. His no-nonsense gentle leading helped greatly in that time of doubt.

Wil's own sense of integrity sometimes appeared in unexpected ways. When serving with a Quaker group preparing for some interviews, he was reminded that these proceedings would be completely confidential. Wil responded that of course he would share nothing except with his wife. When told that was not acceptable, Wil resigned from his position.

Many Friends enjoyed Wil's active engagement with all sorts of topics and activities, yet find that it's the deeper, more subtle sense of connection with Wil that we will savor for years to come. Perhaps that's what it means to "know one another in that which is eternal."

### **Maryhelen "Mel" Snyder**

When Maryhelen "Mel" Hintz Snyder died at 85 years of age on January 23, 2018, a family member tellingly described her as a "powerful force of love and light in the world". The warmth of her smile and the depth of her concern for others live on in our memories of her. As a poet, artist, therapist, and member of the Religious Society of Friends, Mel excelled at making connections with and between people.

Mel was born into a Friends family in Brooklyn, New York on October 6, 1932. Her family, Howard and Helen Hintz and their other daughter Anne Kathryn, attended Westbury Friends Meeting in Westbury, NY. The Hintz family had settled and lived in the New York City and Connecticut areas since the middle of the 19th century. Mel attended Swarthmore College in Pennsylvania where she met Dr. Ross Leland Snyder Jr. who became her husband on September 3, 1955 at Westbury Friends Meeting.

In the early 1960s, Mel and Ross Snyder moved to Albuquerque, NM where Mel became part of the local therapy community, becoming a co-founder and teacher at the Corrales Community School at nearby Corrales, NM. In 1984, after receiving her PhD at the Fielding Institute in Santa Barbara, CA, Mel became more active in therapy and co-counseling in New Mexico. For over forty years, she was very involved in national and local co-counseling groups, as well as a peer support counseling group.

On her personal website, [www.onbecominghuman.org](http://www.onbecominghuman.org), she described herself as a "psychotherapist and poet specializing in the development of living and empowering relationships with our partners, our children, our communities, and ourselves."

Mel and Ross created a family of four children in their 40 years of marriage: Jennifer (born 1958), Susan (1959), James (1962), and Kenneth (1966). Ross died in August 1996, a month before their 41st anniversary.

Mel continued as a therapist and as an active member in Albuquerque Friends Meeting until 2004 when she moved to the Blueberry Hill Co-Housing Community in Vienna, VA. She became a vibrant part of her co-housing community, helping to create a welcoming and compassionate place to live. She was always passionate about creating community and connection wherever she was or with whomever she was.

Mel published a variety of books of poetry, memoirs, and professional works in psychology and counseling. Her four books of poetry are

- **Enough** (1979);
- **Because I Praise** (1998);
- **Sun in an Empty Room** (2012); and
- **Never the Loss of Wings** (2015).

A chapbook of poems also appeared under the title **Undressing for Rodin**. Mel participated in several poetry groups, and in 2016 was named Passager Press's Poet of the Year. In the Passager **2017**

**Poetry Contest** book, Mel shared that “I write because I have to write. I cannot imagine stopping. In addition to writing poetry, I write essays, currently an essay on death challenging the cultural assumptions and leaning heavily on my dead poet friends, especially Walt Whitman and Rainer Maria Rilke.”

She wrote **No Hole in the Flame** (2008), a memoir of her forty years of marriage to Ross and her coping with his sudden death. Her professional books are **Ethical Issues in Feminist Family Therapy** (1995). **The Young Child as Person: Nurturing the Development of Healthy Conscience** (1980) written by her late husband and his family members was edited by Mel who wrote an introduction in 2014.

Mel brought to her personal life and to her membership in Friends Meetings in Westbury, NY; Manhasset, NY; Albuquerque, NM; and Langley Hill, VA the same concerns and personal abilities that shaped her professional life. She continued to be fully focused on “addressing the development of a fully realized humanness”, as she put it on her website.

In Albuquerque Monthly Meeting’s letter of transfer of her membership to Langley Hill Friends Meeting, dated April 3, 2005, the clerk of Meeting noted her special achievements in facilitating marriage strengthening groups, sharing her love of poetry in readings on arts evenings at the Meeting, offering deep listening sessions, her caring ways, and her easy connection with young people.

At Langley Hill, Mel quickly became an integral and unique part of the community. Her vocal ministry was well-received, often speaking about the power of Love. Among her loves was John Woolman, whose connection with the Light she attempted to model in her own life. She enjoyed intimate conversations about living in the Spirit, especially in the hour before Meeting for Worship during the “Drop In” session with a small group of seekers and in Langley Hill’s Spiritual Formation group, speaking her mind and Truth. She was called to serve on the Ministry and Worship committee for seven years, two of them as clerk of the committee.

Mel was one of the founders and guiding forces of the book discussion group at Langley Hill. She was also central to the creation of the Working Group on Racism at Langley Hill Friends Meeting in 2006 with another Langley Hill Friend. The Working Group has challenged the Meeting to explore the challenges of diversity and to realize that racism is a barrier to Friends’ relationship with the Divine. Mel trained with other friends in the Alternatives to Violence Program (AVP) and in 2008 attended the AVP international conference in Kenya, working with residents of internally dispersed persons camps to facilitate their peaceful return to their homes. One of Mel’s passions was to increase her own awareness and the awareness of others regarding white privilege and racism.

In 2010, Mel received a travel letter commending her and another Friend to Friends in Kenya on a visit to the United Society of Friends Women International conference in Mombasa and visits to Friends Theological College and local Friends Meetings. During that trip Mel and another Friend from Langley Hill joined in teaching classes on mental health and substance abuse at Friends Theological College.

Mel also worked with Langley Hill Friends Meeting to address issues of support for attenders and members with hearing challenges. In her last years, she campaigned for supportive assistance to ease the isolation of those with hearing loss, including herself. In an eloquent article entitled “Loving” in *Friends Journal* of March 2016 she described her personal challenges in making clear the isolation she felt in Meeting because of increasing deafness and her joy as the Meeting worked to support hearing challenged members through supportive hearing technology. Mel’s physical limitation and a desire to avoid driving long distances at night provided others numerous opportunities for shared car rides with deep conversations about life, its joy and its struggles.



As so many times before, Mel excelled at making the personal comprehensible to those around her and to bringing positive change to one of her communities.

Mel is survived by her children, Jennifer Zito (Bill Carlson), Susan (Michael Greenlick), James (Lori Barfield), Kenneth (Beth Conover); her grandchildren Jesse, Stephen, and Michael Bradford, Abby Criswell, Jessica and Hannah Snyder, James, Bill and Mellie Zito, Jeremy and Ross Snyder; great-grandchildren Shaia Rose and Arlo Hastings; and by communities of Friends and friends everywhere she has lived.

## **ATTACHMENT Y2018-82**

### **QUAKER EARTHCARE WITNESS REPORT**

Dear BYM Friends:

May this letter find you and your faith community vibrant and hopeful. I pray that Spirit is guiding you through these unquestionably challenging times.

After acting as the alternate BYM rep to Quaker Earthcare Witness with Toni Hudson for 18 months, I wholeheartedly agreed to assume the role as rep in the fall of 2017. In that capacity I traveled to Pendle Hill for the 2017 Fall QEW Steering Committee gathering and to Chicago this past Spring, continuing to develop relationships with many wonderful, knowledgeable and passionate Quakers who are devoted to exploring the paths to a right relationship with our Earth and our place in the Web of Life. This all came about when I posed to the Universal Wisdom “What now?” I continue to ask this question, and there continues to be answers!

In QEW, I work with two groups: In the UN Working Group, I am developing a role as a liaison to Indigenous and Women’s groups around the world addressing climate change and environmental injustice and have attended the UN Permanent Forum on Indigenous Issues for the last two years. On the Outreach Committee, I am helping build strong relationships among the QEW representatives from all Yearly Meetings, and initiated a campaign to engage and support environmentally-focused young adults on college campuses. In response to what seems like either confusion about or Quakers having never heard of QEW, I volunteered to make a short film about the organization to help Quakers and others better understand what we do- look for the premiere soon.

I write to you now to ask for your help. Please take some time to explore the QEW web site read BeFriending Creation, the QEW newsletter. Read about the amazing work of the U.N. Working Group last year in support of the U.N. International Decade for People of African Descent, leading side events on food and water sovereignty in the African Diaspora. Read about the QEW Mini-Grants program, which encourages and supports local programs and action on behalf of our precious Mother Earth. Each Monthly Meeting can consider if such a grant could help begin something transformative at the local level. Read about QEW’s presence at Standing Rock and the QEW minute written in response to concerning conditions in Bent Mountain, Virginia related to the proposed fracked natural gas pipelines. Consider how all of our Spirit-led work is connected. I also ask you to reflect on, if you do not already, including an annual contribution to QEW to support all the wonderful work and resources.

QEW is seeking to create an information network that supports Earthcare work on the local level of Monthly Meetings to the larger regional level of Yearly Meetings and beyond to the national level of Quaker Earthcare Witness (QEW). If you have an Earthcare committee or a point person in your Meeting, please contact me directly (see below).

As the Great Turning unfolds, please remember that I'm just your representative—I need you. I will be seeking ways to engage with you and your Meeting as we answer the call to do what we can to protect the Earth and the sanctity of all life. I welcome your questions and thoughts and thank you for entrusting me to be your representative. Please hold me in the Light as I find my way to be effective in collaborating with the BYM Unity with Nature Committee, and other BYM committees and create some dynamic synergy, shared purpose and activities.

In Loving Spirit,

Barb Adams, Richmond Friends Meeting

# COMMITTEE ANNUAL REPORTS

## ADVANCEMENT AND OUTREACH

No report received.

### CAMPING PROGRAM

As we write this report counselors and staff are preparing our camps for another summer of fun, community building, and spiritual growth. The energy level of the young adults who will be leading our children is high and spirited. The difficult winter work of our directors to hire qualified staff who have the necessary skills and who will commit to working in a team environment is over. Now is the time when they bring their team together for training and opening camps, and begin to create the magic that is Baltimore Yearly Meeting Camps.

The BYM Camping Program Committee (CPC) has been working hard, as well. We meet 10 times a year to evaluate our program, set goals, make policy decisions, and discuss trends in the camping industry which may affect our camps. Primary themes of our work this year have included camper recruitment, expanding alumni engagement, discernment on policy updates related to safety, inclusion, and social media, and long-range planning, among other things.

The CPC Alumni subcommittee organized a very successful 60th anniversary reunion at Catoctin Quaker Camp (CQC) last September in conjunction with an ad hoc group of camp alumni. We had great attendance with representation from all decades of camp. We hope to repeat this great success this coming September 28th through 30th with a reunion for Opequon Quaker Camp alumni—both alumni from the pre-Shiloh era and current era of Opequon.

CPC is keenly aware of our responsibility to help with BYM Development activities. Most of our committee meetings include a check-in with Ann Venable, our Development Director. We have pitched in with Development efforts where possible by making calls and striving to find ways to promote BYM and our development efforts, including asking for and receiving donations from alumni at the CQC reunion.

A very successful aspect of our work is our joint venture with the Camp Property Management Committee: Family Camp Weekends. These weekends serve as an opportunity to do service projects at the camps and/or participate in camp activities. It is also a chance for families who are new to camp to visit and see what the property and our programming is like. Although weather often impacts attendance, spirits are always high, the food always good, and the Friendship strong.

Last year we brought to Annual Session our concern about the future site of Opequon Quaker Camp. The question became even more concrete this spring when the group assembled for Family Camp was stranded at camp for an extra night because flood waters blocked the road in and out of Opequon. We continue to seek a way forward on this issue.

This spring Interim Meeting approved revisions to the BYM Youth Safety Policy. CPC participated in those discussions to bring our policy in line with best practices.

The discussion about how to continue the work of the BYM Outreach Inclusion Coordinator has been a challenge for all of us who have participated. This work, funded by a Shoemaker Foundation Grant, has included the establishment of our STRIDE program in Baltimore, Washington, DC, and Charlottesville. (A group has existed in Philadelphia for a number of years.) These groups of young adults establish relationships with local community groups and send campers to our camps. The STRIDE program has had a successful year, and their report will detail those efforts. However, the ad hoc group discussing the future of this program is working for clarity on what the relationship of the STRIDE program should be to the CPC. Should this program come under the oversight of CPC, it will be a major programmatic addition to the work of our committee. We hope to have a resolution by annual session in August.

Our camping program remains strong and vibrant, though our enrollment ebbs and flows. What does not ebb and flow is the powerful spirit of God that guides the work of our camps. Many of our campers and staff identify their camp as their "spiritual home." Baltimore Yearly Meeting's commitment to this program speaks loudly of our commitment to "Let Our Lives Speak" by ministering to the participants of all ages of BYM Camps.

## CAMP PROPERTY MANAGEMENT

No report received.

## DEVELOPMENT

Knowing that many Friends value the multiple programs and services that the Yearly Meeting offers local Meetings and individuals, both young and old, Development set a high goal for itself when it said that it would raise \$711,000 toward BYM's overall income for the 2018 budget. Closely questioned about this figure at the time the budget was approved at Interim Meeting in November 2017, Development Director Ann Venable responded that she believed the Yearly Meeting has the "capacity" to receive this kind of support. She acknowledged that such a goal was ambitious and would be a stretch. It would require, she said, a "willingness to give" on the part of individuals in particular, but also local Meetings, because they believed BYM's services and programs were important and should be supported.



As it strove to reach its 2018 budget goal, Development Program’s focus continued to be on making more potential donors aware of all that the Yearly Meeting provides its constituents. Over the past four years, efforts to increase this awareness have been reflected in the steady growth both in the number of donors supporting BYM as well as the total amount contributed. For 2018, by mid-June there were 265 contributors (individuals or family units) compared to 239 at the same time a year earlier. Total contributions more than doubled from January to June 2018 as compared to the prior year.

BYM’s Vision Statement speaks of our aspiration to be a more diverse and inclusive community. The programs that the Yearly Meeting offers—and is best known for—like the Camping Program and the Women’s Retreat, work hard to ensure that they engage a significant number of individuals of color, differing sexual orientations, and economic backgrounds. A newer program, STRIDE (Strengthening Transformative Relationships in Diverse Environments) specifically focuses on raising funds for and preparing more campers of color for the Camping Program.

#### Fundraising Summary (January 1-June 20)

<u>Fund</u>	2018		2017		<b>2018</b>
	Donors	Total	Donors	Total	<u>Fundraising</u> <u>Goal</u>
Annual Session	0	\$0.00	9	\$1095.00	\$5,000.00
Barry Morley Scholarship	9	\$626.00	3	\$160.00	\$10,000.00
Camp Property Capital	13	\$6,145.00	58	\$16,942.91	*\$329,000.00
Camp Property Operating	1	\$130.00	2	\$200.00	
Camping Program	80	\$32,018.00	49	\$11,845.00	**\$165,000.00
Diversity	62	\$33,028.50	36	\$10,127.48	
General Fund	91	\$51,685.12	88	\$15,094.28	\$159,800.00
Gifts in Kind	1	\$52.63	1	\$200.00	
Indian Affairs	1	\$500.00	0	\$0.00	
Spiritual Formation	6	\$238.00	7	\$290.00	\$2,000.00
Women’s Retreat	45	\$3,731.00	8	\$490.91	\$4,000.00
Youth Programs	3	\$150.00	0	\$0.00	\$36,000.00
	265	\$128,304.25	239	\$67,473.28	\$710,800.00

As it reaches out to potential donors, the Development Program shares information about these popular programs; first because they are important components of BYM’s structure and need financial underwriting, but also because they are helping to fulfill the Yearly Meeting’s vision of being a loving and inclusive community.

Donors in 2018 responded by showing their “willingness to give.” Between January and mid-June, donors to the Camping Program had given nearly three times as much as they had contributed in the same period in 2017. Gifts received in the first half of 2018 to support more diversity in the camps (STRIDE) also were three time what they were in January

to June period of 2017. Some of these gifts resulted from Developments' "50 Campers in 50 days" initiative which called on donors in the 50 days before the camping season opened to give the \$1,500 needed to send one young person to camp for two weeks. As of early June, scholarship gifts had been received to cover 39 campers.

The Development budget set a 2018 goal of \$4,000 for the Women's Retreat, primarily for financial support for those who otherwise might not be able to attend. By early June gifts totaling \$3,731 nearly reached that goal.

While the Annual Session Program Committee looked at possible ways to reduce the financial cost of the gathering, Development included in its 2018 budget goal \$5,000 in gifts to support those who might need financial help in attending.

How to convey to constituents in an informative and engaging manner all the Yearly Meeting does is essential to what the Development Program does. This includes information sent to individuals by postal mail or email, the Development pages of the BYM website, which includes new information about giving under the new federal tax law, workshops and interest groups at Annual Session, and old-fashioned face-to-face conversations. Some of these conversations occurred at the 2017 Appreciation Luncheon at Annual Session the Development hosts of contributors. Another such luncheon is scheduled during the 2018 gathering.

Liz Hofmeister (Bethesda), Clerk

## **EDUCATIONAL GRANTS**

Education, historically, has been of great importance to the Religious Society of Friends and to Baltimore Yearly Meeting. Supplying financial assistance has long been an aim of Baltimore Yearly Meeting. Our committee continues to work diligently to make that possible.

We are now in the fifth year of a program whereby we offer grants for college education. The grants may be up to \$2,000 per year, per student. There is a maximum of \$8,000 that can be awarded to any one individual over time. In April of this year, nine eligible applications were received and we awarded nine grants totaling \$18,000. The applications have been very thorough and we greatly appreciate the recommendations and support the Monthly Meetings give these students.

We encourage young adults to apply for these grants. The investment fund for the college grants has a balance of \$397,491. Our aim is to provide financial assistance to students for their education consistent with Friend's beliefs and practices. The Educational Grants Program is one way in which the Yearly Meeting can foster a continued connection between young adults and Quaker faith and practice.

The committee continues to oversee the repayment of student loans made prior to 2013. As of December 31, 2017 we received loan repayments in the amount of \$14,190. There are nine loans outstanding for a total of \$44,772. We are receiving regular payments on all remaining loans; no loans have been written off in the last year. Five loans will continue past 2020.

We received investment income of \$40,964 to the funds in 2017. We are very grateful to Sandy Spring Meeting for contributing the remainder of their educational loan funds of \$1,654 to the Yearly Meeting's Educational Grant Fund.

We continue working on guidelines and parameters for a pre-college grant. The investment fund for this grant has a balance of \$26,233. We are excited to assist Quaker children with the opportunity to receive a Quaker education.

Janet P Eaby (Nottingham), Clerk

## **FAITH AND PRACTICE**

No report received.

## **INDIAN AFFAIRS**

This has been a busy year for the Indian Affairs Committee (IAC).

At Annual Session 2017, the Indian Affairs Committee included a daily quiz in the Daily Minute announcements to entice people with questions and answers about Native Americans. We also had a large display table with handouts on committee history, current issues in Indian Country, and updated fact sheets about Native Americans currently residing in Maryland, Virginia, and Pennsylvania. The Interest Group Session we hosted focused on events at Standing Rock. Sue Marcus did a short PowerPoint presentation, followed by a talk by Jessica Dickerson, a Lumbee and representative of the Baltimore American Indian Center. Having grown up near the Center, Jessica has ties to younger people in the community. She and another female drove to North Dakota in December to deliver goods and money that were collected for the Standing Rock water protectors. Her talk was well received, and she answered a number of questions from participants.

On October 14, 2017 at Interim Meeting at Homewood, we had one of the largest committee gatherings in quite a few years with 12 persons in attendance. It was the first meeting to be clerked by Sara Towe Horsfall. New committee members were recognized, and the agenda for the year was presented. One issue was the best way to include non-Committee members who are active in working with Native Americans. The newly published committee newsletter was reviewed and discussed, including distribution and a name (Native Bulletin). The work of lobbying for Indigenous peoples by FCNL was discussed by Christine Ashley, who also explained that the new 2-year fellowship position for a Congressional Advocate will start in November. The progress on re-establishing sweat lodges at Maryland prisons was briefly reviewed, and Dellie James invited everyone to participate in the Pow Wow to be held November 18 at Towson University. We launched discussion of our 2018 fall festival plans.

In the afternoon of the Tenth Month Interim business meeting, the IAC made a presentation to George Amoss, Clerk of Homewood Meeting. A vinyl 78 rpm record had been found in our committee archives featuring two Native American singers, Francis Philip Frazier (Sioux tribe) and his wife Susie Meek Frazier (Sac and Fox tribes). The record was commissioned by the Associated Executive Committee of Friends on Indian Affairs (which existed from 1869-2008). According to Meeting records, sales of the record (\$12 by 1949-equivalent of \$120 today) were to benefit western tribes in Oklahoma where the Meeks

served as Quaker missionaries. Francis was both a Congregationalist minister and recorded Quaker minister and his wife was an Earlham graduate. The record was given to Homewood for their archives. An article on this incident (finding the record, its significance, and other activities of the historic Orthodox BYM Indian Committee) was submitted to Interchange, and was published late in 2017.

Indian Affairs Committee participated in the "Honoring of First Peoples' History on This Site" at Friends General Conference's Central Committee, on October 27th in Reisterstown, MD. Presiding Clerk Frank Barch requested that our committee help recognize and honor the tribes that originally occupied that geographic area. The Indian Affairs Committee applauds the recently adopted FGC practice of recognizing ancestral land. At the opening of the session, Indian Affairs Committee member Pat Powers discussed the first Native Nations as well as how "Indians" are regarded today by non-Natives residing in the Reisterstown area, as revealed by an online search. About 120 people were in attendance. The FGC also posted on its website three pieces written by Indian Affairs Committee: (1) a short description of the Indigenous people who originally lived in our region and their fate, along with photos of contemporary Indigenous people because they want the message to be "We're Still Here"; (2) a fact sheet on repatriation and sacred site concerns in our region; and (3) a fact sheet about Native people living in Maryland today.

The Baltimore American Indian Center (BAIC) held its Annual Pow Wow at Towson University on November 19th. Several IAC members participated. In addition to watching and participating in the dancing and admiring the jewelry, art, and clothing on display, we learned from people connected with BAIC about an incident at Linganore High School. In late August, the principal banned the use of a Native headdress during athletics events, which subsequently became a controversial issue for students, alumni, and townspersons. The tradition had been to elect a senior to be "the chief" who, at football and basketball games, dons a Native headdress. The student section (pep squad) is called "the tribe." Juan Boston, vice chair of the Board of Directors of BAIC, and his nephew Julian Coiner, a 2012 graduate of Linganore High School, had been quoted in the Frederick newspaper and talked with us about receiving hate mail in response. We discussed ways to be supportive and ended up sending a letter to the principal thanking her for her cultural sensitivity.

At the Native American Heritage Month event on Nov 1st, Indian Affairs Committee member Pat Powers talked with the director of the Governor's Office of Community Initiatives and the director of the Maryland Indian Commission to express our concern about the lack of access to a sweat lodge in the correctional facility at Jessop. We have long been supportive of former committee member Bill Miles (Stony Run), an advocate for Native American inmates who is exploring the situation but had been denied entry to the facility, even as a faith representative.

The Committee met on February 3rd in Rockville. All but two of the committee members were able to attend. We discussed our budget request for 2019. The committee thanked Sue Marcus for sending letters of congratulation to six Virginia tribes who were recently granted Federal recognition. The Native Notes newsletter and its distribution were briefly discussed, along with other venues to inform the committee and BYM members about ac-



tivities involving Native Americans. There was a lengthy discussion and planning for the fall 2018 event. It was decided to call it: “Celebrating Native Americans Today.” It will be held at Sandy Spring Friends School in October, in order to coincide with but not overlap with Native Heritage Month, in November.

During the meeting, we learned happily, that one of our committee members—Jana McIntyre—is now a formally recognized member of the San Carlos Apache nation. She received her identification card during a visit with Nancy McIntyre to New Mexico to visit her birth family. Jana is 100% Apache: both her mother’s clan and her father’s clan are Apache.

The Committee met on April 21st in Mt Airy, MD with participation both in person and by phone. We again discussed a web presence for our committee, as well as the Zoom meeting option and its advantages for us. We decided that at Annual Session, our interest group should be on Saturday. Originally, the plan was to show a film. However, with the close proximity of Linganore, we decided to see if people from the school would be willing to come to discuss the headdress controversy. The intersection of Indians and sports teams (mascots, etc.) already was being considered as a topic for a debate between teenagers at our fall event program. We discussed arrangements being made for the event. It was decided to formally invite Chiefs of the various Maryland and Virginia tribes to participate in October. Programs by the Piscataway Mobile Museum have been confirmed. Dellie reported on the success of the Baltimore American Indian Center Pow-Wow and Health Fair in April: about 200 people attended, and they made \$800.

We met at Interim Meeting in Frederick on June 9th. Sara Horsfall attended the BYM clerks meeting and shared some of what happened there. She has received positive feedback about written materials. A report was given on the progress of the monograph being written of the committee’s history and a fact sheet about early committee leaders, written by former committee member Martha Catlin, was distributed. Portraits of Philip Thomas and Benjamin Hallowell were in the handout. Eric Carlson said he would provide a picture of the portrait of Samuel Janney from his Goose Creek Meeting. Dan Cole, a visitor to the committee, explained his work with the Smithsonian, mapping Native Indian tribes around the country. He agreed to consider giving a presentation at Annual Session—at the interest group session on Saturday. We continued to discuss plans for our October event.

Dellie James updated the committee on the concerns about lack of sweat lodge access at correctional facilities. For now, Bill Miles has decided to lay down his recent work for two reasons. The Native American inmates from Jessup who asked for his help are no longer in the institution. However, beyond the rights of Native inmates, the larger problem is a systematic failure by the State Department of Corrections. Bill figured out that all inmates wanting religious accommodation are affected because an inferior standard is being used in Maryland rather than the legal standard set forth by the Religious Land Use and Institutionalized Persons Act. He was able to present the problem to an attorney at the Civil Rights Division of the U.S. Department of Justice. Dellie will talk to Bill to see if a letter from the committee to that federal agency or any state agency would be helpful, to put us on the record.

Four members of the committee experimented with the Zoom technology on June 20th and used the opportunity to firm up more details about who will be speaking at our event's education sessions.

Sue Marcus, who rotated off the committee this year, remains active in Native issues, and in committee activities as an unofficial member of the Indian Affairs Committee. As a Board member of the Society of American Indian Government Employees, she shares information both from and to the committee. Sue also attends meetings of the American Indian Society in Alexandria, Va, and participated in the Cedarville Piscataway Tribe's clean-up day on tribal lands near Waldorf, MD.

Committee Members include: Sara Horsfall, Clerk (Patapsco); Eric Carlson (Goose Creek); Jana McIntyre (Sandy Spring); Catherine "Cathy" Schairer (Sandy Spring); Pat Powers (Sandy Spring); Bob Rugg (Richmond); Fred Swan (Sandy Spring); Christine Ashley (FCNL Quaker Field Secretary/ Adelphi), Norm Fox Ash (Alexandria). Also participating are: Susan "Sue" Marcus, (Alexandria); Dellie James (Baltimore Monthly Meeting, Stony Run)

### **MANUAL OF PROCEDURE**

The purpose of the Manual of Procedure (MoP) Committee is to describe and record how Baltimore Yearly Meeting (BYM) does its work. It is important that the *Manual of Procedure* accurately reflect the various committees, groups and paid positions, and their inter-relationships, as a reference for Friends to be informed and to consider how their own gifts can best be utilized within the Yearly Meeting. The basis of the committee's work is to help the Yearly Meeting function better.

Members met twice in person, on February 6, at a Panera in Manassas, Virginia, and at 3rd month Interim Meeting in Charlottesville, Virginia. They have met by Skype and shared many emails. During the February meeting we got better acquainted, discussed the nature of the *Manual of Procedure* and its purpose. There was also general discussion about how committees and working groups are supposed to function, how to further the stated BYM goal of increasing cultural and age diversity of committees, as well as what changes need to be made to the actual *Manual*. We also explored how the Committee might best support all of those within the Yearly Meeting. At the conclusion of our first face-to-face meeting, there was a sense of connection and excitement about the work ahead.

At March Interim Meeting (IM), a report was presented with a few copy-edits and a few substantive changes. The report began with encouragement to all committees and working groups within the Yearly Meeting to try out, at least once, meeting by telephone or other electronic means. Our thinking was that these options potentially open committee service to a broader range of BYM Friends, and could help increase the diversity of committee members.

Changes to the Peace and Social Concerns Committee and Quaker House entries were approved by IM, as well as copy-edits. In addition, the MoP Committee had asked for the *Manual* to include a line about flagging IM minutes which require a change to the Manual.

This issue was discussed, and the IM Recording Clerk agreed to try out the practice. The change will not yet, however, be presented for approval as an entry into the *Manual*.

We have some questions about a reference in the description of the Peace and Social Order Committee (pg 413-414) to recording individuals' personal statements of pacifism. We wonder how this process is supposed to work and whether that needs to be spelled out? When was this process last used and where are these statements recorded? Please speak to a MoP committee member if you have answers!

In the coming year, the Committee intends to meet by electronic means, as needed. We will likely have at least one face-to-face meeting, as well. The plan is to continue to consider changes which increase the accuracy and usefulness of the *Manual of Procedure*.

### **MINISTRY AND PASTORAL CARE**

The Ministry and Pastoral Care Committee (M&PC) seeks to support the spiritual life of Baltimore Yearly Meeting by recognizing and nurturing spiritual gifts, offering support and counsel to local Meetings, and sponsoring a variety of programs that nurture the life of the spirit.

Four BYM-wide working groups are under the care of M&PC: Intervisitation, Racism, Spiritual Formation, and the Women's Retreat. Our committee seeks to support and encourage these ministries, with one of our committee members serving as liaison to each working group. These groups continue their work in good order and both M&PC and working group members feel that these relationships are mutually beneficial. While not formally constituted as a working group under our care, we remain in communication with Young Adult Friends to learn how we as a committee might best support them.

M&PC continues, in partnership with the Yearly Meeting staff, to provide pastoral care to local Meetings in need. This year we visited or were in communication with three Meetings who requested our presence and counsel. As we read the Spiritual State of the Meeting reports from local Meetings and worship groups, we listened carefully for signals of challenges faced by Friends. We also support local Meetings in nurturing individual ministries and leadings. While it is our strong preference for local Meetings to nurture and support the leadings of their members, occasionally special circumstances warrant M&PC forming support or clearness committees for individuals. This year we provided such support for one person and provided a travel minute for her ministry amongst Friends, but expect her local Meeting to serve that role in the future.

We seek to provide spiritual nurture to Friends at Annual Session. In collaboration with Program Committee we staff the Opening Retreat, host morning Bible Study and Worship Sharing gatherings. In 2018, the Opening Retreat was led by three teachers from the School of the Spirit: Evelyn Jadin, Susan Kight, and Erica Fitz, and Bible Study was led by Evangeline "Vonnie" Calland of Charlottesville Monthly Meeting. At each day's Meeting for Worship with a Concern for Business we welcome Friends entering the room and two Friends hold the Meeting in the Light. Our committee also attends to personal needs or concerns of Friends gathered at Annual Session.

Through our work this year, our committee discerned a need to create a Pastoral Care Working Group to attend to the many needs of local Meetings, both proactively (through workshops and other resources) and responsively (as Meetings name pastoral care needs for which they require support from BYM). A proposal to move forward with the creation of a Pastoral Care Working Group was approved at Sixth Month Interim Meeting. As we formally establish the working group M&PC will reach out to Friends who are led to this work. A “Connecting Local Meetings” session at Annual Session gleaned wisdom from many local meetings that will help in the formation of the Pastoral Care Working Group.

M&PC met four times during the year (at the October and June Interim Meeting days, at a called meeting in February, and during the 2018 Annual Session) with an attendance of 6-8 committee members and regular visitors. A subcommittee of M&PC found the Zoom distance meeting platform very helpful in support of its work.

Each year, M&PC shares with Friends our discernment of the Spiritual State of the Yearly Meeting for the previous year. We distill our message from our work with the Yearly Meeting and local Meetings throughout the year, and through reading the reports of local Meetings and Worship Group as well as the minutes, epistles, and related documents that arise through Annual Session and Interim Meetings. Through our listening this year, we hear a desire to find a sustainable balance between the inward nurture of the spiritual life of our local Meetings and the outward engagement in the social and political life of our cities, states, and country. The latter must spring from the former, and in this noisy and contentious political climate, it is all the more necessary to listen to the still, small voice within as we discern both individual and collective response and action.

Melanie Gifford (Adelphi) and Amy Schmaljohn (Gunpowder), Co-Clerks

### **NOMINATING**

The Nominating Committee seeks to identify gifts and interests of Friends within Baltimore Yearly Meeting and to match them with the needs of BYM committees and the organizations to which we send representatives. We systematically reach out to local Meetings, seeking to identify Friends who might be interested in service to the Yearly Meeting. We continue to work with the Growing Diverse Leadership initiative to find new ways to increase race and age diversity on Baltimore Yearly Meeting committees.

At Annual Session in 2017, we were tasked with establishing a new Faith and Practice Committee. More recently we have been tasked with restoring the membership of the Religious Education Committee. We have given special attention to those two charges over the past year.

In April we sponsored a clerking workshop for Meeting and committee clerks, which drew about fifteen participants and was very well received. Those who attended asked that more such workshops be offered in the future, perhaps in different geographic regions within BYM. After careful consideration, Nominating Committee has discerned that offering clerking workshops is not part of our charge, and that we need to lay down this responsibility. We are exploring the possibility of finding another home for this ongoing concern.

Nominating Committee met at each Interim Meeting and held an additional meeting in early June, with one or more committee members joining us by phone at several of these meetings. We also scheduled three conference calls between our in-person meetings, primarily to check in on how tasks were progressing. We will finalize our slate of this year's nominees at two committee meetings during Annual Session.

Nominating Committee is responsible for naming members of 16 Yearly Meeting committees, as well as naming representatives to 11 outside organizations and corporations, requiring us to find upwards of 90 individuals willing to accept appointment or re-appointment in service to BYM.

## **PEACE AND SOCIAL CONCERNS**

It has been a busy year for Peace and Social Concerns (PSC) committee Friends, pursuing our charge to “stimulate and coordinate activities of Monthly Meeting Peace and Social Concerns Committees,” and occasionally to serve as a “conscience of the Yearly Meeting.”

BYM PSC members quickly began this year's work, drafting and gaining BYM Friends' support for a minute opposing statements—during the time of our 2017 Annual Session—by President Trump that he might consider a nuclear first-strike (“fire and fury”) against North Korea. Other U.S. Quaker groups later joined this effort.

At Interim Meeting sessions in the winter and spring, we also assisted Friends with lead-ins to present minutes and recommendations to:

- 1) BYM and Monthly Meetings' possible support for the national “Back from the Brink” campaign, which calls on the U.S. to: renounce the option of using nuclear weapons first; end the sole, unchecked authority of any U.S. president to launch a nuclear attack; take U.S. nuclear weapons off hair-trigger alert; cancel the plan to replace its entire nuclear arsenal with enhanced weapons; and actively pursue a verifiable agreement among nuclear-armed states to eliminate their nuclear arsenals.
- 2) Maryland legislation a) to increase the state's support for renewable energy & related jobs and b) to allow physicians assistance for “End of Life” options for terminally-ill patients with the mental capacity to request this;
- 3) a recommendation to lay down BYM's affiliation with National Religious Campaign Against Torture (NRCAT) which has not been active in recent years and, instead, to network with the similar-purpose regional organization (MD, VA, DC) Interfaith Action for Human Rights (IAHR); and
- 4) a possible BYM minute in support of transgender individuals' employment and other human rights.

On 5/12/18, our Peace & Social Concerns Committee again offered a “Networking Day” at Friends Meeting School in Frederick Co., MD, drawing 30 Friends from a dozen Monthly Meetings in the District of Columbia, Maryland, Virginia, and West Virginia.

Networking Day began with 45 minutes time for Friends to sit together at tables over coffee, juice, and vegan baked goods, sharing the most notable Peace & Social Concerns programs at our respective Monthly Meetings. These ranged from Adelphi's strawberry festival raising \$10,000 per year for various causes to Frederick's & Herndon's Student Peace Awards recognizing student initiatives in each county high school. Various Meetings support immigrant families, homeless shelters, Black Lives Matter programs, and environmental concerns. Two Meetings (Adelphi and Annapolis) support Kenyan widows with Quaker connections; others sell fair-trade olive oil to support a peace-oriented Palestinian farmers' co-op. Many Meetings support FCNL's advocacy teams, Maryland Alliance for Justice Reform ([www.ma4jr.org](http://www.ma4jr.org)), and other projects to improve criminal justice and to reduce mass incarceration.

This year, Networking Day also invited participants' choice among four 90-minute workshops—two morning, two afternoon:

**A)** How Friends can speak to polarization, racism and micro-aggressions in our communities;

**A)** Addressing homelessness, reentry & poverty—shelters, “open tables” & crossing the divide;

**B)** Immigrants, refugees & sanctuary in our midst (updates and new resources)

**B)** Issues and outreach: Peace festivals, “Back from the Brink” campaign against nuclear weapons and first strikes, death-with-dignity, LGBT, animal rights, and more.

Post-Networking-Day evaluations showed strong approval of this year's Networking Day format and time frame—and for the tasty vegan treats served by BYM's Right Relations with Animals Working Group (RRA)! RRA members also described their ongoing efforts at discernment and sharing their concern with Friends around BYM.

Also, Networking Day led Friends to urge that two minutes and two recommendations from our workshops should be presented to BYM Interim Meeting in Frederick on June 9. Interim Meeting approved these:

1) We endorsed the “Poor People's Campaign (PPC),” joining AFSC, FCNL and many other faith groups, a 50th anniversary revival of Martin Luther King's last movement. PPC observes that the U.S. has moved backwards in recent decades in various areas including voting rights, mass incarceration, poverty (relative to cost of living), and calls on Americans and our leaders to reverse systemic racism and bias against other minorities (immigrants, LGBT, the disabled), uniting to build a peaceful economy rather than a war-oriented economy. BYM also calls on Monthly Meetings to endorse and support the PPC. See <https://www.poorpeoples-campaign.org/demands/>

2) We also endorsed “Back from the Brink,” a campaign against U.S. possible first-use of nuclear weapons and other items, initiated by Physicians for Social Responsibility and joined by AFSC, FCNL and many other groups. We also designated Jean Athey (Sandy Spring MM) as a BYM liaison to this campaign and urged Monthly Meetings to endorse and support this. See <https://www.prevent-nuclearwar.org/>

3) We approved a minute in support of transgender individuals' valued place in our communities and of their legal rights. (Friends at Interim Meeting urged that an expanded version of this Minute be returned to Annual Sessions.)

4) Finally, we presented a proposed "End of Life" Minute for proposed legislation to assist those with terminal illness and the competence to make their own choices to do so with legal assistance of the physician. Recognizing that Friends will want to season this proposed Minute further, we did not ask its immediate adoption but made arrangements to circulate it among Monthly Meetings and to hold an Interest Group at Annual Session before its later consideration.

During the past year, our committee also continued efforts to facilitate communications among Monthly Meetings via a quarterly email newsletter and our committee's BYM "Peace and Justice Exchange" Facebook page, offering items about:

- Various Meetings' refugee/sanctuary/immigrant efforts connected by our BYM working group;
- The national "March for Our Lives" event opposing gun violence;
- 50 year revivals of MLK's March on Washington (August), "ACT Now!" (April) & Poor Peoples' Campaign (May-June);
- Using humor to deflate hate groups;
- Remembering young Friends' conscientious objector documentation—in case it is needed;
- Resources to educate & respond to U.S. increasing but under-reported drone warfare;
- and more.

Finally, BYM PSC Friends also took BYM Clerk Ken Stockbridge's advice and drafted a Committee-level "Manual of Procedure" for ourselves so that, some day, our successors can read how we attempted to keep ourselves on track.

We again thank our BYM representatives to:

- the federal Prisoner Visitation and Support program (Susannah Rose);
- the Quaker House in North Carolina (Denna Joy);
- the now-laid-down National Religious Coalition Against Torture (Malachy Kilbride) and the now-picked-up Interfaith Action for Human Rights (Suzanne O'Hatnick).

While BYM-PSC officially maintains a liaison for Right Sharing of World Resources (RSWR), no Friend has stepped forward in the past year to network with this program. RSWR now actually is an independent 501(c)(3) organization. We invite Friends to consider whether we still are led to maintain a liaison to RSWR.

In conclusion, BYM-PSC Committee again thanks the Friends who helped make this year's Networking Day successful and encourages all to continue sharing the good work of your Monthly Meetings via email newsletters, social media, and future Networking Days.

## PROGRAM

Program Committee is responsible for planning and arranging the program elements at Annual Session each year. The Committee consists of nine members as well as the Presiding Clerk, the General Secretary, Bookstore Manager, Registrar and representatives of Ministry and Pastoral Care, Junior Yearly Meeting, Young Friends, and Young Adult Friends. It is a large and mighty committee that meets together four times a year. In addition, every member of the Committee works outside of the large meetings, taking responsibility for some element of the Annual Session program either individually or as a subcommittee member.

After experiencing two years of Annual Session at Hood College, we seem to be settling into the new surroundings well. However, while we have had an increase in the number of commuters who attend, there has not been a significant increase in overall attendance after moving the session closer to the geographic center of the Yearly Meeting. Noting, in particular, that the number of younger children attending Annual Session has been dwindling in recent years, Program Committee decided in 2017 to offer full scholarships to all children below high school age. Although this financial aid to families did not produce a rise in the number of children attending in 2017, we believe these scholarships are valuable and will continue them for the foreseeable future.

This year Program Committee's focus turned toward gathering information about reasons for attendance or non-attendance at Annual Session from a wider audience than just those who complete evaluation forms at the end of the session. We formed a subcommittee to gather data and to study ways that we might change the schedule of Annual Session to make it more attractive to attenders. That subcommittee created a short online survey and invited all members of the Yearly Meeting to complete it. We spent some time in the March Interim Meeting inviting comments about what attracted or did not attract people to attend Annual Session. In particular, we were concerned that attendance drops off precipitously on Saturday so that the Sunday morning business is not as well-attended and the final worship hour seems like an afterthought. We made a few minor schedule changes for the 2018, e.g. we will have an additional worship time together on Friday morning before business instead of the traditional worship sharing in small groups on that morning.

Our information-gathering efforts have confirmed that other reasons people don't attend, or leave early, include limited vacation time with competing activities, family obligations, "tedious" business sessions, high cost of attendance, and need to be at their local Meeting on Sunday. In addition to some schedule juggling we plan for 2019, e.g. move more events to the weekend when working Friends might be freer to attend, Program Committee asked for comments at Interim Meeting in June on the possibility of shortening the entire Annual Session by one day. This idea would eliminate the cost of one day for full-time attenders, make it easier for part-time attenders to experience a fuller program, and make our time together in community more valuable. It would also condense and, perhaps, make our business sessions more focused. Program Committee will also be having listening sessions during interest groups times at this year's Annual Session to hear comments and opinions on this proposal.



While contemplating changes for the future, in 2018 we have again arranged a program with a mix of activities that we hope will allow all ages to enjoy being in community and learning from each other. Our theme “Radical Listening, Rooted in Love” will speak to our spiritual preparation for the work we take on and promises to be a rich framework for sharing together. Our hope is that you will find at Annual Session some spiritual nourishment and go from Annual Session refreshed to continue the work and to meet again in 2019.

Barbarie Hill (Charlottesville), Clerk

## **RELIGIOUS EDUCATION**

No report received.

## **SEARCH**

The Search Committee met in person at Annual Session in 2017 and at each Interim Meeting since then. We met by conference call several times in addition. We continued to enjoy the deepening of our relationships with each other as individuals and as a committee. Our work in the past year included renomination of the Presiding Clerk, Clerk of Interim Meeting, and Recording Clerk of Interim Meeting. We also nominated and renominated Friends for Supervisory and Nominating committees.

As we turned our attention to the work of nominating and renominating Friends for positions in the Yearly Meeting, we continued to see the wealth of wisdom, experience and skill within the Yearly Meeting that we can draw upon in our work to support Baltimore Yearly Meeting’s continuation and development as a spiritual community of seekers. We are grateful for the service of so many Friends, and believe that serving our community enriches their spiritual experience of life.

We engaged, sometimes deeply, with those renewing for a new term in their positions and feel comfortable that they are well led. They and we took care in the discernment process. As is usual, in the past year we have talked to many Friends around the Yearly Meeting and gained in knowing them better.

Respectfully submitted,

Linda Coates (Little Britain); Karie Firoozmand (Baltimore, Stony Run) (clerk); Lamar Matthew (York); Bill Mims (Langley Hill); Rebecca Rawls (Langley Hill) ; Cathy Tunis, (Herndon)

## **STEWARDSHIP AND FINANCE**

The Stewardship and Finance Committee carried out its usual responsibilities of developing the 2019 Apportionment Schedule as well the 2019 Operating and Capital Budgets. The Committee also completed the same for 2018 and it was approved at the Eleventh Month 2017 Called Interim Meeting. The Committee met twice at Annual Session 2017, with one of those meetings being a joint meeting with Trustees, and at Interim Meetings in October and November of 2017 and March and June of 2018. In addition, the Committee and its two Subcommittees met multiple times via teleconference throughout the year.

The new apportionment formula was approved at Annual Session in 2017 and was used by local Meetings in the calculation of their expected apportionment for 2019. The Appor-

tionment Subcommittee resumed work on issues that were tabled in its previous deliberations. Specifically, the Subcommittee conducted a survey of Monthly Meetings to more fully understand the issues around including income from rentals and from fund-raising activities. While that provided useful information, the Subcommittee concluded that there were both advantages and disadvantages to including this income in the base of income that is subject to apportionment, the most significant disadvantage being the difficulty most Meetings would experience in accurately calculating net income for either rentals or fund-raising. The Subcommittee then invited Monthly Meetings to review the information and offer an opinion, and those opinions were consistently negative. At June Interim Meeting, the Apportionment Subcommittee recommended that there be no further modifications to the apportionment formula, and the Stewardship and Finance Committee agreed.

As the Stewardship and Finance Committee has presented budgets at Annual Session over the past few years, the difficulty some people experience in reviewing and approving the budget has become increasingly clear. The Committee has heard concerns at two ends of the spectrum; some Friends believe that the budget presentation is too complex to follow while other Friends believe that it does not contain sufficient information to make an informed judgment.

The Budget Subcommittee met by conference call during the fall and winter to evaluate the budget format and consider changes. The Subcommittee made a number of decisions about both budget format and policy during its meetings and these decisions were subsequently approved by the full Committee. The 2019 Operating Budget and 2019 Capital Budget reflect those changes.

The Budget Subcommittee will take up other issues when it resumes its conference call meetings in the fall. Some are issues that were considered important but not essential to consider on the first review and revision, and others are major issues where the Subcommittee has not yet reached unity. The two most challenging are whether or not the costs of administrative support for programs (Camping, Youth, Annual Session, Spiritual Formation, Women's Retreat, Outreach and Inclusion) should be allocated to them, and if so how; and how to reserve some income for future capital needs now that we use cash based budgeting, which excludes depreciation as it is a non-cash expense.

Stewardship and Finance will hold an interest group at Annual Session 2018 where the budget will be open for discussion, both in terms of the dollars budgeted as income and expenses, as well as for the Committee to learn how well the new format meets the needs of the membership, and what additional changes are indicated to improve it further.

### **SUE THOMAS TURNER QUAKER EDUCATION FUND**

In 2018 the Sue Thomas Turner Quaker Education Fund received 14 requests for funds from schools & organizations for a total of \$25,117. The committee considered the requests and was very pleased with the high caliber of programs. We distributed \$14,127 in full or partial grants for 11 uses consistent with the purpose of the fund. The recipients were:

Cambridge Friends School, MA \$1,630 workshops on Quakerism and the intersection between Quaker beliefs and parenting and educating children

- Frankford Friends School, PA \$1,790 Traveling Testimony Backpacks in library to take home built around testimonies
- Friends Community School, MD \$1,500 Art Larrabee workshop to faculty on Friends Decision-Making in a Friends School
- Friends School of Harford, MD \$1,000 up to 5 faculty members to go to FCE Educators New to Quakerism
- Germantown Friends School, PA \$1,450 Six faculty to FCE Educators New to Quakerism
- New Garden Friends School, NC \$1,148 Six faculty to Southern Region meeting of Educators New to Quakerism
- Quaker Religious Education Collaborative, TX \$1,300 teachers to QREC gathering, distribution of Quaker Meeting and Me, & creation of Quaker Meeting and Me storyboards
- San Francisco Friends School, CA \$1,040 design & printing of Meeting for Worship brochures for three school levels
- Sandy Spring Friends School, MD \$1,000 further develop a "Living Quakerism" series for faculty and staff with speakers from outside local community
- Westfield Friends School, NJ \$1,500 create a packet for families with Quaker testimonies and Quaker history
- Wichita Friends School, KS \$769 children's books for the SPICES program and materials for Faith & Play stories

The committee will meet in March 2019 to consider requests. Request deadline will be MARCH 1, 2019. Either paper or emailed requests are fine. Please do not apply for purposes that occur before mid-May so you can be sure to receive grant funding in time.

Rosalind Zuses (Sandy Spring), Clerk

## **SUPERVISORY**

2017-2018 Committee Members: Sheila Bach, Peirce Hammond, Josh Riley, Adrian Bishop, Ken Stockbridge (as BYM Presiding Clerk), Tom Hill (as BYM Treasurer), and Marcy Baker Seitel (Clerk, and as Clerk of Interim Meeting)

The Supervisory Committee (SC) guides and supports the work of the General Secretary of BYM, ensures support and care for all staff members of BYM, attends to policy and financial matters related to the staff, and oversees care of the BYM office building. Supervisory Committee meets monthly, and our meetings so far have been in person, though we are open to having members attend by conference call or Zoom.

Our committee has supported Ned Stowe as he worked through the end of his first year as General Secretary and into his second year. Accomplishing the construction of the bathhouse at Catoctin Quaker Camp was a major part of Ned's work from January to June 2017. He helped implement the "Friendly Loans" program, visited on-site as needed, and actively took part in the continuous problem solving needed to bring this project to completion by the start of the 2017 camping season. It was a great accomplishment; Supervisory Committee was apprised of the events and offered guidance and support.

Another major focus of the Supervisory Committee's work with Ned was to season the recommendation for new staff positions, made by the ad hoc Healthy Organization and Purposeful Evolution (HOPE) Committee after these positions were approved in principle at March Interim Meeting in 2017. The recommendations included adding the new position of Associate General Secretary, which would replace the current Administrative Manager position, and making the position of the temporary, quarter-time Administrative Assistant into a full-time Administrative Assistant position.

Our committee considered the concerns brought to the HOPE Committee in March, and through the spring and summer considered the best way to add staff to BYM as an organization. We took time to consider different structures for supervising employees of BYM. We noted that the General Secretary has seven people reporting to him, and that it is preferable to have a structure in which more of the supervision is shared. We considered a variety of possible staff structures. Because it is unlikely that BYM will be able to add higher-level administrative staff positions in the near future, we kept the structure that we have, continuing the number of people who report to the General Secretary, but working toward having the new position of the proposed Associate General Secretary, over time, take on the supervision of more employees.

In October, the Interim Meeting gave approval to both of these changes, and compensation for the positions was part of the 2018 budget. The specific compensation information for the 2018 budget is given at the end of this report. The Associate General Secretary began his new position in January 2018. The search for a full-time Administrative Assistant began in January, and is moving forward as of the writing of this report.

The Supervisory Committee gave support to our General Secretary as he worked closely with the Stewardship Committee, the Comptroller, and Camp Property Manager to restructure BYM's annual budget. This process continued through the year.

At the request of the ad hoc HOPE Committee and Interim Meeting, Supervisory Committee also devised recommendations for how decisions can be made by BYM between Interim Meetings. We have been using a process that has worked well, but it is not fully reflected in the Manual of Procedure. While it seems not to have done so in recent years, our committee will now re-adopt the process of being the committee that makes non-policy decisions on behalf of the Yearly Meeting in between Interim Meetings. We are recommending that language be added that says we will confer with committees that hold a concern for the subject matter at hand, and will make a decision with those committees.

In August, the Clerk of Interim Meeting became the Clerk of Supervisory Committee, which has often been the practice in our Yearly Meeting. The Clerk of Supervisory Committee meets weekly with our General Secretary to discuss the work and especially pending decisions. At the end of 2017, we began collecting information for Ned's annual review of his work for BYM. Supervisory Committee Clerk and another member of the committee interviewed all the staff members who report to Ned. This allowed our committee both to learn how Ned is perceived as a supervisor, and to hear about staff members' experience in their work. BYM Committee Clerks and Monthly Meeting Clerks were asked to give

feedback about their experience working with Ned. At our February meeting, we affirmed that we would like to have Ned continue his employment with BYM, and we are glad that he plans to do so.

Our committee has much work to do on defining more clearly how staff and committees can work best together, and how the staff of BYM would be best supervised. In working with our committee Manual, the BYM Employee Handbook, and the Manual of Procedure, we have found changes have taken place in the basic understanding of whom a staff person reports to and who makes decisions about compensation changes. We look forward to clarifying these important practices and recommending to Interim Meeting and Annual Session changes to our documents that will clarify our practices for our community.

Our committee supports our General Secretary's desire to have a clearer process for setting goals and realizing the day-to-day mission of BYM. As an organization, we have articulated our overall purpose through our mission statement, but have not yet specified the kinds of goals that help daily decision-making. We will continue to work toward developing ways to talk about long term planning and goal setting.

As a treat for all of us, our committee members enjoy treating the BYM staff to lunch two times a year. We have time to share stories from our lives and enjoy a meal together.

#### **2018 Budget and Human Resources Costs**

Salaries	\$ 633,596
Taxes	48,470
Benefits	172,043
Employee Contribution to health insurance	( 22,853)
Retirement	36,903
Total	\$ 868,159

Respectfully submitted,

Marcy Baker Seitel (Adelphi), Clerk

### **TRUSTEES OF BALTIMORE YEARLY MEETING**

The Trustees of Baltimore Yearly Meeting met at the 2017 Annual Session and the Interim Meetings in the fall, spring and summer. We adopted two minutes by unanimous written consent.

Youth Safety Policy Trustee Natalie Finegar agreed to serve as the convener of the Youth Safety Policy Working Group that reports through the Trustees. This role had been performed by the Presiding Clerk of BYM. This group convenes each fall to see if adjustments are needed in the Youth Safety Policy. All revisions are considered for approval by Trustees.

Insurance Each fall, Trustees review the insurance claims that were made in the previous year. The General Secretary has conversations with our insurance broker to see if adjustments in our practices or our coverage are needed. Last year we worked with our broker to

create a more timely approval process for the drivers for our vehicles at the camps which has made the process go more smoothly this year.

Financial Asset Management At each meeting we review the status of our accounts with Friends Fiduciary Corporation (FFC) and our account with Morgan Stanley Wealth Management (MSWM). Beginning with our June meeting we have begun a more thorough review, in part to see if we should be considering investments only in the Growth and Income Fund with FFC and to see what other investment options might be available with the resources at MSWM. We moved cash in the MSWM account into the operating account at Sandy Spring Bank in order to reduce the monthly bank charges.

Approval of the Audit and the Form 990 filing Each year the Trustees enlist the services of a CPA firm for the annual audit. We again used the services of BBD out of Philadelphia for this service and for the preparation of Form 990 that is submitted to the IRS. Trustees approve the audit along with the Form 990. The big change in the audit for 2017 is to include the finances of the Miles White Beneficial Society (MWBS). BYM approves the board of MWBS, so Generally Accepted Accounting Principles require that MWBS financial activities be reported as part of the audit of BYM. The inclusion of MWBS in the 2017 audit removes the controlled-affiliate qualification that we have had to our audit.

Property within the Yearly Meeting Tom Hill has continued his project of creating a comprehensive list of properties owned by BYM or any of its predecessor or constituent Meetings. In the past year he has included properties of Friends schools and housing corporations affiliated with BYM or any local Meeting. This year's focus has been on legal matters related to Bellefonte Friends Burial Ground in Centre County, Pennsylvania, which the local court transferred to the BYM (Orthodox) in 1927.

Facilitation The Clerk of Trustees hosts a monthly finance teleconference involving the General Secretary, the Development Director, the Comptroller, the Treasurer, and representatives of committees with budgetary responsibilities. The goal is to enhance communication and to help each committee and officer meet their responsibilities in the establishment and administration of the annual budget.

## UNITY WITH NATURE

The Unity with Nature (UwN) committee consists of 9 members whose commitment continues to be sustained by our connections to each other and to the natural world. Phil Favero has resigned from the committee and moved on to a new adventure. He is missed. In addition, we have a past member who attends committee meetings and the Quaker Earthcare Witness representative for BYM. Our committee meets monthly by way of conference calls.

Our work continues to both inspire and overwhelm us as we work toward living in right relationship with our environment. We are mindful of the spiritual call to action that both motivates and comforts us.

Our focus for the first half of this reporting period remained largely on the Plastics Campaign presented at 2017 Annual Session. At that time, we asked friends to disavow the use of single use plastic bags. In addition, the campaign included:

A roving plastic bag monster

Facts in the Daily Minute

Planning, designing and distributing reusable bags to all friends

Film loop in the bookstore

Two film presentations

The “Fair Share of Carbon Emissions” Brochure handout and Plastics table display

Presentation and skit at Meeting for Worship with a Concern for Business

In addition, Unity with Nature sponsored two workshops at Annual Sessions and one Interest Group.

UwN has continued its outreach to BYM Friends, publishing our first newsletter in January of 2018, writing Interchange articles, and maintaining our Facebook page and website. Our committee is currently discerning how best to manage our outreach efforts. We are aware that this is an emerging question for Quaker groups and organizations. In addition, one committee member offered a climate presentation at Peace and Social Concerns Networking Day.

Unity with Nature maintains a connection to Quaker environmental groups outside of BYM. We have links on both the QUNO and FWCC websites about our work and mission. Our Quaker Earthcare Witness (QEW) representative is very active. We have been working to clarify that role vis-a-vis BYM and our committee, including financial support for that position. We have reached out to Stewardship and Finance with the funding question. And finally, committee members were invited and encouraged to participate in a General Secretary’s conference call about Quakers and Climate Disruption.

Overall, UwN has shifted in some ways from understanding “the problem” to a more concrete and active process of changing behaviors. We are currently seeking discernment on the issue of carbon sequestration—not only in reducing our carbon emissions but seeking what is fair when Americans have significantly higher carbon footprints than our counterparts in other nations. From there, we hope to link changes in behavior to reducing carbon emissions. Toward that end, we are planning a committee retreat in the Fall of 2018.

Debbi Sudduth (Goose Creek), Clerk

## YOUTH PROGRAMS

No report received.

### AD HOC GROWING DIVERSE LEADERSHIP COMMITTEE

**Summary:** Our committee had a year of enhancing the dialogue in our Yearly Meeting, Quarterly Meetings, and local Meetings about the experience of Friends of color and Young Adult Friends in our Yearly Meeting. More than 200 Friends in BYM participated in workshops and discussions led by our Outreach and Inclusion Coordinator, and members of the ad hoc Growing Diverse Leadership Committee (GDLC). We received a report on the findings of three focus groups conducted by and for Friends of color on what would improve the experi-

ence of Friends of color in our Meetings and Yearly Meeting. Young Adults, Young Friends, and Friends of color participated in increased numbers in two of our Interim Meetings as we sought deeper understanding within our community after the difficult discernment over BYM's epistle at Annual Session 2017. We are glad for more dialogue and meetings with more participation, and hope these are good stepping-stones to our becoming a more equitable, diverse, inclusive—and whole—Yearly Meeting.

**But please read more:**

To review, our committee was formed at the 2015 Annual Session with the goal of expanding on the work of the Growing Diverse Leadership program in all of BYM's camping programs, and also in the wider Yearly Meeting. BYM received a three-year grant from the Shoemaker Fund to support an Outreach and Inclusion Coordinator (OIC) who would provide staff support for this work and cover related expenses. Dyresha Harris was hired as the OIC, and she did this work for nine months of the year (she has worked the other three months as Catoctin's Co-Director) and other people have been hired to cover the summer work. Dyresha ended her time as OIC at the end of May, and the ad hoc GDLC has been focused on discerning how best to carry on this work for the Yearly Meeting.

Our committee's purpose is to increase the number and the participation of Friends of color and of young adult Friends in the life of our Meetings and our Yearly Meeting. We seek to have us all, in whatever grouping we are part of, grow in equity, diversity, and inclusion. While it is simply said, it is not achieved quickly and not without a great deal of work, discussion, and discernment.

A major highlight this year was the number and the richness of workshops that offered both guidance and opportunities for discussion. As OIC, Dyresha led a workshop for the Yearly Meeting on the morning of the called Interim Meeting in November, with 75 people present, and also led and co-led workshops at the Women's Retreat, Warrington Quarterly Meeting, the Networking Day of the Peace and Social Concerns Committee, and for several local Meetings. Members of the GDLC also led several workshops and discussion for the BYM Apportionment Day and for several Meetings. All of this work helped us develop our understanding of concepts and skills for identifying hurtful behaviors that happen in our community, why they happen, and what we can do to make things right when they have occurred.

Another highlight of the year was the holding of three focus groups for Friends of color, which let us learn important things about the experience of Friends of color in these Meetings. Each focus group met once, considered a well-structured set of questions, and made notes about what was discussed. Our committee hopes that all Friends will consider how these findings can help us understand each other better and discern changes we need to make in our Meetings and Yearly Meeting.

We plan to hold focus groups for Young Adult Friends (YAFs) this fall to learn more about the experiences, needs, and hopes of our YAFs. We are glad for the participation of Young Adult Friends on many BYM committees, and especially in the Supporting Transformative Relationships in Diverse Environments (STRIDE) Working Group, which is part of the Growing Diverse Leadership Initiative.



Our committee supported Meetings as they undertook the annual demographic survey. The survey was again controversial for some Meetings, but easier for others. For a third year, Meetings were asked to include questions about the age and the racial and ethnic background of meeting members and attenders. The original intent of asking for this information was to provide a basis for noting changes in our Meetings and Yearly Meeting. Instead, we have found that the questions and answers are very important in helping us know ourselves better and deepening our understanding of one another.

Our ad hoc GDLC spent much time in the fall thinking through the needs and desires expressed during the upset that occurred in the discernment process about BYM's 2017 Annual Session epistle. That experience demonstrated that the two goals for the Growing Diverse Leadership program—supporting Friends of color and young adult friends—are inseparably bound up with each other. The Young Adult Friends and Young Friends (YFs) present let us know how deeply they need to have their religious community take an active stand against racism, to embrace the term antiracist as descriptive of who we are. When the term “antiracist” was initially met with resistance by some Friends, the YAFs, and YFs were distressed to the point of feeling distanced from their community.

In November, ad hoc GLDC members helped to facilitate small group discussions about racism and antiracism among Friends as part of our Called Interim Meeting in November. Because there were a number of Young Adult Friends and Friends of color present, this also became a time when groups that were more diverse than usual had conversations together. People who participated felt the discussion had been rich.

In the spring of this year, members of our committee participated in the National Council of Church's ACT Rally to End Racism. Our committee made a banner that said, “Quakers united against racism,” which ended up being a marvelous outreach piece for us, and was cited in the Washington Post. It was important to have a Quaker voice in this gathering of many religious groups—we let others know that we not only oppose racism, but we are also still in existence!

While the focus of our committee has been the BYM community and making it more welcoming for more people, there are those on our committee who continually remind us that part of working against racism is the social justice element of making reparations to and standing with people who have experienced racism directly, in our wider world.

Through the year we have considered what we need to do to establish a long-term ministry of making our Meetings and Yearly Meeting more welcoming to a wider, more diverse group of people. With the Working Group on Racism, we have set up a plan for starting Change Groups in each local Meeting of BYM. These groups have just begun, and we are seeking to provide materials, queries, speakers, and other forms of support for them, so that each meeting, and by extension our whole yearly meeting, will work with intention to break down barriers to participation by people of color and young adults. Please see the website Dyresha set up to support this work - [http://www.bym-rsf.org/what\\_we\\_do/gdli/](http://www.bym-rsf.org/what_we_do/gdli/)

We have found that our work has been greatly enriched by the Outreach and Inclusion Coordinator. Her presence and capabilities allowed us to offer very good workshops. When GDLC members led workshops and discussions, it was with the guidance of our Outreach and Inclusion Coordinator. The funding for this position ends with the end of the 2018 calendar year. Should we spend our BYM funds on supporting this position from the regular budget? We haven't done this before. Should we continue providing trainings and workshops for our Yearly Meeting and Meetings? Without a person on staff, we may need to pay people to keep the kinds of workshops going that we had in the last year. How does BYM want to continue to make our community more equitable, diverse, and inclusive of a wider number of people? There will be time at this year's Annual Session to consider these questions together.

In closing, we'd like to appreciate Dyresha Harris' leadership—the workshops, the great webpage she developed, the problem solving and support she gave so generously. Our future work will grow from the good foundation she provided.

Respectfully submitted,  
Marcy Baker Seitel (Adelphi), Clerk

## **INTERNET COMMUNICATIONS WORKING GROUP**

No report received.

## **INTERVISITATION WORKING GROUP**

The Intervisitation Working Group (IWG) is a vibrant community of 15 energetic Friends who share the vision of reconnecting and strengthening bonds within the worldwide Quaker fellowship. Our work revives the historical Quaker practice of traveling in the ministry where two or more Friends travel together, one primarily as ministry, the other primarily the elder or companion. We practice providing a ministry of presence, active listening and holding space to facilitate receptivity to Spirit. Just showing up, with a loving heart, and without an agenda are powerful means of honoring and enabling the presence of the Spirit. This work started with FUM affiliated Yearly Meetings and expanded naturally over the course of 10+ years to reach Friends from all branches of the Religious Society of Friends. In 2017-18, with the promptings of the BYM staff and a growing number of Friends led to this work, IWG members have begun intra-visitation travel to some of our more distant and smaller local Meetings in BYM.

All travelers and companions are encouraged to seek a travel minute, or if time is too short, to secure a letter of introduction, from their home local Meeting. It is advisable also to have a standing spiritual care committee to provide support and accountability, especially after the travel. The process to do this involves the following 4 steps:

1. A clearness committee meets probably twice to confirm/clarify/validate the Friend's intentions to travel in the ministry. This committee might become the longer-term spiritual care committee.
2. The Friend's gifts of ministry and intention to travel are stated in a proposed Travel Minute that usually the traveling Friends draft themselves.
3. The Travel Minute is approved by Ministry and Counsel of the local Meeting, which brings it to the whole Meeting for approval, and then
4. It is brought to the Yearly Meeting (or Interim Meeting) for endorsement.

In 2017, IWG supported 8 Friends who were travelers to 12 different YMs or MMs, in 7 different countries. 4 of those Friends had Travel Minutes. We also supported 13 visitors from different Yearly Meetings at our Annual Sessions. To date in 2018, there are 12 Friends traveling this year, 8 of which are under the care of their Meetings with Travel Minutes, with plans to visit up to 21 different Quaker communities and YMs, in at least 4 countries.

All traveling Friends are encouraged to report back to their local Meeting and share widely within BYM and our affiliated Quaker organizations, through the website reporting tool, workshops, RE programs, and personal sharing in smaller groups. We find that this sharing both helps the travelers season their learnings and quickens the wider appreciation of the differences and similarities among Friends worldwide. It helps to reduce the separation and isolation between Friends, to honor and validate others with differing persuasions, and reaches beyond the “us” and “them” barriers that have particularly grown since the 2016 election and helps us see the movement of the Spirit among Friends.

IWG estimates that our actual expenses were around \$13,200 in 2017. 63% of this is in-kind donations from BYM travelers (\$8,290), 34% came from BYM (\$4,500) and the balance was donated hospitality for our visitors. Most of our travelers are retired and able to cover their own expenses and file for taxes for charitable donations, but several employed Friends who share these gifts for ministry need to give up their vacation time to travel. Recognizing this situation, we affirm our desire to enable more ministry from younger Friends. We have asked for an increase in funding from BYM explicitly to enable more outgoing traveling to other Yearly Meetings.

We are offering three workshops and hosting the Intervisitation Lounge several nights at our annual sessions. One of the workshops, “Sitting with Ambiguity,” will be ready to take on the road within BYM next year to nurture traveling ministry and the gifts of providing a ministry of presence. This project will promote intra-visitation between Friends more locally. Three Monthly Meetings have already requested it.

We may never know how our testimony will take root. Visitation is an opportunity for fine-tuned listening and reflection, and requires disciplined patience, selflessness, radical faithfulness to finding “that which is eternal” in others, and much humility. When we experience Friends who are unwilling to include our voices in a conversation, we remember that vocal ministry is advised to be very measured as to where, when and how one speaks. Being present with an open heart is our strongest testimony that we trust strengthens the growing Quaker fellowship worldwide. Through these renewed bridges we have forged, we have glimpses of Fox’s vision of a Great People Gathered and know that our faithfulness to this ministry is in right order.

Patti Nesbitt (Sandy Spring), Clerk

## **RIGHT SHARING OF WORLD RESOURCES WORKING GROUP**

No report received.

## **SPIRITUAL FORMATION PROGRAM WORKING GROUP**

The Spiritual Formation (SF) Program hosted a fall retreat at Priest Field Pastoral Center in Kearneysville, West Virginia from 8th - 10th Ninth Month 2017. Forty seven Friends

from 19 Monthly Meetings gathered around the theme of “Pilgrims on the Journey.” We enjoyed time for individual reflection and writing, sharing in small groups, fellowship during meals, and walks along the wooded pathways of Priest Field. Our voices were lifted in song and our times in worship were deep. Friends returned to their Meetings after the retreat to begin the year in their local Spiritual Formation groups.

We were also joined for this retreat by two Friends from the Philadelphia Yearly Meeting Spiritual Formation Collaborative, who were eager to experience one of our BYM Spiritual Formation retreats and to deepen their connections to and collaboration with the BYM Spiritual Formation Working Group. These Friends’ presence with us was a blessing, as it granted us the opportunity to reflect on how the BYM Spiritual Formation has evolved in recent years—an evolution that has grown the health and vitality of the program. The PYM SF Collaborative would like to use our new program marketing materials as they broaden and deepen their reach within PYM.

We also gleaned helpful information about the program through a survey conducted by the BYM Spiritual Formation Working Group. Program participants expressed gratitude for the spiritual nurture and fellowship they experience through the program. One noted that “in the warp and weft of our Monthly Meeting as well as BYM...the Spiritual Formation Program is important to a sustainable tapestry.” Friends enjoy “meeting Friends from other Meetings” and affirmed that “whatever is done to foster fellowship between Meetings is great.” The structure of the retreats was affirmed to be helpful as Friends loved “the balance of individual free time for personal meditation and prayer with time for one-on-one, small group, and whole group sharing.”

At the winter meeting of the Spiritual Formation Working Group, we reflected on the survey responses and discerned a need to move the retreats—for at least the near future—to Shepherd’s Spring Outdoor Ministry and Retreat Center in Sharpsburg, Maryland, where we had hosted the Spring 2017 retreat. The staff at Shepherd’s Spring proved to be lovingly accommodating of dietary and other physical needs of retreatants (in ways that Priest Field could no longer do given some organizational change). The lack of such accommodations had made the physical hospitality of the retreats challenging for some Friends.

Therefore, in the Spring of 2018, we hosted our retreat at Shepherd’s Spring. Thirty-seven Friends from 13 Monthly Meetings gathered around the theme of “Living Into and From the Center.” We followed a path of stillness to the center in chant and prayer based on the words of Psalm 46, “Peace, be still and know that I am God.” We meditated on the words of early Friend Isaac Penington who encouraged us to “give over thine own willing, give over thine own running, give over thine own desiring to know or be anything.” From this place of deep rest we could feel the seed of God “grow...be...breathe...and act” in us as we moved outward from the center. Joan Gugerty (Stony Run) led us in a peaceful body prayer and a connecting circle dance; Ruth Fitz (York) drew beautiful harmonies from us as we chanted and sang in the round. We celebrated our year of connection and mutual nurture through the retreats and our local Spiritual Formation programs.

We attribute the growth in retreat attendance (both more individual retreatants and more local Meetings represented) to our new marketing and outreach campaign. In close coordination with the Associate General Secretary of BYM, we stage a series of visually appealing email messages that are sent to our widening Spiritual Formation listserv. We have also focused on supporting individuals in local Meetings who can help to recruit new participants and ensure the stability and nurture of their local Spiritual Formation group. At each retreat, we host a session for local program organizers. We continue to offer an Interest Group at Annual Session to help Friends start or renew programs in their Meetings. The booklet we created in 2017 continues to serve the program well; we regularly send copies of the booklet to Meetings and individuals who express interest. They regularly affirm that the booklet is inviting and helpful in their discernment about whether or when to participate in the program. We are well supported by the BYM General Secretary, Director of Development, and Presiding Clerk who help to promote and tell the story of how Spiritual Formation helps to deepen the sense of spiritual community within and across Monthly Meetings. We are grateful for this support, and for the ongoing nurture of the BYM Ministry and Pastoral Care committee.

In the coming year, we hope to develop a broader sense of how many Friends across the Yearly Meeting are participating in local Spiritual Formation groups through their Meetings (since not all participants attend our fall or spring retreats each year). This continuing nature of the program is one of its great strengths, and we hope to better understand what sustains the program in local Meetings. So, too, we hope to discover ways to connect Friends at very small Meetings with other Friends for the ongoing nurture and support the program provides between the fall and spring retreats.

Respectfully submitted

Amy Schmaljohn (Gunpowder) and Alan Evans (Gunpowder), Co-clerks

## **SUPPORTING TRANSFORMATIVE RELATIONSHIPS IN DIVERSE ENVIRONMENTS (STRIDE) WORKING GROUP**

No report received.

## **WOMEN'S RETREAT WORKING GROUP**

No report received.

## **WORKING GROUP ON RACISM**

### **The 2017 BYM Annual Sessions Workshops**

The Working Group sponsored two workshops for the 2017 Annual Sessions. Phil Caroom of Annapolis Friends Meeting led a workshop entitled “Criminal Justice Advocacy.” David Etheridge of Friends Meeting of Washington facilitated a “Connecting Local Meetings” session where Friends from various BYM local Meetings shared actions they have taken to realize the BYM vision of being much more ethnically diverse.

The Working Group continues to enlist local Meetings in efforts to make the revised vision statement a reality. Local Meetings are being invited to identify Friends within their Meeting who will take on the responsibility for helping their Meeting to lower the barriers to involvement of people of color in the life of the Meeting. The idea is that these local “diversity change teams” can use their knowledge of their own Meeting and the

surrounding community and the support of the Yearly Meeting Working Group on Racism to remove the barriers that are currently discouraging people of color from being involved in the local Meeting. To assist those efforts the Working Group has posted a document entitled [Ideas for Lowering Barriers to Involvement of People of Color in our Meetings](#) on the Yearly Meeting website.

### **Workshops planned for 2018 BYM Annual Sessions**

The Working Group is sponsoring three workshops and an interest group at the 2018 Annual Sessions.

One workshop facilitated by Phil Caroom and others is entitled “Pretrial Criminal & Juvenile Diversion: Alternatives for Better Outcomes.” The workshop will describe alternatives to prosecution that involve problem-solving mediation, counseling, and treatment. Friends will learn how they can promote this process in their own communities.

Another workshop facilitated by David Etheridge will be a “Connecting Local Meetings” session on efforts to lower barriers to greater ethnic diversity. Friends from various local Meetings will meet to connect and share with each other their experiences in working to remove barriers that currently exist for people of color.

The third workshop is a joint effort by the Working Group on Racism and the Young Adult Friends entitled “Confronting Racism.” Facilitators include Peirce Hamond, Donna Kolaetis, Tom Webb, and Jenny Vekert. Participants will discuss the need for BYM to name, acknowledge, expose, and confront racism as it has been and as it currently exists in BYM and U.S. society and what to do about it.

The planned interest group will be a discussion opportunity for Friends who have seen Ava DuVernay’s documentary *13th* about the “punishment for a crime” exception to the 13th amendment. A screening of the documentary is also planned prior to the interest group during Annual Sessions.

### **Within the Working Group on Racism**

Before doing other business, the Working Group makes time at its monthly meetings for Friends to share their experiences since the last meeting with respect to race and to share books, articles, films, and presentations on the topic of race that have come to their attention.

### **Communications within BYM**

Our Working Group is under the care of the BYM Ministry and Pastoral Care Committee. We meet once or twice a year with that Committee to keep it updated on our activities and concerns and to seek counsel. Jessica Arends, a member of that committee, serves as liaison to the Working Group. The Working Group also participates actively on the BYM ad hoc Growing Diverse Leadership Committee.

The Working Group maintains a list of Monthly Meeting liaisons who receive a monthly item for their newsletters or other means of dissemination. It also maintains an email group

list for distributing information about our work and resources related to racial justice work to about 145 Friends who have expressed an interest in our work. Additionally, we are sharing with local Meeting diversity change teams the work and experience of other change teams.

Active Monthly Meeting Working Groups on Racism exist at Langley Hill Friends Meeting, Baltimore area Friends Meetings (Stony Run, Homewood and Gunpowder) and Annapolis. Friends Meeting of Washington is currently engaged in an [outreach and racial justice audit](#) of the Meeting. Charlottesville Friends Meeting is sponsoring an organization called “[Beloved Community C-ville](#),” which is engaging in frequent discussions about racism in schools and other venues throughout the Charlottesville area. Adelphi Friends Meeting has taken the lead in creating the “Beloved Community Interfaith Network of Prince George’s County” to work together to mend the gaps in the social fabric and address social concerns. The historic mostly-white [Sandy Spring Friends Meeting](#) is strengthening its [connections](#) to the equally historic mostly-black [Sharp Street United Methodist Church](#) to, among other things, attend each other’s worship, raise funds for scholarships, and produce a combined cookbook.

## **WORKING GROUP ON REFUGEES, IMMIGRANTS, AND SANCTUARY**

No report received.

### **WORKING GROUP ON RIGHT RELATIONSHIP WITH ANIMALS**

Our official Working Group members are Dayna Bailey, Jodi Beatty, Alex Bell, Mary Campbell, Margaret Fisher (Clerk), and Samantha Magrath. In addition, 19 other people have participated in occasional email discussions.

We continued our work to stimulate thought and discussion among Friends about the effect that our food choices and other personal decisions have on the lives of animals and the rest of the living world. In the past year, we gave a workshop at Annual Session, a talent show presentation at the Women’s Retreat, and provided a “Vegan Tasting Feast” at the P&SC Networking Day. We sent invitations to Friends to participate via the BYM Interchange, and we added another video and other materials to our web page on the BYM website. Four of us have travelled singly and in groups of two or three to as many local Meetings as scheduling would allow. We led discussions and worship sharing at 10 local Meetings, to bring the total to 24 local Meetings visited so far. We have submitted our concern to Unity with Nature, Peace and Social Concerns, Young Friends, and Young Adult Friends for seasoning. Our Working Group members bring a diversity of Quaker perspectives about the spiritual implications of our food choices and are united in a leading to bring the concerns forward despite the considerable time and emotional commitment that are involved.

We have found Friends willing to engage on the concern for animals. We are hopeful that they are ready to express that willingness in the form of a minute which we plan to propose at Annual Session.

**YOUTH SAFETY POLICY WORKING GROUP**

No report received.

**YOUNG ADULT FRIENDS**

No report received.



## REPORTS OF AFFILIATED ORGANIZATIONS

### AMERICAN FRIENDS SERVICE COMMITTEE CORPORATION

As the American Friends Service Committee moves into its 101st year the organization is embracing both change and resistance. That change has brought Joyce Ajlouny to the organization as the AFSC's first Palestinian-American General Secretary. Joyce joined the AFSC at the end of its Centennial year and is excited to share her vision for our work at a future Palmetto Friends Gathering in the future. In 2017, AFSC worked in 17 countries and 35 U.S. cities. Every day, courageous individuals are coming together to demonstrate the transformative power of love to overcome violence, discrimination, and oppression. AFSC is honored to partner with communities around the globe in pursuing peace and justice. We hope you enjoy these highlights of our accomplishments from the past year and meeting some of the constituents, volunteers, partners, staff, and supporters who make our work possible. This report focuses mainly on activities in the U.S. South, as that is the region in which BYM Friends are located.

The election of Donald Trump and the further right-wing shift of most state legislatures in the South region has driven much of AFSC's work in the region over the past year. These political changes have resulted in immediate threats to the communities that we work in predominantly: Latinx, African-American and low-income communities. Additionally, the pronounced growth and increased visibility of forces of white nationalism and white supremacy has been more pronounced in the South region.

In order to protect and defend the rights of the communities that the AFSC is working in we launched several national initiatives including the Communities Against Islamophobia campaign and the Sanctuary Everywhere network. People are pushing back against the rising tide of hateful policies that target immigrants, Muslims, and communities of color—and AFSC is providing them with the tools and training to succeed. Our Sanctuary Everywhere and Communities Against Islamophobia initiatives help everyday people work together to keep each other safe. Through webinars, in-person trainings, and online resources, people are coming together to resist state violence and interrupt acts of hate and fear. The results are impressive. More congregations are now well-equipped to offer sanctuary to those facing deportation, more community members understand how to respond to public harassment, more immigrants and allies know how to exercise their rights, and more schools and municipalities have adopted policies that improve safety for all.

We come to this gathering prepared to aid you and your meetings to implement these strategies as individuals and in our communities. A principal resource we would ask that Friends consider in their local social justice work is the Quaker Social Change Ministry. AFSC's Quaker Social Change Ministry (QSCM) serves as a model for congregations and other groups interested in engaging in Spirit-led activism while following the leadership of communities most impacted by injustice. This year, AFSC provided training and resources to more than 125 people in congregations using QSCM tools in their efforts.

Our eight individual programs in the South are working diligently to protect, defend, and vision a future without oppression with communities in the region. In Miami and Greens-

boro, we continue to accompany immigrants in their struggle to rebuild a broken immigration system. In West Virginia and Atlanta our economic justice initiative is organizing from community centers to state capitals to ensure that the economic futures of our most vulnerable communities are protected. While our youth organizing programs in New Orleans, Washington DC, Baltimore, Atlanta, Miami, and West Virginia continue their work to nurture future generations of active, educated, and empowered leaders through their youth organizing activities. We encourage friends to learn more by visiting our website at [www.afsc.org](http://www.afsc.org) or pulling someone from the AFSC aside during this weekend's gathering.

We also invite Friends to join us in utilizing the following resources and opportunities to become active in their meeting and community:

Please join us at this year's FGC gathering: [www.afsc.org/fgc](http://www.afsc.org/fgc)

Join our Sanctuary Everywhere webinars: [www.afsc.org/sanctuaryeverywherelive](http://www.afsc.org/sanctuaryeverywherelive)

Utilize Quaker social change ministry for your ongoing social change work: [www.afsc.org/qscm](http://www.afsc.org/qscm)

Read *Acting in Faith* regularly: [www.afsc.org/friends](http://www.afsc.org/friends)

Visit our Friends Engage pages with many ways for Quakers to get involved: [www.afsc.org/friendsengage](http://www.afsc.org/friendsengage)

Thank you for all that you do. The AFSC stands ready to work with you to achieve the needed change in our country and in our world. Please do not hesitate to ask us how you might get further engaged.

Contact Info:

South Region Leadership

Jacob Flowers, Regional Director [jflowers@afsc.org](mailto:jflowers@afsc.org): 404-586-0460

Anyango Reggy, Associate Regional Director [areggy@afsc.org](mailto:areggy@afsc.org): 404-586-0460

## **FRIENDS COMMITTEE ON NATIONAL LEGISLATION**

### **2018 Report to Yearly Meetings**

Since the early days of the Religious Society of Friends, God's spirit has led Friends to take action in the world. As Friends, our faith and experience convince us to work for the peaceful, just, equitable, and sustainable world we seek. This year we celebrate our 75th anniversary. Founded in 1943 in Richmond, Indiana, FCNL has been bringing the concerns, experiences, and testimonies of Friends to bear on policy decisions in the nation's capital for the past seven decades.

### **Setting the Legislative Priorities for the 116th Congress**

One of the distinctive features of the Friends Committee on National Legislation is our practice of asking Quakers around the country to help shape our collective work. Every two years, FCNL asks Friends and their meetings, churches, and worship groups all over the country to discern which public policy issues they feel are most pressing for the next Congress.

The core question as part of this process is, where is the Spirit leading us? How are Friends called to influence government today? Your discernment is the foundation for the lobbying priorities that FCNL will establish at our annual meeting in November of 2018. This summer, FCNL's Policy Committee will read all the responses and consider a set of priorities to bring to the annual meeting.

### **Learn. Lobby. Lead. Update on Annual Meeting 2017**

FCNL's Quaker Public Policy Institute and Lobby Day drew some 450 people to Washington, DC to lobby against huge increases in Pentagon spending. More than 300 of that number stayed for FCNL's Annual Meeting which celebrated the successful conclusion of our World We Seek Capital Campaign, affirmed the direction of the Forward Plan outlined by staff, and showed off the first materials prepared for celebrations of FCNL's 75th Anniversary in 2018.

One of the most exciting moments of the 2017 Annual Meeting was the celebration of the successful conclusion of FCNL's five-year capital campaign and opening of the new Quaker Welcome Center at 205 C Street. On October 5, we held a ribbon cutting event attended by Washington, DC Delegate Eleanor Holmes Norton, as well as FCNL's Executive and Education Fund Board. In the past few months, we have begun hosting conversations and programs to promote the world we seek. We are excited to offer the Quaker Welcome Center as a meeting space where lawmakers and staffers can have quiet conversations and speak across political divisions. FCNL has always been known as a place where people across the political spectrum feel welcome, and the Quaker Welcome Center will help us continue that tradition.

Every aspect of this building's construction minimized environmental impact and furthered the goal of creating a carbon-neutral building. FCNL was honored to be able to open the first LEED-certified building on Capitol Hill in 2005, and we're glad to continue our legacy of lobbying for an earth restored with this new Quaker Welcome Center, located next door to our office. The convenient location means that partner organizations working for peace and justice can easily take part in workshops and trainings as part of their lobbying efforts, and we look forward to welcoming FCNL supporters and activists like you before your visits with congressional offices.

We invite you to visit the Quaker Welcome Center and enjoy our expanded presence on Capitol Hill.

### **The Critical Role of Young Adult Friends**

As we look to sustain FCNL's persistent and prophetic advocacy for another 75 years, we know how critical it is for young adults to play a central role in both FCNL's advocacy work and its governance. We are glad to report that FCNL's standing committees are stronger because of young adult participation. We are blessed to have these young adults playing leadership roles in the governance of FCNL.

We are also grateful to the 25 Yearly Meetings that have appointed members to serve on FCNL's General Committee. Thank you for sharing the nurturing gifts of these wise and committed Friends. With their guidance, we seek to remain open to where God's spirit leads us.

With gratitude for your partnership,

Bridget Moix  
Baltimore Yearly Meeting  
Clerk, FCNL General Committee

## FRIENDS GENERAL CONFERENCE

Every fall, representatives from FGC Yearly Meetings and affiliated Monthly Meetings gather together for Central Committee, four days of prayerful work on behalf of Friends General Conference. Our work is divided into two parts. We spend time gathered as a whole fulfilling our responsibilities as a board of directors to the organization. We also spend time doing committee work; each representative to Central Committee serves on either a programmatic or administrative committee. In addition, one representative of each Yearly Meeting is picked to join committee clerks, and a few at-large representatives three times yearly—usually in January, May, and September—as an executive committee to make time-sensitive and personnel-related decisions.

Spurred by the financial reality of declining reserves to draw on and declining contributions by Yearly Meetings and other funding sources, we began to take a different approach to our work this past year. An ad-hoc committee was formed during the 2017 Spring Executive Committee Meeting to meet this challenge and start the process of reprioritizing the work of our organization. This small committee, which included two representatives from BYM, decided to radically change the scheduling of Central Committee. Time for committee meetings and reports was limited. The bulk of our time was spent in discernment on FGC's future.

Small groups were formed and then reformed as we addressed issues such as: *I belong here because...*, *What is the role of FGC in the Religious Society of Friends? What is FGC's work and what is Yearly Meeting Work?* Results of the discussions were summarized and reported out to the whole body. Questions were asked and opinions were shared. Sometimes there was music interspersed between the topics to lighten the mood.

Clerks from seven different Yearly Meetings shared their thoughts on one of three queries: *What does FGC provide or could it provide that has important value to my organization and the Religious Society of Friends? Why is FGC important to my organization? What is FGC being called to contribute to the Religious Society of Friends?*

After lunch on Saturday, ten young adult friends movingly shared why Friends General Conference was important to them, and they challenged us to each think about which one program FGC offered that was important enough to us that we were willing to support its continuation, even if it meant the demise of FGC in ten years.

By Saturday evening, it became clear that the priorities among FGC's current programs are:

1. The Gathering
2. Ministry on Racism (within which the Institutional Assessment is an activity)
3. Clearinghouse/Yearly Meeting Connector
4. Religious education (within which Spiritual Deepening is an activity)
5. Adult Young Friends programming
6. Quaker Cloud

The Executive Committee was tasked with coming to a balanced budget within two years, keeping these six priorities in mind.

Another significant event at Central Committee was the approval of bylaws changes that allows the Executive Committee to take some actions throughout the year, so the organization won't be so dependent on just our fall meeting for major decisions. Since then, the Executive Committee has studied different models of governance, to seek clarity on whether our current structure is adequately meeting the needs of the organization. This is still in process.

Both the FGC Bookstore and Quaker Cloud are still alive and well. There is no longer a walk-in store for QuakerBooks of FGC, but the website is easy to read, provides monthly book reviews, and has multiple order options. Please check it out and use it! Quaker Cloud is used by meetings large and small and is an excellent option for meetings that don't have the technical skill sets to set up a site on their own. Although FGC is in transition, all of its current programs are going strong.

As one of the larger Yearly Meetings, BYM has a considerable number of slots to fill for representation to FGC. We have not met our quota for several years, and two of us have only one year left in our second consecutive term on the board. Please consider if you are willing to serve. It is hard but rewarding work. It is an opportunity to meet and build relationships with some amazing people from all over North America. Young people, both teens and young adults, are especially encouraged to consider joining Central Committee. If there are young people in your Meeting who would be interested in being part of Central Committee or have skills, talents, or enthusiasm that would benefit FGC, please encourage them to contact nominating committee, or do so on their behalf. Then, be sure there is financial support to help them attend meetings, as that is often the deciding factor in young folks not participating. There is a yearning in the organization to have more young people; there is also a yearning on the part of the young people for more recognition and financial support so they can fully participate in the future of FGC.

Respectfully Submitted,

Linda Goldstein (Charlottesville), On behalf of the FGC Representatives

## **FRIENDS HOUSE RETIREMENT COMMUNITY**

No report received.

## **FRIENDS MEETING SCHOOL**

Friends Meeting School once again ended its fiscal year with a small surplus. We are grateful for the leadership of Mara Nicaastro, Head of School, and the generosity of all those who have supported FMS over the years. We graduated four seniors this year, all college-bound. Our enrollment is growing again. We will have about 90 students next year, from kindergarten through twelfth grade.

Quaker testimonies are central to the mission of FMS. We now have a visibly diverse lower school, and are working to achieve the same result in our middle and upper school, as well as among our staff and Board members. The "Student Peace Awards of Frederick County" program, under the care of Friends Meeting School, has just finished its fourth year. Thirteen high schools in Frederick County participated, and our list of sponsors continues to grow. The awards ceremony in April focused "Dealing with Conflict," and gave each awardee a chance to speak about their experience of service and their dreams for the future.

The FMS farming program, now in its second year, has been a valuable addition to our science curriculum. With a generous grant from the Miles White Beneficial Society, we were able to host the first ever Quaker farming conference in February, titled: “This Land Is Our Land.” The three-day conference brought together students and staff from half a dozen Quaker schools that have agriculture programs of some kind—Scattergood, Olney, Arthur Morgan, Sandy Spring, Baltimore Friends School, FMS—along with people involved in local farming initiatives. From the pot-luck and sing-along led by Annie Patterson, to a full day of presentations and networking, to farm tours, and celebrations, it was a wonderful success, forging new friendships around shared concerns.

The Friends Meeting School Board of Trustees now numbers eleven, including six members of the Religious Society of Friends. The school community has just completed an accreditation review process that involved intensive self-study by teachers, staff, and the Board of Trustees. The visitors from the Association of Independent Maryland Schools (AIMS) were very impressed. We will complete the accreditation review this fall, with completion of a new marketing and enrollment plan, and a new teacher evaluation process. FMS is deeply committed to Quaker values, and offers an education that nurtures mind, body and spirit. We are proud to represent Baltimore Yearly Meeting In support of this work.

Deborah Haines (Alexandria) and Peirce Hammond (Bethesda), BYM Representatives

## **FRIENDS PEACE TEAMS**

Dear Friends,

I was appointed at Annual Session on August 2016 to serve as Baltimore Yearly Meeting Representative to the Friends Peace Teams Council, and I began thereafter my orientation on this organization and participation in monthly Council calls with its members from around the U.S., Australia, and other countries. I presented my first report as your representative to the FPT Council at BYM's Annual Session in August 2017 and for the 2017 BYM Yearbook.

In May 2018 Becca and I attended the week-long FPT Council meeting and public workshops at Nashville (TN) Monthly Meeting, which was my first opportunity to get personally acquainted with my Council colleagues, our staff, and numerous Initiative leaders. Next year's meetings are currently tentatively planned to be in the Philadelphia area, and I hope that many BYM Friends can join with us in getting better acquainted and involved with this wonderful organization, which is celebrating its Twenty-Fifth Anniversary of work to promote peace through its missions and activities around the world.

At its 2018 Annual Session, BYM appointed James W. “Jamie” DeMarco as your alternate Friends Peace Teams Council representative. I very much look forward to the opportunity to work together with Jamie in our services and support to FPT and with you to increase our engagement and support for all its good works.

This is a very active and engaging period for Friends Peace Teams in its internal development and governance, public relations and information, Quaker-member and other engage-

ment, and international services. I have chosen, with their permission, to share this year's annual reports presented by Tom Martin, FPT Council Clerk, with his South Central Yearly Meeting, and by John Skinner, Northern Yearly Meeting representative to the Council. I think you will find Tom's concise report and John's thorough overview very informative. I look forward to other opportunities throughout the coming year to meet with you to share more about this organization's good works with your support and participation around the world.

Bob Rhudy (Patapsco)

### **Friends Peace Teams Representative Report Northern Yearly Meeting Annual Sessions, May 2018**

**Background** – Friends Peace Teams (FPT) is a network of peace builders working to provide programs for healing and reconciliation with communities in conflict around the world. FPT was founded by Quakers from several yearly meetings with the goal of making every Friends meetinghouse and church a center for peacemaking. Friends Peace Teams is comprised of three “Initiatives” to offer opportunities for communities in conflict to create human and material resources to assist them in building peace.

**Initiatives** – FPT’s three initiatives are as follows:

1. Africa Great Lakes Initiative (AGLI) strengthens, supports, and promotes peace activities at the grassroots level in the Great Lakes region of Africa—Burundi, Democratic Republic of Congo, Kenya, Rwanda, and Uganda. To this end, AGLI responds to requests from local religious and non-governmental organizations that focus on conflict management, peace building, trauma healing, and reconciliation. Among AGLI’s current projects are Healing and Rebuilding Our Communities (HROC) workshops, the Friends Women’s Association clinic in Bujumbura, Burundi, Alternatives to Violence Project (AVP) trainings, the Children’s Peace Libraries in Rwanda, transformative mediation, election monitoring, the Bududa Learning Center, and Help Increase the Peace Program (HIPP).

Africa Great Lakes Initiative Working Group: Sue Nowelsky, Clerk (NYYM); Jonathan Vogel-Borne, Treasurer (NEYM); Laurie Bizimana, Recording Clerk (PhilYM); Rosalie Dance (BYM); Anne Hutchinson, Communications Specialist (OVM); David Bucura, Coordinator (Rwanda YM); Parfaite Ntahuba (Kibimba YM); Peter Serete; Andrew Peterson; and Rachel Madenyika (QUNO).

Pastor Bucura is attending our annual sessions this year. In addition to holding conversations with individuals during the weekend, he will be presenting a workshop on Saturday afternoon entitled “The Impact of the Healing and Rebuilding Our Communities (HROC) Program.” All are invited and encouraged to attend. He has also brought crafts from Rwanda for sale to benefit AGLI programs. See either him or John Skinner to pay for your purchases.

2. Asia West Pacific Initiative (AWP) engages with peace workers in Central Java, North Sumatra, Aceh and Papua in Indonesia; Manila, Tagbilaran City, Cebu

and Davao City in the Philippines; Seoul, Daejeon, and Jeju Island in Korea; Kathmandu, Pokhara, Surket and Timura in Nepal; Ukraine; and Chechnya and maintains a concern for peace workers in Palestine, Israel, Afghanistan, Iraq, Australia, and Aotearoa/New Zealand. We support volunteers called to do work for peace and nonviolence, trauma healing, conflict transformation, and social justice advocacy with communities recovering from war or religious violence.

In 2016 AWP completed earthquake relief activities in Nepal, secured the land for Peace Place Training Center and School in Central Java, and supported a collection of short stories of the lives of real people who chose nonviolence and reconciliation illustrated by young artists, "The Power of Goodness: Art and Stories for a Culture of Peace." In 2017, we furthered our relationships with the Community Self-Reliance Center and National Land Rights Forum, working with the landless and land-poor of Nepal. They appreciated our flood relief, input to their constitutional demands for their rights, training in transformative mediation, and sharing on how issues of peace and armed conflict often mask hidden land agendas. We supported Jamuna Shretha to visit Bhutanese resettled in the U.S. with a concern for their epidemic suicide rate. We supported Nepal-AVP in hosting the AVP-International Gathering, where we facilitated many connections. Many appreciated advanced peace and nonviolence, such as Filipinos facing extrajudicial killings, Mentawai Islanders (Indonesia) facing violence against Christians, and Papuans (Indonesia) facing abuse of authority and exploitation.

In January 2018, Peace Place hosted their Fifth International Peace Training with 45 participants from 11 countries in five languages simultaneously. Peace workers came from Indonesia, Philippines, Nepal, Korea, Chechnya, Ukraine, United Kingdom, Singapore, Australia, Aotearoa/New Zealand, and the United States. We continue to develop and support two demonstration sites for creative, developmental learning for young children, families and teachers based on peace and nonviolence.

Asia West Pacific Working Group: Nadine Hoover, Coordinator, Fenna Mandolang, Clerk, and Deb Wood (NYYM); Josh Albertson, US Treasurer (LEYM); John Michaelis, Coordinator, Moira Darling, Chris Hughes, Valerie Joy, Vidya and Jane Drexler, AUS Treasurer (AustraliaYM); Gay Howard (PacYM); Tom Martin (IMYM); Chuck Esser (PhilYM); Subhash Kattel (AVP-Nepal); Petrus (AVP-Indonesia); Kins (AVP-Philippines); and Kang Youngsil and Park Jung-joo (AVP-Korea).

3. Peacebuilding en las Américas (PLA) has over ten active peace-building and trauma healing programs in Colombia, Guatemala, El Salvador, and Honduras. We provide grassroots solidarity, tools and hope to those most discriminated against and marginalized. In 2016 and 2017, each of PLA's programs focused work with at-risk youth, teachers, war survivors, former and active gang members, prison personnel, indigenous communities, and grassroots leaders. Some recent program highlights include: the first-ever workshop in a Mayan Language



in Guatemala; trauma healing workshops in El Salvador with female war survivors who have disappeared relatives; workshops that empowered women in Afro-Indigenous and Indigenous communities defending their land rights against illegal development in Honduras; workshops that provide rehabilitation for former gang members and prisoners in a Honduran Prison; and workshops with victims of violence as well as demobilized guerrilla and paramilitary fighters in Colombia during the historic signing of the Peace Accords.

PLA wants to continue to provide accompaniment, project financing, Alternatives to Violence Project (AVP) training, and skill-building to communities and organizations in Guatemala, Honduras, El Salvador and Colombia, places where the violent legacies of civil war and systemic violence perpetuate social inequality and injustice. PLA works to develop long-term relationships to create programs for peace-building, healing and reconciliation. Our programs build on extensive Quaker experience combining practical and spiritual aspects of grassroots peacebuilding. PLA always works with partner groups in Honduras, El Salvador, Colombia and Guatemala and is guided by them in understanding the needs in their areas.

Two upcoming 2018-2019 PLA funding opportunities are for a pending project to provide AVP facilitator training in urban El Salvador with at-risk youth of gang-controlled neighborhoods, and expansion into Ecuador with AVP workshops for indigenous women of the Andean Highlands and Amazon Rainforest. I can provide further information about these proposals. Peacebuilding en las Américas Working Group: Val Liveoak, Clerk and Charles Rand, Secretary (SCYM); Harry Vanden, Treasurer; Mónica Maher, PLA Initiative Coordinator; Allie Prescott, PLA Communications Specialist; Andy Cross, PLA Financial Specialist (NPYM); Saskia Schuitemaker (AVP-New Zealand, NZYM); Shirley Way (AVP-New York, NYYM); Lorena Escobar (AVPGuatemala); Salomón Medina (AVP-El Salvador, ESYM); Ondina Murillo (AVP-Honduras); and Gladys Cedeño (AVP-Colombia).

**Changes in FPT Structure and Governance** – Over the past year FPT has continued its substantial transition in structure and governance. We thoroughly examined our origins as well as the principles and values approved by the founders of FPT, recorded our current practice in the manner of Friends, proposed changes, and seasoned them. We still want to—and will—retain our bottom-up practice in the manner of Friends that has served us so well and has distinguished us as a Quaker organization operating in the manner of Friends. We try hard not to succumb to the temptation of top-down that has led so many Quaker organizations into deep challenges and difficulties in recent years. Thus at our 2018 annual meeting, this year held in the meetinghouse of Nashville Friends Meeting in April, we reviewed all five of the following governance documents again: (1) Guidelines for Memorandums of Understanding and Letters of Agreement; (2) Delegation of Authority; (3) Bylaws of the Corporation; (4) Structure; and (5) Conflict of Interest

Statement. In right order, we approved them all in a welcomed unanimity, invigorating and nourishing for us all.

**Changes in FPT Staffing and Volunteers** – Another recent change for us is that the volunteer leadership (i.e. coordinators) in two of our three initiatives, AGLI and PLA, has now shifted to part-time paid staff. Each initiative has a Working Group that carries the authority and responsibility for the guidance and supervision of its work. Previously, those Working Groups functioned only as support for the volunteer coordinator in charge of the initiative. Now with a paid staff member as coordinator, each Working Group must actively supervise and direct that coordinator—an all-new challenge. Also this year we welcomed three new part-time staff members: Allie Prescott as Communications Specialist with PLA; Anne Hutchinson (OVYM) as Publicist with AGLI; and Bess Keller (BYM) as Communications Specialist for FPT. They join Nadine Hoover (NYYM) as Communications Specialist for AWP. Finally, we are grateful to the many volunteers who help us and our partners abroad continue to do this work.

**FPT Administration and Finances** – FPT is governed by a Council of Friends that meets annually face-to-face and monthly via internet videoconference. The Council includes representatives of many yearly meetings in North America as well as Australia, and appointed members-at-large. Tom Martin (IMYM) and Nancy Shippen (NEYM) continue as Clerk and Assistant Clerk of the Council. Our office in St. Louis continues to be run efficiently and frugally by our accounting specialist and office manager, John Kintree. For another year FPT has kept administrative expenses low, actually below 11%, by careful budgeting, planning, and spending. The vast majority of our donations are devoted to program—the actual peace work on the ground. Very few administrative responsibilities or tasks are required from those doing that peace work—only brief reports of the workshops, activities and events, and receipts and documentation that funds requested and provided were actually used for those purposes. Regarding finances, our most recent audit for the 2017 fiscal year was completed successfully in January 2018. A copy is on the display table for your review.

**Gratitude** – As always, we are very grateful for the spiritual and financial support of so many Friends. We could not do our work without you. Thank you.

**How to Help FPT** – All of our programs are made possible by people like you who help raise funds and donations to keep this vital work going. However, please know that there are multiple ways individuals and monthly meetings can support the work of FPT.

- Learn – Please visit our table in the display area and pick up our PeaceWays newsletter and more to take back to your monthly meetings. Visit all four of our websites at [friendspeaceteams.org](http://friendspeaceteams.org), [agli.friendspeaceteams.org](http://agli.friendspeaceteams.org), [fpt-awp.org](http://fpt-awp.org), and [pla.friendspeaceteams.org](http://pla.friendspeaceteams.org).
- Share – AGLI, AWP, and PLA working group members and staff are available to

meet with your monthly meeting, church, school, community group or organization to speak about the programs, their impact, and how you can become part of the work.

- Travel – Join a delegation to visit an FPT program in the field around the world. Contact John Skinner for further information about upcoming trips.
- Volunteer – We have many at-home opportunities to serve in administrative tasks that do not require international travel.
- Donate – One way to insure ongoing support for FPT is to contribute financially. You, your monthly meeting or church, and your yearly meeting can send donations to Friends Peace Teams, 1001 Park Ave, St Louis MO 63104-3720. If you would like, you may earmark your check for AGLI, AWP or PLA. You can also use PayPal via the Donate button on [friendspeacetteams.org/support-our-work/get-involved/](https://friendspeacetteams.org/support-our-work/get-involved/).
- Pledge – Become a Sustainer by pledging to raise \$500 annually to one of our programs.

**Questions or Comments about FPT** – Feel free to contact me for more information at [john.h.skinner@gmail.com](mailto:john.h.skinner@gmail.com) or 612-371-4769.

Submitted in faithful service,

John Skinner, NYM Representative to Friends Peace Teams

### **Delegates' Report to IMYM for Documents in Advance, May 2018**

Anastasia Ebi and Thomas Martin serve as your representatives on the Council of FPT, its governing body. We are grateful for this opportunity. Thank you.

Over the past year FPT has continued its substantial transition in structure and governance. We thoroughly examined our origins as well as the principles and values approved by the founders of FPT, recorded our current practice in the manner of Friends, proposed changes, and seasoned them. At our annual meeting, this year held in the meetinghouse of Nashville Friends Meeting in April, we reviewed all five documents again: (1) Guidelines for MOUs and Letters of Agreement; (2) Delegation of Authority; (3) Bylaws of the Corporation; (4) Structure; (5) Conflict of Interest Statement. In right order, we approved them all in a welcomed unanimity, invigorating and nourishing for us all.

Another transition for us is that the volunteer leadership (e.g. coordinators) in two of our three initiatives, AGLI (African Great Lakes Initiative) and PLA (Peacebuilding in Las Americas) has now shifted to part-time paid staff. Each initiative has a Working Group that carries the authority and responsibility for the guidance and supervision of its work. Previously those working groups functioned only as support for the volunteer coordinator in charge of the initiative. Now with a paid staff member as coordinator, each Working Group must actively supervise and direct that coordinator—an all-new challenge.

Even so, we still wanted to and will retain our bottom-up practice in the manner of Friends that has served us so well and has distinguished us as a Quaker organiza-

tion operating in the manner of Friends. We try hard not to succumb to the temptation of top-down that has led so many Quaker organizations into deep challenges and difficulties in recent years.

And all along the way, the peace work by volunteers with local partner organizations in violence-torn communities proceeds vigorously with remarkable success. Our stories of peace are recorded in our newsletter—*PeaceWays*. The current issue is Spring-Summer 2018, and Friends are encouraged to bring copies home to their monthly meetings. Kindly pick up your copy(s) please, at our table near the windows in the main meeting room for our business sessions at Ghost Ranch.

For another year FPT has kept administrative expenses low, actually below 11%, by careful budgeting, planning, and spending. The vast majority of our donations are devoted to program—the actual peace work on the ground. Very few administrative responsibilities or tasks are required from those doing that peace work—only brief reports of the workshops, activities and events, and receipts and documentation that funds requested and provided were actually used for those purposes.

This year we welcomed three new part-time staff members: Allie Prescott as Communications Specialist with PLA; Anne Hutchinson as Publicist with AGLI; and Bess Keller as Communications Specialist for FPT.

Please know that there are many opportunities for you and members and attenders of your monthly meeting to participate in our work with one or more of our initiatives. We also have many at-home opportunities to serve in admin tasks that do not require international travel. Kindly see Ana or Tom at Ghost Ranch for more information.

As always, we are very grateful for the spiritual and financial support of so many Friends,  
Ana Ebi <[anastaciaeasterling@gmail.com](mailto:anastaciaeasterling@gmail.com)> and Tom Martin <[fireflytom@mind-spring.com](mailto:fireflytom@mind-spring.com)>

## **FRIENDS UNITED MEETING**

No report received.

## **FRIENDS WILDERNESS CENTER**

No report received.

## **FRIENDS WORLD COMMITTEE FOR CONSULTATION**

No report received.

## **INTERFAITH ACTION FOR HUMAN RIGHTS**

Interfaith Action for Human Rights (IAHR) is a non-profit Mid-Atlantic interfaith human rights organization that works in coalition with faith communities and human rights groups that believe in a multi-faith, multi-racial, and multi-ethnic society based on human rights and respect for human dignity. IAHR works in Maryland, DC, and Virginia.

Our mission is to strengthen bridges among regional faith communities to counter racism and religious bigotry and to work to redress pervasive injustice in our criminal justice system. Particularly, we seek to change the culture, policy, or practices that cause torture or violate human dignity. Guided by the Universal Declaration of Human Rights and the wisdom of our respective faiths, we work with faith and civil society groups to advocate for more just and compassionate laws and policies. We also develop pastoral and educational programs to engage and mobilize faith communities and the public.

IAHR's work in Maryland and Virginia is to improve conditions of confinement, especially to curtail the human rights abuses of solitary confinement. IAHR has developed and maintains a prison pen pal program for District of Columbia incarcerated residents and supports initiatives for ending bigotry, especially religious bigotry, in all three jurisdictions.

People participate by attending briefings by IAHR and meetings of the Maryland Prisoners' Rights Coalition and the Virginia Coalition Against Solitary Confinement; by meeting with officials in Corrections and with legislators, by making calls, sending emails, by participating in Advocacy Day in Annapolis to Limit Solitary; by becoming a pen pal. IAHR has a mailing list of 3,000 in Maryland, Virginia and the District of Columbia, with a few supporters as far away as California and New York. All are welcome.

**Engaging Friends:** IAHR has Friends on the board of directors (Stony Run Friends Meeting and Annapolis Friends Meeting). Friends are co-founders of IAHR and provide current board leadership. This past year IAHR worked with Friends from Patapsco, Homewood, Stony Run, Annapolis, and Frederick Friends Meetings. IAHR participates in BYM Networking Day.

**Maryland:** IAHR's main bill designed to limit the abusive use of solitary confinement/restrictive housing failed to pass this year. There was strong support from the public and a wide range of advocacy groups including one we helped to form, the Maryland Prisoners' Rights Coalition (MPRC). Forty volunteers from around the state and representing a variety of faiths participated in Advocacy Day in Annapolis. We were basically outfoxed by leaders of the Department of Public Safety and Correctional Services (DPSCS) who had a personal connection with one of the key committee chairs. We have a year-long strategy going forward to counter this problem in 2019, starting with a forum on solitary June 7 in a Baltimore synagogue. We will look to BYM to help put out a call for volunteers as we go forward.

IAHR works in collaboration with these same advocacy groups - Maryland Alliance for Justice Reform, Out for Justice, MPRC, NAMI Maryland, The ACLU Maryland, Disability Rights Maryland, NARAL ProChoice Maryland, as well as other faith groups, churches and synagogues.

In Maryland IAHR supported legislation to guarantee sufficient sanitary supplies for women in prison and jails and assure a written policy about pregnancy, provide for an educational assessment for individuals entering prison. We, along with our colleagues, were able to quash most but not all the bad aspects of an omnibus criminal justice bill. IAHR was

able to secure month-long bus passes for women leaving prison who were returning to the Baltimore area.

IAHR hosted a forum in Baltimore at Chizuk Amuno Congregation on conditions for women in prison and the issues that they face when they leave prison. More than fifty people attended.

IAHR participated in a press conference with Disability Rights Maryland and the ACLU upon the release of the DRM report of abuses of the disabled in solitary at North Branch Correctional Institution in Cumberland, Maryland, and is following up with public forums highlighting those abuses. The first of those forums took place on June 7 at Beth Am Synagogue in Baltimore, again, with more than fifty in attendance.

IAHR made presentations on solitary confinement to faith groups, largely in the Baltimore area.

IAHR board members have visited with incarcerated men and women in area prisons and met with Corrections officials who are leading reforms in Maryland on a local level.

**District of Columbia:** IAHR Executive Director Rabbi Feinberg initiated a new prison pen pal program using guidelines from Solitary Watch. More than 100 volunteers have agreed to write once a month for a year to DC residents who are incarcerated in federal prisons around the country. The Rabbi has held five orientations for new pen pals as well as a get together for pen pals to ask questions and share information about their experiences.

IAHR participated in the Spread Hummus, not Hate campaign in DC as part of the speakers for that campaign. Additionally, Rabbi Feinberg helped plan and participated in an Iman-Jewish Summit held in Northern Virginia in December, 2017.

**Virginia:** In Virginia, IAHR works in collaboration with the ACLU-VA, Virginia-CURE, NAMI-VA, Virginia Council of Churches, and the Catholic Conference. The Coalition is called the Virginia Coalition Against Solitary Confinement.

While efforts to present legislation on solitary did not bear fruit this past year, tremendous work has gone into preparations for next year. One IAHR board member corresponds with more than 100 men incarcerated in solitary at Red Onion and Wallens Ridge. Members of the Virginia coalition have met with Virginia Corrections and with the Lt. Governor of the State as well as engaged the media (the Washington Post and the Richmond Times Dispatch) in coverage of the plight of some of the incarcerated. IAHR works closely with Delegate Patrick Hope in preparation for drafting legislation for next year's session.

Specific efforts to bring relief to a few selected individuals in solitary were successful in one area. An individual who was in solitary with no end in sight was released to general population after intervention by the ACLU, IAHR and a change.org petition.

**In Summary:** We at IAHR have learned that it takes on average three years in Maryland to get a bill passed. The shift in the legislature in Virginia has for the first time opened a

door to legislation there to reform our penal system. We are in this for the long haul, having worked for several years, first to learn what conditions are and then to educate and engage the public and legislators and the media.

The Board of IAHR thanks BYM for its financial support and will look to BYM to promote our call for volunteers, as well. As Quakers were responsible initially in this country for starting the use of solitary confinement in the 1700s, the Quaker members of IAHR feel an especially keen responsibility now to end this abusive practice.

## **MILES WHITE BENEFICIAL SOCIETY OF BALTIMORE CITY**

*The words of a man's mouth are as deep waters, and the wellspring of wisdom as a flowing brook. (Proverbs 18:4)*

The 2017-2018 Annual Report of the Miles White Beneficial Society of Baltimore City is in part a reflection on resources—financial and human—that support philanthropic initiatives. In addition, through this report the Board shares historical notes that frame the description of the Society and its work, organizational changes in recent times and their impact on current operations, and challenges that the Society must meet.

### **Historical Notes**

At 82 years of age, Miles White created the corporation that bears his name and provided a continuing source of revenue for the work that would be done on behalf of the organization that he called the Miles White Beneficial Society of Baltimore City. White was concerned about promoting “piety and Christianity” and believed that a wise way to accomplish this objective was to support the education of the young and provide charity for the poor. His bequest has become a wellspring, a flowing brook that provides funds for philanthropy through a generous endowment.

### **Outcomes for 2017-2018**

Because of the wisdom and goodwill of its benefactor, in 2017-2018 the Society provided scholarships to 12 undergraduate students and funded four educational initiatives. It provided funds to five community organizations that sponsor summer programs for children and youths in Baltimore City, and it supported ten charitable organizations in the metropolitan Baltimore area and two other organizations that reach beyond the city in service to others. Throughout the year Board members have worked diligently to continue the Miles White legacy of supporting the education and development of young people and funding charitable agencies that serve individuals who need assistance and support.

### **Organizational Changes**

Miles White had imagined that the work of the corporation would be managed by a small group of seven Friends who would serve over the years according to the Articles of its Certificate of Incorporation. The Board would be a self-perpetuating entity to ensure that its membership would remain strong and stable. He was also careful to establish a link between the corporation and Baltimore Yearly Meeting by requiring the Society to report annually about its operations to the meeting. It was in this manner that the Board functioned for 136 years.

In 2010 the Miles White Beneficial Society of Baltimore City became a supporting organization of the Baltimore Yearly Meeting, with the Society's Board coming under the control of the Yearly Meeting through its nomination and approval process. The Society has continued to do philanthropic work as described in its bylaws, policies, and guidelines and in a manner that reflects the values of Friends. It has quietly and discretely assisted individuals and organizations and has supported the work of the Yearly Meeting as well. It has been a wise guardian of the bequest, and White's wellspring of financial support will continue to bubble and flow into the future.

### Challenges

Although the Miles White Beneficial Society is financially well endowed, its Board understands that it must attract, develop, and maintain the human resources that are required to continue its work. The most critical challenge to the Society is creating a wellspring of Friends from which will flow volunteers and future board members who will embrace its work and support its commitment to our undergraduate students, children of our communities, and individuals who need assistance. As the Board works to meet this challenge, it invites and requests the support of the Yearly Meeting and all Friends who are committed to service and who are led to step into the stream, the flowing brook of care and concern for others.

Board of Trustees of the Miles White Beneficial Society

Herbert Clark

Rosalie Dance

Robert Fetter

Phillip Fratesi

Elizabeth Harlan

John McKusick

William Miles

Kathryn Pettus

Amy Schmaljohn

## **PRISONER VISITATION AND SUPPORT**

As 2018 began, PVS began a new chapter in its 50-year history. After a nationwide search, we welcomed our new Executive Director, Steven J. Gotzler. Our new Director brings a range of expertise and experience to PVS. Steve earned his BS from the University of Wisconsin while incarcerated in federal prison, then graduated in 2000 from Rutgers (NJ) University School of Law and went on to serve a variety of legal and prison-related organizations capably. Over the course of several interactions, the Board, staff, and search committee volunteers became impressed with Steve's enthusiasm, his insights, and his passion for the people and the work of PVS. Steve writes: *"When I was incarcerated, I did not know about PVS. I wish I had. I can attest firsthand to the importance of personal visits and contacts with people outside when inside. Now I am in a position to help bring to other people the visits that would have been so beneficial to me—the kinds of visits PVS visitors make."*

We are working hard to put our nonprofit organization on a more solid footing, wipe out our waiting list of prisoners who want visitors, and increase the diversity of our visitors. We are looking into grant funding as well as additional sources of individual or organizational support. The efforts of Friends who are able to help us grow and achieve our goal of increasing the number of African-American visitors will be much appreciated.

PVS continues to be the only visitation program that is authorized to visit all federal and military prisons in the U.S. Its visitors are volunteers who meet monthly with prisoners



who have requested visits. In responding to these requests, PVS prioritizes those who do not ordinarily receive visits, are in solitary confinement, are on death row, or are serving long sentences. Grateful letters from prisoners who would otherwise not have any contact with the outside world tell us that our nationwide network of over 400 visitors is engaged in work that matters, and the Board is united in wanting to give them our full support. To learn more, check out our website: <https://www.prisonervisitation.org/>

Susannah Hills Rose (Patapsco), BYM representative to the PVS Board

## **QUAKER EARTHCARE WITNESS**

I assumed the role of BYM rep to Quaker Earthcare Witness after 2017 Annual Session, following Toni Hudson's diligent service in the role for many years. As an alternate rep the previous year, I was able to learn from Toni, attend bi-annual QEW Steering Committee meetings, and experience the workings of the organization.

In this first year as your Yearly Meeting representative, I have fully participated in the life and spirit of QEW. I have found it to be a group of Quakers with varying backgrounds, interests, skills, and talents, all dedicating themselves to addressing climate change and environmental concerns, fostering right relationships, and the renewal of our natural world. I look forward to continuing my growth in my own life and practices and discovering ways to create the best synergy of the BYM, Monthly Meetings, BYM Unity with Nature committee, other BYM committees, and QEW.

- QEW asks that Yearly Meeting reps join a committee and a working group and in the fall I joined the Outreach Committee, thinking that might give me insights into ways other reps engage with their YMs as I help seek how BYM and QEW might have greater integration. I will work with the BYM Unity with Nature committee to help create a vibrant sharing and support that reflects all our interests. There is discussion about updating the QEW website which would facilitate more cross communication in the network of YMs and MMs under the QEW umbrella. UwN committee's creative and engaging initiatives are definitely something that other YMs would want to know about.

- I identified a leading to do some outreach to college students, both Quaker and non-Quaker. Partnering with Max Thoburn, a YAF from my Meeting, we developed a framework for engaging with students on college campuses. We did a focus group with Friends at Virginia Commonwealth University and received feedback and great suggestions on how we might move forward.

- In the fall of 2017, I joined the UN Working Group, and following a leading, have been creating a role as a liaison to indigenous and women's groups around the world addressing climate change and environmental and human injustice. At QEW, I have attended the UN Permanent Forum on Indigenous Issues for the last two years. This leading is still unfolding, but some of the paths it is taking include collecting films by indigenous groups to share with the Quaker world and beyond; collaborating with local indigenous people to learn how they view and address environmental issues; and fostering greater understanding of Quaker history related to North American indigenous people. This spring, I attended the Truth and Healing: Right Relationship with Indigenous People, a rich experience that

furthered my growth and understanding. I will connect with the Indian Affairs Committee and look for interface with QEW work.

• It seems there are still many BYM Quakers that are not aware of QEW and what it does. To help address this, I volunteered to make a short film about the organization that should be ready by mid-July. I will also seek more opportunities to share about QEW: making presentations in Annual Session business meetings, Interim Meetings, visitations to MMs, attending meetings of other Quaker organizations and at Quaker events.

### **QEW Steering Committee Meetings**

The Fall Meeting at Pendle Hill, typically more public, was a dynamic meeting with a number of really inspirational presentations. As it was the 30th anniversary of QEW, there was a retrospective and celebration that included personal and phone sharing by those involved at the organization's inception. A powerful presentation by a number of YAFs including Hayley Hathaway and Jamie Demarco, lit a fire for more discussion about Quakers being a more active presence in addressing environmental, and other, issues. Pamela Boyce Smith shared a new leading to move away from focus on the disaster mindset of environmental work and shift to living the vision of a new world of our design.

The Spring Meeting in Chicago, typically where more internal work is done, focused much discussion on how QEW can be more relevant and effective in accomplishing goals. From a leading related to concerns about civil and human rights violations in Virginia, I wrote a minute that was approved wholeheartedly by the organization. I will be sharing this with BYM Meetings as well as related minute written by Roanoke Meeting. Many times during this Steering Committee Meeting there was a sense of unity and community that galvanized my connection with the organization. Four new pamphlets were shared by committees and working groups: *Food for a Healthy, Just, and Peaceable Planet*; *Adoption: An Option for Friends*; *A Friend's Witness on Population*; *Divestment As Lived Faith*.

**I look forward to more interaction and discussion with Friends on ways we can all support each other to find what right relationship with, and love for, our natural world looks like.**

Submitted by Barb Adams (Richmond)

### **QUAKER HOUSE**

No report received.

### **QUAKER UNITED NATIONS OFFICES**

No report received.

### **RIGHT SHARING OF WORLD RESOURCES**

No report received.

### **SANDY SPRING FRIENDS SCHOOL**

No report received.

### **WILLIAM PENN HOUSE**

2017 was a year of transition and growth for William Penn House. We entered our 2<sup>nd</sup> half-century of service in the midst of social and political turmoil as intense as it's been since

the years of our founding in the mid-1960s. Our mission—supporting peace and justice activism and inspiring and equipping people from all walks of life to use their gifts to build peace and justice—has never been timelier or more urgently needed.

Providing simple, community-based, and welcoming overnight hospitality for activists, educators, and students remains central to our activities, as it has been since our founding. Guests last year included many activists visiting Washington to lobby congress, to protest in and around the Capitol, and to participate in the many large marches. We hosted citizen-activists with (among others) FCNL, AFSC, Citizens' Climate Lobby, the Center for Popular Democracy, Young Evangelicals for Climate Action, United We Dream, the Student/Farmworker Alliance, and AIDS United, providing a base of operations and a space of nurture and refuge as they worked for health-care justice, immigrant rights, labor rights, climate justice, and other urgent peace and justice causes.

In addition to overnight accommodations, we extended our hospitality mission to support activists in new ways. We opened our doors as a “comfort station” for the Women’s March on Washington in January, the People’s Climate March in April, and the March for Racial Justice in September. Each day, hundreds of marchers stopped in for a bathroom, snack, and a place to relax and make connections with other marchers. We also supported FCNL’s Interfaith Vigil to Save Medicaid in late June, providing logistical support and hospitality for this important event of Quaker witness.

Our service-learning and social justice education programs expanded last year, as more educators and youth leaders have seen the need for powerful social justice education opportunities. Participants came from Quaker and other independent schools, Methodist and Presbyterian Churches, four colleges, and an international youth leadership program run by Indiana University. Through our service-learning programs, we supported 10 grassroots non-profits providing service and dignity for the marginalized and working to build a more just, caring, and healthy community. Key partners included DC Urban Greens (an urban agriculture/food justice program), Our Daily Bread (a community breakfast on Capitol Hill), DC Central Kitchen (a city-wide food justice program), and Capitol Hill Village (an aging-in-place support network).

We also continued longstanding relationships with communities in southern Louisiana and McDowell County, WV, with our annual week-long Quaker workcamps. In March, we led a group of high-schoolers to Louisiana for the 12<sup>th</sup> year, to serve and learn in New Orleans and with the Ile de Jean-Charles native community. In June, we led another group to West Virginia for our 17<sup>th</sup> annual workcamp with a community-based non-profit, providing simple home repairs for community members and building relationships across cultural and geographic divides.

We hosted five public events on peace & justice issues in 2017, giving activists an opportunity to share their work and facilitate important discussions. Presentations included Linda Rabben sharing her research and activism on asylum and immigrant rights, Quaker performer Peterson Toscano sharing stories and reflections on faith, LGBTQ+ inclusion, and climate change (yes, there are connections!), and Dyresha Harris sharing insights and

reflections from the STRIDE program, which seeks to build and support truly diverse, inclusive communities in Baltimore Yearly Meeting's summer camps. Since the New Year, we have expanded our public events program with a new Social Justice Movie Night series, with screenings of documentary films on important peace and justice issues followed by discussion.

Financially, 2017 was a year of addressing long-term problems and building positive trends. Most importantly, we resolved our lawsuit with the DC government about our property tax assessment, reaching a satisfactory compromise agreement. Thanks to generous contributions from Friends, we paid the past-due balance and are moving forward with a manageable new annual expense. The lawsuit and staff transitions took a toll on our finances and program activities, but program revenues and contributions have increased, putting us on the path toward financial sustainability. For the fiscal year ending in June 2017, we improved our bottom line by \$40,000 over the prior year, but that improvement was still not adequate to cover all our expenses. Continued expansions in contributions and program revenues are needed to balance the budget, make key investments in facilities and programs, and build reserves for a strong, solid future for William Penn House.

William Penn House relies on generous contributions from F/friends to make these programs possible and widely accessible. In fiscal year 2017, 199 individuals and 47 Friends Meetings donated to our programs, accounting for 26% of our operating budget. Without this support, we would not be able to keep the fees for our lodging and educational programs affordable, host public events, and invest in improving our facilities and developing more powerful programs. Even more importantly, contributions from across the country remind us that our work is lifted up and held in the Light by a nationwide community of F/friends. Gifts from Friends Monthly and Yearly Meetings are especially important to us, representing as they do the corporate action of a worshipping community. Thirty-six monthly meetings (from 14 yearly meetings) and eleven yearly meetings contributed last year.

We are very grateful for the generous annual support from Baltimore Yearly Meeting, as well as from eleven BYM Monthly Meetings and numerous individual BYM Friends. This support makes our ministry possible—thank you!



2018 Women's Retreat

# MEETING COMMUNITY STATISTICS

Meeting	2016				2017				
	Full	Associate	Estimated Attender	Total	Full	Associate	Estimated Attender	Total	(+/-)
Adelphi Friends Meeting*	222	140	0	362	222	140	0	362	0
Alexandria Friends Meeting	161	0	40	201	165	0	54	219	18
Annapolis Friends Meeting	67	11	36	114	72	15	71	158	44
Baltimore, Stony Run	432	0	0	432	439	0	160	599	5
Bethesda Friends Meeting	219	143	387	749	228	127	420	775	26
Blacksburg Friends Meeting*	24	11	22	57	24	11	22	57	0
Carlisle Quaker Meeting*	27	5	34	66	27	5	34	66	0
Charlottesville Friends Meeting	128	6	32	166	136	5	34	175	9
Deer Creek Meeting	44	9	33	86	43	9	36	88	2
Dunnings Creek Friends Meeting*	36	5	5	46	36	5	5	46	0
Floyd Friends Meeting	15	8	19	42	16	9	20	45	3
Frederick Friends Meeting	56	16	80	152	60	16	66	142	-10
Friends Meeting of Washington*	303	67	405	775	303	67	405	775	0
Gettysburg Monthly Meeting	13	0	7	20	13	0	7	20	0
Goose Creek Friends Meeting	167	14	46	227	170	14	51	235	8
Gunpowder Friends Meeting	110	0	30	140	108	0	30	138	-2
Herdon Friends Meeting	75	27	57	159	77	28	57	162	3
Homewood Friends Meeting	83	24	52	159	84	24	61	169	10
Hopewell Centre Monthly Meeting	69	4	22	95	59	3	21	83	-12
Langley Hill Friends Meeting	142	32	50	224	139	32	50	221	-3
Little Britain Monthly Meeting	68	0	0	68	68	0	0	68	0
Little Falls Friends Meeting*	50	9	18	77	50	9	18	77	0

Meeting	2016			2017			Total (+/-)
	Full	Associate	Estimated Attender	Full	Associate	Estimated Attender	
Mattaponi Friends Meeting*	10	0	6	10	0	6	0
Maury River Friends Meeting*	33	5	42	33	5	42	0
Menallen Monthly Meeting*	45	4	7	45	4	7	0
Midlothian Friends Meeting*	79	0	36	79	0	36	0
Monongalia Friends Meeting*	15	0	12	15	0	12	0
Nottingham Friends Meeting	61	5	4	29	3	4	-34
Patapsco Friends Meeting*	32	10	35	32	10	35	0
Patuxent Friends Meeting*	32	3	19	32	3	19	0
Pipe Creek Friends Meeting*	25	2	26	25	2	26	0
Richmond Friends Meeting	175	24	69	177	24	63	-4
Roanoke Friends Meeting*	23	0	68	23	0	68	0
Sandy Spring Friends Meeting	475	70	200	337	70	105	512
Shepherdstown Friends Meeting	3	0	20	15	7	13	35
State College Friends Meeting	92	14	0	90	9	0	99
Valley Friends Meeting*	26	7	41	26	7	41	0
Warrington Monthly Meeting*	27	0	4	27	0	4	0
West Branch Friends Meeting*	91	0	0	91	0	0	0
Williamsburg Friends Meeting*	11	5	15	11	5	15	0
York Friends Meeting	38	3	38	36	3	39	-1
<b>Totals</b>	<b>3,813</b>	<b>667</b>	<b>2,050</b>	<b>3,672</b>	<b>671</b>	<b>2,157</b>	<b>-166</b>

\* No report this year

\*\*Revised last year's report

## 2019 APPORTIONMENTS

Meeting	2017	2018	2019
Abingdon Friends Meeting (transferred to Piedmont YM 3/18/17)	720	---	---
Adelphi Friends Meeting and Takoma Park Preparative Meeting	25,510	34,066	33,136
Alexandria Friends Meeting	11,310	10,207	11,114
Annapolis Friends Meeting	12,820	14,124	14,576
Baltimore Monthly Meeting, Stony Run	61,050	69,497	69,565
Bethesda Friends Meeting	25,410	27,025	34,519
Blacksburg Friends Meeting	5,650	4,369	9,268
Carlisle Quaker Meeting	4,110	5,953	5,499
Charlottesville Friends Meeting	11,230	13,518	16,493
Deer Creek Friends Meeting	5,760	5,670	5,279
Dunnings Creek Friends Meeting	1,820	2,746	2,267
Floyd Friends Meeting	1,520	1,082	1,442
Frederick Friends Meeting	8,180	8,472	7,044
Friends Meeting of Washington	62,800	65,877	66,685
Gettysburg Monthly Meeting	710	658	579
Goose Creek Friends Meeting	16,540	15,092	15,194
Gunpowder Friends Meeting	12,740	14,866	14,471
Herndon Friends Meeting and Fauquier County Worship Group	9,710	11,755	14,586
Homewood Friends Meeting	29,280	19,357	19,499
Hopewell Centre Monthly Meeting	5,340	7,243	5,959
Langley Hill Friends Meeting	25,440	34,772	32,504
Little Britain Monthly Meeting	990	448	520
Little Falls Friends Meeting	5,480	5,450	4,823
Mattaponi Friends Meeting	770	547	495
Maury River Friends Meeting	4,090	3,959	4,069
Menallen Friends Meeting	2,420	2,511	2,412
Midlothian Friends Meeting	4,520	2,600	4,135
Monongalia Monthly Meeting and Buckhannon Preparative Meeting	1,270	1,836	1,734
Nottingham Friends Meeting	2,600	2,684	3,121
Patapsco Friends Meeting	3,970	3,413	3,804
Patuxent Friends Meeting	4,400	4,818	5,004
Pipe Creek Friends Meeting	1,710	1,416	1,202
Richmond Friends Meeting	17,640	16,580	19,084



<b>Meeting</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Roanoke Friends Meeting and Lynchburg Indulged Meeting	6,070	6,656	6,861
Sandy Spring Friends Meeting	46,830	51,562	51,684
Shepherdstown Friends Meeting	3,170	3,125	3,139
State College Friends Meeting	4,280	5,109	4,941
Valley Friends Meeting and Augusta Worship Group	3,970	3,724	4,448
Warrington Monthly Meeting	2,100	1,592	1,634
West Branch Monthly Meeting	800	5,123	4,722
Williamsburg Friends Meeting and Norfolk Preparative Meeting	2,130	1,302	2,485
York Friends Meeting	5,340	4,191	5,006
<b>Total</b>	<b>462,200</b>	<b>495,000</b>	<b>515,000</b>



*Catoclin Quaker Camp Staff*

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# 2018 BALTIMORE YEARLY MEETING

## FINANCIAL REPORT

### 2019 BUDGET NOTES

The budget consists of four sections for the operating budget: a summary section plus detail sections for Administration, Camping, and Other Programs; as well as a section for the capital budget. The capital budget includes, as income, contributions restricted for capital expenditures (for example, contributions to build the bathhouse), and funds released from prior contributions of this kind, and as expenditures, outlays for acquisition or construction of property and equipment. The capital budget also includes detail regarding the repayment of Friendly Loans. The operating budget includes all other BYM income and expenses, i.e. everything not included in the capital budget. BYM's capital and operating budgets are prepared using cash accounting and on a calendar year basis.

Both the capital budget and the operating budget constitute an estimate of future performance. Actual results may differ from the budget because specific revenue sources and/or specific expenses or expenditures may be greater or less than what was budgeted. In addition, the operating budget does not include any estimate of gains or losses on BYM's investments, since such estimates would be speculative, at best.

**Summary:** This section summarizes the income and expenses for the Operating Budget. A small surplus is forecast for 2019.

**Administration:** Apportionment revenue (\$493,000) and unrestricted contributions (\$160,000) are used to pay general administrative support of the Yearly Meeting as well as to provide administrative staff support to BYM Programs: Camping, Youth Programs, Outreach and Inclusion, Annual Session, Women's Retreat, and Spiritual Formation.

Apportionment was increased from 2018, although the percentage of Monthly Meeting income required to pay the apportionment was essentially unchanged, at 24.8%. A relatively small percentage of Monthly Meeting apportionment ends up not being paid (estimated at just over 4% for 2019).

Released Funds are amounts previously contributed to BYM which are transferred from various restricted fund accounts to be used for the original purpose intended, such as releases from the Sue Thomas Turner Quaker Education Fund to make educational grants.

This section includes details regarding contributions to FGC, FUM, and FWCC as well as other organizations. In addition, BYM Committee expenses are listed.

**Camping:** This section is entitled "Camp Program and Property." In the case of property, expenses of maintaining and administering camp property are included here, while capital acquisitions are shown in the capital budget section. Camping revenue is mostly fees for camp attendance, with contributions restricted for use by the camping program in second place. Beginning with the 2018 budget, released funds in any part of the Operating Budget are only those specifically restricted for an operating purpose. Released funds for capital expenses appear in the capital budget.

The camping program serves approximately 600 children and 100 young adults, as well as the adults who enjoy the opportunity to volunteer at the camps.

Wages and benefits are the largest category of expense, which is to be expected with two full time management staff, two camp caretakers, and approximately 120 seasonal employees. Other program and property expenses are listed in detail. This section also shows the uses of the fee increase which was dedicated to the cost of the Catoctin bathhouse, divided between interest payments for Friendly Loans in the current budget year and reserves for principal and interest payments in future years.

Beginning with the 2018 budget, depreciation is not included as an expense, as it is not a cash item. Depreciation continues to be recognized in the balance sheet and in audited financial statements. One implication of not including depreciation as an expense is that future capital acquisitions are anticipated to be financed from future, presumably restricted, contributions.

The final part of this section shows the income and direct expenses of each camp: Catoctin, Shiloh, Opequon, and Teen Adventure.

**Other Programs:** This section provides income and expense information for Annual Session (attendance between 300 and 400), Youth Programs (up to 100 at events), Women's Retreat (average 185 in attendance), and Spiritual Formation (20 – 30 participants at each of two retreats each year, who then take the fruit of this program back to their home Meetings).

There are no income or expense entries for Outreach and Inclusion because the future of this program was still under discernment when this version of the budget was approved by Stewardship and Finance.

The direct costs of programs are covered by a combination of fee income, contributions, and funds released from restricted reserves. While not every program has income greater than expenses, each is considered an important ministry of the Yearly Meeting. In aggregate, the budgeted total income of these programs is slightly less than their direct expenses.

**Capital Budget:** The first part refers to the camping program (largely funded through restricted contributions) and the second part refers to income and expenditures for the BYM office property (funded through operating revenue).

The camping (first) part reflects both acquisition and construction of property and equipment and retirement of Friendly loans used to finance such construction (i.e. the Catoctin bathhouse). These amounts are reflected in capital budget income items (transfer from operating revenue) and expenditures. Friendly loan retirements are accordingly financed from operating income to the extent of the camping fee increase, and from restricted contributions.

The second part shows the amount of income generated through operations which will be transferred to the capital budget to cover the expenditures for repairs and improvements for the BYM office property.

**Note:** figures in columns may not add to totals due to rounding.

## 2019 OPERATING BUDGET: SUMMARY

Description	2017 Actual	2018 Budget	2019 Budget
Administration			
Net Apportionment	454,117	485,000	495,600
Other Income	150,535	192,268	203,000
Administrative Expenses	(586,538)	(746,143)	(749,104)
Net Administration	18,114	(68,875)	(50,504)
Camping Program & Property			
Program Fee Income	842,489	870,181	901,251
Other Income	121,420	279,900	263,900
Program and Property Expenses	(974,311)	(1,085,681)	(1,108,350)
Net Camping Income	(10,401)	64,400	56,801
All Other Programs			
Program Income	229,739	302,725	234,100
Program Expenses	(249,552)	(298,194)	(240,341)
Net All Other Programs	(19,813)	4,531	(6,241)
Totals for Operating Activities			
Income, All Sources	1,798,301	2,130,018	2,097,795
Expenses, All Programs	(1,810,400)	(2,130,018)	(2,097,795)
<b>Net Operating Income (Loss)</b>	<b>(12,156)</b>	<b>(0)</b>	<b>(0)</b>

## 2019 OPERATING BUDGET: ADMINISTRATION DETAIL

Description	2017 Actual	2018 Budget	2019 Budget
<b>Administration</b>			
Apportionment	454,117	495,000	515,000
Allow. For Unpaid Apport.	-	(10,000)	(19,400)
Unrestricted Contributions	93,854	159,712	161,444
Released Funds - for Gifts and Grants	28,777	25,000	30,000
Book Sales	710	1,500	1,500
Interest and Dividends	27,195	6,000	10,000
Total Admin Income	604,652	677,212	698,544
<b>Administrative Wages</b>			
Adminstrative Wages	232,416	286,396	291,897
Payroll Taxes and Benefits	54,275	82,402	83,532
Other Administrative Expenses	95,734	122,261	118,082
Development Expenses	122,789	145,584	148,668
Transfer to Reserves	-	29,375	-
Transfer to Capital Budget - Office Property	9,734	3,000	20,500
Contributions to FGC, FUM, FWCC	27,000	27,000	27,000
Contributions to Other Organizations	4,600	4,725	4,725
Gifts and Grants	28,777	25,000	30,000
Committee Expenses	11,212	20,400	24,700
Total Admin Expenses	586,538	746,143	749,104
<b>Net Admin Income over Expenses</b>			
Net Admin Income over Expenses	18,114	(68,931)	(50,560)
<b>Released Funds - Other Gifts and Grants</b>			
Educational Grant Funds	10,000	-	10,000
Sue Thomas Turner Education Fund	18,327	-	19,400
Indian Affairs Historical Fund	450	-	600
Total	28,777	25,000	30,000
<b>Expenditures - Other Gifts and Grants</b>			
Educational Grants	10,000	-	10,000
Sue Thomas Turner Grants	18,327	-	19,400
Indian Affairs Contributions	450	-	600
Total	28,777	25,000	30,000

<b>Description</b>	<b>2017 Actual</b>	<b>2018 Budget</b>	<b>2019 Budget</b>
<b><i>Other Administrative Expenses</i></b>			
Employee Development	25	1,500	1,500
Staff Travel	2,601	6,000	6,000
Accounting and Audit	11,000	15,500	16,000
Legal	5,072	2,500	5,000
Bank & Credit Card Fees	2,652	3,200	3,200
Payroll Processing	1,937	2,000	2,000
Computer Equipment, Supplies, Maintenance	5,704	11,000	13,500
Web Access	5,630	5,000	8,500
Equipment Purchase and Maintenance	3,924	1,500	3,500
Insurance	10,798	11,000	12,000
Office Supplies, Postage, Printing	15,628	21,500	16,000
Building and Ground Maintenance	5,646	7,000	7,600
Telephone and Utilities	7,848	9,400	8,500
Clerk Expenses	4,241	5,000	5,000
Representative	5,022	3,000	3,000
Contingency	-	2,500	2,500
Miscellaneous Administrative Expenses	8,005	4,550	4,250
Total Other Administrative Expenses	95,734	122,261	118,050
<b><i>Contributions to Major Organizations</i></b>			
Friends General Conference	10,260	10,260	10,260
Friends United Meeting	8,910	8,910	8,910
Friends World Committee for Consultation	7,830	7,830	7,830
Total	27,000	27,000	27,000

<b>Description</b>	<b>2017 Actual</b>	<b>2018 Budget</b>	<b>2019 Budget</b>
<b><i>Contributions to Other Organizations</i></b>			
American Friends Service Committee	200	200	200
Center on Conscience and War	200	200	200
Earlham School of Religion	200	200	200
Friends Committee on National Legislation	200	200	200
Friends Council on Education	200	200	200
Friends House (Sandy Spring)	200	200	200
Friends House, Moscow	200	200	200
Friends Journal	200	200	200
Friends Meeting School	200	200	200
Friends Peace Teams	200	200	200
Interfaith Action for Human Rights	-	200	200
Interfaith Center of Metro Washington	225	225	225
National Council of Churches	200	200	200
Nat. Religious Coalition Against Torture	275	-	-
Pendle Hill	200	200	200
Prison Visitation & Support	200	200	200
Quaker Earthcare Witness	-	200	200
Quaker House	200	200	200
Right Sharing of World Resources	200	200	200
Sandy Spring Friends School	200	200	200
Sandy Spring Volunteer Fire Department	100	100	100
Washington Quaker Workcamps	200	200	200
William Penn House	200	200	200
World Council of Churches	200	200	200
Virginia Council of Churches	200	200	200
Total	4,600	4,725	4,725



<b>Description</b>	<b>2017 Actual</b>	<b>2018 Budget</b>	<b>2019 Budget</b>
<b><i>Committee Expenses</i></b>			
Advancement & Outreach	-	300	300
Ministry & Pastoral Care	1,090	2,000	2,000
Peace & Social Concerns	106	200	200
Religious Education	912	1,200	500
Growing Diverse Leadership	476	2,500	8,000
Unity with Nature	2,208	1,500	1,500
Working Group on Racism	150	500	500
Indian Affairs	158	1,500	1,000
Intervisitation	5,625	5,000	5,000
Faith & Practice Revision	-	500	500
Young Adult Friends	156	3,700	3,700
Trustees - Youth Safety	-	500	-
Committee Overage Contingency	24	1,000	1,000
Interim Meeting	308	-	500
Total	11,212	20,400	24,700

## 2019 OPERATING BUDGET: CAMP PROGRAM AND PROPERTY DETAIL

Description	2017 Actual	2018 Budget	2019 Budget
<b>Camp Property &amp; Program Income</b>			
Camp Program Fee Income	842,489	870,181	901,251
Released Funds from Morley, Warren, Diversity	47,700	72,000	58,000
Camp Prog. & Prop. Contributions	34,791	165,000	165,000
Other Camp Income	38,929	42,900	40,900
Total Camp Prog. & Prop. Inc.	963,909	1,150,081	1,165,151
<b>Camp Property &amp; Program Expenses</b>			
Camp Program Wages & Benefits	437,959	456,326	451,668
Camp Property Wages & Benefits	149,111	164,959	159,087
Camp Staffing Expenses	25,775	24,330	25,310
Consultants	7,486	9,400	9,745
Bank and Credit Card Fees	19,088	19,925	20,480
Computer Equip/Supplies/Repair/Web Access	9,856	10,925	11,790
Equipment Purchase/Maintenance/Rental	15,073	16,900	17,520
Office Supplies/Printing/Postage	6,905	10,010	10,135
Insurance	51,550	45,324	54,475
Telephone & Utilities	30,684	40,680	41,055
Food	81,588	95,250	91,975
Building and Grounds Maintenance	21,282	19,150	20,050
Vehicle Maintenance/Fuel/Permits	59,734	60,125	57,950
Vehicle Insurance	16,676	22,800	25,080
Purchases for Resale	8,833	8,200	6,450
Workshop and Program	4,728	6,800	6,000
Opequon Lease	6,500	6,500	6,500
Teen Adventure Space Rental	5,000	5,000	5,000
Taxes & Fees	3,781	5,300	5,760
Interest for Friendly Loans	4,583	7,700	7,595
Transfer for Friendly Loan Principal Repay/Reserve		37,300	59,405
Other Expenses	8,119	12,777	15,320
Total Camp Prog. & Prop. Expenses	974,311	1,085,681	1,108,350
<b>Total Camps</b>			
	(10,401)	64,400	56,801

Description	2017 Actual	2018 Budget	2019 Budget
<b>Other Income</b>			
Clothing Sales	11,408	10,400	17,900
Program Attendance	10,373	4,000	5,500
Vehicle and Property Rental	15,404	20,600	12,200
Gain on Sale of Fixed Assets	(6,014)	7,500	5,000
Other Sales	7,758	400	300
<b>Total Other Income</b>	<b>38,929</b>	<b>42,900</b>	<b>40,900</b>
<b>Other Expenses</b>			
Advertising	255	2,200	1,700
Travel/Parking/Meetings/Entertainment	1,090	2,600	4,035
Site Costs	-	1,600	950
Medical	1,932	2,800	2,275
Laundry	997	780	1,110
Work Weekend Expenses	3,590	2,100	3,500
Misc	255	697	1,750
<b>Total Other Expenses</b>	<b>8,119</b>	<b>12,777</b>	<b>15,320</b>
<b>Income and Direct Costs by Camp</b>			
<b>Catoctin Camp</b>			
Total Income	251,068	279,654	281,508
Total Expenses	(219,621)	(237,666)	(243,224)
<b>Net, Catoctin Camp</b>	<b>31,448</b>	<b>41,988</b>	<b>38,284</b>
<b>Shiloh Camp</b>			
Total Income	233,121	207,079	232,600
Total Expenses	(171,159)	(190,503)	(183,319)
<b>Net, Shiloh Camp</b>	<b>61,962</b>	<b>16,576</b>	<b>49,281</b>
<b>Opequon Camp</b>			
Total Income	200,031	205,579	204,534
Total Expenses	(142,845)	(157,780)	(160,071)
<b>Net, Opequon Camp</b>	<b>57,186</b>	<b>47,799</b>	<b>44,463</b>
<b>Teen Adventure</b>			
Total Income	187,535	188,269	200,509
Total Expenses	(122,906)	(123,625)	(124,385)
<b>Net, Teen Adventure</b>	<b>64,629</b>	<b>64,644</b>	<b>76,124</b>
<b>All Camps</b>			
Total Income	871,756	880,581	919,151
Total Expenses	(656,531)	(709,574)	(710,999)
<b>Net, All Camps</b>	<b>215,225</b>	<b>171,007</b>	<b>208,152</b>

## 2019 OPERATING BUDGET: OTHER PROGRAMS DETAIL

Description	2017 Actual	2018 Budget	2019 Budget
<b>Annual Session</b>			
Fee Income	76,925	98,000	105,000
Contributions	3,344	5,000	5,000
Released Funds	525	525	-
Other Income (Book Sales)	3,839	8,000	4,000
Subtotal	84,632	111,525	114,000
Expenses	(79,419)	(101,525)	(112,725)
Net Annual Session	5,213	10,000	1,275
<b>Outreach and Inclusion</b>			
Fee Income	-	9,000	-
Contributions	-	-	-
Released Funds	66,693	65,900	-
Other Income	5,018	-	-
Subtotal	71,710	74,900	-
Expenses	(66,543)	(82,734)	-
Net Outreach and Inclusion	5,168	(7,834)	-
<b>Youth Programs</b>			
Fee Income	17,611	26,300	27,100
Contributions	5,641	36,000	36,000
Released Funds	-	-	-
Other Income	-	-	-
Subtotal	23,252	62,300	63,100
Expenses	(52,798)	(62,085)	(70,716)
Net Youth Programs	(29,546)	215	(7,616)
<b>Women's Retreat</b>			
Fee Income	34,085	34,000	36,000
Contributions	1,810	4,000	4,000
Released Funds	-	-	-
Other Income	-	-	-
Subtotal	35,895	38,000	40,000
Expenses	(36,796)	(35,850)	(40,000)
Net Women's Retreat	(902)	2,150	-

Description	2017 Actual	2018 Budget	2019 Budget
<b>Spiritual Formation</b>			
Fee Income	13,540	13,000	14,000
Contributions	710	2,000	2,000
Released Funds	-	-	-
Other Income	-	-	-
Subtotal	14,250	15,000	16,000
Expenses	(13,996)	(15,000)	(15,900)
Net Spiritual Formation	254	-	100
<b>Other Programs</b>			
Fee Income	-	1,000	1,000
Contributions	-	-	-
Released Funds	-	-	-
Other Income	-	-	-
Subtotal	-	1,000	1,000
Expenses	-	(1,000)	(1,000)
Net Other Programs	-	-	-
Total Income, Other Programs	229,739	302,725	234,100
Total Expenses, Other Programs	(249,552)	(298,194)	(240,341)
Net, Other Programs	(19,813)	4,531	(6,241)

## 2019 OPERATING BUDGET: CAPITAL BUDGET

Description	2017	2018	2019t
<b>Camp Property Transactions</b>			
Opening balance in temporarily restricted funds	238,657	79,419	212,719
Additions			
Camper Fee Increase (\$67,000) Net of Interest Expense	-	37,300	59,405
Contributions Restricted for Camp Capital Expenditures	81,321	329,000	198,500
Total Capital Income	81,321	366,300	257,905
Total funds available	-	445,719	-
Capital Expenditures from restricted funds			
Capital Expenditures - Catoctin <sup>1</sup>	778,333	36,400	55,038
Capital Expenditures - Shiloh <sup>2</sup>	5,308	31,200	32,717
Capital Expenditures - Opequon <sup>3</sup>	10,730	24,700	103,500
Capital Expenditures - Vehicles	27,958	38,000	35,000
Capital Expenditures - Other <sup>4</sup>	-	15,400	39,355
Total Capital Expenditures	822,329	145,700	265,610
Other Expenditures from restricted funds			
Repayment of Loan Principal	-	16,800	27,373
Transfer to fund for Friendly loan repayment (from fee inc)	-	20,500	32,032
Transfer to fund for Friendly loan repayment	-	50,000	50,000
Total Other Expenditures	-	87,300	109,405
Ending balance in temporarily restricted funds	79,419	212,719	95,609
<b>Office Property Transactions</b>			
Funding sources			
Transfer from Operating Budget	-	-	20,500
Total Funding Sources	-	-	20,500

Description	2017	2018	2019t
<b>Expenditures</b>			
Burial Grounds	2	0	0
Office property - prior years	9,732	3,000	-
Office property - network server	-	-	10,000
Office property - foundation drainage repair for mold	-	-	5,000
Office property - sign	-	-	2,500
Office property - annual contingency	-	-	3,000
	9,734	3,000	20,500
Note 1: Cabin, tractor, craft shelter, kitchen repairs			
Note 2: cabin, art pavilion, pond pump			
Note 3: Shower house, bath house, kitchen/dining hall roof			
Note 4: Portable equipment, contingency			

## INVESTMENT PORTFOLIO AS OF 12/31/2017

Institution	Type of Investment	Earnings	Cost	Market Value
<b>Fixed Rate Investments</b>				
Friends Meeting House Corp.	Note	277	0	0
<b>Total Fixed Value Investments</b>		<b>277</b>	<b>0</b>	<b>0</b>
<b>Consolidated Fund</b>				
Friends Fiduciary	Consolidated Fund	21,391	414,749	625,351
<b>Total Consolidated Funds Investments</b>		<b>21,422</b>	<b>414,780</b>	<b>533,014</b>
<b>Stocks &amp; Bonds</b>				
Morgan Stanley	Stock	100,548	531,001	890,433
Sandy Spring Bancorp	30 Shares	31	Gift	1,171
<b>Total Stocks &amp; Bonds</b>		<b>100,579</b>	<b>531,001</b>	<b>891,604</b>
<b>Grand Totals</b>		<b>\$122,278</b>	<b>\$945,781</b>	<b>\$1,515,784</b>

## 2017 FUNDS ACTIVITY

	Balance 1/1/2017	Gifts or Fees	Disbursed	Transfers	Investment Income/ (Loss)	Balance 12/31/2017
<b>Permanently Restricted Funds/Endowment Funds [Note A]</b>						
Education Fund Endwmt.	86,512					86,512
Yearly Meeting Endowment	7,877					7,877
Barry Morley Camper Endowment	292,097	6,580				298,677
<b>Total of Endowed Funds</b>	<b>386,486</b>	<b>6,580</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>393,066</b>
<b>Temporarily Restricted Funds [Note B]</b>						
Education Fund Income	203,918	1,654	(10,000)		40,964	236,536
Fairhill/Griest Education Fund	74,443					74,443
Barry Morley Scholarship Income	31,290		(11,700)		45,727	65,317
Sue Thomas Turner QEF	106,070	600	(18,327)		13,513	101,856
Pre-College Fund	26,233					26,233
Indian Affairs Fund	10,456	100	(450)			10,106
Carey Memorial	964		(525)		98	537
BYM Meeting House Fund	12,440					12,440
Camp Diversity Fund	35,426	36,981	(26,000)		5,688	52,095
Warren CQC Scholarship Fund	40,921		(11,086)		4,842	34,677
Camp Capital Reserves (combined)	113,076	81,321	(240,559)	74,398	9,822	38,058
Camp Property Pledges	125,578			(74,398)		51,180
Shoemaker Grant	144,876		(66,693)			78,183
Charitable Gift Annuities (time restricted)	6,300		(489)	(5,811)		0
<b>Total Temporarily Restricted Funds</b>	<b>931,991</b>	<b>120,655</b>	<b>(385,829)</b>	<b>(5,811)</b>	<b>120,654</b>	<b>782,823</b>
<b>BYM Designated Funds [Note C]</b>						
Camp Property Designated Funds	0					0
Bush Creek Fund	500					500
<b>Total of Designated Funds</b>	<b>500</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>500</b>
<b>Custodial Funds [Note D]</b>						
Mathews Fund	653					653
<b>Total of Custodial Funds</b>	<b>653</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>653</b>
<b>TOTAL OF ALL FUNDS</b>	<b>1,319,630</b>	<b>127,235</b>	<b>(385,829)</b>	<b>(5,811)</b>	<b>120,654</b>	<b>1,177,042</b>

Note A: Permanently Restricted Funds are endowment funds. The income is spent as the donor specifies. The income is often Temporarily Restricted.

Note B: Temporarily Restricted Funds are restricted by the donor for specific purposes.

Note C: BYM Designated Funds are funds designated by Yearly or Interim Meeting.

Note D: Custodial Funds are held in trust for another friendly organization and are not available to the Yearly Meeting.



# INDEPENDENT AUDITOR'S REPORT

## Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate

Consolidated Financial Statements  
Year Ended December 31, 2017



1035 Market Street, 3rd Floor  
Philadelphia, PA 19103

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**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
AND AFFILIATE**

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## INDEPENDENT AUDITOR'S REPORT

**Board of Trustees  
Baltimore Yearly Meeting of the  
Religious Society of Friends, Inc. and Affiliate  
Sandy Spring, MD**

We have audited the accompanying consolidated financial statements of Baltimore Yearly Meeting of the Religious Society of Friends, Inc. ("**Yearly Meeting**") and Miles White Beneficial Society of Baltimore City ("**Affiliate**") (nonprofit organizations), which comprise the consolidated statement of financial position as of December 31, 2017, and the related consolidated statements of activities, functional expenses and cash flows for the year then ended, and the related notes to the consolidated financial statements.

### ***Management's Responsibility for the Financial Statements***

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with U.S. generally accepted accounting principles; this includes the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

### ***Auditor's Responsibility***

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with U.S. generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### ***Opinion***

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate as of December 31, 2017, and the changes in their net assets and their cash flows for the year then ended in accordance with U.S. generally accepted accounting principles.

**Report on Supplementary Information**

Our audit was conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The supplementary information is presented for purposes of additional analysis and is not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The information has been subjected to the auditing procedures applied in the audit of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with U.S. generally accepted auditing standards. In our opinion, the information is fairly stated in all material respects in relation to the consolidated financial statements as a whole.

BBO, LLP.

Philadelphia, Pennsylvania  
June 22, 2018

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
AND AFFILIATE**
**CONSOLIDATED STATEMENT OF FINANCIAL POSITION**
**December 31, 2017**
**ASSETS**

Cash	\$ 139,065
Contributions and grants receivable	51,180
Prepaid expenses and other assets	61,034
Notes receivable	66,290
Investments	4,045,446
Property and equipment, net of accumulated depreciation	<u>2,702,852</u>
<b>Total assets</b>	<b><u>\$ 7,065,867</u></b>

**LIABILITIES**

Accounts payable and accrued expenses	\$ 107,850
Deferred revenue	21,555
Loans payable	<u>315,000</u>
<b>Total liabilities</b>	<b><u>444,405</u></b>

**NET ASSETS**

Unrestricted	
Operating	528,077
Designated	2,562,954
Property and equipment	<u>2,387,852</u>
	5,478,883
Temporarily restricted	749,513
Permanently restricted	<u>393,066</u>
<b>Total net assets</b>	<b><u>6,621,462</u></b>
<b>Total liabilities and net assets</b>	<b><u>\$ 7,065,867</u></b>

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*See accompanying notes*

BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
AND AFFILIATE

## CONSOLIDATED STATEMENT OF ACTIVITIES

Year ended December 31, 2017

	Unrestricted			Property and Equipment	Temporarily Restricted	Permanently Restricted	Total
	Operating	Designated					
<b>REVENUES AND SUPPORT</b>	\$ 864,271	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 864,271
Summer camp revenue, net of financial aid of \$68,068	146,640	-	-	-	120,655	6,580	273,875
Contributions and grants	454,117	-	-	-	-	-	454,117
Appointments	76,925	-	-	-	-	-	76,925
Annual session revenue	66,176	-	-	-	-	-	66,176
Youth and other program revenue	31,981	5,453	-	-	-	-	37,434
Other revenue	298,654	(148,659)	240,559	240,559	(390,554)	-	-
Net assets released from restrictions	1,938,764	(143,206)	-	-	(269,899)	-	1,772,798
<b>Total revenues and support</b>						6,580	
<b>EXPENSES</b>							
Program services							
Summer camp	976,145	-	77,565	-	-	-	1,053,710
Annual session	79,655	-	-	-	-	-	79,655
Other programs	399,084	-	-	-	-	-	399,084
<b>Total program services</b>	<b>1,454,884</b>	<b>-</b>	<b>77,565</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,532,449</b>
Supporting services							
Administration	374,269	-	9,024	-	-	-	383,293
Fundraising	122,788	-	-	-	-	-	122,788
<b>Total supporting services</b>	<b>497,057</b>	<b>-</b>	<b>9,024</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>506,081</b>
<b>Total expenses</b>	<b>1,951,941</b>	<b>-</b>	<b>86,589</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2,038,530</b>
<b>CHANGE IN NET ASSETS BEFORE OTHER CHANGES</b>	<b>(13,177)</b>	<b>(143,206)</b>	<b>153,970</b>	<b>-</b>	<b>(269,899)</b>	<b>6,580</b>	<b>(265,732)</b>
<b>OTHER CHANGES</b>							
Investment income	72,572	520,698	-	-	87,854	-	681,124
Loss on sale of property and equipment	-	-	(6,014)	-	-	-	(6,014)
Property and equipment additions, net	(28,520)	-	28,520	-	-	-	-
	44,052	520,698	22,506	-	87,854	-	675,110
	30,875	377,492	176,476	-	(182,045)	6,580	409,378
<b>CHANGE IN NET ASSETS</b>							
<b>NET ASSETS</b>							
Beginning of year	497,202	2,185,462	2,211,376	-	931,558	386,486	6,212,084
End of year	528,077	2,562,954	2,387,852	-	749,513	393,066	6,621,462

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
AND AFFILIATE**

**CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES**

Year ended December 31, 2017

	Program Services	Supporting Services		Total Supporting Services	Total
		Administration	Fundraising		
<b>EXPENSES</b>					
Salaries	\$ 563,957	\$ 232,416	\$ 81,147	\$ 313,563	\$ 877,520
Payroll taxes	42,396	17,528	6,208	23,736	66,132
Employee benefits	<u>97,648</u>	<u>36,748</u>	<u>6,263</u>	<u>43,011</u>	<u>140,659</u>
	704,001	286,692	93,618	380,310	1,084,311
Contributions and grants	186,002	200	-	200	186,202
Depreciation	77,565	9,024	-	9,024	86,589
Equipment expense	27,095	13,857	2,850	16,707	43,802
Food	102,504	-	-	-	102,504
Insurance	52,293	10,798	-	10,798	63,091
Maintenance	19,976	5,646	-	5,646	25,622
Miscellaneous	20,696	1,557	1,613	3,170	23,866
Occupancy	139,794	7,848	-	7,848	147,642
Office expense	70,299	10,380	332	10,712	81,011
Printing and postage	13,376	11,621	17,576	29,197	42,573
Professional fees	15,678	21,610	1,495	23,105	38,783
Travel	20,211	3,901	5,304	9,205	29,416
Vehicle expense	76,833	159	-	159	76,992
Workshop expense	<u>6,126</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>6,126</u>
<b>Total expenses</b>	<u>\$ 1,532,449</u>	<u>\$ 383,293</u>	<u>\$ 122,788</u>	<u>\$ 506,081</u>	<u>\$ 2,038,530</u>

See accompanying notes

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
AND AFFILIATE**
**CONSOLIDATED STATEMENT OF CASH FLOWS**
**Year ended December 31, 2017**
**CASH FLOWS FROM OPERATING ACTIVITIES**

<b>Change in net assets</b>	\$ 409,378
<b>Adjustments to reconcile change in net assets to net cash provided by (used for) operating activities</b>	
Depreciation	86,589
Unrealized and realized gain on investments	(583,310)
Contributions restricted for long-term purposes	(6,580)
Loss on sale of property and equipment	6,014
(Increase) decrease in	
Contributions and grants receivable	165,398
Prepaid expenses and other assets	22,453
Increase (decrease) in	
Accounts payable and accrued expenses	(48,608)
Deferred revenue	(278)
<b>Net cash provided by operating activities</b>	<u>51,056</u>

**CASH FLOWS FROM INVESTING ACTIVITIES**

Purchase of property and equipment	(596,333)
Proceeds from sale of property and equipment	12,254
Collection on notes receivable	14,190
Purchase of investments	(211,930)
Proceeds from sales of investments	<u>213,470</u>
<b>Net cash used for investing activities</b>	<u>(568,349)</u>

**CASH FLOWS FROM FINANCING ACTIVITIES**

Proceeds from loans payable	315,000
Contributions received for endowment purposes	<u>6,580</u>
<b>Net cash provided by financing activities</b>	<u>321,580</u>

**Net change in cash** (195,713)

**CASH**

Beginning of year	<u>334,778</u>
<b>End of year</b>	<u>\$ 139,065</u>

**SUPPLEMENTAL DISCLOSURE OF CASH FLOW INFORMATION**

Interest paid	<u>\$ 5,136</u>
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**See accompanying notes**



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**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
AND AFFILIATE****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**December 31, 2017

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**(1) NATURE OF OPERATIONS****Baltimore Yearly Meeting of the Religious Society of Friends, Inc.**

The Baltimore Yearly Meeting of the Religious Society of Friends, Inc. ("**Yearly Meeting**") is a non-profit organization incorporated on January 2, 1968, under the laws of the State of Maryland as the consolidation of two yearly meetings of the Society of Friends (commonly known as Quakers) incorporated in Maryland in 1867 and 1886, respectively. The Yearly Meeting is, and its immediate predecessors were, direct successors to the West River Yearly Meeting that opened in 1672 as the governing body for all Friends meetings on either side of the Chesapeake Bay. The Yearly Meeting now has constituent local meetings in Maryland, Virginia, Pennsylvania, the District of Columbia and West Virginia. The Yearly Meeting is organized exclusively to promote religious, charitable and educational interests of its members and its constituent Monthly Meetings, through the work of its boards, committees, institutions and instrumentalities affiliated with the Religious Society of Friends. The Yearly Meeting appoints all of the trustees of the Miles White Beneficial Society of Baltimore City.

**Miles White Beneficial Society of Baltimore City**

The Miles White Beneficial Society of Baltimore City ("**Miles White Beneficial Society**" or "**Affiliate**") was founded and incorporated in 1874 to administer the testamentary trust under the will of Miles White, a member until his death of the meeting in Baltimore Yearly Meeting of Friends (Orthodox) currently named Baltimore Monthly Meeting, Homewood. The Affiliate, through its Board of Trustees, awards scholarships to college students, awards grants to Quaker schools and other organizations with connections to the Quaker community, and awards grants to charitable organizations in the Greater Baltimore area. Upon the consolidation of the two "Baltimore Yearly Meetings" in 1968, oversight of the Affiliate passed to the Yearly Meeting. In 2010-2011, the Yearly Meeting agreed that the Affiliate could become a "supporting organization" for the Yearly Meeting, and the Yearly Meeting has since then appointed or renewed the Affiliate's trustees.

**(2) SIGNIFICANT ACCOUNTING POLICIES****Principles of Consolidation**

U.S. generally accepted accounting principles ("**GAAP**") require a nonprofit organization to consolidate the financial statements of affiliated nonprofit organizations when it has (a) certain kinds of control, or (b) other kinds of control coupled with an economic interest.

The consolidated financial statements include the accounts of the Yearly Meeting and Affiliate. All significant interorganization balances and transactions have been eliminated.

**Basis of Accounting**

The financial statements have been prepared on the accrual basis of accounting whereby revenues are recognized when earned and expenses when incurred.

**Basis of Presentation**

The Yearly Meeting and Affiliate report information regarding their financial position and activities according to the following three classes of net assets:

**Unrestricted net assets**

Net assets that are not subject to donor-imposed restrictions. The Yearly Meeting has three classifications of unrestricted net assets. Operating net assets are net assets that are available for the general operations of the Yearly Meeting. Property and equipment represents the net book value of those assets less the related loans payable. Designated unrestricted net assets have been restricted for a specific purpose by the Board of the corporation holding them.

## BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC. AND AFFILIATE

### NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

December 31, 2017

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#### ***Temporarily restricted net assets***

Net assets that are subject to donor-imposed restrictions that will be satisfied by actions of the Yearly Meeting and Affiliate and/or the passage of time. When a restriction is satisfied, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.

#### ***Permanently restricted net assets***

Net assets that are subject to donor-imposed restrictions that neither expire by passage of time nor can be satisfied by actions of the Yearly Meeting and Affiliate.

#### **Use of Estimates**

Management uses estimates and assumptions in preparing financial statements. Those estimates and assumptions affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities, and the reported revenues and expenses. Actual results could differ from those estimates.

#### **Fair Value Measurements of Assets and Liabilities**

GAAP defines fair value as the price that would be received to sell an asset or paid to transfer a liability (i.e., the "exit price") in an orderly transaction between market participants at the measurement date. GAAP establishes a fair value hierarchy for inputs used in measuring fair value that maximizes the use of observable inputs and minimizes the use of unobservable inputs by requiring that the most observable inputs be used when available. Observable inputs are those that market participants would use in pricing the asset or liability based on market data obtained from sources independent of the Yearly Meeting and Affiliate. Unobservable inputs reflect the Yearly Meeting and Affiliate's assumptions about the inputs market participants would use in pricing the asset or liability developed based on the best information available in the circumstances. The fair value hierarchy is categorized into three levels based on the inputs as follows:

**Level 1** – Valuations based on quoted prices in active markets for identical assets or liabilities that the Yearly Meeting and Affiliate have the ability to access. Since valuations are based on quoted prices that are readily and regularly available in an active market, valuation of these assets and liabilities does not entail a significant degree of judgment.

**Level 2** – Valuations based on quoted prices in markets that are not active or for which all significant inputs are observable, either directly or indirectly.

**Level 3** – Valuations based on inputs that are unobservable, that is, inputs that reflect the Yearly Meeting and Affiliate's own assumptions.

#### **Investments**

Investments in equity securities with readily determinable fair values and all investments in debt securities are reported at fair value as determined by quoted market prices with gains and losses included in the statement of activities. Dividend and interest income is recorded as earned.

The Yearly Meeting and Affiliate invest in a professionally-managed portfolio that contains various types of securities (**See Note 4**). Such investments are exposed to market and credit risks. Due to the level of risk associated with such investments, and the level of uncertainty related to changes in the value of such investments, it is at least reasonably possible that changes in the near term would materially affect investment balances and the amounts reported in the financial statements.

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**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
AND AFFILIATE**
**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

December 31, 2017

**Revenue and Support**

Summer camp revenue, annual session revenue and other program revenue is recorded as earned. Fees related to activities held after December 31, 2017 is deferred to the next year. Such revenues collected in advance are included in deferred revenue in the consolidated statement of financial position.

Contributions and grants are recorded as unrestricted, temporarily restricted or permanently restricted net assets depending on the absence or existence and nature of any donor restrictions. Donor-restricted contributions and grants whose restrictions are satisfied in the same period are reported as unrestricted. Unconditional contributions and grants are recognized as revenue when the related promise to give is received. Conditional contributions and grants are recognized as revenue when the conditions are satisfied.

Apportionment payments received from monthly meetings are recorded as income when received as the apportionment payment is contingent on the level of giving by the monthly meeting's constituents.

**Property and Equipment**

Property and equipment additions of more than \$1,000 are recorded at cost or at estimated value at the date of gift, if donated. Depreciation of property and equipment is computed on a straight-line basis over the estimated useful lives of the respective assets as follows:

Buildings and improvements	25 years
Furniture and equipment	5 years
Vehicles	5 years

**Educational Loans Receivable**

In the past, the Yearly Meeting have made loans to qualified students for educational purposes. While student loans are no longer being made, the Yearly Meeting is still actively collecting these outstanding receivables. All loans were amended in 2012 to be non-interest bearing. As of December 31, 2017, the balance of educational loans receivable was \$44,772 and is included in notes receivable on the consolidated statement of financial position.

**Functional Allocation of Expenses**

The costs of providing the various program and supporting services have been presented on a functional basis in the consolidated statements of activities and functional expenses. Accordingly, certain expenses have been allocated among the program and supporting services benefited.

**Income Tax Status**

The Yearly Meeting and Affiliate are exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code. However, income from certain activities not directly related to their tax-exempt purpose is subject to taxation as unrelated business income.

GAAP prescribes a minimum recognition threshold that a tax position is required to meet in order to be recognized in the consolidated financial statements. The Yearly Meeting and Affiliate believe that they had no uncertain tax positions as defined in GAAP.

**Concentrations of Credit Risk**

Financial instruments which potentially subject the Yearly Meeting and Affiliate to concentrations of credit risk are cash, contributions and grants receivable and notes receivable. The Yearly Meeting maintains its cash at various financial institutions. At times, such deposits may exceed federally-insured limits. Contributions and grants receivable is more fully described in Note 3 and the composition of notes receivable is more fully described in Note 6.

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## BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC. AND AFFILIATE

### NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

December 31, 2017

#### (3) CONTRIBUTIONS AND GRANTS RECEIVABLE

As of December 31, 2017 contributions and grants receivable consisted of the following:

Receivable in less than one year	\$25,040
Receivable in one to five years	<u>26,140</u>
Total contributions and grants receivable	<u>\$51,180</u>

#### (4) INVESTMENTS

Investments at consisted of the following at December 31, 2017:

	<u>Yearly Meeting</u>	<u>Affiliate</u>	<u>Total</u>
Money market funds	\$ 140,736	\$ 18,600	\$ 159,336
Units in the Consolidated Fund of Friends Fiduciary Corporation	625,351	-	625,351
Corporate bonds	-	43,813	43,813
Equity exchange traded fund	6,308	-	6,308
Common stock	<u>744,560</u>	<u>2,466,078</u>	<u>3,210,638</u>
Total investments	<u>\$1,516,955</u>	<u>\$2,528,491</u>	<u>\$4,045,446</u>

The Consolidated Fund (the "**Fund**") is a co-mingled investment fund sponsored by Friends Fiduciary Corporation ("**Fiduciary**"). Fiduciary is a Quaker nonprofit corporation which qualifies as a tax-exempt organization under Section 501(c)(3) of the Internal Revenue Code. Fiduciary's mission is to provide investment and trusteeship services for Friends meetings, schools and other nonprofit, tax-exempt organizations. The Fund's investment objective is to provide long-term total return by investing its assets in a balanced portfolio of common stocks and fixed income investments.

Investment income was comprised of the following at December 31, 2017:

	<u>Yearly Meeting</u>	<u>Affiliate</u>	<u>Total</u>
Interest and dividends	\$ 45,817	\$ 51,997	\$ 97,814
Net realized and unrealized gain on investment	<u>148,571</u>	<u>434,739</u>	<u>583,310</u>
	<u>\$194,388</u>	<u>\$486,736</u>	<u>\$681,124</u>

#### (5) PROPERTY AND EQUIPMENT

Property and equipment consist of the following:

Land and improvements	\$ 1,483,904
Buildings	1,725,657
Projects in process	1,380
Leasehold improvements	233,063
Furniture and equipment	190,185
Vehicles	<u>165,137</u>
	3,799,326
Less accumulated depreciation	<u>(1,096,474)</u>
	<u>\$ 2,702,852</u>

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
AND AFFILIATE**
**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**
**December 31, 2017**


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**(6) NOTES RECEIVABLE**

The Yearly Meeting had the following notes receivable at December 31, 2017:

In 2010, the Yearly Meeting and another nonprofit organization entered into a \$40,000 note receivable agreement to reimburse the Yearly Meeting for legal expenses regarding an estate. The note was a five year note accruing interest at 3%. During 2015, an amendment to this note was issued. The amended note accrues interest at 3% beginning on January 1, 2016 and the principal is to be repaid as five transferable development rights to land located in Harford County, Maryland are sold by the other nonprofit organization with any remaining balance paid on September 30, 2025. At December 31, 2017, this note had a balance of \$40,000.

In prior years, the Yearly Meeting also entered into non-interest bearing notes receivable with qualified students for educational purposes. While educational loans receivable are no longer being made, the Yearly Meeting is still actively collecting the outstanding loans receivable. At December 31, 2017, these educational loans receivable had an outstanding balance of \$44,772.

Notes receivable had an allowance of \$18,482 as of December 31, 2017.

Notes receivable are expected to be collected as follows:

<b><u>Year ending December 31,</u></b>	
2018	\$ 18,883
2019	16,239
2020	15,860
2021	15,087
2022	13,849
Thereafter	<u>4,854</u>
	84,772
Less: Allowance for doubtful accounts	<u>(18,482)</u>
	<b><u>\$ 66,290</u></b>

**(7) LONG-TERM DEBT**

In 2017, the Yearly Meeting entered into ten loans with individuals to finance costs associated with the construction of the new bathhouse at the Catoctin Quaker Camp. Prior to year end, one lender converted that loan to an individual contribution. Each of the outstanding loans is unsecured and payable upon demand. If no request for repayment is made, the loans will mature between December 2019 and December 2022. The Yearly Meeting has the right to pre-pay any or all loans prior to maturity without penalty. The loans bear interest at between 0% and 4%, payable quarterly.

Long-term debt matures as follows:

<b><u>Year ending December 31,</u></b>	
2018	\$ 16,779
2019	27,365
2020	57,973
2021	68,602
2022	<u>144,281</u>
	<b><u>\$315,000</u></b>

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## BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC. AND AFFILIATE

### NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

December 31, 2017

#### (8) LINES OF CREDIT

The Yearly Meeting has a \$100,000 bank credit line and a \$25,000 overdraft credit line, both of which bear interest at prime rate plus .5% or 4.5% whichever is higher and expire October 31, 2018. Advances under the \$100,000 credit line are secured by a Deed of Trust and Assignment of Rents in the maximum amount of \$100,000. There were no advances outstanding as of December 31, 2017.

#### (9) DESIGNATED NET ASSETS

Designated net assets consisted of the following:

	<u>Balance</u> <u>12/31/2016</u>	<u>Additions</u>	<u>Releases</u>	<u>Balance</u> <u>12/31/2017</u>
Grants (Miles White Beneficial Society)	\$2,183,876	\$492,188	\$(147,573)	\$2,528,491
Other	1,586	33,963	(1,086)	34,463
	<u>\$2,185,462</u>	<u>\$526,161</u>	<u>\$(148,659)</u>	<u>\$2,562,954</u>

#### (10) TEMPORARILY RESTRICTED NET ASSETS

Temporarily restricted net assets at December 31, 2017 consisted of the following:

	<u>Balance</u> <u>12/31/2016</u>	<u>Additions</u>	<u>Releases</u>	<u>Balance</u> <u>12/31/2017</u>
<b><u>Purpose Restrictions</u></b>				
Educational student grants	\$304,595	\$ 42,618	\$ (10,000)	\$337,213
Quaker and spiritual life	106,070	600	(18,327)	88,343
Camp projects and scholarships	490,079	164,028	(354,952)	299,155
Indian Affairs	10,456	100	(450)	10,106
Other	<u>14,058</u>	<u>1,163</u>	<u>(525)</u>	<u>14,696</u>
	<u>925,258</u>	<u>208,509</u>	<u>(384,254)</u>	<u>749,513</u>
<b><u>Time Restrictions</u></b>				
Available in future periods	<u>6,300</u>	<u>-</u>	<u>(6,300)</u>	<u>-</u>
	<u>\$931,558</u>	<u>\$208,509</u>	<u>\$(390,554)</u>	<u>\$749,513</u>

#### (11) PERMANENTLY RESTRICTED NET ASSETS

Permanently restricted net assets, the income from which is temporarily restricted for scholarships for camp or higher education, consisted of the following:

Yearly Meeting Fund	\$ 7,877
Permanent Education Fund	86,512
Camp Scholarship Fund	<u>298,677</u>
	<u>\$393,066</u>

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
AND AFFILIATE**
**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**
**December 31, 2017**
**(12) ENDOWMENT FUNDS**

The Yearly Meeting is subject to the Uniform Prudent Management of Institutional Funds Act ("**UPMIFA**"). The Yearly Meeting has determined that some of its temporarily restricted and permanently restricted net assets meet the definition of an endowment fund under UPMIFA.

The Yearly Meeting has adopted investment and spending policies for its endowment assets that attempt to provide a predictable stream of funding to programs supported by its endowment while seeking to maintain the purchasing power of these endowment assets over the long-term. The Yearly Meeting's spending and investment policies work together to achieve this objective. The investment policy establishes an achievable return objective through diversification of asset classes.

Changes in the endowment assets for the year ended December 31, 2017 are as follows:

	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total Endowment Assets</u>
Endowment net assets, beginning of year	\$248,054	\$386,486	\$634,540
Contributions	1,654	6,580	8,234
Investment income	75,008	-	75,008
Appropriation of endowment assets for expenditure	<u>(21,700)</u>	<u>-</u>	<u>(21,700)</u>
Endowment net assets, end of year	<u>\$303,016</u>	<u>\$393,066</u>	<u>\$696,082</u>

**(13) ASSETS MEASURED AT FAIR VALUE ON A RECURRING BASIS**

The following is a summary of assets measured at fair value on a recurring basis and the valuation inputs used to value them at December 31, 2017:

<u>Fair Value</u>	<u>Quoted Prices in Active Markets (Level 1)</u>	<u>Significant Other Observable Inputs (Level 2)</u>	<u>Significant Unobservable Inputs (Level 3)</u>
Money market funds	\$ 159,336	\$ 159,336	\$ -
Units in the Consolidated Fund of Friends Fiduciary Corporation	625,351	-	625,351
Corporate bonds	43,813	-	43,813
Equity exchange traded fund	6,308	6,308	-
Common stocks	<u>3,210,638</u>	<u>3,210,638</u>	<u>-</u>
	<u>\$4,045,446</u>	<u>\$3,376,282</u>	<u>\$ -</u>

**(14) RETIREMENT PLAN**

The Yearly Meeting has a 403(b) retirement plan. The Yearly Meeting contributes a discretionary amount, based on each eligible employee's pro-rata salary amount, regardless of the amount deferred by employees from their salaries into the plan. Retirement contributions for this plan totaled \$32,850 for the year ended December 31, 2017.

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
AND AFFILIATE**

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

**December 31, 2017**

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**(15) SUBSEQUENT EVENTS**

Management has evaluated subsequent events through June 22, 2018, the date on which the financial statements were available to be issued. No material subsequent events have occurred since December 31, 2017 that required recognition or disclosure in the financial statements.



**SUPPLEMENTARY INFORMATION**

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
AND AFFILIATE**

**CONSOLIDATING STATEMENT OF FINANCIAL POSITION**

**December 31, 2017**

	<b>Yearly Meeting</b>	<b>Miles White Beneficial Society</b>	<b>Consolidated</b>
<b>ASSETS</b>			
Cash	\$ 139,065	\$ -	\$ 139,065
Contributions and grants receivable	51,180	-	51,180
Prepaid expenses and other assets	61,034	-	61,034
Notes receivable	66,290	-	66,290
Investments	1,516,955	2,528,491	4,045,446
Property and equipment, net of accumulated depreciation	<u>2,702,852</u>	<u>-</u>	<u>2,702,852</u>
<b>Total assets</b>	<b><u>\$ 4,537,376</u></b>	<b><u>\$ 2,528,491</u></b>	<b><u>\$ 7,065,867</u></b>
<b>LIABILITIES</b>			
Accounts payable and accrued expenses	\$ 107,850	\$ -	\$ 107,850
Deferred revenue	21,555	-	21,555
Loans payable	<u>315,000</u>	<u>-</u>	<u>315,000</u>
<b>Total liabilities</b>	<b><u>444,405</u></b>	<b><u>-</u></b>	<b><u>444,405</u></b>
<b>NET ASSETS</b>			
Unrestricted			
Operating	528,077	-	528,077
Designated	34,463	2,528,491	2,562,954
Property and equipment	<u>2,387,852</u>	<u>-</u>	<u>2,387,852</u>
	2,950,392	2,528,491	5,478,883
Temporarily restricted	749,513	-	749,513
Permanently restricted	<u>393,066</u>	<u>-</u>	<u>393,066</u>
<b>Total net assets</b>	<b><u>4,092,971</u></b>	<b><u>2,528,491</u></b>	<b><u>6,621,462</u></b>
<b>Total liabilities and net assets</b>	<b><u>\$ 4,537,376</u></b>	<b><u>\$ 2,528,491</u></b>	<b><u>\$ 7,065,867</u></b>

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
AND AFFILIATE**
**CONSOLIDATING STATEMENT OF ACTIVITIES**
**Year ended December 31, 2017**

	Yearly Meeting	Miles White Beneficial Society	Eliminations	Consolidated
<b>REVENUES AND SUPPORT</b>				
Summer camp revenue, net of financial aid of \$68,068	\$ 864,271	\$ -	\$ -	\$ 864,271
Contributions and grants	278,875	-	(5,000)	273,875
Apportionments	454,117	-	-	454,117
Annual session revenue	76,925	-	-	76,925
Youth and other program revenue	66,176	-	-	66,176
Other revenue	31,981	5,453	-	37,434
<b>Total revenues and support</b>	<u>1,772,345</u>	<u>5,453</u>	<u>(5,000)</u>	<u>1,772,798</u>
<b>EXPENSES</b>				
Program services				
Summer camp	1,053,710	-	-	1,053,710
Annual session	79,655	-	-	79,655
Other programs	259,011	145,073	(5,000)	399,084
<b>Total program services</b>	<u>1,392,376</u>	<u>145,073</u>	<u>(5,000)</u>	<u>1,532,449</u>
Supporting services				
Administration	380,793	2,500	-	383,293
Fundraising	122,788	-	-	122,788
<b>Total supporting services</b>	<u>503,581</u>	<u>2,500</u>	<u>-</u>	<u>506,081</u>
<b>Total expenses</b>	<u>1,895,957</u>	<u>147,573</u>	<u>(5,000)</u>	<u>2,038,530</u>
<b>CHANGE IN NET ASSETS BEFORE OTHER CHANGES</b>	<u>(123,612)</u>	<u>(142,120)</u>	<u>-</u>	<u>(265,732)</u>
<b>OTHER CHANGES</b>				
Investment income	194,389	486,735	-	681,124
Loss on sale of property and equipment	(6,014)	-	-	(6,014)
	188,375	486,735	-	675,110
<b>CHANGE IN NET ASSETS</b>	64,763	344,615	-	409,378
<b>NET ASSETS</b>				
Beginning of year	4,028,208	2,183,876	-	6,212,084
<b>End of year</b>	<u>\$ 4,092,971</u>	<u>\$ 2,528,491</u>	<u>\$ -</u>	<u>\$ 6,621,462</u>

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.  
AND AFFILIATE**

**STATEMENT OF ACTIVITIES - YEARLY MEETING ONLY**

Year ended December 31, 2017

	Unrestricted		Property and Equipment	Temporarily Restricted	Permanently Restricted	Total
	Operating	Designated				
<b>REVENUES AND SUPPORT</b>						
Summer camp revenue, net of financial aid of \$88,068	\$ 864,271	\$ -	\$ -	\$ -	\$ -	\$ 864,271
Contributions and grants	151,640	-	-	120,655	6,580	278,875
Apportionments	454,117	-	-	-	-	454,117
Annual session revenue	76,925	-	-	-	-	76,925
Youth and other program revenue	66,176	-	-	-	-	66,176
Other revenue	31,981	-	-	-	-	31,981
Net assets released from restrictions	151,081	(1,086)	240,559	(390,554)	-	-
<b>Total revenues and support</b>	<b>1,796,191</b>	<b>(1,086)</b>	<b>240,559</b>	<b>(269,899)</b>	<b>6,580</b>	<b>1,772,345</b>
<b>EXPENSES</b>						
Program services						
Summer camp	976,145	-	77,565	-	-	1,053,710
Annual session	79,655	-	-	-	-	79,655
Other programs	259,011	-	-	-	-	259,011
<b>Total program services</b>	<b>1,314,811</b>	<b>-</b>	<b>77,565</b>	<b>-</b>	<b>-</b>	<b>1,392,376</b>
Supporting services	371,769	-	9,024	-	-	380,793
Administration	122,788	-	-	-	-	122,788
Fundraising	494,557	-	9,024	-	-	503,581
<b>Total supporting services</b>	<b>1,809,388</b>	<b>-</b>	<b>86,589</b>	<b>-</b>	<b>-</b>	<b>1,895,957</b>
<b>Total expenses</b>	<b>(13,177)</b>	<b>(1,086)</b>	<b>153,970</b>	<b>(269,899)</b>	<b>6,580</b>	<b>(123,612)</b>
<b>CHANGE IN NET ASSETS BEFORE OTHER CHANGES</b>						
<b>OTHER CHANGES</b>						
Investment income	72,572	33,963	-	87,854	-	194,389
Loss on sale of property and equipment	-	-	(6,014)	-	-	(6,014)
Property and equipment disposals, net of loss	12,254	-	(12,254)	-	-	-
Property and equipment additions	(40,774)	-	40,774	-	-	-
	44,052	33,963	22,506	87,854	-	188,375
	30,875	32,877	176,476	(182,045)	6,580	64,763
<b>CHANGE IN NET ASSETS</b>						
<b>NET ASSETS</b>						
Beginning of year	497,202	1,586	2,211,376	931,558	386,486	4,028,208
<b>End of year</b>	<b>\$ 528,077</b>	<b>\$ 34,463</b>	<b>\$ 2,387,852</b>	<b>\$ 749,513</b>	<b>\$ 393,066</b>	<b>\$ 4,092,971</b>



## **WARRINGTON**

Clerk: Christopher "Chris" Fowler

(Meetings held 3rd First Day of 2nd, 5th, 8th, and 11th months)

August 18, 2019

Carlisle Quaker Meeting

Frederick Friends Meeting

Gettysburg Monthly Meeting

Menallen Friends Meeting

Pipe Creek Friends Meeting

Shepherdstown Friends Meeting

Warrington Monthly Meeting

York Friends Meeting

November 18, 2018

May 19, 2019

February 17, 2019

## **INTERCHANGE DEADLINES**

**WINTER 2019 EDITION: DECEMBER 10, 2018**

**SPRING 2019 EDITION: APRIL 15, 2019**

**FALL 2019 EDITION: JULY 22, 2019**

**WINTER 2020 EDITION: DECEMBER 9, 2019**

## **FIRECIRCLE DEADLINE**

**SEPTEMBER 1, 2019**

## **2019 APPORTIONMENT MEETINGS**

**TO BE ANNOUNCED**

## **2019 WOMEN'S RETREAT**

**JANUARY 25 - 27, 2019**

## **JUNIOR YOUNG FRIENDS CONFERENCES**

NOVEMBER 3 - 4, 2018

JANUARY 12 - 13, 2019

MARCH 16 - 17, 2019

MAY 10 - 12, 2019: SHILOH QUAKER CAMP (HOOD, VA)

## **YOUNG FRIENDS CONFERENCES**

SEPTEMBER 21 - 23, 2018 - HOMEWOOD FRIENDS MEETING (BALTIMORE, MD)

NOVEMBER 23, - 25, 2018

FEBRUARY 15 - 17, 2019

MARCH/APRIL

MAY 24 - 27, 2019

## **FAMILY CAMP WEEKENDS**

CATOCTIN QUAKER CAMP: MAY 17-19 AND OCTOBER 11-13

OPEQUON QUAKER CAMP: APRIL 26-28 AND OCTOBER 4-6

SHILOH QUAKER CAMP: MAY 10-12 AND SEPTEMBER 20-22

## **YEARLY MEETING MONTHLY ANNOUNCEMENTS**

**SENT ON THE WEDNESDAY BEFORE THE LAST SUNDAY OF THE PRIOR MONTH**

## OFFICERS YEARLY MEETING

Presiding Clerk.....	Kenneth "Ken" Stockbridge, Patapsco .....	2014-2020
Recording Clerk .....	Helen Tasker, Frederick .....	2013-2019
Treasurer .....	Thomas "Tom" Hill, Charlottesville....	01/01/2014-12/31/2019
Assistant Treasurer.....	James "Jim" Riley, Hopewell Centre ...	01/01/2014-12/31/2019

## INTERIM MEETING

Clerk.....	Martha "Marcy" Baker Seitel, Adelphi.....	2016-2020
Recording Clerk .....	Arthur David Olson, Takoma Park.....	2014-2020

## TRUSTEES

Co-Clerks: Natalie Finegar and Gregory "Greg" Tobin

Natalie Finegar, Sandy Spring .....	.....	2017-2020
Susan Kaul, Bethesda.....	.....	2018-2021
Frederick "Fred" Leonard, Baltimore, Stony Run .....	.....	2014-2020
Richard "Rich" Liversidge, Sandy Spring .....	.....	2018-2021
Byron Sandford, Friends Meeting of Washington .....	.....	2018-2021
Gregory "Greg" Tobin, Frederick .....	.....	2013-2019

## Ex-officio

Kenneth "Ken" Stockbridge, Patapsco.....	.....	Presiding Clerk
Thomas "Tom" Hill, Charlottesville.....	.....	Treasurer

## OFFICE STAFF

General Secretary.....	.....	Edward "Ned" Stowe
Associate General Secretary .....	.....	Wayne Finegar
Administrative Assistant .....	.....	Laura Butler
Bookkeeping Assistant.....	.....	.....
Camp Program Manager .....	.....	Jane Megginson
Camp Property Manager .....	.....	David Hunter
Comptroller .....	.....	Margo Lehman
Development Director.....	.....	Ann Venable
Youth Programs Manager.....	.....	Jocelyn "Jossie" Dowling



*Opequon Quaker Camp Session I*



# COMMITTEE MEMBERSHIP

## ADVANCEMENT AND OUTREACH

[aando@bym-rsf.org](mailto:aando@bym-rsf.org)

Clerk:

### 2019

Marsha Holliday Washington (16)  
 Mackenzie "Maco" Morgan Adelphi (16)  
 Jeannette Smith Langley Hill (13)

### 2020

Aaron "Nony" Dutton Homewood (14)  
 Martin Melville State College (14)  
 John Yost Eastland (17)

### 2021

Michael Cronin Washington (15)  
 Steven "Steve" Tatum Blacksburg (18)

## CAMPING PROGRAM

[cpc@bym-rsf.org](mailto:cpc@bym-rsf.org)

Co-Clerks: Harry "Scotty" Scott  
 and Mary "Chrissie" Devinney

### 2019

Stephanie "Steph" Bean Adelphi (16)  
 Katie Bliss Frederick (16)  
 Kathryn "Katy" Schutz Charlottesville (13)  
 Harry "Scotty" Scott York (13)

### 2020

M. Christine "Chrissie" Devinney  
 Goose Creek (17)  
 Linda Garrettson Sandy Spring (14)  
 Corinne "Cory" Joseph Goose Creek (17)  
 Alexis "Sunshine" Klein Shiloh (17)  
 Jacalyn "Jackie" Kosbob Goose Creek (17)  
 Nora Swift Shiloh (17)  
 Sarah Williamson Annapolis (14)

### 2021

JoAnn Coates Hunter Frederick (15)  
 Elizabeth "Betsy" Krome  
 Williamsburg (18)  
 Elizabeth "Betsy" Roush Sandy Spring (18)

## Ex-officio

Jesse Austell Teen Adventure Director  
 Elaine Brigham Opequon Director  
 Rosalie "Rosie" Eck

Teen Adventure Director  
 Dyresha Harris Catoctin Director  
 Jane Megginson Camp Program Manager  
 Jesse Miller Catoctin Director  
 Hope Swank Shiloh Director

## CAMP PROPERTY MANAGEMENT

[cpmc@bym-rsf.org](mailto:cpmc@bym-rsf.org)

Clerk:

### 2019

Judith "Judy" Cahill Charlottesville (16)  
 David "Dave" Diller Adelphi (13)

### 2020

Gloria Victor Dorr Sandy Spring (14)  
 Nicholas "Nick" Funkhouser  
 Frederick (14)

### 2021

Gary Gillespie Homewood (18)  
 Katherine "Kate" Meaker  
 Sandy Spring (18)  
 Avery Rain Adelphi (15)

## Ex-officio

Alexis "Sunshine" Klein Camping Program  
 David Hunter Camp Property Manager  
 Richard "Rick" Post  
 Stewardship and Finance  
 Gregory "Greg" Tobin Trustees

## DEVELOPMENT

[develop@bym-rsf.org](mailto:develop@bym-rsf.org)

Clerk: Elizabeth "Liz" Hofmeister

### 2019

Marion Ballard Bethesda (16)  
Walter Brown Langley Hill (13)  
Elizabeth "Liz" Hofmeister Bethesda (13)  
Andrei Isreal Adelphi (16)

### 2020

Jon Nafziger Charlottesville (14)

### 2021

Frances "Frannie" Taylor  
Goose Creek (18)

### Ex-officio

Victor Thuronyi Stewardship & Finance  
Byron Sandford Trustees  
Ann Venable Development Director

## EDUCATIONAL GRANTS

[edgrants@bym-rsf.org](mailto:edgrants@bym-rsf.org)

Clerks: Janet Eaby and  
Elizabeth "Betsy" Tobin

### 2019

Janet Eaby Nottingham (13)  
Elizabeth "Betsy" Tobin Frederick (16)

### 2020

Carole Brown Langley Hill (14)  
William "Bill" Strein Washington (14)

### 2021

Betty Smallwood Langley Hill (15)

## FAITH AND PRACTICE

[fandp@bym-rsf.org](mailto:fandp@bym-rsf.org)

Clerk:

### 2021

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

## INDIAN AFFAIRS

[indianaffairs@bym-rsf.org](mailto:indianaffairs@bym-rsf.org)

Clerk: Sara Horsfall

### 2019

Eric Carlson Goose Creek (13)  
Jana McIntyre Sandy Spring (13)  
Patricia "Pat" Powers Sandy Spring (16)  
Catherine "Cathy" Schairer  
Sandy Spring (13)

### 2020

Christine Ashley Bethesda (17)  
Normalee "Norm" Fox Alexandria (17)  
Frederick "Fred" Swan Sandy Spring (17)

### 2021

Daniel "Dan" Cole Adelphi (18)  
Sara Horsfall Patapsco (15)  
Dellie James Baltimore, Stony Run (18)  
Susan "Sue" Marcus Alexandria (18)

## MANUAL OF PROCEDURE

[mop@bym-rsf.org](mailto:mop@bym-rsf.org)

Clerk: Margaret "Peggy" Dyson-Cobb

### 2020

Peggy Dyson-Cobb Maury River (14)  
Donna Kolaetis Menallen (17)  
W. Clinton Pettus  
Baltimore, Stony Run (17)

## MINISTRY AND PASTORAL CARE

[mandpc@bym-rsf.org](mailto:mandpc@bym-rsf.org)

Clerks: Melanie Gifford  
and Rebecca Richards

### 2019

Henry Apencha Baltimore, Stony Run (16)  
Jessica Arends State College (16)

### 2020

David "Dave" Fitz York (16)  
Melanie Gifford Adelphi (14)  
Nicole "Nikki" Richards  
Baltimore, Stony Run (17)  
Rebecca Richards Gunpowder (17)  
Maggie Willow Adelphi (17)

### 2021

Windy Cooler Sandy Spring (18)  
Timothy "Tim" Hunt Langley Hill (15)  
Gregory "Greg" Robb Washington (18)

Messages sent to listed e-mail addresses will be received by all members of the group.

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**NOMINATING**

[nominating@bym-rsf.org](mailto:nominating@bym-rsf.org)

Clerk: Erik Hanson and Deborah Haines

**2019**

Deborah Haines Alexandria (16)  
 Erik Hanson Sandy Spring (13)  
 Denna Joy Richmond (16)  
 Ollie Moles Langley Hill (16)

**2020**

Alexandra "Alex" Bean Adelphi (17)  
 Deborah "Debbie" Legowski  
 Sandy Spring (18)  
 Kathryn Munnell Homewood (17)  
 Herbert "Chip" Tucker Charlottesville (17)

**2021**

Kevin Caughlan Sandy Spring (18)  
 Rebecca Gardner Rhudy Deer Creek (15)  
 Jolee Robinson Adelphi (18)  
 Eugene "Gene" Throwe Washington (18)

**NUTS AND BOLTS COMMITTEE**

**OF YOUNG FRIENDS**

**Clerks**

Henry Krulak-Palmer  
 Baltimore, Stony Run  
 Brigid Roush Sandy Spring

**Assistant Clerk**

Lukas "Sunshine" Austin  
 Baltimore, Stony Run  
 Rose Rutkowski Homewood

**Recording Clerks**

Henry Kennison Homewood  
 Julian Taylor Sandy Spring

**Treasurer**

Katalina Kastrong Adelphi

**Assistant Treasurer**

Emma Miller Opequon  
 Lucas Vitullo Adelphi

**Youth Programs Committee**

Ruby Brayan  
 Molly Carroll Sandy Spring  
 Robert Finegar Sandy Spring

**Members-at-Large**

Ayiana Croft Adelphi  
 Matthew "Matt" Roome Catoctin  
 Isaac Moles Langley Hill  
 Cordelia "CeCe" Collinson Langley Hill

**Annual Session Planners**

Jackson Prescott Catoctin  
 Meghan Roush Sandy Spring  
 Grace Zimmerman Frederick

**Web Master**

Yana Rogers Alexandria

**Assistant Web Master**

Avin Newswanger Gunpowder

**PEACE AND SOCIAL CONCERNS**

[peace@bym-rsf.org](mailto:peace@bym-rsf.org)

Clerk: Philip "Phil" Caroom

**2019**

Annette Breiling Frederick (13)  
 Philip "Phil" Caroom Annapolis (13)  
 Andrew "Andy" Conlon Goose Creek (16)  
 Rosemarie Davis Patapsco (16)  
 Darcy Lane Sandy Spring (16)

**2020**

Scott Cannady Midlothian (17)  
 Samantha Magrath Adelphi (14)

**2021**

Jean Athey Sandy Spring (18)  
 Lauren Brownlee Bethesda (15)  
 Lucretia Farago Midlothian (18)  
 Peter Farago Midlothian (18)  
 Robert "Bob" Goren  
 Baltimore, Stony Run (15)



**SUPERVISORY**

[supervisory@bym-rsf.org](mailto:supervisory@bym-rsf.org)

Clerks: Adrian Bishop and Ramona Buck  
**2019**

Adrian Bishop Baltimore, Stony Run (17)

Joshua "Josh" Riley Hopewell Centre (17)

**2021**

Ramona Buck Patapsco (18)

Peirce Hammond Bethesda (16)

**Ex-officio**

Thomas "Tom" Hill Treasurer

Kenneth "Ken" Stockbridge

Presiding Clerk

Martha "Marcy" Baker Seitel

Clerk of Interim Meeting

**UNITY WITH NATURE**

[unitywithnature@bym-rsf.org](mailto:unitywithnature@bym-rsf.org)

Clerk: Deborah Sudduth

**2019**

Karie Firoozmand  
Baltimore, Stony Run (16)

Kathy Fox Maury River (13)

Richard "Rick" Morgan Bethesda (13)

Susan "Sue" Hunter Deer Creek (16)

**2020**

Ralph Hutton Mattaponi (17)

Munro Meyersburg Sandy Spring (14)

Deborah "Debbi" Sudduth  
Goose Creek (14)

**2021**

B. Eli Fishpaw Maury River (18)

Frances Racette Charlottesville (18)

**YOUTH PROGRAMS**

[ypc@bym-rsf.org](mailto:ypc@bym-rsf.org)

Clerk: Annalee Flower Horne and  
Rebecca "Becka" Haines Rosenberg

**2019**

Johanna Cowie Sandy Spring (16)

Katherine "Kat" Darnell Frederick (16)

James "Jamie" DeMarco Homewood (16)

Rebecca "Becka" Haines Rosenberg  
Alexandria (15)

Mark Roush Sandy Spring (16)

**2020**

Thomas "Tom" Horne Takoma Park (17)

Graham Martin-Poteet Adelphi (17)

Miles "Chip" Trail Maury River (14)

**2021**

Shawn Bishop Adelphi (18)

Annalee Flower Horne Takoma Park (15)

James Key Adelphi (18)

Caroline "Amrit" Moore Maury River (18)

**Ex-officio**

Ruby Branyan Young Friends

Molly Carroll Young Friends

Jocelyn "Jossie" Dowling  
Youth Programs Manager

Robert Finegar Young Friends

**AD HOC GROWING DIVERSE**

**LEADERSHIP COMMITTEE**

[gdl@bym-rsf.org](mailto:gdl@bym-rsf.org)

(established 2015)

Clerk: Peirce Hammond

St. Clair Allmond Richmond

Louisa Davis Herndon

David Etheridge Washington

Peirce Hammond Bethesda

Donna Kolaetis Menallen

Margaret "Meg" Regal Sandy Spring

Martha "Marcy" Baker Seitel  
Clerk of Interim Meeting

Kenneth "Ken" Stockbridge  
Presiding Clerk

**CIVIL AND HUMAN RIGHTS  
OF TRANSGENDER AND  
NON-BINARY PEOPLE  
WORKING GROUP**

[transgender@bym-rsf.org](mailto:transgender@bym-rsf.org)  
(Peace and Social Concerns)  
(established 2018)

**INTERNET COMMUNICATIONS  
WORKING GROUP**

[netcomm@bym-rsf.org](mailto:netcomm@bym-rsf.org)

(Advancement and Outreach)  
(established 2015)

Clerk: Mackenzie "Maco" Morgan

Philip "Phil" Caroom	Annapolis
Mackenzie "Maco" Morgan	Adelphi
Richard Thayer	Baltimore, Stony Run

**INTERVISITATION WORKING  
GROUP**

[intervisitation@bym-rsf.org](mailto:intervisitation@bym-rsf.org)  
(Ministry and Pastoral Care)  
(established 2013)

Clerk: Patricia "Patti" Nesbitt

Linda Coates	Eastland
Aaron "Nony" Dutton	Homewood
Jason Eaby	Nottingham
Jade Eaton	Adelphi
Georgia Fuller	Langley Hill
James "Jim" Fussell	Langley Hill
Beth Gorton	New England YM
Erik Hanson	Sandy Spring
Joan Liversidge	Sandy Spring
Patricia "Patti" Nesbitt	Sandy Spring
Jolee Robinson	Adelphi

**PASTORAL CARE WORKING  
GROUP**

[pastoralcare@bym-rsf.org](mailto:pastoralcare@bym-rsf.org)  
(Ministry and Pastoral Care)  
(established 2018)

Clerk:

**RIGHT SHARING OF WORLD  
RESOURCES WORKING GROUP**

[rswrwg@bym-rsf.org](mailto:rswrwg@bym-rsf.org)  
(Peace & Social Concerns)  
(established 2008)

**SPIRITUAL FORMATION  
PROGRAM WORKING GROUP**

[spiritform@bym-rsf.org](mailto:spiritform@bym-rsf.org)  
(Ministry & Pastoral Care)  
(established 2009)

Clerk: Amy Schmaljohn

Alan Evans	Gunpowder
David "Dave" Fitz	York
Ruth Fitz	York
Marilyn Rothstein	Gunpowder
Alan Schmaljohn	Gunpowder
Amy Schmaljohn	Gunpowder

**STRENGTHENING TRANSFORMATIVE**

**RELATIONSHIPS IN DIVERSE  
ENVIRONMENTS (STRIDE)**

**WORKING GROUP**

[stride@bym-rsf.org](mailto:stride@bym-rsf.org)  
(Camping Program)  
(established 2014)

**Baltimore STRIDE**

Clerk: Hannah Brown

John Beck	Catoctin
Hannah Brown	Shiloh
Rosalie Eck	Adelphi
Laura Grothaus	Teen Adventure
Nicole "Nikki" Richards	Baltimore, Stony Run

**Charlottesville STRIDE**

Clerk: Chelsea "Chelly" Barbour

Chelsea "Chelly" Barbour	Shiloh
Madeleine Keach	Charlottesville

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Messages sent to listed e-mail addresses will be received by all members of the group.

**District of Columbia STRIDE**

Clerks: Alexis "Sunshine" Klein and James  
"Jamie" DeMarco

James "Jamie" DeMarco Homewood  
Alexis "Sunshine" Klein Shiloh

**Philadelphia STRIDE**

Clerks: Maria Adamson

Maria Adamson Opequon  
Allegra Churchill Charlottesvillle  
Peter Herrick Catocotin

**WOMEN'S RETREAT  
WORKING GROUP**

[womensretreat@bym-rsf.org](mailto:womensretreat@bym-rsf.org)

(Ministry & Pastoral Care)  
(established 2010)

Clerk:

Inga Erickson Herndon  
Bette Hoover Sandy Spring  
Elizabeth "Betsy" Tobin Frederick

**WORKING GROUP ON RACISM**

[wgr@bym-rsf.org](mailto:wgr@bym-rsf.org)

(Ministry & Pastoral Care)  
(established 2001)

Clerk: David Etheridge

Jane Melaney Coe Bethesda  
Ellen Cronin Sandy Spring  
Louisa Davis Herndon  
Paul Didisheim Washington  
Elizabeth DuVerlie Baltimore, Stony Run  
David Etheridge Washington  
Peirce Hammond Bethesda  
Donna Kolaetis Menallen  
Patience "Pat" Schenck Annapolis

**WORKING GROUP ON  
REFUGEES, IMMIGRANTS, AND  
SANCTUARY**

[refugees@bym-rsf.org](mailto:refugees@bym-rsf.org)

(Peace & Social Concerns)  
(established 2017)

Clerk:

James "Jim" Bell Washington  
Annette Breiling Frederick  
Roselle Clark Midlothian  
Anna Rubin Patapsco

**WORKING GROUP ON  
RIGHT RELATIONSHIP WITH  
ANIMALS**

[rightanimals@bym-rsf.org](mailto:rightanimals@bym-rsf.org)

(Unity with Nature)  
(established 2015)

Clerk: Margaret Fisher

Dayna Baily Penn Hill  
Alexandra "Alex" Bell Bethesda  
Mary Campbell Washington  
Margaret Fisher Herndon  
Margaret "Meg" Greene Washington  
Stuart Greene Patpasco  
Samantha Magrath Adelphi  
Edith Silvestri Langley Hill  
Nicolaus "Nic" Tideman Blacksburg  
Colie Touzel Blacksburg

**WORKING GROUP ON TRANS-  
GENDER AND NON-BINARY  
CONCERNS**

[transgender@bym-rsf.org](mailto:transgender@bym-rsf.org)

(Peace and Social Concerns)  
(established 2018)

Clerk:

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Messages sent to listed e-mail addresses will be received by all members of the group.

## **YOUTH SAFETY POLICY**

### **WORKING GROUP**

[youthsafety@bym-rsf.org](mailto:youthsafety@bym-rsf.org)

(Trustees)

(established 2013)

Convenor: Natalie Finegar

Alexandra "Alex" Bean

Junior Yearly Meeting Co-Clerk

Adrian Bishop Co-Clerk of Supervisory

Ramona Buck Co-Clerk of Supervisory

Mary "Chrissie" Devinney

Co-Clerk of Camping Program

Jocelyn "Jossie" Dowling

Youth Programs Manager

Natalie Finegar Trustees Representative

Annalee Flower Horne

Co-Clerk of Youth Programs

Rebecca "Becca" Haines Rosenberg

Co-Clerk of Youth Programs

Jane Megginson Camp Program Manager

Harry "Scotty" Scott

Co-Clerk of Camping Program

Carol Seddon

Junior Yearly Meeting Co-Clerk

Kenneth "Ken" Stockbridge

Presiding Clerk

Ned Stowe General Secretary

Vacant Clerk of Religious Education

### **YOUNG ADULT FRIENDS**

[yafs@bym-rsf.org](mailto:yafs@bym-rsf.org)

#### **Co-Clerks**

Thomas Finegar Sandy Spring (18)

Dylan Phillips Baltimore, Stony Run (17)

#### **Treasurer**

James "Jamie" DeMarco Homewood (16)

#### **Annual Session Planner**

Thomas "Tom" Webb Bethesda (18)

#### **Communications Coordinator**

Alexandra "Alex" Bean Adelphi (17)

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Messages sent to listed e-mail addresses will be received by all members of the group.



# REPRESENTATIVES TO ORGANIZATIONS AFFILIATED WITH THE YEARLY MEETING

## AMERICAN FRIENDS SERVICE COMMITTEE CORPORATION

**2019**

David "Dave" Treber Dunning Creek (13)

**2020**

Chester McCoy Adelphi (14)

David Robinson Alexandria (17)

## FRIENDS COMMITTEE ON NATIONAL LEGISLATION GENERAL COMMITTEE

**2019**

Susan Griffin Washington (16)

Byron Sandford Washington (16)

**2020**

Scott Breeze Washington (17)

Victor Thuronyi Adelphi (17)

**2021**

Marion Ballard Bethesda (15)

Thomas "Tom" Gibian Sandy Spring (15)

## FRIENDS GENERAL CONFERENCE, CENTRAL COMMITTEE

**2019**

Michelle Bellows Richmond (16)

Linda Goldstein Charlottesville (13)

**2020**

Mark Cannon Washington (14)

Justin Connor Washington (17)

Deanna Meyer Boyd  
Baltimore, Stony Run (17)

Ann Riggs Annapolis (14)

Dorothy "Dot" Walitzer Annapolis (17)

**2021**

Katherine "Kat" Darnell Frederick (18)

David Etheridge Washington (18)

Robert "Bob" Goren  
Baltimore, Stony Run (18)

Bette Hoover Sandy Spring (18)

Rebecca "Becka" Haines Rosenberg

Alexandria (15)

Donna Kolaetis Menallen (18)

Sabrina McCarthy Washington (18)

Nancy Moore Baltimore, Stony Run (18)

Katherine "Kat" Sharp Richmond (18)

Danielle Ziegler Hopewell Centre (18)

**Ex-officio**

Ken Stockbridge Presiding Clerk

## FRIENDS HOUSE RETIREMENT COMMUNITY

**2020**

Michael Levi Adelphi (17)

**2021**

William "Bill" Foskett Washington (18)

## FRIENDS MEETING SCHOOL

**2019**

Deborah Haines Alexandria (10)

**2021**

Peirce Hammond Bethesda (15)

## FRIENDS PEACE TEAMS Representative

Robert "Bob" Rhudy Patapsco (16)

Alternate Representative

James "Jamie" DeMarco Homewood (18)

## FRIENDS UNITED MEETING

### GENERAL BOARD

**2020**

Walter Fry West Branch (14)

Georgia Fuller Langley Hill (14)

Ann Riggs Annapolis (17)

## FRIENDS WILDERNESS CENTER

(Appointed on advice of

Unity with Nature)

**2021**

Susan "Sue" Hunter York (18)



## LOCAL MEETINGS

### ADELPHI FRIENDS MEETING

- Mailing address: 2303 Metzertott Road, Adelphi, Maryland 20783  
Meeting place: 2302 Metzertott Road, Adelphi, Maryland 20783  
Wheelchair accessible  
Hearing assistance system available
- Telephone: 301-445-1114 – Meeting House telephone  
Web site: [adelphifriends.org](http://adelphifriends.org)
- First Day schedule: Worship: 9:00 am and 10:00 am  
First Day School: 10:20 am except Junior Meeting fourth First Day at 10:00 am
- Business Meeting: Second First Day of the month, following Meeting for Worship, except for May, July, and August when it is the third First Day.
- Travel directions: Located a few miles north of Washington, DC, the Meeting House is between Riggs and Adelphi Roads, near the University of Maryland. From Maryland Route 650 (New Hampshire Avenue), go east on Metzertott 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 Metzertott). The Montgomery County Ride-On route 20 (Hillandale) bus stops about 1/2 mile from the Meeting House (near the corner of New Hampshire and Southampton).
- Contacts: Clerk: Paul Jolly; Assistant Clerk: Martha "Marcy" Seitel; Treasurer: Reuben Snipper; Assistant Treasurer: John Stith; Recording Clerk: Amy Greene; Recorder: Carol Beigel; Finance: Deb Bassert; First Day School: Kenneth "Ken" Leonard; Ministry & Worship: Cheryl Morden and Karen O'Brien; Nominating: Nicole Cintas; Pastoral Care: Committee of the whole; Peace & Social Concerns: Margaret Vitullo; Interim Meeting Representative: Ann Marie Moriarty.

### ALEXANDRIA FRIENDS MEETING

- Mailing address: 8990 Woodlawn Road, Fort Belvoir, Virginia 22060  
Meeting place: 8990 Woodlawn Road, Fort Belvoir, Virginia 22060  
Wheelchair accessible  
Hearing assistance system is available
- Telephone: 571-409-1761 – Meeting House voice mail  
Web site: [woodlawnfriends.org](http://woodlawnfriends.org)
- First Day schedule: Worship: 11:00am  
First Day School: 11:00am  
Adult RE: 10:00am
- Business Meeting: First First Day: 1:00pm (Second First Day in September; none in July and August)
- Travel directions: From I-495 (Capital Beltway): take Route 1 going south. Go about eight miles; turn right at the light onto Woodlawn Road, follow

Woodlawn to proceed straight through a traffic circle, then turn left from Woodlawn 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 at the traffic light onto Woodlawn Road, follow Woodlawn to proceed straight through a traffic circle, then turn left from Woodlawn to the Meeting House.

Contacts: Clerk: Judith "Judy" Riggan and Carie Rothenbacher; Assistant Clerk: William "Tad" Jose; Treasurer: Richard Ewell; Recording Clerk: Deborah Haines and Jerry Allen; Recorder: Katherine Spivey; Adult Religious Education: Judy Elvington; Children's Religious Education: Deborah Haines; Communications: Katherine Spivey; Ministry & Nurture: William "Bill" Hecht; Nominating: Gordon Roesler; Peace & Social Concerns: Davis Balderston; Trustees: Rachel Pharr; Newsletter Editor: Barbara Ginsburg; Interim Meeting Representative: Davis Balderston.

### **ANNAPOLIS FRIENDS MEETING (CHESAPEAKE QUARTER)**

Mailing address: 351 Dubois Road, Annapolis, Maryland 21401

Meeting place: 351 Dubois Road, Annapolis, Maryland 21401

Wheelchair accessible

Hearing assistance system – 72.9 MHz

Telephone: 410-573-0364 – Meeting House

Web Site: [annapolis.quaker.org](http://annapolis.quaker.org)

E-mail: [info@annapolis.quaker.org](mailto:info@annapolis.quaker.org)

First Day schedule: Worship: 11:00am

First Day School: 11:00am

Adult Religious Education: 9:30am on second and fourth First Days

Business Meeting: First First Day of the month, 9:00am

Travel directions: From Route 50 toward Annapolis take Exit 24 toward Bestgate Road. Go 0.5 miles to first right onto N. Bestgate Road. Take first left onto Dubois Road. Go to the end. Meeting House is on the left.

Contacts: Clerk: Wesley "Wes" Jordan; Assistant Clerk: Martha Baer; Treasurer: Susan "Sue" Podolin and Julie Rouhi; Recording Clerk: Philip Caroom; Recorder: Philip Caroom; Ministry & Worship: Thomas "Tom" Wolfe; Nominating: Elise Albert; Outreach: Patience "Pat" Schenck; Pastoral Care: Dorothy "Dotty" Doherty; Peace & Social Concerns: Carl Benson; Religious Education: Kimberly Benson & Joanna Tobin; Stewardship & Finance: Karen Cunyngnam; Trustees: Marcia Ormsby; Newsletter Editor: Beth Mayer; Interim Meeting Representative: Patricia "Trish" Robinson.

## **AUGUSTA WORSHIP GROUP (VALLEY)**

Mailing address: 606 Fraser Lane, Staunton, Virginia 24401-2335

Meeting place: 606 Fraser Lane, Staunton, Virginia 24401-2335

Wheelchair accessible

No hearing assistance system

Telephone: 540-885-7973

Web Site: [www.bym-rsf.org/who\\_we\\_are/meetings/va\\_meetings/augusta.html](http://www.bym-rsf.org/who_we_are/meetings/va_meetings/augusta.html)

E-mail: [tabstevejean@gmail.com](mailto:tabstevejean@gmail.com)

First Day schedule: Worship: 10:00am

Travel directions: Call for directions.

Contacts: Clerk: Jeanne Tabscott; Interim Meeting Representative: Vacant.

## **BALTIMORE MONTHLY MEETING, STONY RUN**

### **(CHESAPEAKE QUARTER)**

Mailing address: 5116 North Charles Street, Baltimore, Maryland 21210

Meeting place: 5116 North Charles Street, Baltimore, Maryland 21210

Wheelchair accessible

Hearing assistance system available

Telephone: 443-703-2590 – Meeting House

443-703-2589 – fax

Web site: [www.stonyrunfriends.org](http://www.stonyrunfriends.org)

E-mail: [info@stonyrunfriends.org](mailto:info@stonyrunfriends.org)

First Day schedule: Worship: 9:30am (scent-free) and 11:00 am (in July and August at 8:30am & 10:00am)

First Day School: 11:20am (in July and August 10:20 am)

Childcare available for all Meetings

Business Meeting: First First Day: 1:00pm

Travel directions: From Baltimore 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)

From Jones Falls Expressway (I-83 North): Exit onto Northern Parkway East, then turn right (south) onto Charles Street.

Contacts: Clerk: Blaine Keener; Assistant Clerk: Elizabeth DuVerlie; Treasurer: Margaret Allen; Recording Clerk: Robert "Bob" Breyer; Recorder: Karie Firoozmand; Annual Giving: Vacant; Community, Care & Clearness: Lawrence "Larry" Reid and Joan Thompson; Finance: Vacant; Ministry & Counsel: Paul Phillips; Nominating: Catherine "Cathie" Felter; Baltimore Quaker Peace & Justice (joint with Homewood): Deborah "Debbie" Ramsey; Religious Education: Kathryn "Kathy" Vizachero; Support & Supervision: Elizabeth "Betsy" Forbush; Trustees: Frederic "Fred" Hinze and Francis "Frank" Brocato; Interim Meeting Representative: J. Michael Boardman and Carol Seddon.

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## BETHESDA FRIENDS MEETING

Mailing address: PO Box 30152, Bethesda, Maryland 20824

Meeting place: Edgemoor Lane and Beverly Road, Bethesda, Maryland (on the campus of Sidwell Friends Lower School)

Wheelchair accessible

Hearing assistance system available

Telephone: 301-986-8681

Web site: [www.bethesdafriends.org](http://www.bethesdafriends.org)

E-mail: [info@bethesdafriends.org](mailto:info@bethesdafriends.org)

First Day schedule: Worship: 11:00am

First Day School: 11:20am

Business Meeting: First First Day of the month, 9:15am (except July and August)

Travel directions: Bethesda Meeting is located on the campus of Sidwell Friends Lower School at Beverly Road and Edgemoor Lane. Parking is ample.

**From the Red Line Metro Bethesda Station:** At the top of the long escalator, at the bus depot level go to the side where buses enter (at the corner of Edgemoor and Commerce Lanes). Go straight ahead (west) one short block on Edgemoor to cross Woodmont Avenue (with a traffic light). Continue two more blocks, crossing Arlington Avenue (with a traffic light) to the Sidwell Friends Lower School gate. Turn left and the Meeting house is a half block on the right.

**From the North:** Use Beltway Exit 36 south to Old Georgetown Road (Route 187) for 2.2 miles. Move into the right lane at the Auburn Avenue traffic light and then move to the new right lane at Cordell Avenue. At the next light, a five-way intersection, take the soft right onto Arlington Road. Turn right at the second light onto Edgemoor Lane, then left onto Beverly Road. The Meeting House is mid-block on the right. **Alternatively,** from Rockville, come south on the Rockville Pike/Wisconsin Avenue (Route 355), turn right on Commerce Lane, cross Old Georgetown Road, and then turn right onto Edgemoor Lane. From East-West Highway (Route 410), cross Wisconsin Avenue (Route 355), onto Old Georgetown Road (Route 187) take the first left onto Edgemoor Lane. Follow it around to the right. Cross Woodmont and Arlington Avenues (with traffic lights), turn left onto Beverly Road. The Meeting House is mid-block on the right.

**From Washington, DC:** Go north on Wisconsin Avenue (Route 355) and turn left Old Georgetown Road (Route 187). Turn left at first traffic light, Edgemoor Lane (bearing right at the Metrobus center to stay on Edgemoor). Cross Arlington Road. At the first intersection, turn left onto Beverly Road. The Meeting House is mid-block on the right.

Contacts: Co-clerks: Ralph Steinhardt and Elizabeth "Lee" Ingram; Treasurer: Gregory "Greg" Ingram; Assistant Treasurer: Marion Ballard; Recording Clerk: Ronald "Ron" Akins; Recorder: Margaret Plank;

Adult Religious Education: Stephanie Koenig and Dorothy "Dot" Patterson Lin; Advancement & Outreach: Travis Gallagher and Gale Thompson; Ministry & Worship: Ronald "Ron" Akins; Nominating: Douglas "Doug" Smith and Karen Banks; Pastoral Care: Alexandra "Alex" Bell and Jane Meleney Coe; Peace & Social Justice: Deborah Friese; Religious Education: Amy Lear White; Stewardship & Finance: Arlene Rodenbeck; Newsletter Editor: Jane Meleney Coe; Interim Meeting Representatives: Elizabeth "Liz" Hofmeister and Alexandra "Alex" Bell.

## **BLACKSBURG FRIENDS MEETING**

Mailing address: PO Box 327, Blacksburg, Virginia 24063-0327  
 Meeting place: 404 Mt. Tabor Road, Blacksburg, Virginia 24060  
 Wheelchair accessible  
 No hearing assistance system  
 Telephone: 540-552-6713  
 Web Site: [blacksburgfriends.org](http://blacksburgfriends.org)  
 First Day schedule: Worship: 10:00am  
 First Day School: 10:15am  
 Business Meeting: Second First Day of the month at the rise of Meeting (except July and August)  
 Travel directions: From I-81: Take Exit 118B toward Blacksburg, travel 12.8 miles and turn RIGHT onto US-460 business/N. Main St. (no exit ramp, after it seems you might have passed Blacksburg). Follow N. Main St. (southbound) 1 mile and turn LEFT on Mt. Tabor Road. Look for our driveway on the RIGHT in about 0.3 miles (between two houses).  
 Contacts: Clerk: Nicolaus "Nic" Tideman; Treasurer: Elizabeth Briggs; Recording Clerk: Marian "Polly" Archer; Recorder: Jay Wilkins; Adult Education: Debora Warren; Hospitality & Outreach: Therese "Terry" Lundberg; Ministry & Oversight: Andrea Kavanaugh; Nominating: Elizabeth "Liz" Tuchler; Peace and Social Concerns: Steven "Steve" Tatum; Quaker Earthcare: Elizabeth "Liz" Tuchler; Religious Education: Michelle Wilkins; Stewardship & Finance: Jay Wilkins; Interim Meeting Representative: Vacant.

## **BUCKHANNON PREPARATIVE MEETING (MONONGALIA)**

Mailing address: 1316 South Davis Avenue, Elkins, West Virginia 26241  
 Meeting place: West Virginia Wesleyan College Meditation Chapel  
 Wheelchair accessible  
 No hearing assistance available  
 Telephone: 304-472-3097  
 Web Site: [www.bym-rsf.org/who\\_we\\_are/meetings/wva\\_meetings/buckhannon.html](http://www.bym-rsf.org/who_we_are/meetings/wva_meetings/buckhannon.html)  
 E-mail: [jseaman1@frontier.com](mailto:jseaman1@frontier.com)  
 First Day schedule: Worship: 10:00am - second and fourth First Days  
 First Day School: 10:00am - second and fourth First Days  
 Business Meeting: Fourth First Days: 11:15am

- Travel directions: Go to Buckhannon and follow signs to West Virginia Wesleyan College. Find the tallest steeple, go to the rear of the building, and follow signs to Meditation Chapel.
- Contacts: Clerk: Judith "Judy" Seaman and Grace Harris; Treasurer: Judith "Judy" Seaman; Ministry & Counsel: Committee of the Whole; Peace & Social Concerns: Committee of the Whole; Religious Education: Judith "Judy" Seaman and Grace Harris; Stewardship & Finance: Committee of the Whole; Interim Meeting Representative: Vacant.

### **CARLISLE QUAKER MEETING (WARRINGTON QUARTER)**

- Mailing address: 252 A Street, Carlisle, Pennsylvania 17013
- Meeting place: 252 A Street, Carlisle, Pennsylvania 17013  
Wheelchair accessible  
No hearing assistance system
- Telephone: 717-249-8899 – Meeting House
- Web Site: [carlislequakers.org](http://carlislequakers.org)
- E-mail: [carlislequakers@gmail.com](mailto:carlislequakers@gmail.com)
- First Day schedule: Worship: 10:00am  
First Day School: 10:15am (Children present first 15 minutes of worship)
- Business Meeting: Second First Day of the month, 11:30am
- Travel directions: From center of downtown (intersection of High and Hanover Streets), go west on High to College Street (3rd traffic light). Turn right on College Street, then right at A Street (Meeting House at next alley)
- Contacts: Clerk: Fred Baldwin; Assistant Clerk: Sherry Harper-McCombs; Treasurer: Christy Hoover; Recording Clerks: Christine "Chris" Jefferson, Sherry Harper-McCombs, and Morgan Evans; Recorder: Christy Hoover; Budget and Finance: Donald "Don" Kovacs; Ministry & Counsel: Ruth Kovacs; Nominating: Donald "Don" Kovacs; Peace and Social Concerns: Donald "Don" Kovacs; Interim Meeting Representative: Joan Anderson.

### **CHARLOTTESVILLE FRIENDS MEETING**

- Mailing address: 1104 Forest Street, Charlottesville, Virginia 22903
- Meeting place: 1104 Forest Street, Charlottesville, Virginia 22903  
Wheelchair accessible  
Hearing assistance system available
- Telephone: 434-971-8859 – Meeting House telephone
- Web site: [www.fgcquaker.org/cloud/charlottesville-friends-meeting](http://www.fgcquaker.org/cloud/charlottesville-friends-meeting)
- First Day schedule: Worship: 8:30am and 11:00am (Fall, Winter and Spring); 8:30am and 10:15am (Summer)  
First Day School: 11:00am - 11:45am (September to June)  
Adult discussion: 9:45am (September to June)
- Business Meeting: First First Day at 12:20pm
- 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.

Contacts: Clerk: Barbarie Hill; Treasurer: Anne Williams; Recording Clerks: Frances Racette and Vonnie Calland; Recorder: Richard Balnave; Finance: Cynthia Power; Ministry & Worship: Georgeann Wilcoxson; Nominating: JoAnn Dalley; Overseers: Alice Anderson; Peace & Social Concerns: Aida Barnes-May and Katy Schutz; Religious Education: Vacant; Newsletter Editor: Linda Goldstein; Interim Meeting Representative: Thomas "Tom" Hill.

## **DEER CREEK MEETING**

Mailing address: PO Box 415, Darlington, Maryland 21034

Meeting place: 1212 Main Street, Darlington, Maryland 21034

Wheelchair accessible

No hearing assistance system

Telephone: 410-457-9188 – Meeting House telephone

Web site: [www.deercreekmeeting.org](http://www.deercreekmeeting.org)

E-mail: [cewalter10@gmail.com](mailto:cewalter10@gmail.com)

First Day schedule: Worship: 10:00am Friends gather, 10:50 to 11:30am Meeting for Worship

First Day School (Children): 10:15 to 11:30am

First Day School (Adults): 10:15am

Business Meeting: Third First Day of the month, 11:30am

Travel directions: Deer Creek Friends Meeting is in northern Harford County, about forty miles northeast of Baltimore, about one-fifth mile east of US 1, on MD 161. Take 95 to the Churchville/Havre de Grace exit, head toward Churchville on Route 155. Make a right onto 161; follow this through Darlington about five miles. The meetinghouse is on the left shortly after you pass the Darlington Pharmacy.

Contacts: Clerk: Mara Walter; Treasurer: Henry Holloway; Recording Clerk: Vacant; Recorder: Margaret Scarborough; Advancement & Outreach: Mary McLean; Ministry & Oversight: James "Jim" Pickard & Margaret Scarborough; Peace & Social Justice: Christopher "Chris" Neumann; Religious Education: Mara Walter; Trustees: Stuart Cohen and Henry Smith Holloway; Unity with Nature: Susan "Sue" Hunter and Mary Corddy; Newsletter Editor: Margaret Scarborough; Interim Meeting Representative: Mary Corddy and Mara Walter.

## **DUNNINGS CREEK FRIENDS MEETING (CENTRE QUARTER)**

- Mailing address: c/o Susan Williams, 2049 Valley Road, Schellsburg, PA 15559
- Meeting place: Dunnings Creek Meeting House, 285 Old Quaker Church Road, Fishertown, Pennsylvania 15539  
Wheelchair accessibility with help  
No hearing assistance system
- Telephone: 814-839-2952
- Web site: [www.dunningscreekfriends.org](http://www.dunningscreekfriends.org)
- First Day schedule: Worship: 11:00am  
First Day School: 10:00am
- Business Meeting: Second First Day, 10:00am
- Travel directions: The Meeting is about nine miles northwest of Bedford, Pennsylvania. From Bedford, PA take 199 north to the Rt. 56 exit; exit west PA Rt. 56. Go 3.1 miles to Old Quaker Church Road; bear left. Go 0.3 miles to the Meeting House on the left.
- Contacts: Clerks: Susan Williams and David "Dave" Bohnert; Treasurer: Marcia Rogish; Newsletter Editor: Karin Sedewar; Interim Meeting Representative: Susan Williams.

## **EASTLAND PREPARATIVE MEETING (LITTLE BRITAIN)**

- Mailing address: c/o Linda Coates, 126 South Fulton Street, Strasburg, Pennsylvania 17579
- Meeting places: 10 Friends Road, Little Britain, Pennsylvania  
Wheelchair accessible  
No hearing assistance system
- Web site: [www.bym-rsf.org/who\\_we\\_are/meetings/pa\\_meetings/eastland.html](http://www.bym-rsf.org/who_we_are/meetings/pa_meetings/eastland.html)
- First Day schedule: Worship: 11:00am  
First Day School: 10:00am
- Business Meeting: See listing for Little Britain Monthly Meeting.
- Travel directions: **From points south:** Route I-95 North from Baltimore. Exit onto Route 152 (Fallston) West; to U.S. Route 1 North. Cross the Conowingo Hydroelectric Dam and turn north onto Route 222 at the top of the hill. After crossing Pennsylvania state line, turn right on Little Britain Road (at a Y in the road). Drive about three miles, turn right onto Friends Road. Meeting House is at the top of the hill on the left, near the end of Friends Road.  
**From points north/west:** take 272 south after 283 merges with 30. At Wakefield, just after one passes Penn Hill meeting and the Fulton Fire Company, turn left or east on 272. Just after you cross the Creek turn south or right on the first road you come to. Continue on this road which eventually is named Friends Road. You will see the stone Meeting House on the left as you get to the end of the road.
- Contacts: Clerk: Linda Coates; Treasurer: Vacant; Interim Meeting Representative: Vacant.

## **FAUQUIER FRIENDS WORSHIP GROUP (HERNDON)**

- Mailing address: PO Box 224, Bealeton, Virginia 22712-0224  
Meeting place: usually Library Depot, 10877 Willow Drive North, Bealeton, Virginia
- Telephone:  
Web site: [www.bym-rsf.org/who\\_we\\_are/meetings/va\\_meetings/fauquier.html](http://www.bym-rsf.org/who_we_are/meetings/va_meetings/fauquier.html)  
Facebook: [Fauquier Friends Worship Group-Quaker](https://www.facebook.com/FauquierFriendsWorshipGroupQuaker)  
E-mail: [fauquierfriends@gmail.com](mailto:fauquierfriends@gmail.com)  
First Day schedule: Usually on Third First Day, check Meeting website for specific dates  
Singing: 10:30am; Worship and First Day School: 11:00am  
Business Meeting: Once a year in spring with the Worship Group Care Committee of Herndon Friends Meeting  
Travel directions: From the intersection of VA17 and VA 28, go south on VA17 to Station. Turn left on Station and proceed to Willow Drive. Turn left on Willow Drive, then immediately turn right into the Bealeton Library parking lot.  
Contacts: Convener: Bonnie Stockslager; Interim Meeting Representative: Vacant.

## **FLOYD FRIENDS MEETING**

- Mailing address: 1199 Christiansburg Pike, Floyd, Virginia 24091  
Meeting place: 1199 Christiansburg Pike, Floyd, Virginia 24091  
Wheelchair accessible  
No hearing assistance system  
Telephone: 540-929-4142 or 540-381-4147  
Web site: [www.bym-rsf.org/who\\_we\\_are/meetings/va\\_meetings/floyd.html](http://www.bym-rsf.org/who_we_are/meetings/va_meetings/floyd.html)  
First Day schedule: Worship: 10:00am  
First Day School: 10:00am  
Business Meeting: First First Day, 12:00pm, preceded by pot-luck.  
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 (Rt. 615) 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 (Rt. 615) for 2 miles; Meeting House is on the right-hand side.  
Contacts: Clerk: Kimberly "Kim" O'Donnell; Treasurer: Rebecca Dameron; Recording Clerk: Nancy Jo "Jo" Parr; Adult Religious Education: Susan Adams; First Day School: Justin Yonker; Ministry & Worship: Sharon Custer-Bogges; Outreach: Edna Whitier; Peace & Social Concerns: Lee Henkel; Interim Meeting Representative: Vacant.

## **FREDERICK FRIENDS MEETING (WARRINGTON QUARTER)**

- Mailing address: 723 North Market Street, Frederick, Maryland 21701  
Meeting place: 723 North Market Street, Frederick, Maryland 21701  
Wheelchair accessible  
No hearing assistance system
- Telephone: 301-631-1257 – Meeting House  
Web site: [www.frederickfriends.org](http://www.frederickfriends.org)  
E-mail: [clerk@frederickfriends.org](mailto:clerk@frederickfriends.org)
- First Day schedule: Worship: 10:30am  
First Day School: 10:45 – 11:30am (mid-September to mid-June)  
(supervised play mid-June to mid-September)
- Business Meeting: Second First Day of the month. 9:00am April to October; 12:00pm  
November to March.
- Travel directions: From US 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.
- Contacts: Clerk: Kathy Funkhouser and Betsy Tobin; Treasurer: Gregory  
"Greg" Tobin; Recording Clerk: Vacant; Recorder: Olivia Evans;  
First Day School: Susanna Laird; Ministry & Counsel: Isaac Smith;  
Nominating: Helen Tasker; Peace & Social Concerns: Ann Payne  
and Annette Brieling; Stewardship & Finance: Chris Elbich; Trust-  
ees: Vacant; Interim Meeting Representative: Vacant.

## **FRIENDS MEETING OF WASHINGTON**

- Mailing address: 2111 Florida Avenue NW, Washington, DC 20008  
Meeting place: 2111 Florida Avenue NW, Washington, DC 20008  
Wheelchair accessible - Meeting Room and Parlor Level  
Hearing assisted equipment available in Meeting Room
- Telephone: 202-483-3310 – Meeting office  
Web site: [quakersdc.org](http://quakersdc.org)  
E-mail: [admin@quakersdc.org](mailto:admin@quakersdc.org)
- First Day schedule: Worship: 9:00am (Meeting House parlor); 10:30am (Quaker House  
Living Room with special welcome to gays, lesbians, bisexuals,  
and transgenders); 10:30am (Meeting House Meeting Room); and  
6:00pm (Meeting House Decatur Place Room)  
First Day School: 10:30am
- Daily Worship: 7:30 am (William Penn House)  
Weekly Worship: Wednesday, 6:00pm (Meeting House Parlor)
- Business Meeting: Second First Day: 12:00pm (except July - third First Day and August  
- no business)
- Travel directions: The Meeting House is in Northwest Washington near Dupont Circle.  
It is on Florida Avenue between R and S Streets and between 21st  
and 22nd Streets. The office entrance is on the Decatur Place side  
of the building. For detailed instructions, call the Meeting office be-  
tween 8:00am and 4:30pm weekdays or see the Meeting website.

Public Transportation-Metro: Go to the Dupont Circle station on the Red line. Exit at Q Street. Walk north (uphill) on nearby Connecticut Avenue to the second traffic light at Florida Avenue. Turn left on Florida and go one half block to the Meeting House on the right.

Contacts: Clerk: Eugene "Gene" Throwe; Assistant Clerk: Grant Thompson; Treasurer: Robert "Bob" Meehan; Assistant Treasurer: Michael North; Recording Clerk: Betsy Bramon; Finance & Stewardship: James "Jim" Bell; Marriage & Family Relations: Vacant; Membership: Janet Dinsmore; Ministry & Worship: Gregory Robb; Nominating: Todd Harvey; Peace & Social Concerns: Michael "Mike" Duvall; Religious Education: Shannon Hughes; Trustees: Vacant; Interim Meeting Representative: Vacant.

### **GETTYSBURG MONTHLY MEETING (WARRINGTON QUARTER)**

Mailing address: PO Box 4155, Gettysburg, Pennsylvania 17325-4155  
Meeting place: Glatfelter Lodge, Gettysburg College, Gettysburg, Pennsylvania 17325  
Wheelchair accessible  
No hearing assistance system  
Telephone: 717-420-5900  
Web site: [www.bym-rsf.org/who\\_we\\_are/meetings/pa\\_meetings/gettysburg.html](http://www.bym-rsf.org/who_we_are/meetings/pa_meetings/gettysburg.html)  
First Day schedule: Worship: 10:30am  
First Day School: 10:30am  
Business Meeting: First First Day of the month, after rise of Meeting  
Travel directions: From the square in Gettysburg (intersection of US 30 and business 15) go west on Route 30. Turn right on Washington (1st block out of the square). Cross railroad tracks & turn left on Constitution Ave. Come around to the second parking lot (Master's Lot) on right (1st one is large, second is smaller). Take walkway to the right of the building immediately in front of you and you'll see Glatfelter Lodge, the stone cottage with the stained glass windows.  
Contacts: Clerk: Sandy Moyer; Treasurer: Arthur Henne; Recording Clerk: Jerry Johnson; Interim Meeting Representative: Margaret Stambaugh.

## **GOOSE CREEK FRIENDS MEETING**

Mailing address: PO Box 105, Lincoln, Virginia 20160-0105

Meeting place: 18204 Lincoln Road, Lincoln, Virginia 20160

Wheelchair accessible

No hearing assistance system

Telephone: 540-751-0323 – Meeting House

Web site: [www.goosecreekfriends.org](http://www.goosecreekfriends.org)

First Day schedule: Worship: 9:45am

First Day School: 10:00am (following worship with adults)

Business Meeting: First First Day: 11:00am

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

Contacts: Clerk: Deborah "Debbi" Sudduth; Assistant Clerk: Richard Weidner; Treasurer: Brian Burgher; Recording Clerk: Catherine Cox; Recorder: Nancy Uram; Finance: John "Jed" Shilling; Ministry & Oversight: Catherine Cox and Sheila Kryston; Nominating: Edward "Ed" Devinney; Outreach: Vacant; Peace & Social Concerns: Sheila Kryston and Will McCabe; Religious Education: Maria Nicklin; Unity with Nature: Deborah "Debbi" Sudduth and Martha Mason Semmes; Newsletter Editor: Catherine Cox; Interim Meeting Representative: Brett Ann Hoag.

## **GUNPOWDER FRIENDS MEETING (CHESAPEAKE QUARTER)**

Mailing address: PO Box 737, Sparks, Maryland 21152-0737

Meeting place: 14934 Priceville Road, Sparks, Maryland 21152

Wheelchair accessible

Hearing assistance available

Telephone: 410-472-4583 – Meeting House

Web site: [www.gunpowderfriends.org](http://www.gunpowderfriends.org)

E-mail: [gunpowderclerk@gmail.com](mailto:gunpowderclerk@gmail.com)

First Day schedule: Worship: 10:00am

First Day School: 10:00am

Adult Forum: first First Days, 9:00am

Quakerism Discussion Group: second First Day, 9:00am

Bible Study: fourth First Day, 9:00am

Business Meeting: Third First Day: 11:15am

Silent Retreat: 2nd Seventh Day 9:00am - 3:00pm

Travel directions: Sparks is about 21 miles north of Baltimore on the Harrisburg Expressway (I-83). Gunpowder Meeting is west of Sparks and west of I-83. Exit I-83 at Belfast Road (Exit 24), turn west toward Butler. Go one-third mile to Priceville Road; left on Priceville Road for one

mile. Where Priceville Road turns right and Quaker Bottom Road continues ahead at the crest of a steep grade, make a sharp right turn into the Meeting House drive.

Contacts: Clerk: Jennifer Robinson; Assistant Clerk: Vacant; Treasurer: Alan Evans; Recording Clerk: Alan Schmaljohn and Claire Twose; Recorder: Alison Seitz and Meredith van den Beemt; Care and Oversight: LouAnne Smith; Finance: Adair Clarke; First Day School: Wendy Snyder; Ministry & Counsel: Anita Langford; Nominating: Sharon Daily; Trustees: Stephen "Steve" Rives; Newsletter Editor: Claire Hartman; Interim Meeting Representative: Rebecca "Rep" Pickard.

## HERNDON FRIENDS MEETING

Mailing address: 660 Spring Street, Herndon, Virginia 20170

Meeting place: 660 Spring Street, Herndon, Virginia 20170

Wheelchair accessible

No hearing assistance system

Telephone: 703-736-0592 – Meeting House

Web site: [www.fgcquaker.org/cloud/herndon-friends-meeting](http://www.fgcquaker.org/cloud/herndon-friends-meeting)

E-mail: [clerk@herndonfriends.org](mailto:clerk@herndonfriends.org)

First Day schedule: Worship: 10:30am, singing at 10:15am

First Day School: 10:45am

Business Meeting: Second First Day: 9:00am (except May, July & September)

Travel directions: From Dulles Toll Road, go north on Centreville Road which becomes Elden Street. At about 1.2 miles, turn right onto Spring Street, then left on Locust to the parking lot on right

Contacts: Clerk: Elizabeth "Liz" Willson; Assistant Clerk: Inga Erickson; Treasurer: Terence McCormally; Recording Clerk: Catharine "Cathy" Tunis; Recorder: Catharine "Cathy" Tunis; Communications and Outreach: Ting-Yi Oei; Finance: John Smallwood; Ministry & Oversight: Inga Erickson; Nominating: Kimberle "Kim" Glazer; Peace & Social Concerns: Melanie Stanley and Tim Stanley; Religious Education: Abbey Compton and Jolene Smith; Trustees: Vacant; Newsletter Editor: Terence McCormally; Interim Meeting Representative: Harry Tunis.

## **HOMEWOOD FRIENDS MEETING (CHESAPEAKE QUARTER)**

Mailing address: 3107 North Charles Street, Baltimore, Maryland 21218  
Meeting place: 3107 North Charles Street, Baltimore, Maryland 21218  
Wheelchair accessible  
Hearing assistance system available  
Telephone: 410-235-4438 – Meeting Office  
Web site: [www.homewoodfriends.org](http://www.homewoodfriends.org)  
E-mail: [homewoodfriends@verizon.net](mailto:homewoodfriends@verizon.net)  
First Day schedule: Worship: 10:30am  
First Day School: 10:50am  
Business Meeting: Third First Day: 12:15pm  
Travel directions: On North Charles Street directly across from Baltimore Museum of Art Drive, and John Hopkins University, Homewood Campus  
Contacts: Clerk: George Amoss; Assistant Clerk: Susan Walters; Treasurer: Megan Shook; Recording Clerk: Molly Mitchell; Recorder: Christine "Chris" Rutkowski; Indian Affairs: joint with Stony Run; Ministry & Counsel: vacant; Nominating: Mina Brunyate; Baltimore Quaker Peace & Justice: joint with Stony Run; Religious Education: Vacant; Trustees: Susan Russell Walters; Newsletter Editor: Mina Brunyate; Interim Meeting Representative: Vacant.

## **HOPEWELL CENTRE MONTHLY MEETING**

Mailing address: 604 Hopewell Road, Clearbrook, Virginia 22624  
Meeting place: Hopewell Meeting House – 604 Hopewell Road, Clearbrook, Virginia 22624  
Centre Meeting House – 203 North Washington Street, Winchester, Virginia  
Wheelchair accessible  
No hearing assistance system  
Telephone: 540-667-9114 – Hopewell Meeting House  
Web site: [hopecentre.quaker.org](http://hopecentre.quaker.org)  
E-mail: [hopecentre@wvmcc.com](mailto:hopecentre@wvmcc.com)  
First Day schedule: Worship: 10:00am  
First Day School: 11:15am  
Fourth First Day meeting is at Centre Meeting House  
Business Meeting: Second First Day: 11:30am  
Travel directions: Clearbrook is seven miles north of Winchester. From I-81, take Clearbrook exit #321, turn west on Hopewell Road. The Meeting House is about one mile on the left.  
Centre Meeting House is located in downtown Winchester at 203 North Washington Street at the corner of Washington and Piccadilly Streets.  
Contacts: Clerk: Betty McCormick; Assistant Clerk: Richard "Dick" Bell; Treasurer: James "Jim" Riley; Assistant Treasurer: Anne Bacon; Recording Clerk: Daniel "Dan" Riley; Assistant Recording Clerk: Carol Melby; Advancement & Outreach: Richard Cooper and Margaret



"Maggie" Stetler; Ministry & Counsel: Linda Wilk; Pastoral Care: Pamela "Pam" Hambach; Religious Education: Vacant; Stewardship & Finance: James "Jim" Riley; Newsletter Editor: Robyn Harris; Interim Meeting Representative: Vacant.

## **LANGLEY HILL FRIENDS MEETING**

Mailing address: 6410 Georgetown Pike, McLean, Virginia 22101-2210  
Meeting place: 6410 Georgetown Pike, McLean, Virginia 22101  
Wheelchair accessible meeting room  
Hearing assistance system available 72 to 76 MHz  
Telephone: 703-442-8394 – Meeting House  
Web site: [www.langleyhillquakers.org](http://www.langleyhillquakers.org)  
E-mail: [langleyhill@freelists.org](mailto:langleyhill@freelists.org)  
First Day schedule: Worship: 10:00am, 9:30am on second First Day  
First Day School: 10:30am (nursery at 10:00am)  
Business Meeting: Second First Day: 10:30am at the rise of Meeting  
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.  
Contacts: Clerk: Timothy "Tim" Hunt; Treasurer: Jessica Mott; Recording Clerk: Rebecca Rawls; Recorder: Ann Delorey; Care and Clearness: Walter Brown; Directors of the Corporation: Vacant; Finance: Jessica Mott; Ministry & Worship: Sheila Bach; Nominating: Ann Delorey; Outreach: Jeannette Smith; Peace & International Outreach: Donna Williams; Religious Education: Alan Swanson; Social Concerns: Elaine Williams and Laura Lee Fisher; Newsletter Editor: Douglas "Doug" Smith; Bookkeeper: Donna Williams; Interim Meeting Representative: Jeannette Smith.

## **LITTLE BRITAIN MONTHLY MEETING (NOTTINGHAM QUARTER)**

Mailing address: c/o Suzanne Lamborn, Clerk, 225 Lees Bridge Road, Nottingham, Pennsylvania 19362  
Meeting places: See listings for Eastland and Penn Hill Preparative Meetings  
Hearing assistance available-microphone and speaker  
Web site: [www.bym-rsf.org/who\\_we\\_are/meetings/pa\\_meetings/littlebritain.html](http://www.bym-rsf.org/who_we_are/meetings/pa_meetings/littlebritain.html)  
First Day schedule: See listings for Eastland and Penn Hill Preparative Meetings  
Business Meeting: Third First Day, at rise of Meeting, (February, April, June, October and November at Eastland) (January, March, May, July, September and December at Penn Hill) (August at Drumore)  
Travel directions: See listings for Eastland and Penn Hill Preparative Meetings  
Contacts: Clerk: Suzanne Lamborn; Treasurer: Sarah Brabson; Membership Clerk: Mary Kirk; Ministry & Pastoral Care: Mark Brabson; Interim Meeting Representative: Linda Coates.

## **LITTLE FALLS MEETING OF FRIENDS (CHESAPEAKE QUARTER)**

- Mailing address: PO Box 240, Fallston, Maryland 21047  
Meeting place: 719 Old Fallston Road, Fallston, Maryland 21047  
Wheelchair accessible  
No hearing assistance system
- Telephone: 410-877-3015 – Meeting House  
Web Site: [littlefallsfriends.org](http://littlefallsfriends.org)  
E-mail: [littlefalls.clerk@gmail.com](mailto:littlefalls.clerk@gmail.com)
- First Day schedule: Worship: 10:30am  
First Day School: 10:45am  
Adult First Day: 11:15am
- Business Meeting: First First Day: 11:15am
- Travel directions: At intersection of either Interstate 95 or US 1 and Route 152, go west on Maryland 152. Cross MD 147 (Harford Rd.) and turn left at second light. This will be Old Fallston Road after passing school complex. Little Falls Meeting is about 3/4 mile on the left.
- Contacts: Clerk: Bobbi Sue Bowers; Treasurer: Janet Zimmerman; Recording Clerk: Barbara "Bobbie" Siebens; Care and Concerns: Beth Babikow; Peace & Social Concerns: Vacant; Religious Education: Bobbi Sue Bowers (adult) & Elizabeth Harlan (children); Board of Trustees: William Harlan; Communications: Alice Remsberg; Interim Meeting Representative: Vacant.

## **LYNCHBURG INDULGED MEETING (ROANOKE)**

- Mailing address: c/o Heidi Koring, 108 Warren Avenue, Lynchburg, Virginia 24501  
Meeting place: Lynchburg College Spiritual Life Center, 500 Westwood Avenue, Lynchburg, Virginia  
Not wheelchair accessible  
No hearing assistance system
- Telephone: 804-847-4301 - Convener  
Web site: [www.roanokequakers.org](http://www.roanokequakers.org)
- First Day schedule: Worship: 10:30am
- Travel directions: Call convener.
- Contact: Convener: Heidi Koring; Interim Meeting Representative: Vacant.

## **MATTAPONI FRIENDS MEETING**

- Mailing address: c/o Miriam Maloney, Dayspring Farm, 942 Buena Vista Rd, Cologne, Virginia 23156
- Meeting place: Dayspring Farm, 942 Buena Vista Road, Cologne, Virginia 23156  
Building is wheelchair accessible; bathroom is not  
No hearing assistance system
- Telephone: 804-785-9401  
Web site: [mattaponiquakermeeting.org](http://mattaponiquakermeeting.org)  
E-mail: [dayspringfarm@aol.com](mailto:dayspringfarm@aol.com)
- First Day schedule: Worship: 10:00am
- Business Meeting: First First Day, after the rise of Meeting.
- Travel directions: From Charlottesville, take Route 64 East to Richmond. Just before

Richmond, take 295 North and East around Richmond.

\*Stay on 295 until exit for Route 64. Take 64 East towards Williamsburg and Norfolk. Stay on 64 East until the first West Point exit. That will put you on Route 33. Go through the town of West Point after approximately eight to nine miles. After another five to six miles, at the intersection of Route 33 and Route 14 E, turn right. You will be turning right towards Gloucester. After 1/2 mile, the farm is on the right. It is a big white farm house and you will see a sign for Day-spring Farm.

From Baltimore or D.C., take Interstate 95 South, through Fredericksburg, all the way to Route 295. Take 295 East towards Williamsburg and Norfolk. Follow directions from \*.

Contacts:

Clerk: Steven "Steve" Griswold; Treasurer: Charles "Charlie" Maloney; Recording Clerk: Sarah Lavicka; Interim Meeting Representative: Vacant.

## **MAURY RIVER FRIENDS MEETING**

Mailing address: PO Box 582, Lexington, Virginia 24450

Meeting place: 34 Waterloo Road, Lexington, Virginia 24450

Wheelchair accessible

No hearing assistance system

Web site: [www.quakercloud.org/cloud/maury-river-friends-meeting](http://www.quakercloud.org/cloud/maury-river-friends-meeting)

E-mail: [news@mauryriverfriends.us](mailto:news@mauryriverfriends.us)

First Day schedule: Worship: 10:00am; adult discussion 11:30am

First Day School: 10:00am with children joining Meeting at 10:40am

Business Meeting: Fourth First Day: 11:30am; potluck follows

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.

Contacts:

Clerk: Margaret "Peggy" Dyson-Cobb; Treasurer: Daniel "Dan" Walz; Recording Clerk: Daphne Raz; Records Clerk: Morris Trimmer; Advancement & Outreach: John White; Finance & Stewardship: Vacant; Ministry and Counsel: Mary Barnes; Nominating: Daphne Raz; Peace & Justice: Kathy Fox; Religious Education: Sarah Giddings; Interim Meeting Representative: Vacant.

## **MENALLEN MONTHLY MEETING (WARRINGTON QUARTER)**

- Mailing address: PO Box 29, Biglerville, Pennsylvania 17307  
Meeting place: 1107 Carlisle Road (PA Rt. 34), Biglerville, Pennsylvania  
Wheelchair accessible  
No hearing assistance system  
Telephone: 717-677-6078 - Meeting House  
Web site: [www.menallenfriends.org](http://www.menallenfriends.org)  
First Day schedule: Worship: 10:30am  
First Day School: 10:30am  
Business Meeting: Second First Day of the month, following Meeting for Worship  
Travel directions: The Meeting is about ten miles north of Gettysburg, Pennsylvania, on PA Rt. 34. Passing through Biglerville, go two and a half miles past two traffic lights. The Meeting House is on the right.  
Contacts: Clerk: Christopher "Chris" Fee; Treasurer: Vacant; Ministry & Pastoral Care: Barclay Brooks; Religious Education: Allison Singley-Fee; Stewardship & Finance: Vacant; Interim Meeting Representative: Dave French.

## **MIDLOTHIAN FRIENDS MEETING**

- Mailing address: PO Box 1003, Midlothian, Virginia 23113  
Meeting place: 900 Preservation Road, Midlothian, Virginia 23113  
Wheelchair accessible  
No hearing assistance system  
Telephone: 804-744-2657  
Web site: [www.midlothianfriends.org](http://www.midlothianfriends.org)  
E-mail address: [quaker\\_town\\_crier@msn.com](mailto:quaker_town_crier@msn.com)  
First Day schedule: Worship: 11:00am; Circle of Friends: 10:15am  
First Day School: 11:15 am on second and fourth First Days  
Business Meeting: Second First Day: 11:00am  
Travel directions: From North and West: From Virginia Route 288, take the Huguenot Trail/Robious Road (Route 711) Exit. Turn right at end of ramp onto Huguenot Trail Road. Go about 1 mile west to the turnoff for Huguenot Springs Road. Go south on Huguenot Springs Road. Go about 1.6 miles on Huguenot Springs Road and turn right onto gravel road across from "School Bus Stop" sign. Meeting House is first on left. (Gray Cape Cod)  
From South and Southwest: From Virginia Route 288, go west on Route 60/Midlothian Turnpike for 2 miles. Take turnoff for Huguenot Springs Road (Route 607) on right. Go north on Huguenot Springs Road for 2 miles. 1 mile after entering Powhatan County, turn left onto gravel road across from "School Bus Stop" sign. Meeting House is first on left. (Gray Cape Cod)  
Contacts: Clerk: Brian McCutcheon; Assistant Clerk: David Stocker; Treasurer: Ann Duncan; Recording Clerk: Stephen Long; Care and Community: Jane Roberson; Financial Stewardship/Trustees: Ann Duncan; Nominating: Thomas "Tom" DeWeerd; Peace and Social Action:

Roselle Clark; Religious Education: Laura Clark and Katherine "Katie" Brown DeWeerd; Spiritual Nurture: David Clark; Email notifications: Howard Brod; Interim Meeting Representative: Thomas "Tom" DeWeerd.

### **MONONGALIA FRIENDS MEETING**

Mailing address: PO Box 441, Morgantown, West Virginia 25607-0441  
Meeting place: 648 East Brockway, Morgantown, West Virginia 26501  
Wheelchair accessible  
No hearing assistance system  
Telephone: 304-599-8233  
Web site: [monquakers.wordpress.com](http://monquakers.wordpress.com)  
E-mail address: [monquakers@gmail.com](mailto:monquakers@gmail.com)  
First Day schedule: Worship: 11:00am  
First Day School: 11:00am  
Business Meeting: Third First Day: 9:30am  
Contacts: Clerk: Keith Fullerton and Catherine Tall; Assistant Clerk: James "Jim" Syphers; Treasurer: James "Jim" Siekmeier; Recording Clerk: Geoffrey "Geoff" Hilsabeck; Recorder: James "Jim" Syphers; Advancement & Outreach: Committee of the whole; Ministry & Oversight: Vacant; Nominating: Vacant; Peace & Social Concerns: Vacant; Religious Education: Vacant; Stewardship & Finance: Vacant; Newsletter Editor: Vacant; Interim Meeting Representative: Vacant.

### **NORFOLK PREPARATIVE MEETING (WILLIAMSBURG)**

Mailing address: 518 New Jersey Avenue, Norfolk, Virginia 23508  
Meeting place: location varies: call 757-627-6317 or 757-624-1841  
Not wheelchair accessible  
No hearing assistance system  
Telephone: 757-627-6317 or 757-624-1841  
Web site: [home.morrisbb.net/housey/WFM/WFM.norfolk.html](http://home.morrisbb.net/housey/WFM/WFM.norfolk.html)  
E-mail address: [joanvmoore@mac.com](mailto:joanvmoore@mac.com)  
First Day schedule: Worship: 10:00am  
Business Meeting: First First Day, following Meeting for Worship  
Travel directions: Call 757-627-6317 or 757-624-1841 for directions  
Contacts: Clerk: Grace P. Tazewell; Treasurer: Andrew "Andy" Conlon; Recording Clerk: Nancy Milner; Interim Meeting Representative: Vacant.

## **NOTTINGHAM MONTHLY MEETING (NOTTINGHAM QUARTER)**

- Mailing address: 260 South Third Street, Oxford, Pennsylvania 19363  
Meeting place: Oxford Friends Meeting House, 260 South Third Street, Oxford, Pennsylvania 19363  
Wheelchair accessible  
No hearing assistance system
- Telephone: 484-758-0750  
Web Site: [www.oxfordfriends.org](http://www.oxfordfriends.org)  
E-mail: [info@oxfordfriends.org](mailto:info@oxfordfriends.org)
- First Day schedule: Worship: 10:30am (both Oxford and The Brick Meeting Houses)  
First Day School: 9:30am
- Business Meeting: Second First Day: 9:30am, when scheduled
- 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. Turn 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
- Contacts: Clerk: Gail Pietrzyk; Treasurers: Anna Stanton & David Ross; Recording Clerk: Janet Eaby; Recorder: Anna Stanton; Communications and Outreach: Vacant; Ministry & Counsel: Vacant; Nominating: Committee of the whole; Religious Education: Committee of the whole; Stewardship & Finance: Vacant; Newsletter Editor: Vacant; Interim Meeting Representative: Douglas "Doug" Eaby.

## **PATAPSCO FRIENDS MEETING (CHESAPEAKE QUARTER)**

- Mailing address: 2331 Calvin Circle, Ellicott City Maryland 21042  
Meeting place: 2331 Calvin Circle, Ellicott City, Maryland 21042  
Wheelchair accessible  
No hearing assistance system
- Telephone: 410-465-6554  
Web site: [www.patapscofriends.com](http://www.patapscofriends.com)  
E-mail: [patapsco.friends.meeting@gmail.com](mailto:patapsco.friends.meeting@gmail.com)
- First Day schedule: Worship: 10:30am  
First Day School: 10:30am
- Business Meeting: First First Day: 12:00pm
- Travel directions: Take Route 29 North to the end. Turn left onto Old Frederick Road (also known as Route 99). Take first right onto Mt. Hebron Drive Take second left onto Calvin Circle. Please park on the street, not in the church parking lot. Mt. Hebron House is across the parking lot from the church.
- Contacts: Clerk: Eileen Stanzione; Assistant Clerk: Susan "Susannah" Rose; Treasurer: Bill Wilson; Recorder: Kenneth "Ken" Stockbridge; Recording Clerk: Bethanne Kashkett; Advancement & Outreach: Karen Ownbey and Richard Stanzione; Ministry & Care: John Farrell; Nominating: Bill Mitchell; Peace & Social Concerns: Bethanne

Kashkett and Leslie Bechis; Religious Education: Michelle Dunn and Christine "Chris" Mitchell; Unity with Nature: Jean Pfefferkorn; Newsletter Editor: Ramona Buck, Interim Meeting Representative: Vacant.

### **PATUXENT FRIENDS MEETING (CHESAPEAKE QUARTER)**

Mailing address: PO Box 536, Lusby, Maryland 20657  
Meeting place: 12175 Southern Connector Boulevard, Lusby, Maryland 20657  
Wheelchair accessible  
No hearing assistance system  
Telephone: 410-394-1233  
Web site: [www.patuxentfriends.org](http://www.patuxentfriends.org)  
First Day schedule: Worship: 10:00am  
First Day School: 10:00am  
Business Meeting: First First Day: 11:30am  
Travel directions: From the North on MD Route 4: Passing Rousby Hall Road to Lusby Town Center, continue 0.7 miles South and turn left on the Southern Connector Boulevard. Proceed to the traffic circle and go half-way around, exiting to the east and continuing a very short distance on the Southern Connector Boulevard. The first driveway on the right will take you past our annex to the meeting house parking area.  
Contacts: Clerk: Karen Horton; Treasurer: Timothy "Tim" Keck; Recording Clerk: Richard "Dusty" Rhoades and Timothy "Tim" Keck; Recorder: Bruce Perrygo; Budget & Finance: Vacant; Ministry & Counsel: Kimberly "Kim" Keck; Nominating: Karen Horton; Peace & Social Action: Vacant; Religious Education: Vacant; Trustees: Vacant; Interim Meeting Representative: James Cusick.

### **PENN HILL PREPARATIVE MEETING (LITTLE BRITAIN)**

Mailing address: c/o Sarah Brabson, 443 Little Britain Road South, Peach Bottom, Pennsylvania 17563.  
Meeting places: 2239 Robert Fulton Highway, Peach Bottom, Pennsylvania.  
Wheelchair accessible  
Hearing assistance available-microphone and speaker  
Web site: [www.bym-rsf.org/who\\_we\\_are/meetings/pa\\_meetings/pennhill.html](http://www.bym-rsf.org/who_we_are/meetings/pa_meetings/pennhill.html)  
First Day schedule: Worship: 11:00am  
First Day School: 10:00am  
Business Meeting: See listing for Little Britain Monthly Meeting.  
Travel directions: Nine miles north of US Route 1 on US Route 222 at Wakefield, Pennsylvania; 200 feet south of the split of US Route 222 and PA Route 272. Look for red brick Meeting House on east side of roadway behind iron fence.  
Contacts: Clerk: Sarah Brabson; Interim Meeting Representative: Vacant.

## **PIPE CREEK FRIENDS MEETING (WARRINGTON QUARTER)**

Mailing address: PO Box 487, Union Bridge, Maryland 21791-0487

Meeting place: 455 Quaker Hill Road, Union Bridge, Maryland

Wheelchair accessible

No hearing assistance system

Telephone: 410-374-1933

Web site: [www.pipecreekfriends.org](http://www.pipecreekfriends.org)

E-mail: [tonybreda@verizon.com](mailto:tonybreda@verizon.com)

First Day schedule: Worship: 10:00am

Business Meeting: First First Day: 11:30am

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.

Contacts: Clerk: Frank Reitemeyer; Treasurer: Theodore "TR" Wailes; Assistant Treasurer: Mary Briggeman; Recording Clerk: Wilbur Wright; Assistant Recording Clerk: Jo Israelson; Recorder: William "Bill" Powel; Peace & Social Concerns: Frank Reitemeyer; Interim Meeting Representative: Vacant.

## **RICHMOND FRIENDS MEETING**

Mailing address: 4500 Kensington Avenue, Richmond, Virginia 23221

Meeting place: 4500 Kensington Avenue, Richmond, Virginia 23221

Wheelchair accessible

Hearing assistance system

Telephone: 804-358-6185 – Meeting House

Web site: [www.richmondfriendsmeeting.org](http://www.richmondfriendsmeeting.org)

E-mail: [clerkofmeeting@richmondfriends.org](mailto:clerkofmeeting@richmondfriends.org)

First Day schedule: Worship: 9:30am and 11:00am

First Day School: 11:20am

Business Meeting: Third First Day: 11:00 am - 12:30pm

Travel directions: From the north, take I-95 to Exit 79. Take I-195 South for 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/south on Commonwealth 12 blocks to Kensington. The Meeting House is on the corner of Kensington and Commonwealth Avenues.

Contacts: Clerk: Tracey Cain; Assistant Clerk: Rita Willett; Treasurer: Scott Morrison; Assistant Treasurer: James "Ted" Heck; Recorder: Esther Garber; Recording Clerks: Catherine Roseberry and Tina Mello; Adult Spiritual Education: Daniel "Dan" Shaw; Care & Counsel: Ada Hammer; Financial Stewardship: Laura Goren; Ministry & Worship: James "Jim" Thoroman and Margaret Edds; Nominating: Christine "Chris" Olson-Vickers; Peace & Social Concerns: Rhonda Ligon; Religious Education: Barbara "Barb" Adams and Catherine Roseberry; Newsletter Editor: Diane Bowden and Don Miller; Interim Meeting Representative: Denna Joy.



## **ROANOKE FRIENDS MEETING**

Mailing address: 505 Day Avenue SW, Roanoke, Virginia 24016

Meeting place: 505 Day Avenue SW, Roanoke, Virginia 24016

Wheelchair accessible

No hearing assistance system

Telephone: 540-723-1131 – Meeting House

Web site: [www.roanokequakers.org](http://www.roanokequakers.org)

First Day schedule: Worship: 10:30am

First Day School: 10:30am

Business Meeting: Third First Day, at rise of Meeting for Worship

Contacts: Clerk: Anthony "Tony" Martin; Treasurer: Letty Collins; Recording Clerk: Michael "Mike" Heller; Recorder: Edmund "Mac" Broussard; Advancement & Outreach: Kimberly "Kim" Millirones; Ministry & Counsel: Rotates among members; Nominating: Patricia "Patsy" Martin and Judith "Judy" Marlow; Peace & Social Concerns: Herbert "Herb" Beskar; Religious Education: Edmund "Mac" Broussard; Stewardship & Finance: Letty Collins; Newsletter Editor: Virginia "Jenny" Chapman; Interim Meeting Representative: Jacquelyn "Jackie" O'Neill.

## **SANDY SPRING FRIENDS MEETING (CHESAPEAKE QUARTER)**

Mailing address: 17715 Meeting House Road, Sandy Spring, Maryland 20860

Meeting place: 17715 Meeting House Road, Sandy Spring, Maryland 20860

Wheelchair accessible

Hearing assistance system available

Telephone: 301-774-9792 – Community House

Web site: [www.sandyspring.org](http://www.sandyspring.org)

E-mail: [office@sandyspring.org](mailto:office@sandyspring.org)

First Day schedule: Worship: 9:00am and 11:00am (except first First Day), Fifth Day 7:30pm

First Day School: 11:20 am (except first First Day)

Business Meeting: First First Day: 10:15am

Travel directions: Sandy Spring is in Montgomery County on Route 108, between Ashton and Olney. Turn south from Route 108 across from the Post Office onto Meeting House Road. The Meeting House is the last building on the parking circle.

Contacts: Clerk: Sam Garman; Assistant Clerk: Nora Fisher; Treasurer: Howard Zuses; Assistant Treasurer: Vacant; Recording Clerk: Anna Marsh; Recorder: Susan Brown; Advancement & Outreach: Matthew Taylor; Finance: Gerald "Gerry" Hurley; Friends in Unity with Nature: Munro Meyersburg; Marriage & Family Relations: Alicia McBride; Membership & Spiritual Care: Vacant; Ministry & Counsel: Linda Garrettson and Susan Brown; Nominating: Brooke Carroll and Leah Niepold; Peace: Bette Hoover; Religious Education: Catherine Stratton-Treadway; Social Concerns: Catherine "Cathy" Schairer; Trustees: Jonathan Glass; Newsletter Editor: Rosalind Zuses; Interim Meeting Representatives: Deborah "Debbie" Legowski, and Wayne Finegar.

## **SHEPHERDSTOWN FRIENDS MEETING (WARRINGTON QUARTER)**

Mailing address: PO Box 1364, Shepherdstown, West Virginia 25443  
Meeting place: Shepherdstown Train Station, corner of German Street and Audry Egel Drive, Shepherdstown, West Virginia  
Telephone: 304-584-3126  
Web Site: [shepherdstownfriends.org](http://shepherdstownfriends.org)  
E-mail: [shepherdstownquakers@gmail.com](mailto:shepherdstownquakers@gmail.com)  
First Day schedule: Worship: 10:30am  
Business Meeting: Second First Day, following Meeting for Worship.  
Contact: Clerk: Vacant; Treasurer: William "Bill" Telfair; Recording Clerk: Susan "Sue" Silver; Ministry & Oversight: Caroline McLeod and William "Zakee" McGill; Peace and Social Concerns: Garrett Moran and William "Zakee" McGill; Religious Education: Janet Harrison; Stewardship and Finance: Kristin Loken; Interim Meeting Representative: Vacant.

## **STATE COLLEGE FRIENDS MEETING (CENTRE QUARTER)**

Mailing address: 611 East Prospect Avenue, State College, Pennsylvania 16801  
Meeting place: 611 East Prospect Avenue, State College, Pennsylvania 16801  
Wheelchair accessible  
Hearing assistance system available  
Telephone: 814-237-7051 – Meeting House  
Web site: [www.statecollegefriends.org](http://www.statecollegefriends.org)  
E-mail: [office@statecollegefriends.org](mailto:office@statecollegefriends.org)  
First Day Schedule: Worship: 11:00am  
First Day School: 10:45am  
Business Meeting: First First Day: 9:00am  
Travel directions: From Harrisburg use 322W. Use Business Route 322 into State College. Turn right (north) on University Drive; go 1.2 miles. Turn left (west) on East Prospect Avenue. Go one block to the Meeting House. From Huntingdon, Pennsylvania, use Route 26 to University Drive and turn south.  
Contacts: Clerk: Gary Fosmire; Assistant Clerk: Polly Dunn; Treasurer: Constance "Connie" Wheeler; Recording Clerk: Margaret "Margy" Frysinger; Recorder: Mary Way; Advancement & Outreach: Vacant; Care & Concern: Vacant; Finance: Kerry Wiessmann; Nominating: Gary Fosmire and Lynne Grutzeck; Peace & Social Action: Rotates among committee members; Religious Education: Rebecca "Becky" Misangyi; Worship & Ministry: Margaret Frysinger; Newsletter Editor: Marianne Stevens, Deryn Verity, and Renee Crauder; Interim Meeting Representative: Vacant.

## **TAKOMA PARK PREPARATIVE MEETING (ADELPHI)**

Mailing address: PO Box 11365, Takoma Park, Maryland 20913-1365  
Meeting place: Dance Exchange, 7117 Maple Avenue, Takoma Park, Maryland  
Wheelchair accessible  
No hearing assistance system

Telephone: 301-588-2724 – messages only  
Web site: [www.takomaparkfriends.org](http://www.takomaparkfriends.org)  
First Day schedule: Worship: 11:00am (second hours occasionally follow Meeting)  
Business Meeting: Fourth First Day, following meeting for worship.  
Contacts: Clerk: Arthur David Olson; Treasurer: Anna Patricia "Tricia" Crocker; Recording Clerk: Victor Thuronyi; Religious Education: John Knight; Interim Meeting Representative: Vacant.

### **VALLEY FRIENDS MEETING**

Mailing address: PO Box 781, Dayton, VA 22821  
Meeting place: 363 High Street, Dayton, Virginia 22821  
Wheelchair accessible  
No hearing assistance system  
Telephone: 540-350-2765 – Clerk  
Web site: [valleyfriends.org](http://valleyfriends.org)  
First Day schedule: Worship: 10:00am, followed by potluck meal on first First Day  
First Day School: 10:00am  
Adult Religious Education: third and fourth First Day  
Business Meeting: Second First Day, at the rise of Meeting.  
Travel directions: Call 540-433-7291 or see website  
Contacts: Clerk: Jo Walter "JW" Spear; Assistant Clerk: Rose Longworth; Treasurer: Samuel "Sam" Moore; Assistant Treasurer: Malinda Miller; Recording Clerk: Doris Martin; Assistant Recording Clerk: Pamela "Pam" Cook; Recorder: Beverly "Bev" Moore; Carbon Footprint: Dave Pruett & Jo Walter "JW" Spear; Communications, Hospitality & Outreach: Lois Crawford and Faith Spear; Finance & Property: Sam Moore and Martha Merz; Ministry, Worship and Care: Beverly "Bev" Moore; Nominating: Donna Dietrich; Peace and Social Concerns: Elizabeth "Eliza" Hoover and Donna Detrich; Newsletter Editor: Lois Crawford; Interim Meeting Representatives: Donald "Don" Crawford and Lois Crawford.

### **WARRINGTON MONTHLY MEETING (WARRINGTON QUARTER)**

Mailing address: c/o Stan Jones, Clerk, 1040 Old Mountain Road, Dillsburg, Pennsylvania 17019  
Meeting place: 7790 Quaker Meeting Road, Wellsville, Pennsylvania  
Wheelchair accessible (portable ramp)  
No hearing assistance system  
Web site: [www.bym-rsf.org/who\\_we\\_are/meetings/pa\\_meetings/warrington.html](http://www.bym-rsf.org/who_we_are/meetings/pa_meetings/warrington.html)  
First Day schedule: Worship: 11:00am  
Business Meeting: First First Day of the month: 11:45am  
Travel directions: Near Wellsville, Pennsylvania, about 14 miles northwest of York, on Carlisle Road (PA 74). The Meeting House is at the intersection of Carlisle Road and Quaker Meeting Road.  
Contacts: Clerk: Stanley "Stan" Jones; Treasurer: Joan Clippinger; Recording Clerk: Elizabeth "Betsy" Staz; Ministry & Counsel: Joan Clippinger; Religious Education: Deanna "Dee" Swope; Interim Meeting Representative: Vacant.

## **WEST BRANCH MONTHLY MEETING (CENTRE QUARTER)**

- Mailing address: c/o William Thorp, Clerk, 178 Nellie's Road, Grampian, Pennsylvania 16838
- Meeting place: Friends Meeting House, 415 First Street, Grampian, Pennsylvania 16838  
Wheelchair accessible for Meeting Room. Bathrooms downstairs are not.  
No hearing assistance system
- Telephone: 814-236-9776
- Web site: [www.bym-rsf.org/who\\_we\\_are/meetings/pa\\_meetings/westbranch.html](http://www.bym-rsf.org/who_we_are/meetings/pa_meetings/westbranch.html)
- First Day schedule: Worship: 11:00am  
First Day School: 10:00am
- Business Meeting: At the call of the Clerk.
- Travel directions: On US 219, 12 miles southwest of Clearfield, Pennsylvania.
- Contacts: Clerk: William Thorp; Treasurer: Adam McGary; Recording Clerk: Donna McGary; Recorder: Susan "Sue" Johnson; Ministry & Counsel: Dorothy McCracken; Outreach: Nancy Wriglesworth; Peace & Social Concerns: Mike Rancik; Religious Education: Lori Rancik; Interim Meeting Representative: Walter "Walt" Fry.

## **WILLIAMSBURG FRIENDS MEETING**

- Mailing address: PO Box 1034, Williamsburg, Virginia 23187-1034
- Meeting place: Fahs House, 3051 Ironbound Road, Williamsburg, Virginia 23188  
Wheelchair accessible  
No hearing assistance system
- Voice Mail: 757-887-3108
- Web site: [www.williamsburgfriends.org](http://www.williamsburgfriends.org)
- E-mail: [clerk@williamsburgfriends.org](mailto:clerk@williamsburgfriends.org)
- First Day schedule: Worship, 10:00am; Second Hour Forum, 11:30am; First Day School, 10:15am
- Business Meeting: Second First Day: 11:30am, with potluck following.
- Travel directions: The Montessori School can be reached from the Longhill Rd. exit off Route 199. Once on Longhill Rd. going away from Williamsburg, the school is two miles on the right.
- Contacts: Clerk: Thayer Cory; Treasurer: Pamela "Pam" Tyng; Recording Clerk: Christen Hansel; Recorder: Pamela "Pam" Tyng; Finance & Trustees: Pamela "Pam" Tyng; Ministry & Oversight: Thayer Cory; Nominating: Thayer Cory; Peace & Social Concerns: Timothy "Tim" Lavallee; Religious Education: Deanna Rote; Newsletter Editor: Vacant; Interim Meeting Representative: Vacant.

## YORK FRIENDS MEETING (WARRINGTON QUARTER)

Mailing address: 135 West Philadelphia Street, York, Pennsylvania 17401

Meeting place: 135 West Philadelphia Street, York, Pennsylvania 17403

Wheelchair accessible

No hearing assistance system

Telephone: 717-814-8437

Web site: [www.yorkquakermeeting.org](http://www.yorkquakermeeting.org)

E-mail: [yorkfriendsmeeting1@gmail.com](mailto:yorkfriendsmeeting1@gmail.com)

First Day schedule: Worship: 11:00am;  
9:30am Worship Sharing/Discussion

Business Meeting: First First Day: 9:00am

Travel directions: **From the North:** I-83 to Exit 22, N. George Street (I-83 Business); Follow George Street into town; Turn right on Philadelphia Street; Go 2 blocks, Meeting House will be on your right.

**From the South:** I-83 to Exit 15, South George Street (I-83 Business); Follow George Street into town; Turn left onto West Princess Street; Take first right onto South Beaver Street; Turn left onto West Philadelphia Street; Go 1/2 block, Meeting House will be on your right.

**From the East or West:** US. 30 to N. George Street (I-83 Business); Follow George Street into town; Turn right on Philadelphia Street; Go 2 blocks, Meeting House will be on your right.

Contacts: Clerk: Susan "Sue" Hunter; Assistant Clerk: David "Dave" Fitz; Treasurer: Harry "Scotty" Scott; Assistant Treasurer: Matthew "Matt" Schultheis; Recorder: Patricia "Pat" Long; Recording Clerk: Shannon Grimm; Adult Religious Education: Colleen Schields; First Day School: Dorothy Shumway; Ministry & Counsel/Community Life: David "Dave" Fitz; Nominating: Lamar Matthew; Peace & Social Concerns: David Dietz; Stewardship & Finance: Patricia "Pat" Long; Interim Meeting Representative: Vacant.



*Warrington Quarterly Meeting, August 19, 2018*

## IMPORTANT MINUTES OF BALTIMORE YEARLY MEETING

The following minutes are the major minutes of Baltimore Yearly Meeting of the Religious Society of Friends (BYM) approved since the consolidation of Baltimore Yearly Meeting of Friends, Homewood (Orthodox) and Baltimore Yearly Meeting of Friends, Stony Run (Hicksite) in 1967. For the sake of brevity, only the subject is given. They are referenced by year, Representative Meeting (RM), Interim Meeting (IM) or Yearly Meeting (YM), page in Yearbook, and, number of minute (#).

**1967** “Thereupon Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting of Friends (Orthodox) each separately approved the Articles of Consolidation. This action, to become effective January 1, 1968, draws together in one body our members torn asunder one hundred and forty years ago” (YM, p3).

**1968** Report of the Yearly Meeting Trustees recommending that the Executive Committee proceed with the construction of the Yearly Meeting office and residence of the Executive Secretary in Sandy Spring (YM, p7, #40).

**1968** General Epistle of the Baltimore Yearly Meeting. “In our 297th annual session, when we are once again a united Yearly Meeting after a separation of 140 years, we experience joyous feeling of unity and fellowship” (YM, #21).

**1968** Statement Regarding the Selective Service System (YM, #22).

**1969** The Executive Committee and Trustees to proceed with the signing of the building contract and the borrowing of the necessary funds to complete the office-residence with all reasonable speed (YM, p10, #26).

**1969** A concern that there is need for a better dissemination of information about Yearly Meeting business and concerns (YM, p14, #37).

**1970** “With the moving of the Yearly Meeting office to the new building in Sandy Spring on May 12, the pattern of work for the executive secretary and office secretary has already begun to change” (YM, p43).

**1971** 300th Annual session of Baltimore Yearly Meeting. A history of Baltimore Yearly Meeting, 1672 - 1972, is being written by Bliss Forbush (YM, p2).

**1971** Bethesda was welcomed as a new Monthly Meeting (YM, p3, #5).

**1971** Executive Secretary suggested it was time to consider writing new Faith & Practice (YM, p4, #18).

**1972** Minute on the People’s Blockade was approved to support members and others who attempt non-violently to prevent shipment of weapons of war (YM, p15, #66).

- 1972** Young Friends minute supporting non-payment of taxes that go for war related purposes (YM, p15, #67).
- 1972** Minute on Racism approved (YM, p17, #72).
- 1973** Welcome to our new Meeting, Gettysburg Monthly Meeting, Pipe Creek and Gunpowder Meetings are part of both FUM and FGC (YM, p1).
- 1973** Minute on Amnesty was approved (YM, p6).
- 1973** Minute on disposition of real property was approved (YM, p12).
- 1973** Minute on membership on Yearly Meeting committees was approved (YM, p14).
- 1973** Minute of concern on espionage was approved to be sent to our Congresspersons (YM, p15).
- 1973** The Meeting approved a minute from Young Friends on Sexuality (YM, pp16-17).
- 1973** Minute on Implications of “Watergate” (YM, pp17-18).
- 1974** Black Creek Meeting House and Parsonage in Sedley, VA, was sold. The proceeds are to be used in the Virginia Quarter area (YM, p3, #9).
- 1974** Non-Friends may serve on a Yearly Meeting Committee if recommended by their Monthly Meeting (YM, p7, #26).
- 1974** Homewood Friends Meeting accepted the Meeting at Columbia, MD, as a preparative Meeting (Executive Committee, p37, #73-46).
- 1975** The deed transferring West Nottingham Meeting House and burial ground to the Cecil County Historical Society has been signed (YM, p2, #9).
- 1975** Centre Monthly Meeting asked to be laid down. They have no property or burial ground. This was approved (YM, p3, #15).
- 1975** Friends approved a minute concerning the long-standing and extensive problem of secret imprisonment and the torture, rape, and severe maltreatment of political prisoners throughout the world (YM, p13, #83).
- 1975** Friends approved a minute deploring the abuse of working men and women, particularly migrant workers (YM, 16, #95).
- 1975** Friends approved a minute opposing the sale of military arms (YM, p17, #100).



- 1976** Executive Committee recommended changing its name to Representative Meeting. This was approved (YM, 4, #13).
- 1976** New worship groups were reported in Washington, VA, Lynchburg, VA, and Reston, VA, and Westminster, MD. A Meeting is held once a month at Brick Meeting House, Calvert, MD (YM, p5, #18).
- 1976** Friends approved changing the Manual of Procedure to use “Clerk” and “Assistant Clerk” instead of “Chairman” and “Vice-Chairman” where appropriate (YM, p12, #77).
- 1976** Friends approved the recommendation of the Ad Hoc Committee on FUM/FGC Sections that they meet only on call as needed (YM, p3, #80).
- 1976** Four minutes brought by the Peace Committee were approved: 1) war and disarmament; 2) Continental Walk; 3) simplicity; and 4) conflict (YM, pp16-17, #92-95).
- 1976** Minute concerning torture brought by the Socio-Economic Coordinating Committee was approved (YM, p19, #98).
- 1976** A minute proposed by the Advancement & Outreach Committee pertaining to Meetings for Worship within penal institutions was approved (YM, p20, #105).
- 1977** Bethel Friends Meeting requested that their membership in Baltimore Yearly Meeting be transferred to North Carolina Yearly Meeting (FUM). They are closer physically to North Carolina Eastern Quarter. Friends approved this request with love and affection (YM, p2, #4).
- 1977** The Peace Committee brought forth a letter to President Carter warmly commending his decision to halt the B-1 bomber and urged him to do the same for the neutron bomb and cruise missile. The letter was approved (YM, p11, #53).
- 1977** A letter from the Peace Committee on the Genocide Treaty was approved. This will be sent to Senators (YM, p11, #54).
- 1978** The Socio-Economic Committee asked Baltimore Yearly Meeting to endorse and support a program entitled “Friends for Creative Conflict Resolution. This was approved and an appeal for funds was sent (YM, p6, #24).
- 1978** The Social Order Committee presented a minute concerning the Olympic Prison to be at the site of the 1980 Olympic games. The Committee opposes not only this prison but the whole prison system in this country. Friends approved the minute (YM, pp10-11, #50).
- 1978** Friends approved a minute brought by the Peace Committee on compulsory national service (YM, 11, #51).

- 1978** Friends approved a minute by the Peace Committee on the United Nations Special Session on disarmament (YM, p11, #53).
- 1978** Minute from Langley Hill Meeting concerning the AFSC affirmative action program was approved (YM, p17, #87).
- 1979** The Peace Committee presented a minute opposing the arms bazaar to be held in Washington. This was approved. (YM, pp7-8, #31).
- 1979** The Meeting approved a minute opposing a Constitutional Amendment that would outlaw abortion (YM, p8, #34) (see p13, #65).
- 1979** A minute on Affirmative Action in Employment was approved (YM, p10, #46).
- 1979** Three minutes from the Peace Committee were approved: 1) against reinstating the draft registration; 2) to defeat part of the SALT II Treaty and ratify other parts; 3) against nuclear fission power plants (YM, pp11-12, #56).
- 1979** Ministry & Counsel Committee set up a Yearly Meeting Counseling Service, allowing Friends to seek counseling at a minimum cost and subsidized by the Yearly Meeting (Report, 31).
- 1979** Supervisory Committee approved a minute stating that a sojourning Friend would be accepted for membership on a committee (RM, p51, #79-7b).
- 1980** Three new worship groups were mentioned: Reston, VA; Patuxent, MD; and Frostburg, MD (YM, p11, #48).
- 1980** There is a new worship group in Frederick MD (YM, p15, #61).
- 1980** A report on Meeting records was given. All records have been sent to the Maryland Hall of Records to be microfilmed and then deposited in the Friends Historical Library at Swarthmore College or the Quaker Collection in the Haverford College Library. They are to be open to all (YM, p16, #64).
- 1981** The Meeting approved a minute on the Law of the Seas Treaty (YM, p12, #42).
- 1981** The Clerk recognized several new Meeting groups: Williamsburg Worship Group, Reston Preparative, Patuxent Allowed, Frederick Worship Group, and Frostburg (YM, p20, #59).
- 1981** A letter to President Ronald Reagan asking him to demonstrate a higher priority for peace and human need in his actions was approved (YM, p24, #70).

- 1981** The Circuit Court in Montgomery County overturned the Maryland Tax Court decision and restored full tax-exempt status for Yearly Meeting property (RM, p44, #81-2).
- 1981** Representatives Meeting approved a minute on our standards of appropriate behavior among Young Friends (RM, p40 in 1982 Yearbook, #82-4).
- 1982** A letter to President Reagan, U.S. and President Brezhnev, U.S.S.R. was sent along with 1000 paper cranes that had been folded at Yearly Meeting, 500 to each (YM, p16, #54).
- 1982** Friends approved a minute on military taxes (YM, p16, #55).
- 1982** Friends approved a minute on draft resistance (YM, p16, #57).
- 1983** There is a new Preparative Meeting in Harrisonburg, VA (YM, p2, #7).
- 1983** The Meeting approved a minute on asylum and refuge for illegal immigrants (YM, pp20-21, #68).
- 1984** The Meeting approved a minute welcoming contributions from Monthly Meetings and individuals for counselor scholarships (YM, p10, #35).
- 1984** One hundred and seventy-five years ago Baltimore Yearly Meeting helped start some Quarterly Meetings in Ohio (RM, p46, #84-27).
- 1985** A minute brought forth by the Stewardship Committee was approved stating the use of the Yearly Meeting mailing list to be used by Monthly Meetings, Quaker organizations, and BYM Committees (YM, pp15-16).
- 1985** The Meeting approved a minute brought forth by the Social Order Committee concerning Apartheid (YM, p18, #52).
- 1985** A revised minute from the Peace Committee was approved (YM, p18, #54).
- 1985** The Spiritual Formation program was set up under the Nurture and Recognition of Ministry (YM, p21, #68).
- 1985** Minute concerning remaining part of Friends United Meeting was read and approved (YM, p22, #73).
- 1986** A minute recommended by Representatives Meeting concerning BYM Young Adults was approved (YM, p2, #6).

- 1986** Friends approved a minute presented by the Peace Committee as the “Draft Registration Minute”, otherwise known as the Solomon Amendment Minute (YM, pp15-16, #59).
- 1986** There was hearty approval of Harrisonburg Preparative Meeting be set off as an independent constituent Monthly Meeting (YM, p20, #74).
- 1986** A Spiritual Friendship oversight committee was formed under the care of the Ministry and Counsel Committee (RM, p44, #85-45).
- 1986** A proposal for establishing a BYM Young Adult “Committee” was presented, consisting of several parts. Representatives Meeting endorsed sections 3 and 4 and asked that travel money be put in the budget (RM, pp48-49, #86-11).
- 1987** The Peace Committee proposed a minute to make the Baltimore Yearly Meeting’s properties a nuclear-free zone. This was approved (YM, p17, #60).
- 1987** The Social Concerns Committee presented a minute on the death penalty. This was approved (YM, p17, #62).
- 1987** Patuxent worship group was approved to be an Allowed Meeting under the care of Annapolis Meeting (YM, p22, #85).
- 1987** Richmond Meeting recommended that Williamsburg become a Monthly Meeting. This was approved (YM, p22, #86).
- 1987** There was approval that Reston become a full Monthly Meeting (YM, p22, #87).
- 1987** Friends approved a minute on Central American refugees brought forth from the Social Concerns Committee (YM, p22, #91).
- 1987** There was approval of a Peace Minute brought forth by the Peace Committee that recorded “profound acceptance of the Peace Testimony of the Religious Society of Friends (RM, p51, # 86-49).
- 1987** Allegheny Preparative Meeting has been formed under the care of Dunnings Creek Meeting (RM, p58, #87-7).
- 1988** The Staff Search Committee recommended Frank Massey to be the new General Secretary of Baltimore Yearly Meeting. This was approved (RM, p23, #88-45).
- 1988** A minute on gun-control was presented by the Social Concerns Committee and approved (YM, p16, #6).
- 1988** The Faith & Practice of Baltimore Yearly Meeting of the Religious Society of Friends was approved (YM, pp20-21, # 8).

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- 1988** The Social Concerns Committee presented a minute concerning the appointment of homosexuals by Friends United Meeting. This was approved (YM, pp21-22, #9).
- 1988** Little Falls Meeting celebrated their 250th Anniversary in September (YM, p23, #19).
- 1988** The Meeting approved a letter from the Indian Affairs Committee to FCNL concerning issues relating to Native Americans (YM, p31, # 11).
- 1988** Warrington Quarter recommended that Carlisle Preparative Meeting become a Monthly Meeting. This was approved (YM, p31, # 13).
- 1989** The Yearly Meeting agreed to support Philadelphia Yearly Meeting in a suit against the Internal Revenue Service concerning not withholding of war tax from employees (RM, pp12-13, #89\*16).
- 1989** Representatives Meeting agreed to support the American Friends Service Committee in their challenge to the Immigration Control and Reform Act of 1986 (RM, p13, #89-17).
- 1989** Representatives Meeting approved a minute concerning the Immigration Control and Reform Act (RM, pp14-17, #89- 25).
- 1989** Representatives Meeting approved a minute concerning the war-tax resistance issue (RM, pp17-20, #89-26).
- 1989** The Modesty Skirt for the clerk's table was introduced as a plain piece of material waiting for a square from each Monthly Meeting to be stitched onto it (YM, p45, #10).
- 1989** Approval was given for a minute on the American flag and its meaning and purpose (YM, p48, #5).
- 1990** Maury River, formerly Lexington Preparative Meeting under the care of Charlottesville Meeting, became a Monthly Meeting. There is a worship group in Farmville, VA, that is considering becoming an Indulged Meeting under the care of Richmond Meeting (YM, p35, #29).
- 1990** Friends approved a minute asking Monthly, Quarterly, and Half-Yearly Meetings within Baltimore Yearly Meeting to examine the relationship between the American Friends Service Committee and the wider Religious Society of Friends (YM, p51, #68).
- 1990** A minute on Human Rights in Kenya was approved (YM, p52, #72).
- 1990** Queries, and responses, for Consideration during a Threshing Session on Quarterly Meetings (YM, pp59-62).
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- 1991** Friends approved a minute to be sent to Friends Church Southwest Yearly Meeting concerning our inability to unite with their minute on the realignment of Friends (YM, pp60-62, #65).
- 1991** A Peace Committee minute concerning military personnel who want to claim conscientious objector status was approved (YM, p63, #72).
- 1992** The purchase of “The Quaker Camp at Shiloh” was approved (RM, pp6-7, #46).
- 1992** New Meetings in Virginia: Roanoke/Blacksburg became two Monthly Meetings. Floyd Meeting was recognized as a Monthly Meeting. Norfolk Preparative Meeting came under the care of Williamsburg Monthly Meeting (YM, p52, #56).
- 1993** Friends approved a minute brought forth by Baltimore Monthly Meeting, Homewood on concerns of overpopulation. The Yearly Meeting approved this concern along with four queries relating to the minute (RM, pp16-17, #5).
- 1993** A request to set up an Ad-Hoc Committee on Lesbian, Gay, and Bisexual Concerns was approved (YM, 49, #58).
- 1993** The G.O.O.D. (Get Out Of Debt) Committee raised \$17,000 in pledges to reduce the debt of Shiloh during this Annual Session and promises of early payment of \$35,000 have been received (YM, p50, #65).
- 1994** Friends approved a minute against state sponsored gambling (RM, p22, #25).
- 1994** Approval was given for a minute on Family Planning (RM, p22, #25).
- 1994** Friends approved a minute protesting the U.S. Army School of the Americas that trains soldiers from Latin America (YM, p49, #47).
- 1994** The transfer of ownership of Catoctin Quaker Camp to Baltimore Yearly Meeting was approved (YM, pp54-55, #54).
- 1995** The Friends Peace Team Project asked to be taken under the care of Baltimore Yearly Meeting until a permanent home was found. Friends approved (RM, p22, #24).
- 1995** Three new Monthly Meetings were announced: Patuxent with thanks to Annapolis Meeting for their patient support; Quaker Lake Monthly Meeting expressed appreciation for Charlottesville; Midlothian Monthly Meeting thanked Richmond. Frederick is now a Preparative Meeting. Midlothian has under its care Colonial Heights Worship Group.
- 1996** An announcement was made that there is a new Worship Group in Montgomery County, MD. The name has not been finalized, but will probably be Seneca Valley (RM, p18, #30).

- 1996** Friends approved laying down the G.O.O.D. Committee, with many thanks for their hard work (YM, p29, #7).
- 1996** Final approval to have Catocin Quaker Camp transferred to Baltimore Yearly Meeting (YM, p33, #18 and YM, p44, #4).
- 1996** A F.U.T.U.R.E. (Friends Uniting To Use Resources Effectively) Committee to raise money for many projects was approved (YM, p65,#71).
- 1996** Friends approved a minute opposing the death penalty (YM, p66, #74).
- 1997** Friends had a lengthy discussion concerning not paying the portion of income tax withholding from war tax resisters and the consequences of the officers (RM, pp10-17, #5).
- 1997** It was announced that there is a new Worship Group in Willis Wharf, VA, on the Eastern Shore that is under the care of Williamsburg Meeting (RM, p22,#22).
- 1998** The Program Committee brought forth a minute disallowing use of alcohol or any illegal drugs at Baltimore Yearly Meeting functions and discouraging the use of tobacco (RM, p18, #28).
- 1998** We learned of the revival of Fawn Grove Preparative Meeting under the care of Deer Creek Meeting. Fawn Grove had been dormant for a century.
- 1998** A minute from the Criminal and Restorative Justice Committee urging the elimination of the death penalty was sent to governors and legislatures of the states of Maryland, Virginia, Pennsylvania, and the Mayor and Council of the District of Columbia (YM, p65, #66).
- 1999** It was announced that Deer Creek Meeting has withdrawn from Nottingham Quarterly Meeting (RM, p9, #7).
- 1999** Virginia Half-Year's Meeting presented a minute concerning Equality of Marriage Rights (YM, p28, #23).
- 1999** It was reported that Hopewell and Winchester Center Meetings have merged. They will meet at Hopewell Meeting and will be called Hopewell Centre Meeting (YM, p36, #34).
- 2000** It was reported that there is now a Worship Group in Shepherdstown, West Virginia (RM, p19, #12).
- 2000** The Criminal and Restorative Justice Committee brought forth a minute on the Moratorium 2000 Campaign to be endorsed by Baltimore Yearly Meeting. This was approved (YM, p37, #39).

- 2000** The Peace and Social Concerns Committee presented a minute opposing the Missile Defense System. This was approved (YM, pp47-48, #71).
- 2000** A minute initiated by the American Friends Service Committee and the Fellowship for Reconciliation regarding the U.S. sanctions against Iraq was approved (YM, p48, #71).
- 2001** The Peace and Social Concerns Committee presented a minute concerning the conditions on the West Bank and Gaza. This minute was approved and will be sent to Ramallah Monthly Meeting and to Friends United Meeting (RM, pp17-18, #8).
- 2001** Trustees recommended that the money from the Conservation Easement on the Cactoin property be put into a temporary restricted fund to be used for capital projects (YM, p67, #38).
- 2001** It was announced that as of 2nd day of Seventh Month Patuxent Meeting now owns their own building (YM, p71, #53).
- 2002** Friends accepted a minute from Friends United Meeting (YM, pp42-43, #27).
- 2002** Young Friends presented a minute that they had approved that the Yearly Meeting should embrace same-sex marriages (YM, p44, #29).
- 2002** There was approval that Patapsco Friends Meeting become a full Monthly Meeting (YM, p48, #40).
- 2002** Friends approved a minute brought forth by the Peace and Social Concerns Committee concerning the “Religious Freedom Peace Tax Fund” (YM, pp53-54, #42).
- 2002** A Minute on House Concurrent Resolution #368 that states “that it is the sense of Congress that reinstating the military draft, or any other form of compulsory military service in the U.S. would be detrimental to the long term military interest of the US, violative of individual liberties protected by the Constitution, and inconsistent with the values underlying a free society as expressed in the Declaration of Independence.” This was approved (YM, p54, #42).
- 2002** Friends approved a minute brought forth by the delegates to the Friends United Meeting Triennial held in Kenya in 2002 (YM, pp55-56, #43).
- 2002** A minute on Restorative Justice was approved by Friends (YM, pp58-59, #51).
- 2003** Friends approved a Minute on Reaffirming the Peace Testimony (IM, pp5-6, #38).
- 2003** Peace and Social Concerns Committee brought forth a minute on the current situation in Iraq. This was approved (IM, p6, #39).



- 2004** Friends approved a minute on the Israeli-Palestinian Conflict (YM, pp78-80, #61).
- 2005** Friends heard a report concerning Friendly Adult Presence (FAP) and the safety of our young people (IM, pp13-18, #26).
- 2005** A mission statement for the Intervisitation Program was presented and approved (IM, p35, #3).
- 2005** A Minute against the Federal Marriage Amendment was approved (IM, pp50-51, #14).
- 2005** Friends approved a Minute on Torture and Abuse of Prisoners (YM, pp79-80, #12).
- 2006** Friends approved a Minute for the Religious Freedom Peace Tax Bill (IM, p41, # 12).
- 2006** A Minute to Honor and Continue Tom Fox's Work on Iraqi Detainees was approved (IM, pp42-43, # 13).
- 2006** The Peace and Social Concerns brought forth a "Letter to the President on the Humanitarian Crisis facing the Palestinian People." This was approved (IM, p74, #52).
- 2006** The Criminal and Restorative Justice Committee presented a minute to Friends concerning the "Enemy Combatant Military Commission" (YM, p125, #68).
- 2007** Friends approved listing the Friends Wilderness Center as an organization to which one or more representatives would be named (IM, pp13-14, #62).
- 2007** The Peace and Social Concerns Committee brought forth a minute on Supporting Peace in Sudan. This was approved (IM, p25, #69).
- 2007** BYM representatives to Friends United Meeting reported serious concerns about the current direction of the FUM Board (YM, pp68-73, #21).
- 2007** It was announced that Maury River Meeting has established a new Preparative Meeting, Greenbrier Valley Friends, in Beckley, West Virginia. Also South Mountain Friends Fellowship, under the care of Patapsco Friends Meeting, has been formed in the prison near Hagerstown, MD (YM, p82, #40).
- 2008** A letter from the Peace and Social Concerns Committee concerning the violence in the Middle East. Friends approved this letter (YM, pp104-105, #71).
- 2009** Abingdon Friends Meeting, Abingdon, Virginia, was welcomed into the Baltimore Yearly Meeting community (YM, p84, 13).

- 2009** The Advancement and Outreach Committee proposed that Baltimore Yearly Meeting take the Friends Meeting School under its spiritual care. Friends approved the recommendation (YM, p129, #61).
- 2010** Friends were presented with a Youth Safety Policy document. This has been worked on for quite some time. Friends approved (IM, pp15-16, #47).
- 2010** Dunnings Creek Meeting and Fishertown Meeting are reunited after many decades of separation (IM, p44, #04).
- 2010** A letter from the Peace and Social Concerns Committee protesting the sale of arms to Israel to be sent to President Barrack Obama was approved (YM, pp111-112, #58).
- 2011** Friends approved laying down Quaker Lake Meeting (IM, p13, #43).
- 2011** The Indian Affairs Committee brought forth a minute for the United States to endorse the United Nations Declaration of the Rights of Indigenous Peoples. This was approved (IM, p14, #46).
- 2011** Monongalia Monthly Meeting, Morgantown, West Virginia, and Buckhannon Preparative Meeting, Elkins, West Virginia, transferred their memberships from Lake Erie Yearly Meeting to Baltimore Yearly Meeting, Friends welcomed those present with great joy (YM, p91, #31).
- 2011** Friends have been working on a Visioning Statement for Baltimore Yearly Meeting for some time. The statement was presented and approved. It was also approved to lay down the ad hoc committee (YM, p91, #50).
- 2011** The Miles White Beneficial Society was accepted as a supporting organization of Baltimore Yearly Meeting (YM, p96, #72).
- 2012** The Indian Affairs Committee brought forth a minute repudiating the Doctrine of Discovery. This was approved. (YM, p91, #43).
- 2012** There was approval for replacing the Educational Loan Program with an Educational Grants Program. The Educational Loan Committee was renamed the Educational Grants Committee. (IM, p46, #30).
- 2012** There was approval that Mattaponi Preparative Meeting become a full Monthly Meeting (YM, p74, #10).
- 2012** There was approval that Shepherdstown Preparative Meeting become a full Monthly Meeting (YM, p74, #11).
- 2013** There was approval for creating the Working Group on Israel-Palestine under the care of the Peace and Social Concerns Committee. (IM, p88, #34).

- 2013** There was approval for creating the Intervisitation Working Group under the care of the Ministry and Pastoral Care Committee. (IM, p89, #38).
- 2013** There was approval for creating a Youth Safety Policy Working Group under the care of the Trustees of Baltimore Yearly Meeting. (IM, p89, #39).
- 2013** After deep discernment, proposed changes to *Faith and Practice* were not accepted. (YM, p137, #56).
- 2014** The Ministry and Pastoral Care Committee brought forth a minute on inclusion. This was approved. (YM, p98, #42).
- 2014** The Working Group on Racism brought forth a minute on punishment of offenders. This was approved. (YM, p99, #46).
- 2015** There was approval for creating the Camp Diversity Working Group under the care of the Camping Program Committee. (IM, p16, #56).
- 2015** There was approval for creating the Internet Communications Working Group under the care of the Advancement and Outreach Committee. (IM, p55, #3).
- 2015** There was approval for affiliating the Yearly Meeting with the Maryland Alliance for Justice Reform. (IM, p56, #10).
- 2015** There was approval for creating the Working Group on Right Relationship with Animals under the care of the Unity with Nature Committee. (IM, p83, #23).
- 2015** The resignation of Robert "Riley" Robinson as the General Secretary of Baltimore Yearly Meeting was announced. (IM, p85, #30).
- 2015** There was approval for creating the ad hoc Healthy Organization and Purposeful Evolution Committee. (IM, p86, #32).
- 2015** There was approval for creating the ad hoc Growing Diverse Leadership Evolution Committee. (YM, p150, #78).
- 2015** Robert J. "Bob" Rhudy was introduced as the Interim General Secretary. (YM, p125, #21).
- 2016** The Camp Diversity Working Group was renamed the Strengthening Transformative Relationships in Diverse Environments (STRIDE) Working Group. (IM, p47, #10).
- 2016** There was approval for a Minute in Support of Freedom of Religion in a time of growing violence and intolerance. (IM, p49, #20).

**2016** The ad hoc General Secretary Search Committee recommended Edward "Ned" Stowe to be the new General Secretary of Baltimore Yearly Meeting. This was approved (IM, p69, #28).

**2016** The ad hoc Healthy Organization and Purposeful Evolution Committee presented its report. (YM, p101, #23).

**2016** There was approval for a request from the Unity with Nature Committee that Friends and Meetings make efforts to determine their carbon footprints. (YM, p109, #42)

**2016** There was approval of changes to the by-laws of Friends House. (YM, p113, #88).

**2016** There was approval of a revision to the Vision Statement. (YM, p121, #79).

**2017** There was approval for a Minute in Solidarity with the Standing Rock Sioux Tribe. (IM, p20, #52)

**2017** There was approval for creating the ad hoc Faith and Practice Process Clarification Committee. (IM, p20, #55)

**2017** There was approval for moving forward with the construction of a new bathhouse at Catoctin Quaker Camp and the needed changes to the 2017 budget. (IM, p22, #60)

**2017** There was approval for releasing Abingdon Friends Meeting from the Yearly Meeting. (IM, p57, #3)

**2017** There was approval for signing an open letter to Donald Trump calling for reconsideration of plans to nullify Deferred Action for Childhood Arrivals. (IM, p58, #8)

**2017** There was concurrent in the formation of the Working Group on Refugees, Immigrants, and Sanctuary. (IM, p90, #30)

**2017** The ad hoc Healthy Organization and Purposeful Evolution Committee was laid down. (IM, p93, #40)

**2017** There was approval of renaming the Faith and Practice Revision Committee to the Faith and Practice Committee, and of changes to the committee's description in the Manual of Procedure. (YM, p192, #17)

**2017** The ad hoc Faith and Practice Process Clarification Committee was laid down. (YM, p192, #17)

**2017** There was approval for adding Friends Peace Teams as an affiliated organization of the Yearly Meeting. (YM, p199, #36)

**2017** There was approval for a new Apportionment Formula. (YM, p203, #46)

- 2017** There was approval for creating the staff positions of Associate General Secretary and Administrative Assistant and removing the position of Administration Manager. (IM, p125, #55)
- 2017** There was approval for ending the Yearly Meeting's affiliation with the National Religious Coalition Against Torture (NRCAT). (IM, p176, #62)
- 2017** There was approval for adding the Interfaith Coalition for Human Rights (IAHR) as an affiliated organization of the Yearly Meeting. (IM, p176, #62)



*Marcy Baker Seitel at Wednesday Plenary Session  
Annual Session 2017 photo by Jennifer Domenick*

# ***MANUAL OF PROCEDURE***

**BALTIMORE YEARLY MEETING  
OF THE  
RELIGIOUS SOCIETY OF FRIENDS**

**UPDATED THROUGH AUGUST 2018**

## **THE SPIRITUAL BASIS FOR UNITY**

*(Adapted from the Report of August 1964)*

The Committees appointed by the two Baltimore Yearly Meetings to study together the question of what in our religious experience would justify the union of the Yearly Meetings see that much spiritual basis for unity now exists among us. This is evident in the uniting of a number of local Meetings, so that at present almost half the membership of the two Yearly Meetings is in united Meetings; in our [adult] Young Friends movement; in the joint work of our committees; in our cooperative efforts of many kinds; and in many shared experiences of worship. All these joint activities obviously would not exist without some measure of unity of spirit.

Our Yearly Meeting has a wide, rich, and diverse heritage, chiefly from historic Christianity interpreted by Quakerism. We not only tolerate diversity, we encourage and cherish it. In every local Meeting we struggle, usually patiently, with the problems that arise from our divergent convictions; and we usually find ourselves richer for our differences. In most if not all of our Monthly Meetings will be found, successfully co-existing, persons as far apart in religious vocabulary and practice as there are anywhere in the Yearly Meeting. Yet these Friends worship together every Sunday, and share nourishment for their spiritual life. Such association is beneficial and even necessary.

Friends in our Yearly Meeting are clear on certain principles which are so basic and essential that we tend to take them for granted and forget that they are essential, and probably the only essentials. We all are clear that religion is a matter of inward, immediate experience. We all acknowledge the guidance of the Inner Light—the Christ within—God’s direct, continuing revelation. All our insights are subject to testing by the insight of the group, by history and tradition, and by the bible and the whole literature of religion. All the Meetings for Worship of our Monthly Meetings aspire to openness to God’s communication directly with every person. Worship is primarily on the basis of expectant waiting upon the Spirit, a communion with God in which mediators or symbols are not necessary. We are all clear that faith is directly expressed in our daily living. We all seek to move towards goals of human welfare, equality, and peace.

We have a profound, often-tested, durable respect for individuals’ affirmation of their own religious experience which must be judged not only by their words but also by the lives they lead. From the stimulus of dissimilarity new insights often arise. Friends must each, as always, work out their own understanding of religion; and each Monthly Meeting must, as always, fit its practice to its own situation and the needs of its members.



## I. INTRODUCTION

The purpose of this Manual is to provide a basis for the good order of the Religious Society of Friends within Baltimore Yearly Meeting by describing the current organizational structure of the Yearly Meeting, its officers and committees, and its relations to other Friends' bodies. Changes that alter the meaning of this manual (substantive changes), are approved by Yearly Meeting in Session as described in article XI of this Manual.

This Manual deals solely with the organizational structure the Yearly Meeting establishes to handle matters which are entrusted to it by the constituent Monthly or Quarterly Meetings or by individual Friends.

## II. STRUCTURE OF BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS

Baltimore Yearly Meeting of the Religious Society of Friends is an organization of the members of its constituent Monthly Meetings. The privileges and responsibilities of attendance at and participation in the sessions of Yearly Meeting and of service on its committees are open to all members 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)" will be used to refer to all such intermediate bodies whether meeting quarterly or in some other pattern.

The Yearly Meeting appoints officers and committees necessary to carry out its concerns effectively. The constitution and duties of the usual committees are provided for in this Manual, but nothing stated below is to be construed as requiring the Yearly Meeting to continue any 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.

### 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 activities of the Yearly Meeting.
- to perform such other functions as from time to time shall appear proper to the carrying out of the activities of the Yearly Meeting.

## **OFFICERS**

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 Annual Session at which they are appointed, to serve for terms of two years, or until their successors are appointed. No officer should serve more than six consecutive years in a particular office.

### **Presiding Clerk of Yearly Meeting**

The Presiding Clerk serves as Clerk of all business Meetings of the Yearly Meeting and acts as Convener when special sessions are required. The Clerk attends Interim Meeting, and serves as an alternate to the Clerk of Interim Meeting. The Clerk also serves as a member of the Supervisory Committee, the Program Committee, the Trustees, and, in accordance with the provisions of Friends General Conference, is a member of the Central Committee of that body. Annually, the Clerk nominates and the Annual Session approves an ad hoc Epistle Committee to draft a general epistle to other Friends groups for the Yearly Meeting's review and approval. The Clerk reports to each regular session of the Interim Meeting on activities as Clerk during the intervening period.

A retiring Clerk continues to attend Interim Meeting for one year.

The Presiding Clerk and all former Presiding Clerks may be invited by a Quarterly or Monthly Meeting to serve as Listeners to help the Meeting find clearness on a particular concern, use Quaker process more effectively, and make better use of the resources of the Yearly Meeting. Any one or more of the Clerks may be asked to initiate this process.

### **Clerk of Interim Meeting**

The Clerk of Interim Meeting convenes and guides the sessions of that Meeting, serves as an alternate to the Presiding Clerk of Yearly Meeting, serves on the Supervisory Committee, and may clerk that Committee. 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.

### **Recording Clerks**

The Recording Clerk of Yearly Meeting 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 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. Reading Clerks are appointed by the Presiding Clerk as needed at Yearly Meeting sessions.

Assistants to these officers may be appointed when deemed necessary.

### **Treasurers**

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 (the beginning of the Yearly Meeting's fiscal year) following the close of the Annual Session at which appointed, for terms of two years, or until their successors are appointed and qualified. As with other officers, it is preferred that the Treasurer and Assistant Treasurer 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 monitors 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 attends Interim Meeting, and serves as a member of the Trustees and the Supervisory Committee.

The Assistant Treasurer is expected to 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 attends 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*, 1988, 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*, 1988, Appendix I, 2b

The Yearly Meeting appoints generally nine (but no fewer than four) Trustees in accordance with its corporate charter. Each Trustee shall be a member of a constituent Monthly Meeting. There are at present nine Trustees: 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. A Trustee's term begins at the close of the Yearly Meeting or Interim Meeting Session at which they are appointed and ends at the close of the Annual Session during which their term ends. Normally one of these seven is from each Quarterly Meeting within the Yearly Meeting. The Trustees may not co-opt additional members.

The Trustees are the body authorized to act as the governing body of the Yearly Meeting with respect to legal matters. Either the Clerk of Trustees or Treasurer signs for the Yearly Meeting on forms, such as tax returns, to be filed with governmental entities. Trustees are responsible for obtaining and holding the title to real property owned by the Yearly Meeting, such as burying grounds and camps. Trustees arrange for investing the funds of the Yearly Meeting and, following the policy outlined in *Faith and Practice*, 1988, Appendix I, 3, Trustees ensure restricted funds are managed in accordance with intentions of the original donors. The Trustees arrange for a certified public accountant to audit the Yearly Meeting's books and records in accordance with Yearly Meeting policy, and receive and review the auditor's report (currently, an audit is done annually). To accomplish this, the Trustees meet at least annually and report annually to the Yearly Meeting.

Baltimore Yearly Meeting has adopted policies that govern the Trustees. These policies include the Whistle Blower (Appendix B to this Manual), Conflict of Interest (Appendix C to this Manual), and Youth Safety Policies (Appendix D to this Manual). Trustee review reinforces the Yearly Meeting's intention that all committee members and corporate practices uphold these policies.

It is the policy of Baltimore Yearly Meeting that the Trustees will keep contemporaneous minutes of all meetings. These minutes are to be sent to the Yearly Meeting Office in a timely fashion for retention.

The Youth Safety Policy Working Group (YSPWG) is under the care of the Trustees. YSPWG includes the following: General Secretary, Youth Programs Manager, Camp Program Manager, Presiding Clerk, Clerk of Supervisory Committee, Clerk of Trustees (or a designated member of Trustees), Clerk of Youth Programs Committee (or a designated member of that Committee), Clerk of Camping Program Committee (or a designated member of that Committee), Clerk of Religious Education Committee (or a designated member of that Committee), Clerk of Junior Yearly Meeting Staff (or a designated member of JYM staff), and others as needed. YSPWG meets at least once per year to review the current Youth Safety Policy, and to discuss any youth safety concerns that may have arisen. Trustees appoint a Trustee to serve as convener of the YSPWG. Throughout the year, the General Secretary keeps the members of YSPWG informed about best practices for youth safety, as information becomes available. YSPWG stands ready to address, in a timely manner, any youth safety policy issues that may arise.

The Clerk, or another designated Trustee, serves as a member of the Camp Property Management Committee. The Clerk, or another designated Trustee, serves as a member of the Development Committee.

### III. INTERIM MEETING

All members of Baltimore Yearly Meeting are members of Interim Meeting and are welcome to attend its meetings. 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.

In order to assure wide participation in Interim Meeting, each Monthly Meeting in the Yearly Meeting is requested to appoint one person to attend Interim Meetings. Ordinarily, no one serves consecutively as Monthly Meeting appointee for more than six years.

Others expected to participate in Interim Meeting are:

- 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 including the clerk of Trustees 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 appoint from the floor a Naming Committee of two Friends to nominate Friends for appointment to fill the vacancies on the Search Committee.
- to fill vacancies among Yearly Meeting or Interim Meeting officers, or on the Supervisory Committee or the Nominating Committee, when such occur between sessions of the Yearly Meeting.
- 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 any 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 its actions 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.

The Naming Committee is appointed on Spring Yearly Meeting Day, and served for one year or until a new Committee is appointed. The Naming Committee usually presents its recommendations to Interim Meeting on Summer Yearly Meeting Day. At any time the Naming Committee may present to Interim Meeting nominations to fill vacancies on the Search Committee that occur during the year.

## **COMMITTEES OF INTERIM MEETING**

### **SEARCH COMMITTEE**

The Search Committee is composed of six persons, two appointed each year to serve a three-year term. They are nominated by an *ad hoc* Naming Committee and appointed by Interim Meeting. Their service begins immediately after the Annual Session of Baltimore Yearly Meeting. Search Committee members attend Interim Meeting. No person may serve for more than six consecutive years. The Committee may not co-opt 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 Spring Yearly Meeting Day, Interim Meeting appoints from the floor a Naming Committee of two Friends to nominate Friends for appointment to fill the vacancies on the Search Committee. This Committee serves for one year or until a new Committee is appointed. The Committee usually presents its recommendations to Interim Meeting on Summer Yearly Meeting Day. At any time the 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, the Treasurer of the Yearly Meeting, and four additional members of the Yearly Meeting nominated by the Interim Meeting for appointment by the Yearly Meeting. The

Committee may not co-opt additional members. The Supervisory Committee is clerked by the Clerk of Interim Meeting or one of the four appointed members.

The four persons appointed by the Yearly Meeting also attend Interim Meeting. Two of these members are appointed annually for terms of two years. Generally, none of the 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 Yearly Meeting sessions at which the appointment is made.

The General Secretary is responsible to this committee, specifically to its Clerk. The Committee as a whole guides and supports the work of the General Secretary. The Supervisory Committee writes a position description for the General Secretary to be approved by the Interim Meeting. The Supervisory Committee also ensures the support and nourishment of the staff.

The Supervisory Committee creates, reviews and updates written personnel policies. Supervisory Committee approves written position descriptions of all office staff. The Committee may delegate writing position descriptions to the General Secretary who will consult with appropriate committees and Supervisory Committee. Position descriptions changes that would affect the Yearly Meeting Budget need the approval of the Interim Meeting.

The Supervisory Committee recommends staff compensation policies to Interim Meeting, annually sets specific compensation levels for individual staff, annually reports compensation totals in aggregate form to Interim Meeting, and provides guidance to the General Secretary in the employment of staff.

The Committee will review and remain familiar with the content of the Youth Safety Policy (Appendix D to this Manual) in order to ensure that the practices of the Committee reflect the guidelines adopted to promote the safety of our youth and youth workers. The Committee will provide any necessary staff and volunteer training and will ensure that programs and events are carried out in compliance with policy guidelines.

The Supervisory Committee also oversees the maintenance of the office property and grounds and the acquisition and maintenance of office equipment and any other fixed assets. Authority for the expenditure of funds for normal maintenance up to a stated dollar amount may be delegated to the General Secretary.

The Supervisory Committee annually provides budget recommendations to the Stewardship and Finance Committee for office staff salaries and benefits and for the maintenance of building, equipment and grounds. As appropriate, the Supervisory Committee will inform the Stewardship and Finance Committee of needed adjustments to the budget.

In addition, this Committee carries out such duties as the Interim Meeting specifically assigns to it, and, between meetings of the Interim Meeting, may act upon urgent matters not involving policy nor of such importance as to justify a special session of the Interim Meeting. When acting upon urgent matters between meetings of Interim Meeting, the Commit-

tee will confer with standing committees of the Yearly Meeting that hold a concern for the subject matter being considered and will make decisions with direct involvement of those committees. All such actions are to be reported to the Interim Meeting at its next session.

## **IV. 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 Camp Directors, with the guidance of the Camping Program Committee, employ such staff as the budgets for the various camping programs allow.

Other Committees of the Yearly Meeting desiring staff need to develop a proposal and present it to Interim Meeting for approval. The proposal must 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.

## **V. COMMITTEES OF THE YEARLY MEETING**

The Yearly Meeting establishes committees for the carrying out of its purposes. All committees are expected to meet at least once annually, either in person or using other modern technology, such as voice- or video-teleconferencing and are expected to report annually. Each committee reports both on its activities and on those matters that 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 is also an indication that a review process is needed.

Baltimore Yearly Meeting has adopted policies that govern all committees. These policies include Whistle Blower (Appendix B to this Manual), Conflict of Interest (Appendix C to this Manual), and Youth Safety Policies (Appendix D to this Manual). Committee review reinforces the Yearly Meeting's intention that all committee members and corporate practices uphold these policies.

It is the policy of Baltimore Yearly Meeting that all committees acting on its behalf, including standing and ad hoc committees, will keep contemporaneous minutes of all committee meetings. These minutes are expected to be sent to the Yearly Meeting Office in a timely fashion for retention.

Concerned individuals desiring to establish a new committee or ad hoc committee take 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 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 is to be approved in the manner 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. In general, Friends are expected attempt to serve the Yearly Meeting on no more than one standing Committee at a time. However, 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 is permitted. Nothing in this Manual is to be interpreted as barring any Friend from serving in a specific capacity when special circumstances warrant.

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 has a responsibility to reject unsuitable names as well as 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, nor is it customary that Friends serve the Yearly Meeting on more than one standing committee at a time. 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 Session, 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 attend 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 will 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, and with the approval of the committee members, 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. If possible, these papers will be distributed to members of the Yearly Meeting along with Yearly Meeting committee reports prior to Yearly Meeting sessions at 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 is to 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 and working groups are listed in the 2012 Yearbook on page 143-144.

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, made a 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 either special groups or working groups. As provided in Section VI

below, the former groups report to the Yearly Meeting, the latter to a sponsoring committee of the Yearly Meeting.

The Committees of Baltimore Yearly Meeting are:

**Administrative Committees:**

- Camp Property Management Committee
- Faith and Practice Committee
- Manual of Procedure Committee
- Nominating Committee
- Program Committee
- Stewardship and Finance Committee

**Functional Committees:**

- Advancement and Outreach Committee
- Camping Program Committee
- Development Committee
- Educational Grants Committee
- Indian Affairs Committee
- Ministry and Pastoral Care
- Peace and Social Concerns Committee
- Religious Education Committee
- Sue Thomas Turner Quaker Education Fund Committee
- Unity with Nature Committee
- Youth Programs Committee

## **ADVANCEMENT AND OUTREACH COMMITTEE**

The Advancement and Outreach Committee consists of approximately nine 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 to Friends learn about the Religious Society of Friends. The Committee is responsible for the dissemination of useful information about Baltimore Yearly Meeting, its local Meetings, and the Religious Society of Friends. This information is available from the Yearly Meeting website and other Yearly Meeting publications.”

The Committee names one of its members to serve on the Sue Thomas Turner Quaker Education Fund Committee for a two-year term.

The Internet Communications Working Group is under Advancement and Outreach’s care.

## **CAMP PROPERTY MANAGEMENT COMMITTEE**

The Camp Property Management Committee consists of at least eight 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, Stewardship and Finance Committee, and the Camp Property Manager are ex officio members. The Com-

mittee may appoint subcommittees as needed, which may include members from outside the Committee.

The Committee will normally meet at least six to eight times a year. Members unable to meet face-to-face for committee meetings are encouraged to use other technologies. The committee works in coordination with Camping Program Committee.

The Committee is a governing committee that oversees the management of the present and any future properties the Yearly Meeting uses for Camping Programs, Retreats, and other similar activities. The Committee's purpose is threefold: (1) to plan ahead for the long term needs of the camp properties; (2) to work collaboratively with the Camp Property Manager in prioritizing short and long-term projects; (3) to support the Camping Program Manager with specific projects as needed. The Camp Property Management Committee, in cooperation with Camping Program Committee plans and executes Family Camp Weekends held in the spring and fall. On-site participation in camp activities or camp visits by committee members is an integral part of the work of the committee.

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 manages the camp properties as one financial entity and prepares its operating and capital budgets which are presented to the Stewardship and Finance Committee and incorporated into the Yearly Meeting operating and capital budgets.

The committee is responsible for setting camp rental fees. All income generated by the camp properties, including camp property rental, sales of natural resources, gifts, and bequests will be available for the operation and development of the camp properties.

The Committee reviews and remains familiar with the content of the Youth Safety Policy and other relevant Yearly Meeting policies in order to ensure that the practices of the Committee reflect the guidelines adopted by the Yearly Meeting. The Committee provides any necessary CPMC staff and volunteer training and ensures that programs and events are held in compliance with policy guidelines.

### **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, and the Camp Program Manager, ex officio.

The Camping Program Committee oversees and coordinates the philosophy, policy, financing, and program emphasis of all Yearly Meeting endeavors in the field of outdoor religious education—seeking to provide for all the various ages and interests of our Yearly Meeting through a variety of camping styles. The Camp Program Manager is responsible for implementing goals, direction, and policy as set by the Camping Program Committee.

The Committee will review and remain familiar with the content of the Youth Safety Policy (Appendix D to this Manual) in order to ensure that the practices of the Committee

reflect the guidelines adopted to promote the safety of our youth and youth workers. The Committee will provide any necessary staff and volunteer training and will insure that programs and events are carried off in compliance with policy guidelines.

The Camping Program Committee advises the General Secretary on employment of camp directors and the Camp Program Manager. The Committee nurtures and supports the directors and staff in the implementation of the outdoor religious education programs and works to promote awareness of the programs within the wider Quaker community.

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

The Strengthening Transformative Relationships in Diverse Environments (STRIDE) Working Group (previously the Camp Diversity Working Group) is under the Camping Program Committee's care.

## **DEVELOPMENT COMMITTEE**

The Development Committee consists of five or more members nominated by the Nominating Committee and appointed by the Yearly Meeting. In addition, either the Clerk or another member of the Trustees and one member of Stewardship and Finance Committee are ex-officio members. Development Committee prepares, guides, and assists in the implementation of fund-raising plans. It is charged with the creation and subsequent oversight of a comprehensive development plan for Baltimore Yearly Meeting that clarifies the role of Monthly Meeting apportionment; an annual giving program; development policies that address the acceptance and handling of both restricted and unrestricted contributions; and the appropriate uses of Yearly Meeting and Monthly Meeting communication avenues.

The Committee also reviews requests for exceptional, one-time release of the Yearly Meeting mailing list for purposes of financial solicitation and, if it approves, forwards such requests to the next Interim Meeting or Annual Session for final consideration. (Excepted from the Yearly Meeting's policy restricting such use of the mailing list, and thus from Development Committee review, are the affiliated Quaker organizations Friends General Conference, Friends United Meeting, and Friends World Committee for Consultation).

The Committee guides, supports, and assists the Development Director in the following ways: researching for the Yearly Meeting potential sources of financial support, including individuals and Monthly Meetings; cultivating and requesting support from major donors, including individuals, foundations, and other organizations; establishing regular contact with individuals and Monthly Meetings to promote increased giving to Yearly Meeting; creating curricula for supporting Monthly Meetings in their own fund-raising efforts; and promoting efforts to secure bequests and other deferred gifts. The Committee maintains appropriate consultation with the General Secretary and Supervisory Committee about shared supervision and personnel matters. If there is no Development Director, the Committee undertakes these duties, and others ascribed to that position, as needed.

The Development Committee has oversight of fund-raising efforts that other Yearly Meeting committees may initiate. It assists in the planning and implementation of such efforts

and ensures that any fund-raising effort is consistent with the overall development plan. The Committee consults with Stewardship and Finance, Camping Program, Camp Property Management, and Youth Programs Committees on a regular basis to discuss the budgetary process and to promote giving. The Development Committee consults with Trustees for guidance on legal and Yearly Meeting policy issues.

### **EDUCATIONAL GRANTS COMMITTEE**

The Educational Grants Committee is composed of at least six members nominated by the Nominating Committee and appointed by the Yearly Meeting. The purpose of this committee is to help Friends pursue education by providing grants, which may be applied to undergraduate attendance at accredited post-secondary educational institutions such as universities, colleges, professional, and vocational schools, either full or part-time. Monies and income from the Educational Fund, the Education Endowment Income Fund, and the Fair Hill/Griest Fund, and such other funds as the Yearly Meeting deems appropriate are used to provide post-secondary grants.

Grants are awarded on the basis of financial need and the Committee's assessment of an applicant's statement of purpose, including consistency with Friends testimonies. The application process is expected to include comments on the applicant's involvement in the Monthly Meeting and any information that would be helpful in making a decision.

The Committee performs its work according to a policy statement approved by the Yearly Meeting.

Baltimore Yearly Meeting does not make loans to students.

The Committee meets in April to evaluate applications and award grants, and on other mutually convenient dates to discuss other business. The Educational Grants Committee reports to the Yearly Meeting at least once a year on the state of the funds, grants made, and any other business conducted.

### **FAITH AND PRACTICE COMMITTEE**

The Faith and Practice Committee consists of six to ten persons nominated by the Nominating Committee and appointed by the Yearly Meeting. This committee will benefit from having members with diverse perspectives of theology and Quaker practice, as well as members of diverse ages, races, and backgrounds, and from diverse regions.

The Faith and Practice Committee is charged with the care of our *Faith and Practice* and will regularly review it. The Committee engages with the constituents of the Yearly Meeting to explore and clarify our continually evolving experience with Quaker faith and practice and seeks to have the published *Faith and Practice* reflect this experience. The Faith and Practice Committee is expected to be in close communication with other committees, particularly the Ministry and Pastoral Care Committee. The Committee is responsible for printing, posting, and distribution of *Faith and Practice* or its revised sections, as needed.

*Faith and Practice* is a living document; changes to it are brought forward as needed. Seasoned changes to *Faith and Practice* may be proposed by:

- The Faith and Practice Committee itself
- Monthly Meetings, Preparative Meetings, and Worship Groups
- Worshiping communities, such as the camps, Young Friends, Young Adult Friends
- Baltimore Yearly Meeting Committees
- Quarterly Meetings

The Faith and Practice Committee will disseminate proposed changes to local Meetings and others as appropriate for their consideration and discernment. After considering feedback, the Committee will bring recommendations for change to Interim Meeting for a first reading and then to Annual Session. An individual with a proposed change is expected to work through one of the groups listed above. The Faith and Practice Committee is available to help with this process, working to ensure that all concerns are seasoned at the appropriate level. In the interest of accuracy and clarity, the Faith and Practice Committee may copy-edit *Faith and Practice*.

### **INDIAN AFFAIRS COMMITTEE**

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

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

The ongoing work of the Indian Affairs Committee is inspired by its history. In 1795, Quakers in the northern Shenandoah Valley, following the model established by William Penn in Pennsylvania, set up a fund under the care of Baltimore Yearly Meeting to pay American Indians for lands Quakers had settled. Unable to locate survivors of the natives, the Indian Affairs Committee distributes the interest income from this endowment to organizations which assist and advocate for American Indians.

### **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. In the interest of accuracy and clarity, the Manual of Procedure Committee may copy edit the *Manual of Procedure*.

### **MINISTRY AND PASTORAL CARE COMMITTEE**

The Committee is concerned with deepening the spiritual life of Baltimore Yearly Meeting and of its constituent Monthly Meetings. The Committee carries an active concern for calling forth and nurturing the gifts of the Spirit in the Yearly Meeting. The Committee encourages and supports Monthly Meetings as they recognize, publicly affirm, and practically support those individuals who exercise their gifts in faithful ministry and service.

The Committee assists the Yearly Meeting with programs, retreats, workshops at Annual Session, and during the year as needed. The Clerk of the Ministry and Pastoral Care Committee serves as a member of the Program Committee.

The Committee advises Monthly Meetings on the preparation of the Annual Report of the Spiritual State of the Monthly Meeting in accordance with the guidelines in our *Faith and Practice*. The Committee receives the approved reports and incorporates them, with concerns and information about events in the Yearly Meeting, into a Spiritual State of the Yearly Meeting Report to be presented for consideration and acceptance at Annual Session.

The Committee considers requests for Yearly Meeting endorsements of minutes of support for members traveling in the ministry outside our Yearly Meeting. Such minutes usually are prepared by the Monthly Meeting in which the Friends holds membership and then endorsed by the Yearly Meeting (See *Faith and Practice*, Part III, Section B, Sub-section 5,b Minutes for Spiritual Service and, c Endorsements). If there is clearness to proceed, the Committee brings a recommendation to the Yearly Meeting or Interim Meeting for this minute. Minutes endorsed by the Yearly Meeting are expected to be returned to the Yearly Meeting. Ordinarily, the endorsement is for one year.

The Committee maintains the Guidelines for Embracing the Ministry of Friends and supports Monthly Meeting Committee of Oversight for these Friends. The Committee maintains a current list of all recorded ministers within the Yearly Meeting.

The following working groups are under the care of Ministry and Pastoral Care:

- Intervisitation Working Group
- Pastoral Care Working Group
- Spiritual Formation Program Working Group
- Women's Retreat Working Group
- Working group on Racism

## **NOMINATING COMMITTEE**

The Nominating Committee is composed of 12 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 session 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; Friends serve the Yearly Meeting on no more than one standing committee at a time. However, 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 is permitted. Nothing in this Manual is to 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 already 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 might benefit a Friend, the Yearly Meeting, or both.

### **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, and 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 Committee also works with Monthly Meetings to address these concerns. It may also bring to the attention of the Yearly Meeting other international and domestic concerns that affect relationships between the economically developed and less-developed countries or the relationship between people with greatly different economic means wherever they may live.

Friends are encouraged to record their personal statements of pacifism by sending signed and dated statements to their Monthly Meetings and to the Yearly Meeting. The names

of all persons filing such statements are to be listed in the Yearbook published following receipt of the documents.

The Peace and Social Concerns Committee acts as the conscience of the Yearly Meeting in issues relating to prison concerns and the death penalty. The committee recommends to Nominating, as appropriate, one person to be approved by the Board of Directors of Prisoner Visitation and Support for a three-year, once renewable term. The Board meets in Philadelphia two or three times a year.

As appropriate, Peace and Social Concerns recommends to Nominating one person for a three-year, once renewable appointment by the Yearly Meeting, to serve on the Board of Directors of Quaker House, which meets five times a year in Fayetteville, North Carolina.

As appropriate, Peace and Social Concerns recommends to Nominating one person for a three-year, once renewable, appointment by the Yearly Meeting, to serve as a representative to the Interfaith Action for Human Rights (IAHR).

The Right Sharing of World Resources Working Group (RSWRWG) is under the care of the Peace and Social Concerns Committee. It seeks to challenge the Yearly Meeting and other Quaker groups to simplify our lives and work for a more equitable distribution of global resources.

The Working Group for Refugees, Immigrants, and Sanctuary is under the care of the Peace and Social Concerns Committee.

## **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 Pastoral Care Committee, the General Secretary and Youth Programs Manger of the Yearly Meeting, the Young Friends Annual Session Planners, 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. This oversight includes negotiating each year a suitable site for the following year's Annual Session, 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.

The Committee will review and remain familiar with the content of the Youth Safety Policy (Appendix D) in order to ensure that the practices of the Committee reflect the guidelines adopted to promote the safety of our youth and youth workers. The Committee will provide any necessary staff and volunteer training and will ensure that programs and events are carried off in compliance with policy guidelines.

## **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 names one of its members to serve on the Sue Thomas Turner Quaker Education Fund Committee for a two-year term.

## **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 careful attention to the special need of this Committee to be knowledgeable about the situation of all Monthly Meetings. Ideally, each Quarterly Meeting is 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.

Each year, the Committee prepares for Yearly Meeting consideration a budget and a plan of apportionment of the budget to the Monthly Meetings. It has oversight of the accounting methods used and the adequacy of the financial reports given by the Treasurer, and it makes adequate provision for preservation of all assets of the Yearly Meeting not specifically managed by the Trustees.

This Committee is also expected to 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. The Clerk or another member of the Stewardship and Finance Committee serves as a member of the Development 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 convener 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 March 1. In general, the Committee meets once a year, usually at Spring Interim 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 approximately 12 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.

Recognizing that the entire world is an interconnected manifestation of God, the Unity with Nature Committee seeks to work into the beliefs and practices of the Yearly Meeting the twin principles that God's Creation is to be respected, protected, and held in reverence, and that human aspirations for peace and justice depend upon restoring the Earth's ecological integrity. The Committee promotes these principles by example, by communication, and by providing spiritual and material support to those engaged in transforming our relationship with the Earth. It serves as a resource for Unity with Nature concerns and activities of individuals and of Monthly Meetings.

As appropriate, the Unity with Nature Committee recommends one person as a representative and one person as an alternative representative to the Nominating Committee for a three-year, once renewable appointment by the Yearly Meeting to the Steering Committee of Quaker Earthcare Witness. Unity with Nature recommends to Nominating one person for a three-year, once renewable appointment by the Yearly Meeting, to serve on the Board of Directors of the Friends Wilderness Center.

The Right Relationship with Animals Working Group is under Unity with Nature's care.

## **YOUTH PROGRAMS COMMITTEE**

The Youth Program Committee consists of 16 adults nominated by the Nominating Committee and appointed by the Yearly Meeting, as well as the Youth Programs Manager, the Young Friends Clerks, and Young Friends appointed by the Young Friends Business Meeting.

The Committee will review and remain familiar with the content of the Youth Safety Policy (Appendix D) in order to ensure that the practices of the Committee reflect the guidelines adopted to promote the safety of our youth and youth workers. The Committee will provide any necessary staff and volunteer training and will ensure that programs and events are carried off in compliance with policy guidelines.

The Youth Programs Committee oversees and coordinates all Yearly Meeting youth programs—for junior high/middle school and high school youth, with the exception of the Camping Program and Junior Yearly Meeting. It provides advice and support for the Youth Programs Manager. To this end the Committee does the following: provides a Designated Friendly Adult Presence (FAP) for every Young Friends and Junior Young Friends conference; recruits, trains, evaluates, and mentors adults in the Yearly Meeting who have a leading to work with our programs; supports the Youth Programs Manager in coordinating and communicating with Junior Yearly Meeting and other Yearly Meeting committees involved in youth programs; provides the Yearly Meeting with access to the approved Junior Young Friends Handbook and Young Friends Handbook and ensures that Yearly Meeting is notified of major revisions.

The Young Friends Yearly Meeting Planners serve on the Program Committee. The Young Friends Executive Committee is nominated and appointed by the Young Friends Business Meeting. To encourage youth to take an active part in the affairs of the Yearly Meeting, the Young Friends Executive Committee Clerk is expected to participate in 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.

## **VI. SPECIAL GROUPS AND WORKING GROUPS**

### **Special Groups**

Concerned individuals desiring to establish a new Special Group bring their idea to Interim Meeting, either themselves directly, or through a Monthly Meeting, or through a standing committee of the Yearly Meeting. If, after due consideration, there is general support and approval, Interim Meeting recommends to the Yearly Meeting that such a Special 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 is expected to 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.

Current Special Groups (there is just one at this time): Young Adult 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 attends Interim Meeting.

The general purpose of the group is to let young adult Quakers and attenders 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.

### **Working Groups**

Any standing committee or the Trustees, with the concurrence of Interim Meeting, may establish a Working Group. The Working Group need not have members of the sponsoring committee among its members, but reports to and through that committee. Unless otherwise provided, each Working Group selects its own clerk. Each Working Group is expected to report in writing annually to the Yearly Meeting. Any report, action, or statement of a Working Group is expected to be approved in the manner of Friends at a meeting of the Group of which all members of the Group were given reasonable notice. Working Groups are empowered to raise or accept monies only with the prior approval of the Interim Meeting and in coordination with the Development Committee. The minute establishing the Working Group specifies whether a member of the Working Group or the clerk of the sponsoring committee will authorize disbursements. When the Working Group's activities are complete or it is no longer active, the sponsoring committee or Interim Meeting lays it down.

Current Working Groups (and sponsoring committee):

- Internet Communications Working Group (Advancement and Outreach)
- Intervisitation Working Group (Ministry and Pastoral Care)
- Pastoral Care Working Group (Ministry and Pastoral Care)
- Right Sharing of World Resources Working Group (Peace and Social Concerns)
- Spiritual Formation Program Working Group (Ministry and Pastoral Care)
- STRIDE Working Group (Camping Program)
- Women's Retreat Working Group (Ministry and Pastoral Care)
- Working Group on Racism (Ministry and Pastoral Care)
- Working Group on Refugees, Immigrants, and Sanctuary (Peace and Social Concerns)

Working Group on Right Relationship with Animals (Unity with Nature)  
Youth Safety Policy Working Group (Trustees)

## **VII. AFFILIATION WITH FRIENDS GENERAL CONFERENCE, FRIENDS UNITED MEETING, AND FRIENDS WORLD COMMITTEE FOR CONSULTATION**

Baltimore Yearly Meeting is affiliated with three larger bodies of Friends: Friends General Conference, Friends United Meeting and Friends World Committee for Consultation. Any member of Baltimore Yearly Meeting may be considered for appointment to the various agencies of each of these organizations. Appointments of the appropriate number of persons are made annually to serve three-year terms as members of the Central Committee of Friends General Conference and as representatives to Friends World Committee for Consultation, Section of the Americas. Appointments of the appropriate number of representatives and alternates to Friends United Meeting are made every three years at the Yearly Meeting sessions immediately preceding the Friends United Meeting Triennial sessions. 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 bodies.

### **FRIENDS GENERAL CONFERENCE**

Friends General Conference, established in 1900, is an association of 15 Yearly Meetings and 12 Monthly Meetings as of 2015. 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 of Friends each summer. Information about FGC resources may be found on their web site, [www.FGCQuaker.org](http://www.FGCQuaker.org). Details of the procedures of Friends General Conference can be found in the Friends General Conference Organizational Blue Book available from Friends General Conference, 1216 Arch Street, 2B, Philadelphia Pennsylvania 19107.

### **FRIENDS UNITED MEETING**

Friends United Meeting was formed in 1902 as the Five Years Meeting of Friends, changing its name to Friends United Meeting in 1960. As of 2015, it is composed of 12 North American Yearly Meetings, and 22 Yearly Meetings from the Caribbean, East Africa, and the Middle East. 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.

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. (According to FUM procedures, if an appointed representative does not attend the Triennial, those representatives present may select a replacement representative from those members of Baltimore Yearly Meeting attending the Triennial. This is to be reported to the Yearly Meeting in session.) 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.

At the time representatives are nominated, each Yearly Meeting names one of its representatives to serve on the Triennial Nominating Committee and another to serve on the Triennial New Business Committee. Baltimore Yearly Meeting's representatives, including those persons named to 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.

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 during the year preceding the Triennial Sessions. The formula for determining the number of appointments is: membership of 3,000 or less, maximum of 2 appointees; 3,001 to 10,000, maximum of 3 appointees; 10,001 and over, maximum of 4 appointees. One of the General Board members is designated to serve on the General Board Nominating Committee.

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.

All Friends are encouraged to attend the Friends United Meeting Triennial sessions. Information about Friends United Meeting resources may be found on their web site, [www.fum.org](http://www.fum.org).



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.

## **FRIENDS WORLD COMMITTEE FOR CONSULTATION**

Friends World Committee for Consultation (FWCC), formed in 1937, is a worldwide association of Yearly Meetings and affiliated groups. It is a consultative body whose purpose is to provide links between Friends who may be separated by geography, culture, or practices that emphasize different aspects of Quakerism. It aims to facilitate loving understanding of diversity among Friends; to discover together, with God's help, our common spiritual ground; and to facilitate full expression of Friends' testimonies in the world.

All Yearly Meetings and groups affiliated with FWCC worldwide meet together once every three years. In an effort to keep these gatherings to a workable size, attendance is restricted to Yearly Meeting representatives and other appointed delegates and observers. Representation of Yearly Meetings at the triennial sessions is based on a formula of two persons for any Yearly Meeting or group, three persons for Yearly Meetings with between 1001 and 3000 members, four representatives for Yearly Meetings with between 3001 and 5000 members, and one additional representative for each additional 5000 members or fraction thereof. The Yearly Meeting's representatives are selected by the Interim Meeting from among the representatives to the Section of the Americas. Those attending the FWCC triennial sessions are encouraged to report to as many groups within the Yearly Meeting as possible.

Friends World Committee for Consultation is organized into four geographical sections. Baltimore Yearly Meeting is in the Section of the Americas, which covers the entire western hemisphere. The Section, in turn, is divided into smaller geographical regions, of which Baltimore Yearly Meeting is in the Southeastern region. Some activities of the Section of the Americas are the Quaker Youth Pilgrimage (in collaboration with the Europe and Middle East Section), Wider Quaker Fellowship, and Comité de los Amigos Latin-americanos (Committee of Latin American Friends). The principal function of the regions within the Section is to provide opportunities for as many Friends as possible within a particular geographical region to come to know Friends outside of their own Yearly Meeting.

Each Yearly Meeting in the Section appoints representatives to the Section based on a formula of four persons for the first 1000 members of the Yearly Meeting and one for each additional 2500 members or fraction thereof. Baltimore Yearly Meeting representatives are nominated by the Nominating Committee and appointed by the Yearly Meeting for terms of three years, not all representatives being appointed in the same year. As with other Yearly Meeting appointments, service as a representative will generally not exceed six consecutive years. The representatives are expected to be committed to openness and learning from Friends representing other traditions of worship, theology, and culture.

These representatives attend Sectional and regional meetings (usually an annual meeting for each) and are eligible to serve on the various committees of the Section. All Friends are welcome at Sectional and regional meetings. The representatives help keep the Yearly Meeting informed about the activities of the organization.

## **VIII. CORPORATIONS AFFILIATED WITH BALTIMORE YEARLY MEETING FRIENDS HOUSE RETIREMENT COMMUNITY**

Friends House, Inc. and Friends Nursing Home, Inc. were merged into Friends House Retirement Community (“Friends House”) in July 2017. Friends House provides housing, health care services, and other services to persons 62 years of age or older. Friends House is governed by a self-appointed 14 to 19 member Board of Directors. At least 60 percent of the Directors must be members of the Religious Society of Friends.

Baltimore Yearly Meeting (BYM) is invited to nominate three persons to be approved by the Friends House Board of Directors. Beginning in 2017, BYM may nominate one person each year for a three-year, once renewable term. A renewed term counts as that year’s nomination. No more than three directors will be BYM nominees at any one time. BYM nominees will be named at the Spring Interim Meeting. If approved by the Friends House Board, the approved Director would begin their term the following September.

BYM will not consider current Friends House Board Directors for nomination in 2017, 2018, and 2019.

Directors attend regular meetings of the Board, participate in Board committees, and help keep the Yearly Meeting informed of the work of the Board in operating a Continuing Care Retirement Community (CCRC) in Sandy Spring, Maryland.

Friends House, Inc. and Friends House Nursing Home were originally established in 1966 and 1968, respectively.

### **FRIENDS MEETING SCHOOL, INC.**

Friends Meeting School, Inc., established in 1997, is governed by a Board of Trustees consisting of between 4 and 21 persons: two named by the Yearly Meeting for approval by the Friends Meeting School Board of Trustees, the remainder by the Board itself. The School is located in Ijamsville (Frederick County), Maryland. Trustees must be at least 21 years of age. Terms normally begin on July 1 and run for three years. No Trustee may serve more than three consecutive terms.

The Board of Trustees meets once a month, normally on Sunday afternoon. Each member of the Board is expected to participate on a Board committee. Representatives of Baltimore Yearly Meeting serving on the Board are expected to keep Baltimore Yearly Meeting informed about the programs and spiritual condition of the school, including submitting an annual written report.

Friends Meeting School was formerly under the spiritual care of Seneca Valley Preparative Meeting and in 2009 also came under the spiritual care of Baltimore Yearly Meeting. Seneca Valley Preparative Meeting was laid down in 2013. The “spiritual care of Friends Meeting School” involves everyone associated with the school—including all of Baltimore Yearly Meeting, the teachers, staff, parents, alumni, and even the students themselves—

caring for the school in the same manner as Isaac Pennington defined a Friends community nearly 350 years ago: “our life is love, and peace, and tenderness; and bearing one with another, and forgiving one another, and not laying accusations one against another; but praying one for another, and helping one another up with a tender hand” (1667).

### **MILES WHITE BENEFICIAL SOCIETY**

The Miles White Beneficial Society (MWBS) of Baltimore City was founded and incorporated in 1874 to administer a testamentary trust under the will of Miles White, a member of the meeting in Baltimore Yearly Meeting of Friends (Orthodox) currently named Baltimore Monthly Meeting, Homewood. The MWBS awards scholarships to college students, grants to Quaker schools and other organizations with connections to the Quaker community, and grants to charitable organizations in the greater Baltimore area. Upon the consolidation of the two “Baltimore Yearly Meetings” in 1968, oversight of the MWBS passed to the Yearly Meeting. In 2011, the Yearly Meeting agreed that the MWBS should become a “supporting organization” for the Yearly Meeting, and the Yearly Meeting has since then appointed or renewed the trustees of the MWBS.

The trust is administered by the trustees of the Society, and the organization annually makes a written report to the Baltimore Yearly Meeting of Friends. There are seven to ten trustees, nominated by the Nominating Committee and appointed by the Yearly Meeting, during its Annual Session, to serve a three-year term which commences after the Miles White Beneficial Society's annual meeting in October. Appointees may serve three consecutive 3-year terms. Trustees typically meet monthly.

### **SANDY SPRING FRIENDS SCHOOL, INC.**

Sandy Spring Friends School, Inc., established in 1959, is governed by a Board of Trustees consisting of between 20 and 30 persons, normally 24: four appointed by the Yearly Meeting, eight by Sandy Spring Monthly Meeting, and the remainder by the Board itself. Ordinarily each year the Yearly Meeting appoints one trustee to serve a four-year term commencing with the September meeting of the Board following appointment. 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.

## **IX. REPRESENTATIVES 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**

The American Friends Service Committee carries out service, development, social justice, and peace programs throughout the world. Founded by Quakers in 1917 to provide conscientious objectors with an opportunity to aid civilian war victims. Attracting the support

and partnership of people of many races, religions, and cultures, AFSC's work is based on the Quaker belief in the worth of every person and faith in the power of love to overcome violence and injustice.

AFSC is directed by the American Friends Service Committee Corporation, through a Board of Directors elected by the Corporation from among its members. Corporation members all must be members of the Religious Society of Friends.

Baltimore Yearly Meeting may appoint five persons to the Corporation. These persons, nominated by the Nominating Committee and appointed by the Yearly Meeting, in staggered three-year terms are expected to participate in the annual meeting of the Corporation, usually held in Philadelphia.

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.

### **FRIENDS COMMITTEE ON NATIONAL LEGISLATION**

The Friends Committee on National Legislation (FCNL) is a public interest lobby founded in 1943 by members of the Religious Society of Friends. FCNL seeks to bring the concerns, experiences, and testimonies of Friends to bear on policy decisions in the nation's capital. People of many religious backgrounds participate in this work. FCNL's staff and volunteers work with a nationwide network of thousands to advocate social and economic justice, peace, and good government.

FCNL is governed by a General Committee of 240 Friends, two-thirds of whom are appointed by 26 of the U.S. Yearly Meetings and seven national Friends organizations; the other third is appointed by the General Committee itself. All members of the General Committee must be members of the Religious Society of Friends and U. S. citizens. The General Committee meets each November to conduct business that includes establishing legislative policy and priorities. Between these Annual Meetings an Executive Committee and several other Committees guide the program and administration of FCNL. Further information is available at the FCNL web site.

The six Baltimore Yearly Meeting representatives to the FCNL 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 PEACE TEAMS**

Friends Peace Teams, Inc. (FPT), is a not-for-profit corporation initiated in 1995 by Friends from several U.S. Yearly Meetings. It seeks to promote social welfare, peacebuilding, heal-

ing, and reconciliation through its work to develop long-term relationships with communities in conflict around the world.

FPT activities overall are conducted under the auspices of the FPT Council, a governing board of representatives appointed by Friends Yearly Meetings and other interested members appointed at large. For more information on FPT staffing and peace work initiatives around the world, see their website, [www.FriendsPeaceTeams.org](http://www.FriendsPeaceTeams.org). The Council meets annually at one in-person business meeting (called “Face to Face”) and monthly by phone and internet.

Baltimore Yearly Meeting may appoint one representative and one alternate to the FPT Council, each for three-year terms, upon nomination by the Nominating Committee and appointment by the Yearly Meeting.

### **FRIENDS WILDERNESS CENTER**

The Friends Wilderness Center provides a place for meditation and spiritual nourishment in a rustic environment within Rolling Ridge Foundation property in Jefferson County, West Virginia. Its mission includes preserving this natural sanctuary and hosting a variety of events. The Board of Directors consists of six to fifteen members, a majority of whom must be members of the Society of Friends. Unity with Nature recommends to Nominating one person for a three-year, once renewable, appointment by the Yearly Meeting, to serve on the Board of Directors.

### **INTERFAITH ACTION FOR HUMAN RIGHTS**

Interfaith Action for Human Rights (IAHR) is composed of persons in Maryland, Virginia, and Washington, D.C., for the purpose of educating, advocating, and lobbying to end human rights abuses within their states. There is action towards eliminating solitary confinement, as well as improving prison conditions and supporting those affected. Quakers are involved at all levels.

Baltimore Yearly Meeting suggests a person to serve on the board of directors for a three-year term, not to exceed two terms. Persons suggested by Baltimore Yearly Meeting are then interviewed by the board of directors, and nominated to serve. Board members are expected to participate in a committee, attend monthly board meetings, and support IAHR financially.

### **PRISONER VISITATION AND SUPPORT**

Prisoner Visitation and Support is an interfaith visitation program that is authorized to visit all federal and military prisons in the U.S. Its visitors are volunteers who meet monthly with prisoners who have requested visits. Priority is given to those who are in solitary confinement, are on death row, are serving long sentences, or who do not receive other visits. The organization is nonprofit and separate from official prison structures.

The Peace and Social Concerns Committee recommends to Nominating, as appropriate, one person to be approved by the Board of Directors of Prisoner Visitation and Support for a three-year, once renewable term. The Board meets in Philadelphia two or three times a year.

## **QUAKER EARTHCARE WITNESS**

The Quaker Earthcare Witness is an 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 Steering Committee to which Yearly Meetings name representatives.

The Unity with Nature Committee suggests names, as appropriate, to the Nominating Committee for appointment by the Yearly Meeting of a representative and an alternate representative for a three-year, once renewable appointment to the Steering Committee of Quaker Earthcare Witness.

## **QUAKER HOUSE, FAYETTEVILLE, N.C.**

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

## **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.

## **X. 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 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*. For “Important Minutes” from prior years, please see the Draft 2013 *Faith & Practice*, pages 241-55 at <http://www.bym-rsf.org/publications/fandp/>.

## **XI. CHANGES IN THE MANUAL OF PROCEDURE**

Changes in the *Manual of Procedure* may be initiated by Interim Meeting or by any member or any committee of the Yearly Meeting. Ideally, the proposal is first 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, except that changes presented by the Manual of Procedure Committee implementing a policy adopted at the last Annual Session do not have to be forwarded. Where substantive changes have been made (that is, changes that alter the meaning of the Manual, for example, adding a new committee or laying down an existing one), the changes are forwarded. The Yearly Meeting in session receives proposed changes and may approve, reject, postpone, or return the proposed change to the Interim Meeting for further consideration. In any case, a written report of the action of the Interim Meeting is to 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. In the interest of accuracy and clarity, the Manual of Procedure Committee may copy-edit the *Manual of Procedure*.

## **XII. APPENDICES**

### **APPENDIX A**

#### **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.” [NOTE: The present Resident Agent is Karen A. Treber and the post office address of the Resident Agent is 240 Armstrong Avenue, Frostburg, Maryland 21532.]

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."

## **APPENDIX B**

### **WHISTLEBLOWER PROTECTION POLICY**

Baltimore Yearly Meeting is committed to the highest ethical and legal standards. In line with this commitment and BYM’s commitment to open communication, this policy provides an avenue for members of BYM to raise concerns with reassurance that they will be protected from reprisals or victimization for reporting improper conduct such as incorrect financial reporting, unlawful activity, activities that violate BYM’s policies, or other serious improper conduct.

Any BYM member (or attender of a BYM monthly meeting) who learns of unethical or wrongful conduct within Baltimore Yearly Meeting is encouraged to report this to any of the following people for further action: the General Secretary, the Clerk of Interim Meeting, the Clerk of the Yearly Meeting, or the Clerk of Trustees.

No person will be penalized, formally or informally, or retaliated against for any such report. Harassment or victimization for reporting concerns under this policy will not be tolerated.

Every effort will be made to treat the complainant’s identity with appropriate regard for confidentiality. We encourage Friends to put their names to allegations because appropriate follow-up questions and investigation may not be possible unless the complainant is identified. Concerns expressed anonymously will be explored appropriately, but consideration will be given to the seriousness of the issue raised, the credibility of the concern, and the likelihood of confirming the allegation from attributable sources.

## **APPENDIX C**

### **CONFLICT OF INTEREST POLICY**

All Baltimore Yearly Meeting members, or attenders of BYM monthly meetings (“Friends”) are expected to avoid actual or potential conflicts of interest in dealings with BYM. Further, all Friends are expected to act in the best interest of Baltimore Yearly Meeting when fulfilling their duties as staff members or as volunteers.

An actual or potential conflict of interest occurs when a Friend is in a position to influence a decision that may result in a personal gain for that Friend, an entity associated with that Friend, or for a relative as a result of BYM’s business dealings. For the purposes of this policy, a relative is any person who is related by blood, adoption, marriage or committed partnership, or whose relationship with the employee is similar to that of persons who are related by blood, adoption, marriage or committed partnership.

Any Friend who has any influence on transactions involving purchases, contracts, or leases that might result in personal gain for the Friend, associated entity, or a relative must disclose, as soon as possible, to the General Secretary or the Clerk of Trustees the existence of any actual or potential conflict of interest so that safeguards can be established to protect all parties.

Any Friend serving on a BYM Committee that contracts for goods or services on behalf of BYM must not take part in any committee decision involving a contract with a business in which the Friend or a relative of the Friend holds any significant beneficial interest. The nature and extent of such a beneficial interest must be disclosed to the members of the committee making the decision.

Personal gain may result not only in cases in which a Friend, associated entity, or relative has a significant ownership in a firm with which BYM does business, but also when a Friend, associated business, or relative receives any kickback, bribe, substantial gift, or special consideration as a result of any transaction or business dealings involving BYM.

The intent of this policy is to uphold the high standards of transparency and integrity that BYM always has expected of Friends. Nevertheless, the policy should be interpreted with a standard of reasonableness. Thus, failure to disclose conflicts involving very small amounts of money or failure to make formal disclosure of relationships that are well know to all parties involved will not be deemed to be violations of this policy.

## **APPENDIX D**

### **YOUTH SAFETY POLICY**

Originally Approved October 17, 2009  
Updated June 15, 2013 and March 17, 2018

#### **Purpose Statement**

Baltimore Yearly Meeting (BYM) seeks to provide a safe and secure environment for the children and youth who participate in our programs and activities. We strive to provide an atmosphere of openness and trust among children, among adults, and between children and adults. We seek Divine guidance in all aspects of our programming, operations and staffing. We affirm that the adults in our programs have the responsibility for the safety and care of all, but especially the children in our programs. We recognize that youth safety depends fundamentally upon the quality of our hiring and screening processes, the training we provide for our staff and volunteers, layered supervision, and the matrix of support we provide for our staff and volunteers. Beyond written policies, we recognize that careful attention and vigilance needs to be maintained to nurture this atmosphere and provide individuals the opportunity to experience safety in our community.

All of our youth programs honor that of God in every person. After research, thought, discussion, and prayer, we have created this policy and procedures to promote the safety of all within the Yearly Meeting community while respecting the Light within each of us. The policy set forth in this document acknowledges that each of our youth programs is unique and has different operating norms. Therefore, this document strives to provide overarching policies and guidelines which allow each program the flexibility needed to operate. These procedures focus on preventing harm, responding in a timely and appropriate way to suspicions or incidents of child abuse, and offering support, clarity and allowing room for healing. By implementing the following practices, our goal is to maintain high-quality care and protection of the children and youth of Baltimore Yearly Meeting. The Yearly Meeting also seeks to protect from false accusations all who work with and support any of the Yearly Meeting's programs.

### **Definitions**

For purposes of this policy, the terms "child," "children," "youth," or "minors" include all persons under the age of eighteen (18) years. "Youth Worker" refers to someone who is working within Yearly Meeting programs for youth, including paid staff, work-grant recipients and volunteers. "Applicant" refers to anyone who is applying to be a youth worker. "Participant" is any individual, regardless of age, who is not working, but participating in a Youth Program.

Support workers are those who assist in various youth programs by doing jobs necessary to such programs, but who are not involved in directly ministering to youth. By way of example, these workers include, but are not limited to, kitchen staff, groundskeepers and bus drivers. For purposes of this policy, these staff and volunteers shall be referred to as "Support Workers."

Within BYM programs - which include, but are not limited to, the Junior Yearly Meeting program, the BYM Youth Programs, and the BYM Camping programs - some "youths" may indeed be "Youth Workers," while some people over the age of 18 may be "participants." Youth Workers who are under the age of 18 shall be referred to in this Policy as "Minor Youth Workers."

Those in charge of those programs shall be referred to in this Policy as "program managers."

### **Preventive Measures**

BYM seeks to prevent the occurrence of child abuse within its programs. Prevention occurs in various ways that include: carefully screening applicants, checking references, conducting criminal background checks, and regularly re-checking criminal records. It also includes training on the signs and symptoms of possible child abuse, regular monitoring of staff during youth activities, ensuring this Policy is disseminated to all who work with youth, training on this Youth Safety Policy, and creating procedures appropriate for each youth program, and monitoring compliance with those procedures, especially those designed to limit situations of one youth meeting with one adult in a closed room that might give rise to the opportunity of child abuse.

### **Selection of Workers for Positions Supervising Youth**

Year-round staff members involved with youth are hired by the General Secretary of BYM using a process that involves but is not limited to a written application, interview, reference checks and criminal background check. These year-round staff members oversee the various BYM programs for youth.

People who oversee the BYM programs serving youth are charged with the responsibility of discerning the suitability of staff and volunteers to work with our youth. All BYM employees and any persons who desire to work directly with the children participating in our programs and activities will be screened using the procedures below:

a. Written application:

All applicants for any Youth Worker position must complete an application. The applications for various BYM youth programs may differ slightly depending upon individual program needs. However, each application will request basic information from the applicant, and will inquire into such matters as previous experience with children and religious affiliation. It will require at least two references, employment information and disclosure of any criminal convictions. (See Appendix A for a copy of the application for use with all youth staff and camp staff: BYM staff and JYM volunteers.) Applicants with experience in one or more Quaker programs are encouraged to obtain one of their references from someone associated with that program, or from their Monthly Meeting. This shall not be a requirement.

Access to the completed application forms will be available to those reviewing the application, and to relevant BYM staff and committee clerks.

b. Applicant Interview:

Upon review of the applications, a personal interview will be conducted with all selected applicants to consider their suitability. The Camp Directors conduct interviews for the camp staff; the Junior Yearly Meeting committee clerks interview possible volunteer staff for JYM; and the Friendly Adult Presence (FAP) subcommittee interviews possible staff for BYM Young Friends and Junior Young Friends programs. Procedures for conducting and documenting the interview or training process will be determined by the particular youth program. Any concerns raised during the interview process should be noted in writing on or with the application, and signed and dated by the noting interviewer.

c. Reference Checks:

Before an applicant is permitted to work with children and youth in any BYM program, at least two of the applicant's personal references will be checked. Individuals familiar with the applicant but not identified by that applicant as a reference also may be contacted for input.

d. Six-Month Association Rule:

In an effort to ensure that we know the individuals who will help our youth develop and be asked to serve as role models, no unpaid worker will be considered for any positions involving supervisory contact with minors until they have been known to a Quaker community for a minimum of the previous six (6) months before applying for a position in a BYM youth program. Quaker communities may include Friends schools, Friends camps, Monthly Meetings or other Quaker organizations.

e. Exceptions to the selection process:

We recognize that there are some categories of workers which are not vetted using the above detailed application process, such as occasional workshop leaders and non-program-affiliated bus drivers. Notwithstanding, all such workers are still required to undergo a criminal background check unless program staff will be present at all times during the occasional person's direct contact with youth.

f. Criminal Background Check:

A state/district and national criminal background check covering the jurisdiction in which the worker resides is required for all Youth Workers and Support Workers within BYM youth programs, excepting Minor Youth Workers. Until the background check is complete, no adult applicant will be allowed to volunteer or be employed in any of the youth programs. Periodic re-checks will occur, based on the specific youth program's need, but rechecks will occur no less frequently than every three years.

Before a background check is run, a prospective worker will be asked to complete and sign an authorization and release form as well as an information form allowing BYM to access this information and share it with appropriate personnel. (See Appendix A for Authorization & Release and Information forms.) A failure to disclose a criminal conviction on the background authorization form and/or declining to sign the authorization form will be a basis for prohibiting the individual from working with children or acting in a support capacity in our youth programs. An applicant will be provided with the opportunity to explain any extenuating circumstances regarding criminal convictions on the application.

Conviction of a crime does not automatically mean that someone could not work with children nor does it mean that they do not have gifts to offer the BYM community. But in order to protect the safety of our youth, individuals convicted of any of the following types of crimes will not be employed nor serve as volunteers in our youth programs:

Any crimes involving children such as, but not limited to, child abuse, sexual abuse, child neglect, child pornography, and human trafficking.

Additionally, in Maryland, employment in youth camps is prohibited to individuals who have been convicted of certain other crimes, including cruelty to animals, domestic violence, a weapon or firearm violation of federal or state laws, felonies, manufacturing, distributing, or dispensing a controlled dangerous substance, perjury, and reckless endangerment.

Additionally, applicants convicted of "barrier crimes", as defined by Virginia law, will not be placed in positions working with youth in any BYM programs located in Virginia. All other convictions will be assessed based on the type of crime, numbers of convictions and date(s) of convictions, and any other pertinent information to ascertain whether the individual is suited to working with youth at all, or at the time of the application.

The background check authorization form and results will be maintained in confidence in a locked file and/or in secured digital files at the BYM office or other BYM facility. Should the criminal background check indicate any convictions that would ban or limit the involvement of an applicant, the Yearly Meeting staff will communicate with the applicant and notify them of the reason they are not eligible to work with youth in BYM programs. The applicant has the right to review the report. If the applicant believes that the criminal background report is incorrect, they may go through the appropriate legal channels to correct it and then reapply. BYM staff will notify the person responsible for the appropriate program that the applicant is not currently eligible to work with youth. In these instances, the General Secretary, program manager and the appropriate program committee clerk will be consulted. The Yearly Meeting Presiding Clerk may substitute for the General Secretary, as needed.

### **Minor Youth Workers**

Because of the difference in legal status between youths and those over 18, the selection process for Minor Youth Workers is somewhat different. We recognize that there may be times when it is necessary or desirable for workers (paid or volunteer) who are under age 18 to assist in caring for children during programs or activities. The following guidelines apply to such workers:

- Minor Youth Workers must be at least age 14; Note, the minimum age may be higher for some BYM youth programs based on the program, job description, location of where the program is conducted and the regulations in that jurisdiction.
- There should be an age gap of at least two years or two grade levels between Minor Youth Workers and the children under their care. Some programs may require a wider age gap.

- Minor Youth Workers must provide at least two references, with one preferably from their Monthly Meeting or another BYM program, or from a person in a position of responsibility concerning such experience at another Quaker or religious institution or other group. It should include information about the applicant's prior experience working with children.
- All Minor Youth Workers must have the express permission of a parent or guardian to engage in this ministry.
- Minor Youth Workers must be under the supervision of an adult at all times.
- Note: Criminal background checks are not available for minors.

### **Worker-to-Youth Ratios**

Given that our Yearly Meeting youth programs serve children from infancy through early adulthood, each youth program will develop guidelines for its programs and events that identify the maximum number of participants that one worker may be responsible for supervising, in accordance with applicable laws. Programs employing workers under the age of eighteen (18) years will include in their guidelines the discernment as to the ages of children a Minor Youth Worker may care for, and the number of participants a Minor Youth Worker may reasonably be expected to work with.

### **Supervision of Minors**

For the protection of all, one-on-one contact between adults and unrelated minors behind closed doors or in a secluded area is prohibited, except as may be required for medical or similar unavoidable purposes. When transporting minors at least two adults must transport a single minor participant, or at least two minors must be present if transported by a single adult, when possible. We encourage any private conversations to be held in public view. Workers are never to be alone with a child in a private bathroom/ or bathroom stall with the door closed. During times when there are not two adults present with a group of youth, another appropriate adult should be assigned to make periodic unannounced site checks to such group.

### **Open Door Guideline**

When a program involving youth uses a classroom or other meeting room, the door to the room should always remain open unless there is an uncovered window in the door or a side window beside it that provides a clear view into the room. Doors are never to be locked while youth are inside the room.

### **Check-in/Check-out Procedure**

All programs which serve youth within BYM will have clear check-in and check-out procedures which ensure that the staff/volunteers can account for the number, identity and whereabouts of the youth under their care from arrival to departure. Each program will provide the particular procedures for these safeguards. Each such procedure should be submitted for approval to the program manager, or the person in charge.

### **Discipline Policy**

BYM strives to create a safe and nurturing environment where youth of all ages can experience the community of Friends. Our program leaders and staff work hard to use conflict resolution familiar to Friends when the need arises. Physical discipline such as spanking, grabbing, or hitting children is unacceptable under any circumstance. Workers should consult with the program director or committee clerk if assistance is needed with disciplinary issues.

### **Responding to Allegations of Child Abuse**

BYM operates in Maryland, Pennsylvania, Virginia, West Virginia and the District of Columbia, and the terms "child abuse," "child neglect" and "child sexual abuse" have different definitions in each such jurisdiction, as well as different reporting requirements. (See Appendix D.2 for pertinent

laws regarding child abuse for each of these jurisdictions.) Notwithstanding these various definitions, child abuse, neglect or sexual abuse generally include, but are not limited to the following:

- Any treatment, action or behavior or lack thereof to a child by any adult or other child that is not accidental, and that causes physical, sexual or emotional harm or injury to that child. This includes actions or behaviors that are direct as well as indirect through writing, phone calls, texting, instant messaging, via any form of social media or other form of communication or interaction.
- Any act that involves sexual molestation or exploitation of a child by a parent or other person who has permanent or temporary care or responsibility for supervision of a child, or by any household or family member. These acts include incest, rape, sodomy, sexual offense, and unnatural or perverted sexual practices. [These acts by other adults would be defined as sexual crimes and be described in another part of the Law.] This includes actions or behaviors that are direct as well as indirect through writing, phone calls, texting, instant messaging, via any form of social media or any other form of communication or interaction.
- Any action or failure to act that deprives a child of essential needs, such as adequate food, water, shelter, or medical care, by a caregiver who bears responsibility for providing such.

If an individual suspects abuse or neglect of a child participating in any BYM program, whether the abuse is suspected to have occurred in the youth program or elsewhere, s/he will immediately notify 1) the relevant Yearly Meeting program manager or 2) the appropriate committee clerk for further action, AND make an oral report to the civil authorities, and follow that by a written report to the civil authorities within 24-48 hours, as mandated by state law. (See Appendix C for Important Contact Information.) The program manager or committee clerk who receives the initial report shall notify the General Secretary as soon as possible.

Any sexual activity between any Youth Worker (including Minor Youth Workers) and a youth participant of a BYM program in which the Youth Worker is involved, is contrary to BYM policy.

### **Steps in Handling Suspected or Actual Abuse**

While our youth programs strive to foster communities of caring and respect for all, we recognize that the possibility exists for abuse or neglect of children during participation in a youth program, as well as the possibility of discovering, during a youth event, evidence of abuse of a child participant that has occurred elsewhere.

In the event that a suspicion of child abuse or neglect is raised at a BYM program event or activity, regardless of where the abuse is alleged to have occurred, the following procedure shall be followed:

1. All youth workers shall comply with state requirements regarding reporting of any suspected child abuse, whether or not the statute includes the youth worker as a mandatory reporter. In Maryland, the duty to report is triggered as follows: "An individual shall immediately report suspected child abuse or neglect to the local department of social services, or report the suspected incident to a local law enforcement agency."
  - a. Report the suspicion or incident to the program manager or committee clerk as soon as possible, AND
  - b. Make an oral report of the suspicion or incident to the local Department of Social Services or Police. (See Appendix C for Important Contact Information).
  - c. The youth worker shall follow up by making a written report to the civil authority within 24-48 hours of the oral report. (See Appendix B for required forms or list of information to provide if no form required.)



2. Immediate steps will be taken by the program manager or person in charge (PIC) to ensure that all other children and youth in the youth program are safe, as applicable.
3. If applicable, the employee or volunteer alleged to be the perpetrator of the abuse or misconduct will immediately be placed on leave from working with children and will not be permitted to participate in any activities involving children or youth, pending an investigation.
4. The parent or guardian of the youth will be notified by the person in charge as soon as possible, excepting circumstances in which such parent or guardian is the alleged abuser. (If there are multiple people in charge, those people should meet to be informed about the incident as soon as possible and to designate a point person to contact the parent or guardian and report to the authorities.) Information on the suspicion or incident will be provided to the parent or guardian including the requirement that youth workers must report such suspicions or incidents to the program manager, parents, and to the authorities.
5. In situations where the parent or guardian is available and not the alleged abuser, the program manager will assist as requested by the parent or guardian to care for the needs of the child. If the parent or guardian is not immediately available or is the alleged abuser, the program manager will ensure that the child, the alleged victim, receives immediate medical attention, if and as appropriate.
6. Investigation of the suspicion or incident is the responsibility of the civil authorities who are trained for this purpose. BYM officials and all involved are expected to cooperate fully with any investigation. During the course of any investigation, all involved are reminded that confidentiality is important to the alleged victim as well as the alleged perpetrator. Any person ultimately found guilty of abuse by the authorities will be permanently removed from their position with children or youth, and will not be permitted to participate in any activities involving children and youth in the Yearly Meeting.
7. The General Secretary of the Yearly Meeting or their designee will ensure that all required reports to the civil authorities are made and that internal written records are kept regarding the suspicion or incident. The internal records should include, in detail, all steps taken by BYM in compliance with this policy and state law, as well as all actions to foster the healing of everyone involved. These will be kept in a locked file or secure digital location.
8. The Presiding Clerk of the Yearly Meeting and the Yearly Meeting's insurance carrier will be notified by BYM's General Secretary or their designee. If the insurer of the local venue is not the same as BYM's carrier, staff will advise the contact person for that venue that an incident has occurred, and that while BYM carries insurance, it is also appropriate for a representative of that venue to contact its insurer.
9. After consultation with BYM's legal counsel, the Presiding Clerk of the Yearly Meeting or their designee will determine whether, to what extent and by whom internal announcements or reports will be made within BYM to Friends.
10. After consultation with BYM's legal counsel, the Presiding Clerk of Yearly Meeting or their designee will be the spokesperson to the media, if that is deemed necessary, concerning incidents of abuse or neglect. However, if that person is alleged to be involved, the Interim Meeting Clerk or their designee will be the spokesperson. All others should refrain from speaking to the media.

11. The Clerk of the Committee charged with supervision of the Program (or Supervisory Committee for staff), the General Secretary, the Presiding Clerk of Yearly Meeting, the appropriate program manager, the Camp Director (where appropriate) and BYM's legal counsel will together determine what information might need to be communicated to help the community recover. This group will make decisions about communicating information and facilitating healing, and will assist in carrying these out.
12. The point person among those in charge will contact the parent or guardian and the victim to inform them of steps that were taken so as to close the feedback loop.
13. At the conclusion of the investigation, if it is determined by the civil authorities that they do not have enough information to move forward, or if the suspicion is unsubstantiated, the program manager or person in charge will meet with the appropriate persons to determine whether any further internal steps need to be taken.
14. Throughout the process, the confidentiality of both the youth and the accused is very important, as is the healing of the community. All are asked to keep this in mind as decisions are made and related actions occur.

### **Non-Reportable Behavior that Raises Concern**

Behavior that raises concern is recognized as something that is very difficult to define, and will vary from program to program depending on the developmental stage of the participants. For example, while it may be appropriate for an adult worker to hold a baby or one-year-old in his/her lap and cuddle it, it is not appropriate for an adult worker to hold a sixteen-year-old in his/her lap and cuddle. That said, appropriate behavior is generally related to interpersonal boundaries and feelings of safety on an individual and community level.

### **A. Behaviors Occurring Internally**

We recognize that some situations, actions or behaviors of Youth Workers that are not reportable as suspicious of child abuse may still concern us. Situations involving disconcerting behaviors are to be handled in the following manner:

- 1) The disconcerting behavior will be brought to the attention of the person in charge (PIC), i.e. Camp Director, Youth Programs Manager, Designated Friendly Adult Presence (DFAP), or program manager by the individual(s) observing or receiving a report about the behavior. The PIC will work with all the individuals involved to attempt to bring clarity to the situation.
- 2) If the disconcerting behavior appears to be of a serious, but still non-reportable, nature, the PIC will note the concern in writing and notify the program staff person or the program committee clerk of the concern as soon as possible. The General Secretary or designee must be consulted as soon as possible and is to be kept informed throughout the entire process.
- 3) If, after this, the behavior is deemed serious by the PIC or the General Secretary, the individual in question will be notified in writing that he/she is being put on inactive status and cannot participate in any Baltimore Yearly Meeting youth program until the matter is cleared up. At this point, an inquiry will be initiated by the program staff person, in concurrence with the General Secretary, to determine the following:
  1. The complaint has a basis for further investigation. If so, conduct an internal inquiry and,
    - i. If deemed reportable, take reporting steps as indicated previously.
    - ii. If non-reportable but the behavior indicates

- a. a lack of good judgment, or
  - b. an insufficient level of maturity for the position of Youth Worker, or
  - c. an inappropriate sense of boundaries, then
2. The PIC and/or the General Secretary shall determine a course of action appropriate to the circumstances. Actions may include, but are not limited to the following:
- i. provide additional training,
  - ii. provide closer supervision,
  - iii. offer a clearness committee,
  - iv. temporarily restrict participation in Youth Programs pending additional maturity, and/  
or
  - v. bar permanently from youth work.

If the internal inquiry indicates that the individual should be barred from the youth program, the program staff person may contact the clerk of individual's Monthly Meeting to convey the general outline of the situation and to request that the Monthly Meeting attend to the spiritual and emotional needs of the individual.

Information about the situation will be shared only on an as-needed basis, and, only to the limited extent necessary. Any written documents will be kept locked in a confidential file in the Baltimore Yearly Meeting office.

### **B. Behavior Outside of BYM that Raises Concerns**

An individual may question the appropriateness of a Youth Worker's involvement with youth based upon that worker's behavior outside Yearly Meeting activities. When such a concern is brought to the attention of a BYM youth program leader, care needs to be taken to discern the appropriate response. The response shall be determined by the program manager, program committee clerk and the General Secretary and may include any of the steps listed above. At all times respect and concern needs to be held for all involved, and information about the situation will be shared only on a limited, need-to-know basis.

### **Training**

BYM youth programs will require and provide training on this Policy for all 'Youth 'Workers. (See Appendix D for Acknowledgement form for Youth Workers to sign and submit upon receipt and/or training on this Policy.) Additionally, BYM will strive to provide opportunities for additional training classes or events on a regular basis. All persons working with youth are expected to attend training regarding youth safety.

### **Policy Revisions**

The Youth Safety Policy Working Group will meet at least once per year to review this Youth Safety Policy and will bring proposed revisions of this Policy to Interim Meeting or Annual Session as needed.

**YOUTH SAFETY APPENDIX D.1**  
**Baltimore Yearly Meeting of the Religious Society of Friends**  
**CRIMINAL RECORDS & REFERENCE CHECKS**  
**Authorization & Release**

Baltimore Yearly Meeting (BYM) requires a criminal records check as well as employer and personal reference checks for those who wish to work with youth or in a support capacity with youth pursuant to BYM's Youth Safety Policy and State law.

- I authorize BYM and its affiliates to perform a criminal background check on me.
- I authorize the release of information from my current and former employers as needed in response to reference checks by BYM.
- I understand and authorize BYM to release the results of my criminal background check and employment and personal reference checks to appropriate leadership on an as-needed basis. Note that this may include an applicant's Monthly Meeting Clerk, though the position applied for is not conducted by the applicant's Monthly Meeting.
- I understand and authorize BYM to conduct subsequent periodic criminal background checks so long as I continue to be involved with youth as a volunteer or employee, in any capacity.
- I understand that, by law, I have the right to review the results of the criminal records check and I have the right to contest those results with the appropriate civil authorities.
- I understand that the results of the criminal background check will be utilized for determining my eligibility for working with youth or in a support capacity with youth.
- I understand that it is BYM's policy to disallow anyone with convictions for child abuse or sexual crimes to work with or near youth.
- I hereby affirm that I have never been convicted of child abuse or sexual offenses.
- I hereby affirm that I have never been accused of being sexually, physically or emotionally abusive of a child.

By my signature below, I for myself, my heirs, executors and administrators, do forever release and discharge and agree to indemnify Baltimore Yearly Meeting and its officers, employees and agents to be harmless from and against any and all causes of actions, suits, liabilities, costs, demands and claims and related expenses including attorneys' fees and court costs and any other expenses resulting from the investigation into my background in connection with my application to take or continue in a position as an employee, friendly adult presence or volunteer of Baltimore Yearly Meeting.

Print Name: \_\_\_\_\_ Date: \_\_\_\_\_

Sign Name: \_\_\_\_\_

Signed in the presence of: \_\_\_\_\_ (Witness signature)



## YOUTH SAFETY APPENDIX D.2

### Pertinent Laws Regarding Child Abuse for

### Maryland, Virginia, West Virginia, Pennsylvania, and the District of Columbia

#### Maryland Child Abuse and Related Laws

Child Abuse: In Maryland Code, child abuse laws can be found both in the Family Law Article at Sections 5-570ff as well as in many places throughout the Criminal Law Article such as at Sections 3-60 J -602, 3-301ff and 11-207ff. You will find that when child abuse is discussed it is generally in reference to the laws found in the Family Law Article. In this section, child abuse is generally defined as injury to a child in which the child's health or welfare is harmed or put at substantial risk of being harmed, physically, emotionally, sexually or via neglect by the actions or failures to act of a parent or person with temporary or permanent responsibility for the child. Individuals who cause similar harms to a child with no legal responsibility for the child would be charged under the criminal statutes.

Reporters: Maryland law identifies those who are legally required to report suspected child abuse and neglect. These mandatory reporters are: health practitioner, police officer, educator, human services worker. In 2011, Maryland passed a law which states that "a report is required when a person has reason to believe that a child has been subjected to abuse or neglect." As a result, all adults in Maryland are obligated to report suspected child abuse and neglect. There is an exception for ministers of an established church of any denomination who are not required to report if the disclosure was made under circumstances in which the minister is bound to maintain confidentiality. While the law now requires any person to report suspected child abuse and neglect, the mandatory reporter sections of the law were maintained. To date, there have not been any cases which have considered the impact of the new reporting requirements; only time will tell how and to what extent Maryland will enforce this new provision. Recently, Maryland also passed a new law which makes it a misdemeanor punishable by up to five years in prison and a fine of up to \$10,000, or both, for any individual to intentionally prevent or interfere with the making of a mandatory report of suspected abuse or neglect.

**When & Where to Report:** A report must be made when a mandatory reporter or other individual has reason to believe that a child has been subjected to abuse or neglect. For mandatory reporters, a report shall be made orally as soon as possible, and followed up with a written report within 48 hours thereafter. Reports should be made to the local department of social services in the location in which the abuse alleged occurred or to the local police. Maryland State provides a form to use for the written report as attached. Adults who are not mandatory reporters are required to call the department of social services or the police. They may, but are not required to follow up with a written report.

Past Abuse: The mandatory reporting requirements do not change if the abuse was alleged to have taken place some time ago, even years ago, and without regard for whether the alleged victim is now an adult or the alleged abuser is no longer living.

Immunity: Under Maryland law, reporters are immune to prosecution for making the report so long as the report was made in good faith.

Background Checks: Forms for requesting a protective services background check are available from the Maryland Department of Human Resources, Child Protective Services at <http://dhr.maryland.gov/blog/child-protective-services/child-protective-services-background-search-the-central-registry/>.

### West Virginia Child Abuse and Related Laws

Child Abuse: West Virginia defines child abuse and neglect as non-accidental harms or threats of harm to a child's physical, mental or emotional well-being, sexual abuse or exploitation, or domestic violence by a parent, guardian or anyone responsible for the child's well-being. Additionally, West Virginia specifically includes the following within the definition of child abuse: attempted sale of a child, battered child syndrome, harms or threats of harm via domestic violence, and physical injury as a result of excessive corporal punishment. West Virginia's child abuse laws can be found in West Virginia Code§ 49-2-801 ff and the pertinent domestic violence laws at§ 49-1-201(D).

Reporters: Mandated reporters, as they are termed in West Virginia, include mental, dental or medical professionals; Christian Science practitioners, religious healers; teachers or other school personnel; social service, child care or foster care workers; emergency medical services personnel; peace officers, law enforcement officials or humane officers; clergy; circuit court judges, family court judges, employees of the Division of Juvenile Services or magistrates; youth camp administrators, counselors, employees, coaches or volunteers of entities that provide organized activities for children; and commercial firm or photographic print processors. *Note the specific inclusion of clergy, youth camps and organized activities for children.*

In addition, any person over the age of 18 who receives a disclosure from a credible witness or who observes any sexual abuse or sexual assault of a child *shall immediately* report, no more than 48 hours after receiving the disclosure or making the observation, to the Department of Health and Human Services or the State Police or any other law enforcement agency with jurisdiction. If the person reporting the event has a good faith belief that reporting the event to the police would expose the reporter, the child, or any other children to an increased threat of serious bodily injury, the person may delay making the report until he/she and any affected children have been removed to safety.

With the exception of the attorney-client privilege, the legal privileges that can be asserted to prevent forced testimony for some professionals such as by physician regarding their patients are suspended regarding suspected or known child abuse. Additionally, the husband-wife privilege cannot be invoked in situations involving suspected or known child abuse.

**When & Where to Report:** A report must be made by a mandatory reporter upon reasonable cause to suspect a child is being neglected or abused, or that conditions exist that are likely to result in abuse or neglect. The reporting process is to immediately (but in any event, within 24 hours for teachers and school personnel and within 48 hours for all other reporters) make a verbal report to the West Virginia Department of Health and Human Resources and the State Police or any law enforcement agency. If requested, a reporter must make a follow-up written report within 48 hours. Any mandated reporter who is a member of staff or a volunteer of a public or private institution, school, entity that provides organized activities for children, facility or agency must also immediately notify the person in charge, who may supplement the report or made an additional report.

The knowing failure to report sexual abuse or knowingly preventing another person acting reasonably from doing so is a misdemeanor punishable by up to six months in prison and a fine of up to \$10,000, or both.

Immunity: Persons, officials and any institution participating in good faith in any act required by the reporting laws shall be immune from any civil or criminal liability as a result.

Background Checks: Forms for requesting a protective services background check are available from the West Virginia Department of Health and Human Resources, Bureau for Children and Families at <http://www.dhhr.wv.gov/bcf/Providers/Pages/Request-an-APS-or-CPS-Background-Check.aspx>.

### Virginia Child Abuse and Related Laws

Child Abuse: In the Commonwealth of Virginia, laws regarding child abuse are found in that state's Code at § 63.2-100. Child abuse is defined as the actions or failures to act of a parent, guardian or another responsible for a child under the age of 18 who creates, inflicts, or threatens to inflict or allows another to inflict non-accidental physical or mental injury, who neglects or refuses to provide care necessary for the child's health, who abandons the child, or who commits or allows to be committed any act of sexual abuse or exploitation upon the child. This specifically includes having a child in the presence of the manufacture of certain controlled substances, during the sale of such substances, and knowingly leaving a child alone in the same dwelling with another unrelated individual who has been convicted of an offense against a minor for which registration as a sexual offender is required.

Reporters: Mandatory reporters in Virginia are as follows: all persons licensed to practice medicine or any of the healing arts; hospital residents, interns and all nurses; social workers, family-services specialists and probation officers; teachers & other employees at public or private schools, kindergartens and nursery schools; persons providing child care for pay on a regular basis; mental health professionals; law enforcement officers, animal control officers and mediators; professional staff of private or state-run hospitals, institutions or facilities to which children have been placed for treatment or care; adults associated with or employed by any public or private organization responsible for the care, custody or control of children; court-appointed special advocates; adults trained by Social Services to recognize and report child abuse and neglect; persons employed by local departments who determine eligibility for public assistance; emergency medical services personnel; persons employed by public or private institutions of higher learning; athletic coaches, directors or adults employed by or volunteering with private sports organizations or teams; and administrators or adult employees of public or private day camps, youth centers and youth recreation programs. Take special note of these last few mentioned mandatory reporters - youth recreation programs and camps.

Any person who suspects that a child is abused or neglected may report.

In Virginia, clergy are exempted as mandatory reporters if the following conditions are met: The clergy is a regular minister, priest, rabbi, imam or duly accredited practitioner of any religious organization or denomination usually referred to as a church as it relates to (i) information required by the doctrine of the religious organization or denomination to be kept in a confidential manner, or (ii) information that would be subject to a privilege in the context of testimony in court. Exemptions to reporting are not allowed due to husband-wife privilege or doctor-patient privilege.

**When & Where to Report:** Reporting is required when a mandatory reporter acting in their professional capacity believes there is reason to suspect a child is being abused or neglected. This includes finding controlled substances in a newborn or the finding of a newborn with an illness, disease or condition that to a reasonable degree of medical certainty is attributable to the *in utero* exposure of a controlled substance not legally prescribed.

Exceptions include children who in good faith are under treatment solely by spiritual means through prayer, in accordance with the tenets and practices of that religion.

The reporting process is to immediately report to the local department of social services in the geographic area in which the child resides or the abuse is alleged to have occurred or to use the state hotline. If neither the locality in which the child resides nor where the abuse is believed to have occurred is known, then the report should be made to the local department where the abuse was discovered, or to the state hotline. If the alleged abuser is an employee of that department of social services, the report shall be made to the court for that area. The local department is responsible for the report to be reduced to writing on the prescribed form.



**Immunity:** Under Virginia law, reporters are immune to prosecution for making the report so long as the report was made in good faith.

**Background Checks:** Virginia does not have any state mandated forms for requesting a background check except for certified preschools, child day centers, children's residential facilities, family day homes, family day system homes, licensed child placing agencies, religiously exempt child day centers, and voluntarily registered family day homes. Further information is available at [https://www.dss.virginia.gov/family/children\\_background.cgi](https://www.dss.virginia.gov/family/children_background.cgi).

#### Pennsylvania Child Abuse and Related Laws

**Child Abuse:** Pennsylvania State adopted significant changes to its laws on child abuse over the last couple of years. Currently, Pennsylvania's child abuse laws are located in the state statutes at 23 Pa. C.S. § 6301 ff. This state's child abuse definition is inclusive of the acts of not only a child's legally responsible care-givers but also abuse by all others. Child abuse is intentionally, knowingly or recklessly causing bodily injury to a child; fabricating, feigning or intentionally exaggerating or inducing a medical symptom or disease which result in potentially harmful medical treatment; causing serious mental injury; causing sexual abuse or exploitation of the child, or creating a likelihood of sexual abuse or exploitation; creating a reasonable likelihood of bodily injury to a child; causing serious physical neglect; and causing the death of a child. Serious physical harm includes bodily injury that causes severe pain or significantly impairs a child's physical functioning, either temporarily or permanently. Serious mental injury is defined as something that renders the child chronically and severely anxious, agitated, depressed, socially withdrawn, psychotic or in reasonable fear that their life or safety is threatened. Other acts such as forcefully shaking a child, causing a child to be present in a methamphetamine laboratory, and leaving a child unsupervised with a known sexual offender are also covered under these laws.

**Reporters:** Mandatory reporters include: persons licensed or certified to practice in any health-related field; medical examiners, coroners, funeral directors; an employee of a health care facility or provider engaged in the admission, examination, care or treatment of individuals; school employees; an employee of a child care service with direct contact with children; clergymen, priests, rabbis, ministers, Christian Scientist practitioners, religious healers and spiritual leaders; paid and unpaid persons who, as part of a regularly scheduled program, are responsible for a child's welfare or have direct contact with children; social services workers; peace officers or law enforcement officials; emergency medical services providers; library employees with direct contact with children; independent contractors, attorneys affiliated with agencies or institutions responsible for the care, supervision, guidance or control of children; foster parents; and adult family members.

Any person who has reason to suspect that a child is abused or neglected may report.

A report is required when a person who in the course of employment, occupation or practice of a profession, comes into contact with children, or is directly responsible for the care, supervision, guidance or training of the child, or is affiliated with an agency, institution, organization, school, church or religious organization or other entity directly responsible for the care, supervision, guidance or training of the child, and has reasonable cause to suspect, that a child is a victim of child abuse.

Exceptions to the reporting requirement are made for attorney-client privilege and members of the clergy that are specially protected under Pennsylvania law regarding confidential communications. Other privileges such as doctor- patient are suspended as regards suspected child abuse.

**When & Where to Report:** The reporting process includes an initial immediate oral or written report, which may be submitted electronically at <https://www.compass.state.pa.us/cwis/public/home>.

Mandated reporters must immediately make an oral report via the state hotline at (800) 932-0313 or a written report which may be submitted electronically. If an oral report is made, it must be followed by a written report within 48 hours. Reports are to be made to the Department of Public Welfare. Pennsylvania provides a form that is to be used for the follow-up written report, as attached.

**Immunity:** A person, institution or agency that participates in good faith in making a report whether required to or not shall have immunity from civil and criminal liability.

**Background Checks:** Forms for requesting a protective services background check are available from the Pennsylvania Department of Human Services at <http://www.dhs.pa.gov/>.

#### District of Columbia Child Abuse and Related Laws

**Child Abuse:** Child abuse laws for the District of Columbia are found in DC's Code at § 16-230 I. DC's definition of child abuse includes infliction of mental or physical injury, sexual abuse and exploitation as well as negligent treatment or maltreatment by a person responsible for the child's well-being.

**Reporters:** A report is required by a mandatory reporter when a person knows or has reasonable cause to suspect that a child known to them in their professional or official capacity has been or is in immediate danger or being mentally or physically abused or neglected. Any other person may make a report.

**Mandatory reporters in DC include:** Child and Family Services Agency employees, agents and contractors; physicians, psychologists, medical examiners, dentists, chiropractors, registered nurses, licensed practical nurses or persons involved in the care and treatment of patients; law enforcement officers, humane officers; school officials, teachers or athletic coaches; Department of Parks and Recreation employees, public housing resident managers, social service workers or daycare workers; human trafficking counselors; domestic violence counselors or mental health professionals.

Exceptions include attorneys exercising the attorney-client privilege due to active representation of a client and in which the basis for the suspicion arises solely in the course or that representation. However, neither the doctor-patient nor the husband-wife privilege is permitted as regards suspected child abuse.

Any other person who knows or has reason to suspect that a child is being abused or neglected may report.

**When & Where to Report:** A report should be made when the reporter knows or has reasonable cause to suspect that a child known to them in their professional official capacity has been or is in immediate danger of being a mentally or physically abused or neglected child. The reporting procedures include making an immediate oral report to the police department or Child and Family Services Agency at (202) 671-SAFE. A follow-up written report is to be made only upon request by the agency or police or if the abuse involves drug-related activity.

**Immunity:** Those making reports or suspected child abuse in good faith shall have immunity from civil and criminal liability.

**Background Checks:** Forms for requesting a background check are available from the Child and Family Services Agency at <http://cfsa.dc.gov/service/background-checks>.

## YOUTH SAFETY APPENDIX D.3

### Important Contact Information

#### **Baltimore Yearly Meeting:**

Office of General Secretary  
301-774-7663  
[gensec@bym-rsf.org](mailto:gensec@bym-rsf.org)

#### **Hotlines to Report Child Abuse:**

Maryland:	800-332-6347
Virginia:	800-552-7096
West Virginia	800-352-6514
District of Columbia	202-671-7233
Pennsylvania:	800-932-0313

*\*Contact the state in which the abuse occurred.*

*\*All of these hotlines are available 24/7.*

#### **Law Enforcement:**

You may also contact the local law enforcement agency for the jurisdiction in which the abuse took place.

#### **Baltimore Yearly Meeting Attorney:**

Catherine R. Robinson | Attorney  
Law Offices of Davis, Agnor, Rapaport & Skalny  
[crobinson@darslaw.com](mailto:crobinson@darslaw.com)  
10211 Wincopin Circle | Suite 600  
Columbia, Maryland 21044  
410.995.5800 | [www.darslaw.com](http://www.darslaw.com)

#### **Baltimore Yearly Meeting Insurance Company:**

Guide One Insurance  
1111 Ashworth Road  
West Des Moines, IA 50265  
Agent phone: 301-855-9393

## YOUTH SAFETY APPENDIX D.4

### Acknowledgement Form

#### ACKNOWLEDGEMENT

- I have received a copy of Baltimore Yearly Meeting's Youth Safety Policy.
- I have read and understand the contents of this Policy.
- I have participated or will participate in training regarding this policy.
- I understand that it is Baltimore Yearly Meeting's policy that if I have a suspicion of child abuse, I will immediately do the following:
  - Inform the Program Manager for the program which I am involved in at the time my suspicion arises; AND
  - Report the suspected abuse verbally to the department of social services or the police for the geographic location in which the suspected abuse occurred; AND
  - Follow up with a written report to the civil authorities within 24 – 48 hours of the verbal report.
  
- I agree to comply with the policies set forth in this Youth Safety Policy.

\_\_\_\_\_

Signature

\_\_\_\_\_

Date

\_\_\_\_\_

Printed Name

## APPENDIX E

# GUIDELINES FOR EMBRACING THE MINISTRY OF FRIENDS

Approved October 19, 2013

### Background

These guidelines offer information to Friends who may ask to have a ministry embraced by their Monthly Meeting and/or Baltimore Yearly Meeting (BYM). A summary of the steps to be followed appears on pages \_\_\_\_.

The term “embracing” is defined as “taking or receiving gladly or eagerly.” In these guidelines “embraced” and/or “embracing” mean affirmation and support provided by BYM to Friends; and, as a “minister” is defined as a “servant,” “ministry” may be defined as “service.”

The Committee on Nurture and Recognition of Ministry (CNRM) chose the term “embraced” 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 revise these guidelines.

“Embraced” was selected for its positive connotations. The Committees also felt the term “embraced” is less likely to be misinterpreted, as such terms as “affirmed,” “recorded,” and “recognized” that have a history of use by Friends in other contexts might be. Beyond the immediate condition of having one’s specific ministry embraced for a specific period, the term “embraced ministry” confers no special or lasting status.

In 2001, the Committee on Nurture and Recognition of Ministry was merged with the Ministry and Counsel Committee to form the Ministry and Pastoral Care Committee (M&PC). In October 2011, M&PC affirmed this understanding of embraced ministry. In 2013 these guidelines were updated.

### Key role of Monthly Meetings

Friends seeking to have their ministry embraced should begin with individual discernment, by asking their Monthly Meetings for assistance in describing and understanding their ministry.

Some Monthly Meetings have undertaken to release Friends for particular ministries by providing financial and other support for that ministry. “Released” has traditionally meant, “to be released from external concerns to concentrate on the specifics of the work of the ministry.” Examples of support may include providing housing, transportation, or funds to release a Friend from the need to earn all or part of their support while undertaking a ministry.

### Embraced ministry

Friends may seek to have their ministry embraced by BYM. Being so embraced means BYM, at its Annual Session or Interim Meeting:

- 1) Has prayerfully studied and considered the ministry.
- 2) Unites with the ministry and feels that it is led by the Spirit.
- 3) Undertakes to provide care and spiritual accountability through M&PC.
- 4) Undertakes to endorse travel minutes, if needed.
- 5) Undertakes to facilitate awareness of the embraced ministry by making known the Yearly Meeting’s affirmation of the ministry as Spirit-guided work.

BYM’s act of embracing a particular ministry carries with it no expectation the ministry will be supported financially by BYM. However, if the ministry is embraced, it will be considered a program of BYM, under the care of a standing committee (either M&PC or its designated Sponsoring Committee).

Monthly Meetings may have their own guidelines for embracing the ministry of Friends or for releasing Friends to follow a leading. The guidelines and process expressed here specifically addresses ministries seeking to be embraced by BYM.

### **Nature of the ministry to be embraced**

Ministries can involve gifts of speaking, teaching, discerning God’s word, or service, such as healing or peacemaking. If rightly led and ordered, these gifts have as their wellspring God’s Spirit. The test for an embraced ministry is whether a Monthly Meeting and/or BYM concur it is rightly ordered and 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. Friends have a long history of discerning and supporting individuals’ ministries.

These guidelines speak to a covenant made with God, and clarified through individual and corporate discernment. At the heart of the covenant is the experience of being called forth to perform God’s service, and responding to this call with faith, love, and truth. Prayerful consideration, including both individual and corporate discernment, is required to test whether an individual is rightly led.

### **Discerning and embracing a ministry—overview**

The process of discerning, seasoning, and embracing a ministry may be considered as a sequence of distinct steps. The process includes:

- 1) Individual discernment.
- 2) Corporate discernment: the clearness process.
- 3) The role of BYM and its committees.
- 4) Sponsoring Committee.
- 5) Working Support Committee.

### **Individual discernment**

A Friend’s ministry begins with a leading. Friends are urged to study examples of leadings and how they have been tested, from the writings of Friends such as John Woolman and Lucretia Mott. A Friend must seek the still, quiet center and see what the Spirit teaches, and then assess whether and how these actions are in 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**

Corporate discernment regarding a leading or ministry begins when a Friend asks for a Clearness Committee from his or her Monthly Meeting.

The Clearness Committee explores with the Friend what he or she feels called to do, probing to ascertain the spiritual roots of the leading, its depth and clarity, and whether there are considerations that might weigh against pursuing it. Clearness Committee questions might focus on:

- 1) The nature of the Friend’s gift.
- 2) The Friend’s understanding of what he or she is called to do.
- 3) How the leading fits with Friends testimonies, values, and practices.
- 4) Resources available to the Friend.
- 5) Resources needed to carry out the leading.

- 6) The amount of support likely to be available from the Monthly Meeting, other organizations, host communities, and/or interested individuals.

Historically, the clearness process has often taken years. It is important to take all the time necessary to discern clearly whether the Friend is ready to move forward with the proposed ministry, or whether further seasoning is needed.

If the Clearness Committee feels that the ministry merits the support of the Monthly Meeting, the Committee should bring its recommendation to a meeting for worship with concern for business and ask the Monthly Meeting to embrace the Friend's ministry and to minute its support of it.

If the Clearness Committee and the Monthly Meeting discern that the ministry will involve the interests of BYM, or is important enough to merit consideration by BYM, the Monthly Meeting should forward this minute of support to BYM, asking the ministry be embraced by BYM.

Whether the ministry is supported within the Monthly Meeting, or embraced by BYM, the Monthly Meeting will take responsibility for receiving donations and disbursing funds needed to support the embraced ministry financially. This responsibility may be delegated to another organization, as appropriate.

If a ministry is embraced by BYM, all fund-raising activity within BYM must be coordinated with BYM's Development Committee. The Monthly Meeting should prayerfully consider whether it has the capacity to manage the administration of these financial matters.

### **The role of BYM and its committees**

When a Monthly Meeting asks BYM to embrace the ministry of a particular Friend, BYM should take the following steps:

- 1) Refer the Monthly Meeting's request to M&PC.
- 2) M&PC should ascertain how the proposed ministry expresses Quaker values, practices, or beliefs, and how it relates to the work of BYM.
- 3) M&PC should determine whether the scope and nature of the ministry's work truly justify embracing the ministry at the Yearly Meeting level.
- 4) M&PC should decide whether to take responsibility for supporting the embraced ministry or to ask another BYM standing committee to do so.
- 5) The appropriate BYM committee presents a minute to BYM asking it to embrace the ministry.
- 6) If the minute is approved, either M&PC or another BYM committee will convene (nominate) two committees to support the embraced ministry:
  - a) a Sponsoring Committee and
  - b) a Working Support Committee.

### **Sponsoring Committee**

M&PC will normally serve as the Sponsoring Committee, given its primary responsibility for ministry. When deemed appropriate, however, another BYM committee may serve as the Sponsoring Committee. To assure accountability to BYM the Sponsoring Committee will bring a minute to Annual Session or Interim Meeting asking BYM to embrace the proposed ministry. If the minute is approved, the Sponsoring Committee will also:

- 1) Ensure the ministry is carried out in good order, in accord with Friends testimonies and practices.
- 2) Assure compliance with general standards of satisfactory financial management, including relevant insurance and tax matters.

- 3) Verify the resources supporting the ministry are well-used and accounted for.
- 4) Review and present travel minutes to BYM for endorsement.
- 5) Meet with the Friend and members of the Working Support Committee often enough to maintain good communication.
- 6) Receive and review periodic reports submitted by the Working Support Committee.
- 7) Bring recommendations for major changes in the ministry to BYM for approval.

### **Working Support Committee**

The Sponsoring Committee names three to six Friends to a Working Support Committee, whose purpose is to assist an embraced Friend in carrying forward their ministry. These Friends ought to have relevant experience, spiritual depth, and a leading to support the proposed ministry. Members of the Working Support Committee customarily serve three- year terms. During their term of service they will:

- 1) Encourage the embraced Friend to maintain a daily spiritual practice.
- 2) Help the Friend with discernment and use of his or her leading, skills, and judgment.
- 3) Work to develop needed resources, including identifying possible contributors, helping with mailings and letter writing, and making personal solicitations, consistent with Friends' testimonies and practices.
- 4) Engage with other organizations, host communities, or individuals to explore their understanding and expectations about the work being undertaken, recognizing that in some cases the embraced ministry of Friends will place them within other accountability structures that will of necessity take supervisory precedence.
- 5) Help the Friend in handling adversity.
- 6) Serve as traveling companions to the embraced Friend whenever possible.
- 7) Identify others with similar leadings.
- 8) Report annually or more frequently on program progress. Reports should be forwarded to the Sponsoring committee and the Monthly Meeting.
- 9) Discern when it may be appropriate to lay down the embraced ministry, or discontinue BYM's embrace of it, and discuss with the Sponsoring Committee.

The Working Support Committee may call on the Sponsoring Committee for counsel and assistance in the face of any difficulty experienced with the program.

### **Steps to be taken by BYM Friends considering an "embraced ministry."**

- 1) Pray for greater clarity regarding your ministry.
- 2) Read and prayerfully consider the resources available to you.
- 3) If your Monthly Meeting is unsure how to proceed, ask for assistance from BYM's M&PC.
- 4) Ask your Monthly Meeting to convene a Clearness Committee to help in the discernment of your ministry and its spiritual foundation.
- 5) Meet with your Clearness Committee to explore your ministry and consider the resources it might require.
- 6) If your Clearness Committee unites with your ministry, it should bring a recommendation to its meeting for business asking that the Monthly Meeting:
  - a) Minute its support of your ministry, including in the minute a description of the work you are led to do.
  - b) Appoint a support committee to help you plan and do the work.
  - c) If your ministry involves travel among Friends, provide you with a travel minute describing your relationship to the meeting and the nature of your ministry.
- 7) If the Monthly Meeting agrees to take these steps, explore with your support committee



the organizational and financial requirements of the work you are led to do.

8) If necessary, with the help of your support committee, reach out to individuals and organizations outside the Monthly Meeting whose help is needed to undertake the work you are led to do. Make sure they understand your ministry, as well as the testimonies and practices of Friends.

9) With the help of your support committee assess realistically the resources needed to carry out your ministry and resources available from your meeting. Identify and access additional resources as needed.

10) If your ministry or its impact extends well beyond the boundaries of your Monthly Meeting, your support committee may recommend to the Monthly Meeting that it ask BYM to embrace the ministry.

11) If the Monthly Meeting agrees BYM should be asked to embrace your ministry, it will send a request to BYM and the request will be referred to BYM's M&PC.

12) M&PC will explore whether it would be appropriate for BYM to embrace your ministry. M&PC may ask you to provide a full explanation of your ministry, the names of other persons or groups who may participate in it, cost estimates, and a copy of any of your travel minutes.

13) If it decides to recommend BYM embrace your ministry, M&PC Committee will decide which BYM committee will serve as a Sponsoring Committee for it.

14) The Sponsoring Committee is responsible for recommending to BYM that your ministry be embraced by BYM. 15) The Sponsoring Committee confers with you and your Monthly Meeting to identify Friends to serve on a Working Support Committee.

16) Meet frequently with the Working Support Committee and provide an annual report to the Sponsoring Committee.

17) Continue your spiritual practices and prayerful discernment.

18) As you may feel led, be prepared to discuss with your Working Support Committee when it would be appropriate to transform or lay down the ministry.

19) Share the fruits of your experience with your ministry with other Friends.



*Fall 2017 Family Camp Weekend at Opequon Quaker Camp*

## TRAVEL DIRECTIONS

### YEARLY MEETING OFFICE

The office address is 17100 Quaker Lane, Sandy Spring, Maryland 20860.

**From I-495**, take exit #31A (Route 97 North—Georgia Avenue towards Wheaton). Go a little over 10 miles. Make a right at Route 108 East. Go about 2 miles; you will see Sherwood Elementary School on the left. At the next light (Norwood Road) make a right. Turn left into Friends House Retirement Community (Quaker Lane). Follow Quaker Lane all the way around Friends House Apartments. Quaker Lane ends at the Baltimore Yearly Meeting office. You will see a basketball hoop in the parking lot. Park and come in through the door with the “Baltimore Yearly Meeting Office” sign.

### CATOCTIN QUAKER CAMP

The camp street address is 12611 Tower Road, Thurmont, Maryland 21788.

**From Route I 70, Route I 270, and Route 340:** take 15 North at Frederick, MD. Go about 10 miles north to the u-turn at the Cunningham Falls State Park-Manor Area. Proceed south on Route 15 and turn right 0.5 miles at the next road—Catoctin Hollow Road. Go 3.6 miles to Mink Farm Road and turn left. Proceed 2 miles turning right at Foxville-Tower Road. The driveway to the camp is on the right just beyond the bridge.

**From points north on Route 15:** take Route 15 south past Thurmont. Take MD Route 77 West at Thurmont for 2.5 miles. Turn left at Catoctin Hollow Road. After several miles turn right on Mink Farm Road. Follow it for 1.9 miles. Turn right on Foxville-Tower Road. The camp driveway is immediately on your right.

**From Hagerstown and Points West:** take I 70 east. Get off at exit 42 (Myersville, Gambril State Park). Turn left (north) on to Route 17. After 0.8 miles, turn right as indicated by the Greenbriar and Gambril State Parks sign. Also note the brick church on the left. Go only a short distance further to Route 40. Turn right on to Route 40. Turn left into Gambril State Park, just past the DanDee Motel (0.7 miles beyond the turn off Ridge Road). Proceed to the top of the mountain. You will find that the road comes to a T at the High Knob Scenic Area. Turn right at the T. Follow the paved road for 7.4 miles. At this point there is a Y in the road, marked by a Frederick Watershed sign. Take the left fork of the Y onto Mink Farm Road. Proceed slowly (15 mph) past Middlepoint Road (on the left) to Foxville-Tower Road, one mile and on the left. Turn left onto Foxville-Tower Road. The camp is on your immediate right.

### OPEQUON QUAKER CAMP

The camp street address is 2710 Brucetown Road, Clear Brook, Virginia 22624.

**From I-81:** Take exit 321 (Clear Brook). Go east on Hopewell Road to a T with Route 11. There will be a church in front of you and the Olde Stone Restaurant to your right. Turn left, then *take your immediate right* onto Brucetown Road. Opequon is three miles from this turn. As you proceed on Brucetown Road you will pass Clearbrook Park, cross a set of railroad tracks, go through the little town of Brucetown and pass through a residential

area. You will go down a hill passing several single family homes/trailers on your right. At the bottom of this hill make a right turn into the camp driveway. If you get to a Y, the right fork of which crosses a one lane concrete bridge, you've gone too far.

## SHILOH QUAKER CAMP

The camp street address is 4774 Middle River Road, Stanardsville, Virginia 22973.

**From DC:** From the Beltway go west on I-66 to exit 43. Go south on Route 29 for about 55 miles, past Warrenton and Culpeper. Two miles after Madison, turn right on Route 230 at the light. There will be a Sheetz convenience store on your right. Go six miles to Hood, turn right on Route 613, and go three miles to the end. It comes to a T just after you cross a small bridge. Turn right on Middle River Road (Route 667), go 1.4 miles to the camp driveway which crosses a wooden bridge on the right just after a sharp left curve. It is directly across from the Shiloh Church of the Brethren. The church sign is easier to see than is Shiloh's.

**From Richmond:** Take I-64 west 71 miles to Charlottesville. Turn north on 29 and go 18 miles to Ruckersville. Turn left on 33 West. After several miles you will turn right at a stoplight for Route 33 business towards Stanardsville. As you enter Stanardsville, turn right on Route 230, go 3 miles, then turn left on Middle River Road (Route 667). Go 1.4 miles to the camp driveway which crosses a wooden bridge on the right just after a sharp left curve. It is directly across from the Shiloh Church of the Brethren. The church sign is easier to see than is the one for Shiloh Quaker Camp.

## TEEN ADVENTURE

The camp street address is 495 Snakefoot Lane, Lexington, VA 24450.

**From I-81 South:** take Exit 195 (Route 11 South to Lexington. There are many Route 11 South exits, take exit 195.) After you go over Maury River bridge, stay left. Drive straight through a stoplight, where the road becomes Route 251, Thornhill Road. You will see small signs for Lake Robertson and Collierstown. Stay on Route 251 for 5 miles, at which time Route 251 will take a sharp right. GO STRAIGHT onto Route 677, Kygers Hill Road. The road will take you up and over a big hill. At the bottom of the hill, keep going straight. This now puts you on Blue Grass Trail (Route 612). Stay on Blue Grass Trail for 4 miles. You will pass Palmer Community Center. Go past the old North Buffalo Store for another mile, where the road forks. STAY LEFT. You will go by Ashland Fish Pond. Continue to a T in the road (a dairy farm is right in front of you). Turn left onto Spring Branch Road (Route 662) and go 2 miles. As you get to the top of a small hill, turn right on to Snakefoot Lane (Route 661). This is a gravel road. Go 1 mile and look for the Teen Adventure driveway on your left.

# DIRECTORY

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## FRIENDS RETIREMENT COMMUNITIES

**Broadmead**, 13801 York Road, Cockeysville, MD 21030; 410-527-1900; [broadmead.org](http://broadmead.org)

**Foxdale Village**, 500 East Marilyn Avenue, State College, PA 16801; 814-238-3322;  
[foxdalevillage.org](http://foxdalevillage.org)

**Friends House**, 17340 Quaker Lane, Sandy Spring, MD 20860; 301-924-5100;  
[friendshouse.com](http://friendshouse.com)

**Kendal at Lexington**, 160 Kendal Drive, Lexington, VA 24450; 540-463-1910;  
[kalex.kendal.org](http://kalex.kendal.org)

## YEARLY MEETING CAMPS

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**Catoctin Quaker Camp**, 12611 Tower Road, Thurmont, MD 21788; 301-271-2184

**Opequon Quaker Camp**, 2710 Brucetown Road, Clear Brook, VA 22624; 540-678-4900

**Shiloh Quaker Camp**, 4774 Middle River Road, Stanardsville, VA 22973; 540-948-5226

**Teen Adventure**, 495 Snakefoot Lane, Lexington, VA 24450; 540-463-7234

## REGIONAL FRIENDS SCHOOLS

**Friends Community School**, 5901 Westchester Park Drive, College Park, MD 20740;  
301-441-2100; [friendscommunityschool.org](http://friendscommunityschool.org)

**Friends Meeting School**, 3232 Green Valley Road, Ijamsville, MD 21754;  
301-798-0288; [friendsmeetingschool.org](http://friendsmeetingschool.org)

**Friends School of Baltimore**, 5114 North Charles Street, Baltimore, MD 21210;  
410-649-3200; [friendsbalt.org](http://friendsbalt.org)

**Menallen Friends Preschool**, PO Box 29, Biglerville, PA 17307;  
717-677-6078; [menallenfriends.org](http://menallenfriends.org)

**Sandy Spring Friends School**, 16923 Norwood Road, Sandy Spring, MD 20860;  
301-774-7455; [ssfs.org](http://ssfs.org); [info@ssfs.org](mailto:info@ssfs.org)

**School for Friends**, 2201 P Street NW, Washington, DC 20037;  
202-328-1789; [schoolforfriends.org](http://schoolforfriends.org)

**Sidwell Friends School**, 3825 Wisconsin Avenue NW, Washington, DC 20016;  
202-537-8100; [sidwell.edu](http://sidwell.edu)

**State College Friends School**, 1900 University Drive, State College, PA 16801;  
814-237-8386; [scfriends.org](http://scfriends.org)

**Tandem Friends School**, 279 Tandem Lane, Charlottesville, VA 22902;  
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**Virginia Beach Friends School**, 1537 Laskin Road, Virginia Beach, VA 23451;  
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## FRIENDS HISTORICAL COLLECTIONS

**Earlham College Friends Collection**, 801 National Road West, Richmond, IN 47374;  
765-983-1287; [earlham.edu](http://earlham.edu)

**Friends Historical Collection at Guilford College**, 5800 West Friendly Avenue,  
Greensboro, NC 27410; [guilford.edu](http://guilford.edu); [archives@guilford.edu](mailto:archives@guilford.edu)

**Friends Historical Library at Swarthmore College**, 500 College Avenue, Swarthmore,  
PA 19081; 610-328-8496; [swarthmore.edu](http://swarthmore.edu)

**Quaker Collection at Haverford College**, 370 Lancaster Avenue, Haverford, PA 19041;  
610-896-1161; [haverford.edu](http://haverford.edu)

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