

Nominating Committee of Baltimore Yearly Meeting

Annual report 2024

Nominating committee is responsible for inviting F/friends to participate in the work of the Yearly Meeting's 18 standing committees. We also nominate to 14 outside organizations and Boards. We reach out via email, texts and phone calls to hundreds of friends during each nominating cycle. Our committee has observed that it is becoming more challenging to find friends willing and able to serve. The Religious Society of Friends is not immune to the fact that fewer and fewer people are seeking out organized religion as a part of their lives. The religiously unaffiliated or the "nones" now make up the largest religious group in the US

<https://www.npr.org/2024/01/24/1226371734/religious-nones-are-now-the-largest-single-group-in-the-u-s>)

Atop this challenge in our communities, Friends are finding that they face many impediments to committee service - whether it be health concerns, life transitions or feeling overly committed. Sometimes we ask the same weary Quakers again and again. Our work is becoming harder. One consideration that may be helpful is for committees to review their numbers requirements. We have a list of the desired number of members for each committee – sometimes the desired number is 14 or more. We ask committees to consider whether this is a realistic number and if it serves you in your work.

We strive to not just staff committees, but to recognize and nurture gifts. Nominating committee does much listening. We work with committee clerks, assessing their committee's functioning and needs. We seek approval for prospects from clerks and our own committee before reaching out. In addition, we reach out to all meetings prior to the nomination

season, asking for recommendations of F/friends who might be willing to serve.

Committee meetings begin with reflection on our anti-racism queries, something which is very central to the work we do in reaching out to friends. We try to be mindful of reaching out to those who are not adequately represented in our Yearly meeting committees.