

YEARBOOK

OF

BALTIMORE YEARLY MEETING

OF THE

RELIGIOUS SOCIETY OF FRIENDS

INCLUDING MINUTES OF ANNUAL SESSION 2020

July 28 — August 2, 2020

INCLUDING MINUTES OF INTERIM MEETING

November 2, 2019

March 21, 2020

May 26, 2020

June 13, 2020

September 26, 2020

November 7, 2020

FRIENDS ORGANIZATIONS

- American Friends Service Committee**, 1501 Cherry Street, Philadelphia, PA 19102; 215-241-7000; afsc.org
- American Friends Service Committee-South Region**, 75 Marietta Street, Atlanta, GA 30303; 404-586-0460; afsc.org/office/atlanta-ga
- American Friends Service Committee-Washington Office**, 1822 R Street NW, Washington, DC 20009; 202-483-3341; afsc.org/office/washington-dc
- Center on Conscience and War**, 1830 Connecticut Avenue NW, Washington, DC 20009; 202-483-2220; centeronconscience.org; ccw@centeronconscience.org
- Earlham School of Religion**, 228 College Avenue, Richmond, IN 47374; 800-432-1377; esr.earlham.edu
- Friends Committee on National Legislation**, 245 Second Street NE, Washington, DC 20002; 202-547-6019; fcnl.org; fcnl@fcnl.org
- Friends General Conference**, 1216 Arch Street, 2B, Philadelphia, PA 19107; 215-561-1700; fgcquaker.org
- Friends Journal**, 1216 Arch Street, 2A, Philadelphia, PA 19107; 215-563-8629; friendsjournal.org
- Friends Non-Profit Housing**, Friendly Gardens Office, 2423 Lyttonsville Road, Silver Spring, MD 20910; 301-589-4916
- Friends Peace Teams**, 1001 Park Avenue, St. Louis, MO 63104; 314-588-1122; friendspeaceteams.org; office@friendspeaceteams.org
- Friends United Meeting**, 101 Quaker Hill Drive, Richmond, IN 47374; 765-962-7573; 800-537-8839; friendsunitedmeeting.org; info@fum.org
- Friends Wilderness Center**, 305 Friends Way, Harpers Ferry, WV 25425; 304-728-4820; friendswilderness.org
- Friends World Committee for Consultation - Section of the Americas**, 1506 Race Street, Philadelphia, PA 19102; 215-241-7250; fwccamericas.org; americas@fwccamericas.org
- National Campaign for a Peace Tax Fund**, 2121 Decatur Place NW, Washington, DC 20008; 202-483-3751; peacetaxfund.org; jack@peacetaxfund.org
- Pendle Hill**, 338 Plush Mill Road, Wallingford, PA 19086; 800-742-3150; pendlehill.org; info@pendlehill.org
- Prisoner Visitation and Support**, 1501 Cherry Street, Philadelphia, PA 19102; 215-241-7117; prisonervisitation.org; pvs@prisonervisitation.org
- Quaker Earthcare Witness**, PO Box 6787, Albany, CA 94706; 510-542-9606; quakerearthcare.org; info@quakerearthcare.org
- Quaker Religious Education Collaborative**, www.quakers4re.org; quakercollaborative4re@gmail.com
- Quaker House**, 223 Hillside Avenue, Fayetteville, NC 28301; 910-323-3912; quakerhouse.org
- Right Sharing of World Resources**, 101 Quaker Hill Drive, Richmond, IN 47374; 765-966-0314; rswr.org
- United Society of Friends Women International**, 1214 S Second Street, Oskaloosa, IA 52577; 515-729-1422; usfwi.net
- William Penn House**, 515 East Capitol Street SE, Washington, DC 20003; 202-543-5560; williampennhouse.org

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2020 YEARBOOK CONTENTS

The Spiritual State of the Yearly Meeting	1
The Epistles	
Epistle of the Yearly Meeting.....	7
Epistle of Young Adult Friends.....	8
Epistle of Young Friends.....	12
Epistle of 2020 Women's Retreat	14
Minutes of Baltimore Yearly Meeting Interim Meeting	
Eleventh Month 2, 2019 Interim Meeting	17
Attachment I2019-40a: Contact Information for Kallen Benson.....	21
Attachment I2019-40b: Friends General Conference Report on 2020 Gathering.....	22
Attachment I2019-41: Camp Program Manager's Annual Report.....	23
Attachment I2019-42: Camp Property Manager's Annual Report.....	24
Attachment I2019-43: Faith and Practice Committee Report.....	30
Attachment I2019-44: Program Committee Report.....	32
Attachment I2019-45: Friends United Meeting Report	35
Attachment I2019-46: Intervisitation Working Group Report: Returned Travel Minute of Meg Boyd Meyer and Arthur Meyer Boyd.....	36
Attachment I2019-48: Working Group on Racism Report.....	40
Attachment I2019-51: Treasurer's Report.....	45
Attachment I2019-52: Development Report.....	50
Attachment I2019-53: Proposal for ad hoc 350th Anniversary Committee.....	52
Attachment I2019-54: General Secretary's Report	53
Third Month 21, 2020 Interim Meeting	57
Fifth Month 26, 2020 Called Interim Meeting	59
Attachment I2020-02A: Supervisory Committee Report: Report on Decisions Made Between Interim Meetings	63
Attachment I2020-02B: Supervisory Committee Report: Report on Decisions Made Between Interim Meetings: Travel Minute for Mackenzie Morgan.....	64
Attachment I2020-02C: Supervisory Committee Report: Report on Decisions Made Between Interim Meetings: Travel Minute for Jade Eaton	65
Attachment I2020-02D: Supervisory Committee Report: Report on Decisions Made Between Interim Meetings: Youth Safety Policy Working Group Report.....	66
Attachment I2020-02E: Supervisory Committee Report: Report on Decisions Made Between Interim Meetings: Indian Affairs Committee Report.....	67

Attachment I2020-02F: Supervisory Committee Report:
Report on Decisions Made Between Interim Meetings:
Minute to Establish BYM Reparations Action Group 77

Attachment I2020-02G: Supervisory Committee Report:
Report on Decisions Made Between Interim Meetings:
Proposal to Begin BYM Strategic Planning Initiative 79

Attachment I2020-03: Search Committee Report 82

Attachment I2020-04A: General Secretary’s Report to Called
Interim Meeting: Document 1: Report 82

Attachment I2020-04B: General Secretary’s Report to Called
Interim Meeting: Document 2: BYM Camp Closure Decision
with Implications and Elements for Way Forward 86

Attachment I2020-04C: General Secretary’s Report to Called
Interim Meeting: Document 3: 2020 Budget Scenarios 88

Attachment I2020-04D: General Secretary’s Report to Called
Interim Meeting: Document 4: Recommendation to
Re-purpose Camper Fee Surcharge Balance to Cover 2020
Combined Camp and Property Expenses 91

Attachment I2020-04E : General Secretary’s Report to Called
Interim Meeting: Document 5: Proposed 2020 Non-personnel
Cost Reductions 92

Attachment I2020-05: Stewardship and Finance Committee Report.. 93

Sixth Month 13, 2020 Interim Meeting 95

Attachment I2020-08: Monongalia Friends Meeting
Minutes of 5/5/2019 99

Attachment I2020-09: Travel Minute for Jolee Robinson 101

Attachment I2020-12A: Youth Programs Manager's
Annual Report 102

Attachment I2020-12B: Minute of Appreciation for
Jossie Dowling 103

Attachment I2020-13: Friends General Conference
..... Gathering Report 104

Attachment I2020-15: Development Director's Report..... 104

Attachment I2020-16: Treasurer's Report 105

Attachment I2020-17A: Supervisory Committee Annual Report..... 110

Attachment I2020-17B: Supervisory Committee
Personnel Budget Report..... 110

Attachment I2020-17C: Supervisory Committee Report Regarding
Acting General Secretary Position 112

Attachment I2020-18: Program Committee Report 113

Attachment I2020-19: STRIDE Working Group Report 114

Attachment I2020-20: Working Group on Racism
Change Group Report..... 115

Attachment I2020-22: Supervisory Committee Minute of
Appreciation for Ned Stowe..... 118

Ninth Month 26, 2020 Called Interim Meeting.....	119
Attachment I2020-28: STRIDE Coordinator’s Annual Report	122
Attachment I2020-29: Camp Property Manager’s Annual Report	123
Attachment I2020-30A: Camp Program Manager’s Annual Report .	130
Attachment I2020-30B: Minute of Appreciationfor Jane Megginson.....	131
Attachment I2020-32A: Acting General Secretary’s Report.....	132
Attachment I2020-32B: Development Report	134
Attachment I2020-34: Nominating Committee Report.....	136
Attachment I2020-36: Open Letter to the Yearly Meeting from the Young Adult Friends Community.....	137
Eleventh Month 7, 2020 Interim Meeting	139
Attachment I2020-39: Presiding Clerk's Report	141
Attachment I2020-44: Stewardship and Finance Committee Report	143
Attachment I2020-45: Development Director's Report	145
Attachment I2020-46: Supervisory Committee Report	147
Attachment I2020-47: Treasurer's Report.....	150
Attachment I2020-48: Minute of Appreciation for Arthur David Olson.....	157
Attachment I2020-49: Nominating Committee Report.....	157

Minutes of Baltimore Yearly Meeting Annual Session 2020

Tuesday, July 28, 2020	159
Wednesday, July 29, 2020	161
Thursday, July 30, 2020	163
Friday, July 31, 2020	167
Saturday, August 1, 2020	173
Attachment Y2020-8: Epistle of the 2020 Friends General Conference Virtual Pre-Gathering of Friends of Color and Their Families	179
Attachment Y2020-9: Growing Diverse Leadership Committee Report on Use of Anti-Racism Declaration and Queries.....	181
Attachment Y2020-22: Manual of Procedure Committee Report	184
Attachment Y2020-23: Nominating Committee Report.....	185
Attachment Y2020-25: Working Group on Racism: Update on Change Group and Local Meeting Racial Justice Work.....	186
Attachment Y2020-26: Report from Interim Meeting	188
Attachment Y2020-27A: Peace and Social Concerns Committee Request to Endorse “Quaker Statement on Potential Israeli Annexation of the West Bank”	193
Attachment Y2020-27B: Peace and Social Concerns Committee Request to Endorse Health Equity Resource Communities Resolution	195
Attachment Y2020-27C: Peace and Social Concerns Committee Request to Create Quaker Voice of Maryland Working Group .	197
Attachment Y2020-29: Supervisory Committee Report.....	198

Attachment Y2020-32: Treasurer of Baltimore Yearly Meeting Report to Annual Session 200

Attachment Y2020-33: Stewardship and Finance Committee Report to Annual Session..... 205

Attachment Y2020-45: Acting General Secretary Introduction Letter to Community..... 207

Attachment Y2020-47A: Faith and Practice Committee First Reading of Proposed Revision to Marriage Section 209

Attachment Y2020-47B: Faith and Practice Committee Proposed Revision to Marriage Section..... 210

Attachment Y2020-51: Memorial Meeting for Worship Memorial Minutes..... 221

Attachment Y2020-58: Reparations Action Working Group Recommendations for Engagement with Reparations..... 226

Committee Annual Reports

Advancement and Outreach Committee..... 231

Camping Program Committee..... 232

Camp Property Management Committee 234

Development Committee..... 235

Educational Grants Committee..... 236

Faith and Practice Committee 237

Growing Diverse Leadership Committee 238

Indian Affairs Committee 242

Manual of Procedure Committee..... 245

Ministry and Pastoral Care Committee 245

Nominating Committee 246

Peace and Social Concerns Committee 247

Program Committee..... 248

Religious Education Committee..... 250

Search Committee 251

Stewardship and Finance Committee 252

Sue Thomas Turner Quaker Education Fund 253

Supervisory Committee 254

Trustees of Baltimore Yearly Meeting..... 257

Unity with Nature Committee 259

Youth Programs Committee 260

End of Life Working Group 260

Growing Our Meetings Working Group 261

Internet Communications Working Group..... 261

Intervisitation Working Group 261

Pastoral Care Working Group 263

Quaker Voice of Maryland Working Group 264

Refugee, Immigration, and Sanctuary Working Group..... 265

Reparations Action Working Group..... 265

Spiritual Formation Program Working Group 267

Supporting Transformative Relationships in Diverse Environments (STRIDE) Working Group.....	268
Women's Retreat Working Group	270
Working Group on Civil and Human Rights of Transgender and Non-binary People	270
Working Group on Racism.....	270
Working Group on Right Relationship with Animals.....	270
Youth Safety Policy Working Group	272
Young Adult Friends	273

Reports of Affiliated Organizations

American Friends Service Committee Corporation	275
Friends Committee on National Legislation.....	275
Friends General Conference	275
Friends House Retirement Community	275
Friends Meeting School.....	275
Friends Peace Teams	275
Friends United Meeting.....	276
Friends Wilderness Center	277
Friends World Committee for Consultation	277
Interfaith Action for Human Rights	277
Miles White Beneficial Society of Baltimore City.....	277
Prisoner Visitation and Support.....	279
Quaker Earthcare Witness	280
Quaker House	280
Quaker Religious Education Coalition.....	280
Right Sharing of World Resources.....	280
Sandy Spring Friends School	280
William Penn House.....	282

Meeting Community Statistics.....	284
--	------------

2021 Apportionments.....	286
---------------------------------	------------

2020 Baltimore Yearly Meeting Financial Report

2021 Budget Notes	289
2021 Operating Budget: Summary.....	290
2021 Operating Budget: Income Details	291
2021 Operating Budget: Expense Details.....	293
2021 Operating Budget: Capital Budget	298
Investment Portfolio as of 12/31/2019	299
2019 Funds Activity	300

Independent Auditor's Report.....	301
--	------------

Calendar of Meetings

Yearly Meeting 303
Interim Meeting 303
Quarterly Meetings 303
Interchange Deadlines 304
Firecircle Deadline 304
2021 Apportionment Meetings 304
2021 Women's Retreat 304
Junior Young Friends Conferences 304
Young Friends Conferences 304
Family Camp Weekends 304
Yearly Meeting Announcements 304

Officers

Yearly Meeting 305
Interim Meeting 305
Trustees 305
Yearly Meeting Staff 305

Committee and Working Group Membership

Advancement and Outreach Committee 307
Camping Program Committee 307
Camp Property Management Committee 307
Development Committee 308
Educational Grants Committee 308
Faith and Practice Committee 308
Growing Diverse Leadership Committee 308
Indian Affairs Committee 308
Manual of Procedure Committee 309
Ministry and Pastoral Care Committee 309
Nominating Committee 309
Nuts and Bolts Committee of Young Friends 309
Peace and Social Concerns Committee 310
Program Committee 310
Religious Education Committee 310
Search Committee 310
Stewardship and Finance Committee 311
Sue Thomas Turner Quaker Education Fund 311
Supervisory Committee 311
Unity with Nature Committee 311
Youth Programs Committee 311
ad hoc 350th Anniversary Committee 312
End of Life Working Group 312
Growing Our Meetings Working Group 312
Internet Communications Working Group 312
Intervisitation Working Group 312

Pastoral Care Working Group	313
Quaker Voice of Maryland Working Group	313
Refugee, Immigration, and Sanctuary Working Group.....	313
Reparations Action Working Group.....	313
Spiritual Formation Program Working Group	313
Strengthening Transformative Relationships in Diverse Environments (STRIDE) Working Group	313
Women’s Retreat Working Group.....	314
Working Group on Civil and Human Rights of Transgender and Non-binary People.....	314
Working Group on Racism.....	314
Working Group on Right Relationship With Animals	314
Youth Safety Policy Working Group	314
Young Adult Friends	315

Representatives to Organizations Affiliated with the Yearly Meeting

American Friends Service Committee Corporation	317
Friends Committee on National Legislation General Committee	317
Friends General Conference, Central Committee	317
Friends House Retirement Community	317
Friends Meeting School.....	317
Friends Peace Teams	317
Friends United Meeting General Board	317
Friends Wilderness Center	318
Friends World Committee for Consultation Section of the Americas	318
Interfaith Action for Human Rights	318
Miles White Beneficial Society of Baltimore City.....	318
Prisoner Visitation and Support.....	318
Quaker Earthcare Witness	318
Quaker House	318
Quaker Religious Education Coalition.....	318
Right Sharing of World Resources.....	318
Sandy Spring Friends School	318

Local Meetings of the Yearly Meeting

Adelphi Friends Meeting	319
Alexandria Friends Meeting	319
Annapolis Friends Meeting	320
Augusta Worship Group.....	320
Baltimore Monthly Meeting, Stony Run	321
Bethesda Friends Meeting	321
Blacksburg Friends Meeting.....	322
Buckhannon Friends Meeting.....	323
Carlisle Quaker Meeting.....	323
Charlottesville Friends Meeting	324
Deer Creek Meeting	324

Dunnings Creek Friends Meeting.....	325
Eastland Preparative Meeting.....	325
Fauquier Friends Worship Group.....	326
Floyd Friends Meeting	326
Frederick Friends Meeting	326
Friends Meeting of Washington.....	327
Gettysburg Monthly Meeting	328
Goose Creek Friends Meeting.....	328
Gunpowder Friends Meeting.....	329
Herndon Friends Meeting.....	329
Homewood Friends Meeting.....	330
Hopewell Centre Monthly Meeting.....	330
Langley Hill Friends Meeting	331
Little Britain Monthly Meeting.....	331
Little Falls Meeting of Friends.....	332
Lynchburg Indulged Meeting.....	332
Mattaponi Friends Meeting	332
Maury River Friends Meeting	333
Menallen Monthly Meeting.....	333
Midlothian Friends Meeting.....	334
Monongalia Friends Meeting	334
Norfolk Worship Group	335
Nottingham Monthly Meeting.....	335
Patapsco Friends Meeting.....	335
Patuxent Friends Meeting.....	336
Penn Hill Preparative Meeting	336
Pipe Creek Friends Meeting.....	337
Richmond Friends Meeting.....	337
Roanoke Friends Meeting.....	338
Sandy Spring Friends Meeting.....	338
Shepherdstown Friends Meeting.....	339
State College Friends Meeting	339
Takoma Park Preparative Meeting.....	339
Valley Friends Meeting.....	340
Warrington Monthly Meeting.....	340
West Branch Monthly Meeting	340
Williamsburg Friends Meeting.....	341
York Friends Meeting.....	341

Important Minutes of Baltimore Yearly Meeting.....	343
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Manual of Procedure of Baltimore Yearly Meeting

The Spiritual Basis for Unity.....	360
I. Introduction.....	361
II. Structure of Baltimore Yearly Meeting of the Religious Society of Friends ...	361
Sessions.....	361

Functions	361
Officers	362
Trustees	363
III. Interim Meeting	365
Committees of Interim Meeting	366
Search Committee	366
Supervisory Committee	367
IV. Staff	368
V. Committees of the Yearly Meeting	368
Advancement and Outreach Committee	371
Camp Property Management Committee.....	372
Camping Program Committee.....	373
Development Committee	373
Educational Grants Committee	374
Growing Diverse Leadership Committee.....	374
Faith and Practice Committee	375
Indian Affairs Committee.....	376
Manual of Procedure Committee	376
Ministry and Pastoral Care Committee	376
Nominating Committee.....	377
Peace and Social Concerns Committee.....	378
Program Committee	379
Religious Education Committee	379
Stewardship and Finance Committee.....	380
Sue Thomas Turner Quaker Education Fund Committee.....	380
Unity with Nature Committee.....	381
Youth Programs Committee.....	381
VI. Special Groups and Working Groups.....	382
Young Adult Friends.....	382
VII. Affiliation with Friends General Conference, Friends United Meeting, and Friends World Committee for Consultation.....	384
Friends General Conference.....	384
Friends United Meeting.....	384
Friends World Committee for Consultation.....	386
VIII. Corporations Affiliated with Baltimore Yearly Meeting.....	387
Friends House Retirement Community.....	387
Friends Meeting School, Inc.	387
Miles White Beneficial Society of Baltimore City	388
Sandy Spring Friends School, Inc.	388
IX. Representatives to Other Organizations.....	388
American Friends Service Committee	388
Friends Committee on National Legislation	389
Friends Peace Teams.....	390
Friends Wilderness Center	390
Interfaith Action for Human Rights	390
Prisoner Visitation and Support	390

Quaker Earthcare Witness.....	391
Quaker House, Fayetteville, North Carolina.....	391
Quaker Religious Education Collaborative.....	391
Right Sharing of World Resources	391
X. Changes in <i>Faith and Practice</i>	392
XI. Changes in the <i>Manual of Procedure</i>	392
XII. Appendices.....	393
Appendix A	
Articles Of Consolidation	393
Revisions to the Articles of Consolidation	394
Revision to the Articles of Consolidation.....	395
Appendix B: Whistleblower Protection Policy.....	396
Appendix C: Conflict of Interest Policy.....	396
Appendix D	
Youth Safety Policy	397
Youth Safety Appendix D.1.....	406
Youth Safety Appendix D.2.....	408
Youth Safety Appendix D.3.....	413
Youth Safety Appendix D.4.....	414
Appendix E: Guidelines for Embracing the Ministry of Friends.....	415
Appendix F: Grants Application and Management Policy	419
Appendix G: Declaration by Baltimore Yearly Meeting as an Anti-Racist Faith Community	422
Travel Directions	
Yearly Meeting Office	425
Catoctin Quaker Camp	425
Opequon Quaker Camp	425
Shiloh Quaker Camp	426
Teen Adventure Quaker Camp.....	426
Directory	427
Index	459
Yearly Meeting Office Staff Contacts	500

THE SPIRITUAL STATE OF THE YEARLY MEETING

REPORTED TO ANNUAL SESSION

7TH MONTH, 2020

This year's Spiritual State of the Meeting process was well underway when the COVID-19 pandemic struck our communities, forcing us to learn new ways to hold Meetings for Worship in a period of social distancing. Local Meetings initiated their own drafting of their reports at different times; some sent their approved reports to Baltimore Yearly Meeting (BYM), before the pandemic led to widespread shutdowns, but nonetheless other political and social turmoil dominated the nation; other reports included responses to the situation. Altogether, the reports we received show a resilient and often vibrant Quaker community, in awe of the strength and comfort we receive from each other.

Our communities, large and small, spoke of their Meetings for Worship as an oasis from a difficult period, serving as a resting spot where strength could be gathered for the road ahead and shelter found from the storms. When searching for ways to describe the experience of our Meetings, Friends often use images illustrating nourishment like a watering hole, oasis, or garden that provides nourishment:

We feel ourselves recharged and able to develop a center of calm that sustains us in our everyday life and helps us face our fears with the courage gained by our commitment to one another.

[Our] Meeting is a place to be bathed in voices of love, peace, and kindness, providing comfort and encouragement to us. It is not easy to find a climate where people feel free to share our dark sides. Here we can share openly and honestly in a loving environment.

We are glad for the oasis of quiet and spiritual reassurance that Meeting provides us, from which we gain the strength and confidence to move outward into the wider world.

Future reports will be able to reflect deeply on how the pandemic has changed us and our Meeting. The report this year serves to highlight we were a strong, thriving, and striving group of Meetings as we headed into the storm.

BYM Ministry and Pastoral Care provided a set of queries to help guide Friends communities, at their discretion, to assemble their reports. Not all Meetings found the queries useful for their purposes; others engaged with them. The committee uses the queries here to help organize this report. The first set of queries were

“How do we nurture healthy vocal ministry? How do we nurture ministries of other kinds and affirm one another’s gifts? How can we improve the way in which we recognize and speak to one another’s gifts?”

Many Meetings spoke of how the silence has become an ever-important part of their worship.

Deep silence experienced in Meeting for Worship stimulates Friends' spiritual growth and feels "vibrant and alive."

One Friend was quoted describing the silence in worship as "the spiritual ground" they stand on.

Friends at two of our larger Meetings have created an early morning First-Day worship as an often more silent substitute for the larger First-Day meeting. In some smaller Meetings, spoken ministry is not heard often.

Spoken ministry is rare as the silence seems to prevail. In our discussion of this it was clear that messages would be readily received and held in the spirit in which they were given. We can nurture this more by acknowledging messages that speak to us. We also recognize the possible breaking of grace by words and are aware when we should stop speaking.

Some wonder if they are missing something important.

We realized that it is more difficult to convey the meaningfulness of the presence of the Spirit in our Meeting and in our lives, particularly since we don't have a lot of vocal ministry.

Some Meetings spoke of experiencing discord stemming from spoken messages in this turbulent political time. Friends were especially appreciative when a Friend sharing vocal ministry showed that they were vulnerable

Messages of anxiety and disquiet punctuate the wisdom, hope, joy, and stillness the Spirit brings us in worship and conversation.

Good messages can come from vulnerability—when we are authentically vulnerable in ministry—that builds community.

Friends struggled over what to do with discordant messages:

Politically we have some diversity in our Meeting. Some friends ask to leave our politics at the door. Others ask if this is a way of avoiding tension by not discussing differing points of view?

One Friend was quoted as saying Meeting for Worship can never be like a piano tuned for one note. Such a piano would never capture the essence of a Beethoven sonata where diverse notes create a harmony. Many Meetings suggested creative listening as a skill that needed to be nurtured and encouraged a kind and patient approach to hearing messages a given Friend might at first prickle at.

Sometimes vocal ministry remained challenging during the year, but Friends and Attenders expressed appreciation for the ways in which the Meeting created space for compassionate listening—even in cases of long or repetitive messages.

When a spoken message doesn't affect you, it may speak to others. Avoid judging.

Another Friend felt that a real challenge for vocal ministry is the fear of not being politically correct and finding the courage to go ahead and speak our truth as it is revealed to us: *“The truth that comes out in vocal ministry is what guides us forward.”*

This makes it all the more important to ensure vocal ministry, led by the Spirit and delivered with integrity, is encouraged, regardless of how it might challenge us. Positive feedback was seen as a way to nurture vocal ministry.

“I feel motivated to respond and others have done that with me,” said one Friend. “It nurtures our willingness. It’s important to acknowledge it if we are touched.”

As Friends we are all ministers . . . we need to call one another forth and support one another in living into the gifts that we have.

A few Meetings are using “Four Doors to Meeting for Worship” by William Taber which describes how to enter the Meeting for Worship as a series of four steps, or doors, as a guide of when to be led to speak. One Meeting experimented with a separate worship sharing on Wednesdays in an effort to better know the spiritual concerns of fellow members and attenders.

Another experimented with a separate Meeting that can be called quickly on any Sunday when Friends feel the need to share at length about a recent geopolitical event.

Meetings concluded that efforts were needed to make other seekers feel at home in the oasis of our meetings for worship:

We are committed to learning ways to speak our truths that are more effective and further openness among us.

Meetings spoke about numerous ways their ministry went beyond vocal ministry. Engaging with the wider communities where Meetings are located helped build outreach, support local witness, and germinate stewardship both within Friends and with the community at large. Activities included strawberry or blueberry festivals, providing meals for the homeless and cold in the winter months, supporting local education efforts and families with young children in need, setting up an Earth Cares committee, and vigils at the local post office. Another Meeting began to intentionally build relationships with their African American neighbors, another Meeting tended the community Peace Tree, and others participated in ecumenical activities and fundraisers.

The second set of queries for guiding reporting read

“What paralyzes us or prevents us from answering our call? What fears do we experience? Which fears drive us and which fears create obstacles?”

In answering this query some Meetings despaired that their communities are getting smaller over time:

Our membership is dwindling. Friends are moving away and few others are joining us to take their place. Our membership is also aging and we are concerned about the sustainability of our Monthly Meeting.

Fortunately, Friends at many Meetings, small and large, are increasing commitments to outreach and finding creative ways to expand the oasis.

We have hung a new sign, placed announcements in the local paper, and updated our website.

The trying nature of the world we live in caused one Meeting to say that their biggest fear was a loss of faith in humanity. But this fear eases in meeting for worship.

Just as “we are afraid of the flame because it burns, fear is not always negative.” It can illuminate our challenges.

Several Friends found the concept of “concerns” more appropriate than the concept of “fears”:

[A Friend] suggested that, if we change the query to “Which loves and passions drive us?” it will look very different and inspire us to come from a much better place than fear. Deep leadings often come from love and passion.

The third set of queries

“Do we have the courage to create space for our human fallibility and vulnerability? In what do we find that kind of courage?”

One Meeting spoke of the need for courage to allow our Meetings to change. Once we have found the oasis, are we willing to let it grow naturally?

I hope we can overcome fears and be bold to let the community know we are here. As I think about attracting young people, and people different from us, I fear we exclude people without knowing it like people of color, young people, people with different political beliefs. Part of that excluding, for me, is a fear of change.

One Meeting spoke directly about the need to create space for Friends who are more conservative politically.

One Friend, from a conservative Quaker background, said that although he is comfortable worshipping here, he has trouble fitting into this activist community and doesn't feel needed. Another Friend spoke for many when he responded, “We need you, Friend.” How can we, as a community, grow into more harmony?

A powerful opportunity to share our Light was presented to us by [our state] House of Delegates representative, who is a member of [our] Meeting. She invited a small group from the Meeting to give the invocation at the start of a House session.

In summary, Friends find a deeper call more than ever to seek unity in a world where disunity seems to grow ever prevalent. Our constituent Meetings encounter different challenges in some ways; many smaller Meetings are drawn to dive deeper into outreach while larger, more active Meetings struggle to discern how to deepen worship and make room for a diversity of views and for needs in spiritual development. Some celebrate living in a community driven by the power of welcoming and listening while others call out a need to further grow active listening skills and be open and honest with one another in addressing issues of contention. Throughout, all Friends are striving to be reflective of Courage,

Faith and Hope to Love Across Our Differences—whether they are cognizant of Annual Session’s theme or not.

BYM expresses deep gratitude for the Meetings who sent in their reports, understanding the process can be time-consuming and requires much effort spent reflecting upon the prior year. Spiritual State of the Meeting Reports are not just critical in helping the Yearly Meeting identify local Meetings’ needs, strengths, and desires for improvement, they also help local Meetings both identify new ideas to try and recognize the joys and struggles we have in common. The quotes above are taken from the reports. The reports are included in full in Annual Session materials and in the Yearbook, so we encourage all Friends to seek them out and gain insight from them.



Opequon Quaker Camp Bath House

THE EPISTLES

REPORTED TO ANNUAL SESSION

9TH MONTH 26TH DAY, 2020

To Friends Everywhere,

Baltimore Yearly Meeting (BYM) started our 349th year together as we gathered in Spirit electronically for annual sessions following the theme “Courage, Faith, and Hope to Love Across our Differences.” In this virtual format, we found new ways to connect deeply with Friends who joined us from nearby towns and from thousands of miles away. Entering Meeting for Business in silence, with microphones muted, encouraged deep worship. Even as we grappled with technical challenges, we found Spirit in small groups for bible study, worship sharing, and play. We celebrated that Friends of Color created new daily gatherings during this annual session that included Friends from unprogrammed and programmed meetings within and outside Baltimore Yearly Meeting. Unstructured gatherings at lunchtime and at the rise of Meeting captured some of the serendipity of encountering Friends on campus. We delighted in the community found by our youngest Friends, but sorrowed that our high-school Friends were not able to join us. Our time together has re-immersed us in the richness of our BYM community and given us the strength to continue our quest to love across our differences.

Our opening retreat was a safe space to share our grief, pain, confusion, and hopes. We acknowledged we are living in a perilous time of five pandemics, causing disease and death worldwide: COVID-19, racism and bigotry, police brutality and militarization, climate change, and extreme economic inequity. Margaret Benefiel described this as the liminal space of the in-between times: what was normal is gone and the new normal has not yet emerged. We hold her advice to us: that we stay grounded through daily personal spiritual practice; that the hard work of being in community is itself a spiritual practice; and that community is fundamental to discernment as we ask, “What is mine to do? What is ours to do?”

Together, we seek the courage to stand in this ambiguity, attempting to respond faithfully to the Light we have, listening and discerning, moving step by step. We have long opposed racial injustice in the wider society. Last year we declared that we aspire to be an anti-racist faith community. As we looked back over this first year, we reviewed our good faith efforts and acknowledged some recent failings. Friends shared experiences of deep wounding related to racial power dynamics among BYM Friends. White Friends are still becoming aware that they must face their own complicity with the powers and principalities of racism and white supremacy: not only the transgressions in our imperfect Quaker history, but also continuing transgressions in the present moment. A Friend of Color expressed pain that while some white Friends acknowledge the difficult work before us, others are reluctant to talk; their hearts are not open. In this liminal time, Friends diverge widely in understanding our individual and corporate roles in the pain of racial injustice, yet we know that failing to act is still action nonetheless.

As we wrestled with this work, we acknowledged our strength and fragility and our need for both courage and faith. Our Clerk ministered to us about our tendency to recoil from conflicts within our Yearly Meeting. He suggested that this grows out of our association of anger with violence. He named that we are in conflict over misunderstandings that occurred during the urgent financial crisis faced this year. He acknowledged pain, frustration and anger among BYM Friends and our staff. We heard in our opening plenary that the blessed community we yearn to create requires us to move past logic and rational thought and into contemplative awareness. We know that our faith is shown by our works. When we have the courage to abide in discord, we can break open our hearts, hear each other's anger, and feel each other's pain.

What is ours to do is grounded in our relationship with each other. Our work is not just making decisions, but the act of "being" a yearly meeting. Being in conflict in community takes on an aspect of holiness because we labor together, as if "together" is the only option. Community builds hope and, like courage, hope is contagious. Our hope that Baltimore Yearly Meeting will in time be a truly just religious community sustains us in this work. Many Friends have voiced a prophetic message that forgiveness and repentance requires us to change course. Our newly-formed Reparations Action Working Group has opened consideration of a Truth and Reconciliation process. We are sitting with the recognition that just as Zacchaeus' first act upon repentance was to pay reparations, we may also be so led. We also aspire to be accessible to a wider community of Friends. As we work together to ensure the future of our yearly meeting, we hope that this year's experiments with pay-as-led and with gathering online will prove viable so that we can welcome Friends from all income levels, locations, and digital access.

We closed our week together with the Carey lecture where Bridget Moix asked us, "What is Ending? What is Essential? What is Eternal?" As the old order ends, we stand in the Refiner's Fire, experiencing the searing, searching Light as we seek Way forward.

Our history as a loving community is long and deep. We enter our 349th year together enriched and emboldened to love each other and all people across our differences. Our work is grounded in courage and sustained by faith. Our time together nurtures the hope that this love will yet lead us to the beloved community.

In the Light,
Friends of Baltimore Yearly Meeting

EPISTLE OF YOUNG ADULT FRIENDS
ACCEPTED 9TH MONTH 26TH DAY, 2020

Theme: Self and Community Care

Please note: This year, Baltimore Yearly Meeting Young Adult Friends (BYM YAF) would like to recognize that there are Young Adult Friends (YAF) groups at a number of BYM meetings that organize activities and conduct business independent from BYM YAF; much as the individual meetings of BYM operate independent of the Yearly Meeting. Just as the Yearly Meeting accepts epistles from each of its Monthly Meetings, BYM YAF would like to recognize the work and worship of these vibrant young

adult communities. This year, Friends Meeting of Washington YAFs (FMW YAF) are the only contributing group, but we know of (and hope to include) other YAF groups within the BYM area.

This year, the BYM YAFs started talking with BYM about becoming a more stable and sustainable worshipping community, introduced a wildly-successful platform for communicating with each other in between our in-person conferences (and seven months of pandemic-enforced Zoom calls), conducted more business and watched each other eat more dinners than we have in the last several years combined, and continued in our labor towards becoming an intersectional and anti-racist faith community.

Winter Conference

BYM YAFs only managed to hold one conference over 2019-2020, instead of our normal two. It took place the weekend of January 3rd-5th, 2020 in College Park, MD. Over the weekend, YAFs took a break from three years of anti-racism centered workshops and discussions by spending some time discerning where we, as a worshipping community of BYM, are heading; and attempted to play a rather tongue-in-cheek tabletop role-playing game (which quickly devolved into a humorous dramatic reading of the game manual). Several YAFs from Friends Meeting of Washington joined us for the weekend, and their contributions to our meetings for business and our workshops re-kindled our desire to work more closely with each other.

The main workshop for the conference was a discussion with Rep Pickard and Melanie Gifford from BYM's Ministry and Pastoral Care Committee about our desire for BYM YAF to function more like a monthly meeting. For many of the YAFs in attendance, BYM YAF is their primary spiritual home within the Yearly Meeting; and we want to be sure that those Friends are not deprived of (or unfamiliar with) the sustainable structure of a regular meeting. Rep and Melanie helped us begin to feel out which parts of the monthly meeting recipe are things we want to adopt, and which parts won't work for us or aren't relevant. Spirited conversation sprung up around topics such as marriage, writing a spiritual state of the meeting, and drafting a handbook or faith and practice document for the use of future YAFs. Those present were keenly aware that unlike most meetings, BYM YAF is intrinsically a transient community, and that we will need to tailor any monthly meeting practices we adopt to reflect that.

Discussions throughout the weekend helped Friends from FMW become acquainted with YAFs connected to BYM from other programs, and share their feelings of the need to "bridge the gap" between Monthly Meeting YAFs and the Yearly Meeting program for YAFs. Over the years Baltimore Yearly Meeting Young Adult Friends has drifted to become separate from the Young Adult Friends group of Friends Meeting of Washington. This drifting is the result of geographic and cultural differences between Friends. Efforts are being made to bridge this gap. Though time has widened the gap, we remain committed to the process of reintegration. We hope to strengthen the Friendship that exists between the Friends of FMW YAFs and BYM YAFs and we will continue our work to unite the young adults throughout the Yearly Meeting. This also involved the idea of aging out of YAF, as FMW YAF and BYM YAF have different customs in place. BYM YAFs have

a strict cutoff at 35, matching the common definition of a Young Adult Friend, while the FMW Handbook describes Young Adult Friends as old as “approximately 40”. This will be a discussion that we will continue to have.

More effective social media and e-mail connection was successfully established between BYM's 2019 Annual Session and the Winter Conference, through some trial and error and a lot of input and cooperative planning. This caused connection to be easier to maintain throughout 2019 and 2020, even as our Summer 2020 conference was not able to proceed as planned.

Pandemic Pandemonium

Many Young Adult Friends are comfortable online. Our reality is often a stew of in-person and virtual interactions, with smiles and love sent over the internet just as much as face to face, if not more, even before the pandemic. One would think that a transition to an entirely virtual life would be easy, or at least easier. COVID-19 made us very aware how important every ingredient was to our specific recipe.

BYM YAFs were fortunate to already have existing communications platforms set up that worked well for the new form our community needed to take. We have long relied on social media to remain connected with each other due to our geographic diversity, which made the transition to online Meetings for Worship and Business much smoother. Our Discord (a community focused communications platform) group grew from a few channels of communication to now nearly 20. We grew from a single person managing our server to having several moderators and a committee to support them. We learned in real time how to transition a platform from a secondary resource to a primary one.

We also started meeting frequently over Zoom to conduct business, provide company and support, and share the creative ways we endured the quarantine life. Our YAF ‘n Craft sessions (held every Friday or Saturday evening) turned into a place to let out frustration and turn it into something positive. We learned a lot from each other during these sessions; things ranging from crochet stitches to giant-weaving-machine programming.

We also tackled difficult community issues, such as the age at which YAFs age-out, how to balance our desire to effectively advertise our online spaces to other (as yet unconnected) YAFs with the need to maintain the safety of those spaces, and whether or not YAF should be able to declare participating Friends to be members of our community. Although we were not able to reach unity on all of these, the conversations themselves were focused. Our more frequent meetings helped keep our collective attention from wandering which allowed for substantial progress on difficult topics. We also discovered that assigning committees and working groups to season issues worked far better using our Discord server, which lets committee members share thoughts and ideas as they arise.

Journey Towards Being an Anti-Racist Community

This year YAF continued to struggle with increasing awareness of white privilege, harm, and the suffocating atmosphere that minorities continue to live with. Current events have made the need for this work all the more obvious. BYM YAF sees the declaration of

BYM's intent to become an anti-racist community as a promise made to Friends of Color, one that it has become clear we have not been pursuing with the dedication and seriousness these Friends deserve. Instead, we have come to feel that Friends within BYM are more concerned about preserving the positive self-images of our white Friends than they are about confronting behaviors and practices that harm and exclude Friends of Color. While we have seen a great expansion of important dialogue on anti-racism within BYM, we have also sat in committee meetings where not making someone feel bad was of equal concern with re-shaping our community into a place where people of color actually have a seat at the table. We grow tired of having to explain that the floor being scratched or paint chipped doesn't matter if we truly make more spots. And if the table no longer serves the community, how do we make one anew, stronger and larger than ever before, where no one will find spaces lacking?

All the while we must continually remind each other that our own work is not done. Declaring that we wish to become anti-racist is only the first step. Our experiences with the wider BYM community in the past year have made it clear to BYM YAF that not all Friends are willing to see that we all have more to do. Friends of Color still have to contend with a legacy of subtle and overt racism. The forums for sharing their pain are full of unspoken rules, where messages only matter if they are shared in the 'right' way. At the same time, decades of clear lessons white Friends have been given about how to pursue anti-racism are ignored. All too often, the recitation of a white Friend's anti-racist resume is used to excuse and deny behavior that victimizes our Friends of Color, twisting opportunities for Spirit-led self-improvement into wasted hours of self-serving autobiographies that deny us any true progress towards our goal of anti-racism.

While there have been the timid forward steps of an organization unwilling to be bathed in the white-centered Light of our guilt, BYM YAF is concerned that if white Friends continue to resist having their past and present failings laid bare, we will forever be stuck taking baby-steps toward anti-racism. The Spirit has driven us to re-examine our actions today and, in doing so, provide a safe seat at our table for Friends of Color to join us.

In the Light,
Baltimore Yearly Meeting
Young Adult Friends

Addendum to the Epistle
Friends Meeting of Washington Young Adult Friends

The COVID-19 Pandemic and ensuing lockdown deeply affected the FMW YAF community as well. Though we are not unique in having our lives disrupted by COVID-19, the disruptions have affected our lives in unique ways. Though many FMW YAFs live with roommates or in group homes, there are some who live alone and are experiencing greater isolation than other members of the community who live with their families. Many FMW YAFs are also in the group that splits time between the Washington, DC area and a family home somewhere else. The inability to travel easily to see parents and siblings has been a unique challenge for FMW YAFs. The economic uncertainty that has resulted from CO-

VID-19 has also hit FMW YAFs differently than other members of the community. The economic hardship has hit our Meeting particularly hard. FMW YAF has done its best to be good stewards of our community and has donated as a group and individually to help support our Meeting community. The many disruptions that COVID-19 has brought to our lives has led to a deeper commitment to our Meeting life and a greater reliance on the spiritual and social activities provided by our FMW YAF community.

Before the COVID-19 lockdown, FMW YAF had weekly bible studies, monthly potlucks, game nights, and this year had a very successful Friendsgiving and Quakemas Murder Mystery Party and gift exchange. Since the COVID-19 lockdown, FMW YAF has transitioned many of our normal activities to Zoom. We have transitioned from doing monthly potlucks to weekly Zinners (Zoom dinners). Many FMW YAFs have found these Zinners to be a valuable part of coping with the social isolation that comes from the lockdown. We have also transitioned the FMW YAF sponsored bible study to Zoom. Attendance at the bible study has increased since the beginning of the lockdown as many are seeking increased spiritual guidance during this time. We have also been able to easily accommodate FMW YAFs who have moved out of the area to come to these events due to their virtual nature. It has been great to see the old F/friends can still lean on the FMW YAF community for support. These weekly events have helped to break up the monotony of the week and keep us grounded during this time.

We are getting through this because we are doing it together. We have been able to support each other through the shared joys and sorrows of this time. Though as individuals this outbreak may have been overwhelming, because we have been there for each other we have been able to withstand it.

In the Light,
Young Adult Friends
Friends Meeting of Washington

EPISTLE OF YOUNG FRIENDS

ACCEPTED 8TH MONTH 1ST DAY, 2020

The Young Friends held our first conference of the year at Stony Run Friends Meeting. September Con is always a wonderful combination of reuniting with old friends and making new ones. To introduce the incoming class of Freshman into our community, we held Con 101, a place to learn our guidelines and expectations, as well as how our self-governing community functions. Friends attended a lovely workshop, where we learned to find and better express our voices. Our Business Meetings at this con were productive and further served to teach our self-governing process to new members of our community. Saturday night we played a game of sardines in the dark before heading inside for a dance party. Sunday morning, we woke up early to clean before joining Stony Run Friends in worship. We thank the Stony Run community for granting us the use of their Meeting.

In November we met for our next conference at Friends Meeting of Washington. Our workshop at this conference was an insightful look on the history and current societies of Native Americans. Our community also enjoyed a field trip to a local playground where we

played community bonding games. To celebrate the winter season, we made gingerbread houses in our Color Groups before gathering for business. After our Business Meeting we had another dance party till the early morning, before waking to clean the meeting house and gather in worship with Friends Meeting of Washington. We thank Friends for allowing us to gather in your space.

For our third conference of the year we gathered at Adelphi, for our February conference. We enjoyed several Valentine's Day games. Young Friends then attended a workshop on sexual health and education, an important topic for our age group. After our Business Meeting, we held our annual prom and once again danced into the early morning. Sunday morning it was time to clean up and say goodbye, but not before joining Adelphi Friends for worship. We are deeply grateful to Adelphi Friends for opening their doors to our community.

Our ServiceCon was sadly canceled due to COVID-19, and our GradCon was moved to an online format to maintain the safety of our community and the wider Friends community. We were still able to organize a community online bonding session, before holding our Senior Circles for the graduating class. We hold them in the Light for the disruption to their senior years but hope that our online substitutes for Senior Circles and books helped to bring some semblance of normalcy to these trying times. The Class of 2020 will be missed in our community, but we look forward to seeing them all prosper as the Light leads the way forward in their lives.

We would also like to take the time to thank Gunpowder Friends Meeting and Sandy Spring Friends Meeting for planning to allow us into their Meetings for our Service and Grad Cons respectively. While we were not able to hold in-person conferences and connect with these communities this year, we hope to carry over our plans and hold conferences with these Friends in the 2020-21 year. That being said, our community is placing the safety of all Friends at the forefront of our considerations this year and will evaluate the risk level before each con. We plan to make all arrangements for cons in the hope that the Light will shine on positive circumstances, but we will pay close attention to the situations and cancel conferences if it keeps Friends safe.

Lastly, our community is saying goodbye to another loved member this year. Jocelyn Dowling has served as the Youth Programs Manager for six years now, and she has changed the lives of many Young Friends. Our community is self-governed, but it is Jossie's presence that helps maintain and advance that state. She worked tirelessly to assist Young Friends in our work, while also being an incredibly fun and welcoming presence that brought love and light to every con. We cannot say thank you enough for all of the work she put in to help us, for how many of us she helped, and for all the fond memories we will hold onto. While it is sad to see her leave, we know that the Light will lead her way forward to bigger and better things, and we will be cheering her on the whole way.

This has been a difficult year for all Friends, but those of us in high school have gone through an incredibly difficult level of change. We had to cancel two conferences this year, and for Young Friends our conferences are an important place to be ourselves and feel ac-

cepted. It has always been the support of the Meetings that open their doors to us and the wider BYM community that allows the Young Friends community to grow and prosper. We thank you all for this support and hope that we are able to work together to maintain the Young Friends community in these times. We hope you all stay safe and healthy.

Love and Light,
Young Friends

EPISTLE OF 2020 WOMEN'S RETREAT

February 8, 2020

Greetings to Friends Everywhere,

More than 170 women from as far away as Australia gathered at Pearlstone Retreat Center in Reisterstown, Maryland from February 7-9 for the annual Baltimore Yearly Meeting Women's Retreat to explore the theme of "Diligence in love, Overcoming isolation."

Old and young came ready to learn from each other, and hold each other up during different seasons of their lives. Women shared their gifts in varying ministries, facilitating workshops, participating in the planning, in ways that enriches ours and the larger community. Our time together refreshed our souls: combining listening, speaking, reflecting, crying and laughing.

With exuberance, we sang rounds and chants, traditional and playful tunes, knowing that no one judged our voices—that God heard us and that every voice contributed to the harmonies that will see us through the remaining winter and nourish us throughout the year. Where God is, is Holy ground, and as Quakers we know that this can be anywhere we gather together, or anyplace that we can live deeply attuned to that of the divine in others.

We were nurtured in so many ways. Women shared their wisdom and talents in workshops and the coffee house. In order to deeply explore our theme, we focused on queries during various forms of worship sharing groups: traditional, walking, yoga, and singing, Experiment with the Light. We were renewed by health practitioners at the Healing Center. We enjoyed delicious kosher meals that included vegetables grown on this sustainable working farm/retreat center. We visited baby goats born on the grounds of the Center, a harbinger of spring and symbol of renewal.

In her multi-sensory keynote address, Dr. Tonya Thames Taylor of Fallowfield Friends Meeting, from Philadelphia Yearly Meeting, shared her experience of growing up in Mississippi and rich stories of ancestors who struggled to survive. She discussed iconography and language, and how constructs differ from person to person and culture to culture. She connected the ancient scriptural words stenciled around the border of the room in this Jewish Retreat Center with a gospel song using those same words: "we are blessed in the city, we are blessed in the field, we're blessed when we come and when we go..." The ancestral paths of African-Americans, of the Jewish people, and of Quakers seemed to converge in this holy space as we sang the verse of this song.

Tonya's joy and Light shone through her, as she reminded us to bring our own unique Light into the world around us. There is a strength in loving with diligence, of showing up, and loving ourselves, our God, and our world.

In a world that is quick to judge, which is overrun with fear mongers, with those who would squash the simple beauty of loving kindness to our neighbors, we were reminded that sharing joy and sadness with strangers and fellow travellers alike is perhaps the most powerful and important thing we can do in these times.

If we let the Spirit work through us in our daily lives and refuse the mantle of negativity that others would ask us to wear, then our collective Light can energize movements that will "try to see what Love can do." We know in our hearts that if we follow that path, amazing things will transpire.

As the Women of BYM, we hope that you find those who empower you to let your Light shine in this world, on this earth that needs the deep love that Quakers have to give.

In the Light,
The Baltimore Yearly Meeting Women's Retreat



Fall 2019 Family Camp Weekend at Catoctin Quaker Camp

INTERIM MEETING

ELEVENTH MONTH 2, 2019

BALTIMORE MONTHLY MEETING, STONY RUN

12019-40 *Opening.* Baltimore Yearly Meeting's Interim Meeting gathered on 11/2/2019 at the Baltimore Monthly Meeting, Stony Run Meeting House in Baltimore, Maryland. Kallan Benson (Annapolis) reported on work on climate action, in particular work of the youth climate movement; Kallan's contact information is attached. Kallan mentioned the recent visit of Greta Thunberg (Sweden) to speak at the United Nations headquarters. Kallan noted that the Fridays for Future movement received this year's Amnesty International Ambassador of Conscience Award. The Week for The Future two months ago included international strikes. A Champions of The Earth award was declined based on the need for government leaders to be those champions. Climate action, of necessity, requires both hope and urgency. Kallan noted that Quakers with school associations can connect youth to the youth climate action movement. Parachutes for The Planet is a continuing, art-centered project to foster conversation. Kallan noted that adults can get involved in Friday for Future strikes, including one on 11/29/2019; a three-day action is set around Earth Day, 2020. Kallan urged folks to vote and to lobby for climate legislation.

Kallan mentioned that activity connected with the Maryland legislature's upcoming session is being considered; Kallan's personal action is likely to be different than Kallan's discipline of silence during this year's session. "When you're silent, you get to listen to people a lot better." We heard of a shift of focus from individual action in past decades to governmental action now; the shift is at least in part due to the climate emergency being more visible now. We heard a suggestion for a Quaker presence at the start of the upcoming Maryland legislative session; we heard interest in the idea, with the possibility of different timing.

We thanked folks from Baltimore Monthly Meeting, Stony Run, for their hospitality. Blaine Keener (Baltimore, Stony Run) Clerk, welcomed and oriented us. Blaine mentioned that today's lunch was prepared by a member of a family being supported by the Meeting's Immigration Working Group. Blaine mentioned the Cease Fire 365 group seeking to address gun violence in the city; their Peace Fire exhibit is on the Meeting's porch. Blaine noted a group using the meeting house for monthly Kenyan-style worship; some participants have become members of the Meeting. Blaine noted the Meeting's recent adoption of a vision statement after two years of work by an Ad Hoc Vision, Functions, and Structure Committee; discernment on structure continues.

Abbey Compton (Herndon), on behalf of Indian Affairs Committee, noted that today's Meeting site is Piscataway land; descendants are still our neighbors, and the state of Maryland recognizes three Piscataway groups. The Monacan Chief is to visit Richmond Friends Meeting on 11/22/2019 to address plans to disturb ancestral remains.

We heard the queries from our declaration as an anti-racist faith community. We were invited to keep these queries in mind as we go forward with our business.

David Etheridge (Washington) reported on the upcoming 6/28-7/4/2020 Friends General Conference Annual Gathering at Radford University in Radford, Virginia with the theme *Way Will Open*. David described work on and support for the event. The written version of the report is attached.

12019-41 *Camping Program Manager's annual report*. Jane Megginson (Frederick), Camping Program Manager, presented an annual report; the written version of the report is attached. Jane invited calls and electronic mail from folks desiring further information. Jane noted that camp enrollment was down this year; despite this, the camps did not lose money (as a result of adjustments made by staff). Efforts are planned to increase enrollment next year; Jane encouraged us to help spread the word about the program, and a structured referral program including \$100 payments and discounts is in place.

Jane noted that the increase of racism and its acceptability in general has affected our campers and staffers; specific training and preparation is required to address racism and eliminate blind spots; the art and music used at camp can use review for its content and presentation. Jane mentioned the goal of pushing people out of their comfort zones without pushing them in to their fear zones. Jane looks forward to working with Khalila Lomax, our new Strengthening Transformative Relationships in Diverse Environments (STRIDE) Coordinator.

We heard of the need for folks who created the problem of racism to do the work to overcome it; sitting in silence may not be adequate, but it is not yet clear what will be. We heard a suggestion to use electronic tools to record and report incidents.

12019-42 *Camp Property Manager's annual report*. David Hunter (Frederick), Camp Property Manager, presented an annual report; the written version of the report is attached. David mentioned the purposes served by our camp properties, including serving our youth, preserving the environment, and providing space for reflection. David noted that this year's property fund-raising efforts are falling short, though there is time to fix this. David noted upcoming cabin, well, and art structure projects at the camps. David mentioned a need for pickup trucks; sales or donations are welcome.

We heard of the life-saving, spiritual-healing value of our camps when facing personal difficulties; we heard a sense that the value of the camps is underappreciated and that the work required to maintain them is underestimated. We were encouraged to take advantage of family camp weekends; David can help with preparation for projects.

12019-43 *Faith and Practice Committee report*. Davis Balderston (Alexandria) and Helen Tasker (Frederick), Faith and Practice Committee Co-clerks, reported; the written version of the report is attached. We **APPROVED** this: we forwarded to our upcoming annual session Faith and Practice Committee's recommendation to add our vision statement to *Faith and Practice*, replacing the current preface.

12019-44 *Program Committee report*. Barb Platt (Sandy Spring), Program Committee Clerk, reported on consideration of "pay as led" financing for Annual Sessions; the written version of the report is attached. A subcommittee focused on "pay as led" met for the first

time today. The subcommittee plans to be in touch with committees and groups within the Yearly Meeting. The “pay as led” plan may lead to increased attendance and a strengthened Yearly Meeting community.

12019-45 *Friends United Meeting report.* Georgia Fuller (Langley Hill), Friends United Meeting (FUM) General Board member, reported; the written version of the report is attached. Georgia noted the desire of the FUM Executive Committee to have the FUM Triennial Nominating Committee in place early in 3/2020.

12019-46 *Return of travel minute.* Arthur Meyer Boyd (Baltimore, Stony Run) and Meg Boyd Meyer (Baltimore, Stony Run) returned a travel minute; a copy of the travel minute is attached. They reported that 97% of the graduates of Ramallah Friends School go on to college; the school is owned by Friends United Meeting (FUM); the school’s endowment is inadequate to cover costs; the school is a safe place in an occupied area. Arthur and Meg welcome invitations to share their experiences; the school is glad to have American visitors.

12019-47 *Peace and Social Concerns Committee report.* Bob Rhudy (Patapsco), Peace and Social Concerns Committee Clerk, reported. The Immigration, Refugee, and Sanctuary Working Group has changed its name to Refugee, Immigration, and Sanctuary Working Group. The Committee has been focused on state and local matters; it may consider working on national issues; it may also consider changes to its eight associated groups. A networking day is tentatively set for 5/9/2020 at the Langley Hill Friends Meeting Meeting House. Quaker Voice for Maryland has adopted priorities for 2020.

12019-48 *Growing Diverse Leadership Committee report.* Ned Stowe (Sandy Spring), General Secretary, introduced Khalila Lomax, the Yearly Meeting’s new Strengthening Transformative Relationships In Diverse Environments (STRIDE) Coordinator. Khalila thanked folks for their welcome and appreciates the Yearly Meeting opening up the space for Khalila.

Peirce Hammond (Bethesda), Growing Diverse Leadership Clerk, introduced Nikki Richards (Teen Adventure) who presented a Baltimore STRIDE Working Group report. Nikki summarized the group’s fund-raising efforts, work to help campers register for camp, and review of the year; we heard that STRIDE groups in Philadelphia and Washington operate similarly.

Jolee Robinson (Adelphi) reported on change groups; a written supplement is attached. Jolee focused on work at Adelphi Friends Meeting; a two-hour implicit-bias workshop was well attended; an event was held to mark the 400th anniversary of the first of arrival of enslaved people in Virginia; cooperative efforts with Adelphi’s Peace and Social Concerns Committee have begun; movie nights are planned.

David Etheridge (Washington) reported the availability on the Yearly Meeting’s web site of information on change groups at about a dozen local Meetings. “It’s not enough to walk the walk; you also have to talk the talk.”

Peirce reported that letters have gone to local Meeting clerks on the Yearly Meeting's declaration as an anti-racist faith community; Growing Diverse Leadership is also in touch with Yearly Meeting committee clerks and presiding clerks.

12019-49 *Reparations Action Group report.* Nikki Richards (Teen Adventure) reported on behalf of the Reparations Action Group. The group has begun working on structure; a retreat was held last weekend; the group is considering a minute on changing to a working group or ad hoc committee; the group sees repair as an important part of anti-racism. A fund-raiser today raised \$380.

We heard appreciation for the leadership of young adults in the reparations discussion.

12019-50 *Presiding Clerk's report.* Ken Stockbridge, Yearly Meeting Presiding Clerk, reported. Ken mentioned six committees and working groups on which Ken serves; the reports of those groups may speak to what Ken has been doing. Ken mentioned an upcoming retreat for Meeting clerks past, present, and future. Ken mentioned the practice of "spiritual accompaniment," unexpectedly brought up by the Development Committee at a Friends General Conference (FGC) event; Ken senses that spiritual accompaniment can be used by and extended to other committees, groups, and individuals as well. Spiritual accompaniment and retreats are ways for us to know each other better in that which is eternal. "Well, duh."

12019-51 *Treasurer's report.* Tom Hill (Charlottesville), Treasurer, reported; the written version of the report is attached. Tom noted an unaudited deficit of about \$66,000 through nine months of 2019; there was a roughly \$59,000 surplus through nine months of 2018. Restricted contributions through nine months are down from last year. Net assets are up from year to year except for temporarily restricted assets; restricted donations have not kept up with spending from restricted funds. Tom characterized the Yearly Meeting's financial situation as stable, with the need for a strong finish to the year to have a good start for 2020.

After Tom's last report to Interim Meeting, we minuted our appreciation for Tom's years of service as Yearly Meeting Treasurer and Tom's committee service in ex officio roles. Tom's work has included detailed work documenting Baltimore Yearly Meeting (and constituent Meeting) property.

12019-52 *Development report.* Mary Braun (Patuxent), Development Director, reported; the written version of the report is attached. Mary indicated that through three-quarters (nine months) of 2019, we've raised one-quarter of budgeted donations for the year; camp property capital gifts are 11% of those budgeted. Mary previewed forthcoming fund-raising efforts, both for current gifts and planned giving. Mary handed out material on "sustaining Quakers" (folks who make monthly gifts). Mary has faith in our ability to fund the work of the Yearly Meeting; "don't destroy my faith."

Mary noted several matching-gift efforts now in place. Mary mentioned the importance of both donations and apportionment in funding the work of the Yearly Meeting. Mary high-

lighted the upcoming 350th anniversary of the Yearly Meeting in 2022 and the hundredth anniversary of its camps.

I2019-53 *Ad Hoc 350th Anniversary Committee.* We heard of a request for an Ad Hoc 350th Anniversary Committee; two Development Committee members are willing to serve on it; the desire is to have anniversary events that are not exclusively focused on development. We **APPROVED** this: we created an Ad Hoc 350th Anniversary Committee, to be laid down at the end of 2022 unless otherwise led. The written version of the proposal is attached.

Liz Hofmeister (Bethesda), Development Committee Clerk, passed around a sheet for ad hoc committee sign-ups, suggestions for Yearly Meeting speakers, and suggestions for local Meeting events.

I2019-54 *General Secretary's report.* Ned Stowe (Sandy Spring), General Secretary, reported; the written version of the report is attached. Ned encouraged us to carry the story of the Yearly Meeting to our local Meetings, nurturing the relationships. Ned echoed earlier calls to recruit campers and encourage contributions. Ned mentioned that the Yearly Meeting is seeking a director for Opequon Quaker Camp. Ned and other Yearly Meeting staff are open to invitations to visit local Meetings.

I2019-55 *Closing.* We heard, improved, and **APPROVED** these minutes. We adjourned, to gather next on 3/21/2020 hosted by folks from Hopewell Centre Monthly Meeting in Virginia, or at the call of the Clerk of Interim Meeting.

Marcy Baker Seitel, presiding

Arthur David Olson, recording

ATTACHMENT I2019-40A

CONTACT INFORMATION FOR KALLEN BENSON

Kallan Benson can be contacted through the Baltimore Yearly Meeting office, 17100 Quaker Lane, Sandy Spring, Maryland, 20860, 301-774-7663.

ATTACHMENT I2019-40B

FRIENDS GENERAL CONFERENCE REPORT ON 2020 GATHERING

2020 Gathering Report to BYM Interim Meeting

Saturday, November 2, 2019

The 2020 FGC Gathering, hosted by BYM, will be held at Radford University, in Radford, Virginia, June 28-July 4, 2020. Our theme is "Way Will Open."

A Gathering Committee of 53 members has been planning this event since spring. Their work will continue until the event happens next summer. Many of these committee members are from Baltimore Yearly Meeting. 34 committee members attended a Radford University Campus tour and Fall Committee Meeting October 11-12, 2019. At that meeting, the entire committee experienced gathered worship which has fostered a sense of deep connection with one another and with our mission. Prior to that meeting we met in-person two other times, once in the spring in Maryland and once at the 2019 FGC Gathering in Iowa. Our next in-person meeting will be at the 2020 Gathering at Radford in June. In between these meetings, Zoom teleconferences enable subcommittees to continue working even when far apart.

In addition to support from BYM Friends on the Gathering Committee, we have received great support from individual Meetings in BYM - Gunpowder and Blacksburg hosted meetings of the entire committee in May and October, respectively. This current weekend, Adelphi is hosting a subcommittee meeting to discern which of the 70 workshop proposals will be offered next summer. A Richmond, Virginia area meeting will host a December meeting of subcommittee clerks.

A few highlights from the subcommittees:

- o A great line-up of plenary speakers will soon be announced.
- o A dynamic Bible-Half Hour presenter has been chosen.
- o Adult Young Friends are preparing their own concurrent programming.
- o A vibrant youth program for children and high Schoolers is taking shape.
- o Ambassadors from the Communications committee may visit your Meeting soon.
- o A variety of local field trips are being planned.

Anti-Racism Work

FGC has a query similar to the one approved at Annual Sessions: "How does this decision support FGC in its goal of transforming into an actively anti-racist faith community?" All of our subcommittees have been using and responding to this query in their work. We have also had experiential activities at both the Spring and Fall Meetings to raise awareness about institutional racism.

We are excited about the Gathering that is beginning to take shape and inspired by the time, talent, and energy that so many Friends have committed to this effort. You can learn more about 2020 Gathering details as they are announced by checking the FGC website at www.fgcquaker.org/gathering where you can also sign up for e-mail updates. We hope "Way Will Open" for many Friends in Baltimore Yearly Meeting to attend.

Submitted by Tony and Patsy Arnold Martin, FGC 2020 Gathering Co-clerks

ATTACHMENT I2019-41

CAMP PROGRAM MANAGER'S ANNUAL REPORT

Camp Program Manager Report to BYM
Interim Meeting, November 2, 2019

We had an eventful summer at BYM Camps. We served 557 campers, had 121 work grant volunteers, and employed 121 seasonal staff. Our programs are going strong AND we are working on increasing camper enrollment at our camps. This coming year, we will be using new referral software that will make it easier for folks to refer our camps, and get fun gifts and camper fee reductions for participating. Everyone in the Yearly Meeting can help us spread the word about our camps. Ask people you know with camper-aged children, aged 9-14 years old, if they send their kids to camp and if they have thought about sending their kids to a BYM Camp: Catoctin, Shiloh, or Opequon Quaker Camps. Encouraging people you know to send their kids to camp is good for the Yearly Meeting. It helps us keep our budget balanced, but more importantly, camp is our Yearly Meeting's biggest outreach tool. Our camps help Quaker kids connect with other Quakers, and to experience more deeply on a day to day basis what it is to be a Quaker. For families that are not Quaker, it helps them learn more about our values, and gives them an opportunity to connect more deeply with us. Sometimes, it creates Quakers!

Since 2010, when the Working Group on Diversity at Catoctin (the pre-cursor to STRIDE) began sending campers from Philadelphia to camp, BYM Camps has embraced the mission to increase diversity and inclusion at all of our camps by trying to create a safe, inclusive, welcoming place for all campers and staff to grow in the experience of being at camp together. In the current political climate in our country, this mission is especially important. We may be patting ourselves on the back and thinking, yup, we are so great; we are really diversifying our camps and providing this great place for everyone to be happy together and grow together. However, increasing the representation of campers and staff of color is only the beginning of doing the important work of making our camps a truly inclusive, welcoming, growthful, safe space.

This summer, we had some tough challenges and racial tensions at our camps. Our country is more divided than I have ever experienced in my lifetime. We have a president who has led a vocal minority to be as blatantly racist as they want to be. Perhaps because of this, one camp in particular struggled with episodes of aggressive racism. A man in a car on the road stopped a group of campers of color who were hiking back to camp, blocked their way, and aggressively questioned their right to be on the road. This, among other racist comments that were made to our campers and actions of white people toward our staff of color in public places, made it quite apparent that we need to continue to work on our own efforts at understanding what it is like to be under constant scrutiny and attack. How should staff respond to acts of racism, and how can we better support and care for our beloved community members when they are attacked for simply existing? The heightened tensions among our staff and campers did not just arise from verbal attacks by people outside of our community. There were also tensions within our community around issues of cultural appropriation by our camp community in songs that we sing, murals that do not reflect and

honor all of our community members, and insensitive comments and microaggressions.

The Camping Program Committee and I discussed these issues at length and we are disheartened by the state of our Union. But we are meeting the challenges of more emboldened racists and acknowledgement of tensions in our camp community, with a commitment to moving ahead in train and educate our staff to meet with acts of racism with skill and an eye toward de-escalation. We will continue to do Equity, Diversity and Inclusion trainings with our staff during skills week and pre-camp, with check-ins throughout the summer. We welcome the new STRIDE Coordinator, Khalila Lomax, and look forward to her visits to our camp to help us train our staff, and review our practices with an eye toward improvement. We want to make sure that when racist acts do occur, our community has an opportunity to meet in affinity groups and support each other. We would like our white community members to become better allies to people of color. **And we know that racism is deeply embedded in our culture and in ourselves.** It takes a lot of effort to combat racism. White people have the luxury to do nothing, but we white people know that we are the ones who need to recognize our privilege and make necessary changes so that we can be truly welcoming, safe, and radically inclusive in our Camp Community, in our greater Quaker Community, and in our greater community with our neighbors out in the wider world.

We will make mistakes. We have made mistakes. We need to recognize that we are imperfect, living in an imperfect world, and be willing to review our actions, listen when being given difficult feedback, learn from the feedback, and resolve to do better. This is hard work. It is necessary work for us to be true to our mission of creating a radically inclusive community informed by our Quaker values.

My hope is that over time, we will get better, and our community will heal from the hurt, anger, and tensions that have arisen based on our racist culture and privilege. I hope that we will grow to trust each other, give each other the benefit of the doubt, and listen deeply to each other, seeking the Light in every one.

ATTACHMENT I2019-42

CAMP PROPERTY MANAGER'S ANNUAL REPORT

Staff Report of the Camp Property Manager
to Baltimore Yearly Meeting
David Hunter
October 2019

I have the honor of working with the Baltimore Yearly Meeting Camp Property Management Committee, a host of volunteers, trades people and local resource people to provide homes for our BYM camping programs and yearly meeting. For about 9 ½ months of each year the camps are pretty quiet places. When I visit in the off-season the loudest thing is often the wind in the trees. In the fall we see turkey and deer. In the winter we see tracks of all kinds and the trees pop in the cold. When spring arrives song birds are everywhere, wild flowers appear and tender leaves begin to show. But during the month of June the properties undergo some amazing changes.



During the first weeks of June one can enjoy quiet misty mornings, woodland wildflowers, spring peepers and those vivid greens that are only found in spring. By the middle of the month directors and skills week trainers have begun to arrive and prepare for younger counselors to come to camp. Then skills week begins when 50 or 60 of the counselors arrive at one of the camps to learn some of the skills they will need to make camp happen. The following week the rest of the staff arrives and begin unpacking equipment and preparing the site for the arrival of the campers. By the last Saturday of the month the roads are clogged with cars, returning campers greet each other with squeals and broad smiles and new campers begin to nervously build relationships with their new best friends ever. There is lots of happy noise, young people in constant motion and magic is in the air.

Camp is community, caring people and experiencing life in a way that is simply not available anywhere else. People at camp often seem oblivious to their surroundings, sitting on the ground or hard benches, sleeping on hard beds in musty sleeping bags and eating off chipped plates with bent utensils. Oh yes, and happier than they have been all year. It is easy to begin to imagine that the facility and fixtures – the temporal surroundings - don't matter. However, without a safe and beautiful place these caring and talented young counselors, staff, directors and volunteers would have no place to make this miracle happen. I know the facility is only a space, but it is the space that makes camp possible. To see these places come alive and be transformed into "camp" is a humbling and amazing experience. In these moments we see the importance of maintaining and preserving these remarkable places.

This has been a great year at the Baltimore Yearly Meeting camp properties! Much has been accomplished and more remains to be done.

Catoctin

In 2018 we found a section of the wall of the kitchen at Catoctin that had begun rotting. After much discussion we decided on a method of repair and began the work. At the same time we were able to replace the corner sink and counter top in the kitchen with a much more functional cabinet and sink. There were a few other minor repairs which



were accomplished in other areas of the building and this summer the outside of the kitchen was stained and sealed. It looks great! This work was accomplished well under the budget amount of \$20,000.

We were also able to replace the 9th of the 12 cabins at Catoctin. We hope to continue replacing one cabin a year until 2022 when we will have replaced all the cabins. This work has been required by the Maryland Department of Health and Mental Hygiene which issues permits to operate youth camps in Maryland. We are extremely fortunate that Peter Bugler continues to help us in replacing these cabins. He builds beautiful timber frame structures that are sure to stand the test of time and are a testament to the beauty and simplicity of his work.



Opequon



At Opequon we were finally able to address long standing concerns about the bathhouses. This was a challenging problem due to the fact that we do not own the property at Opequon and Friends were reticent to undertake large, expensive projects on a property that is not ours. After much deliberation we decided to purchase a trailer with showers built into it and install it on the property. We were also able to remove an interior wall and the showers from the existing bathhouses and renovate them so that there is room for partitions be-

tween the toilets, sinks on the opposite wall and one shower which complies with ADA requirements. The shower trailer was a significant investment, but it will hold a great deal of its value as time passes. We can move it if we ever leave the property and it can be sold if it is no longer needed.

Shiloh

At Shiloh we were able to replace the fifth camper cabin of the 10 cabins there. This involved rehabilitating the road that leads up the hillside to the upper cabin area. We are fortunate to have Mike Reed as caretaker at Shiloh since he is an accomplished equipment operator and was able to do much of the needed work on the road himself. The new cabin was finished in time for camp and was well received by all.



Natural springs have developed along one side of the new pond at Shiloh. This provides clean water for the pond but it has also made the access path to the pond very muddy. This spring and summer we were able to build a “boardwalk” around the edge of the pond. This was accomplished with volunteer labor at the spring Family Camp Weekend and continued over the course the summer. The new boardwalk is providing much easier access to the swimming area, will help keep sediment out of the pond and looks great! It will be completed by next summer. Thank you to all volunteers who helped bring this project.

Still to be accomplished

While fund-raising has gone well for many programs of the Yearly Meeting, including the Camping Program and the STRIDE program, contributions to the camp properties and capital projects has fallen behind. Several projects need to be completed in 2019 but we lack funding to complete them.

Catoctin

The craft shelter roof at Catoctin is in dire need of being replaced. This project will cost \$8,800.

We have been wanting to replace the floor tiles in the lodge and kitchen for several years now. The project cannot be postponed much longer. We estimate that the project will cost \$8,240.

Mowing the rocky and hilly open spaces at Catoctin is challenging. It is made even more challenging with a tractor that is in constant need of repairs and tinkering. A new tractor for Catoctin will cost approximately - \$10,000.



Opequon

We have been mending and patching the roof on the dining hall and kitchen at Opequon for several years now. The time has come for it to be replaced. Reroofing the kitchen and dining hall at Opequon will cost - \$18,000.

Shiloh

Each summer campers and counselors at Shiloh take quick showers, conserve water in the kitchen and work hard to make sure the well doesn't run dry. Nevertheless, there are times when the well at Shiloh cannot keep up with the demand. The time for a second well to supplement Shiloh's water needs has arrived. A new well at Shiloh and the plumbing to attach it to the existing water system will cost - \$15,000.

Vehicles

We got a nice new used pickup truck for Catoctin this summer and it is serving us well. Unfortunately we lost a truck at Shiloh when the transmission went out. They were able to make do with the old truck from Catoctin for this summer but Shiloh is going to need a new truck. In addition one of the other pickup trucks is on its last leg. Two new pickup trucks for the camp properties at - \$30,000.

BYM camps have been fortunate to have some great old buses over the last few years. Unfortunately, some of them are a little bit more “old” than they are “great” at this point. At least one of them needs to be replaced. A new (new to us) bus for the BYM camps - \$12,000



2020

We are also planning several exciting projects at the camp properties for 2020.

Catoctin

We are looking forward to replacing another cabin at Catoctin in 2020. This will be the 10th of 12 camper cabins to be replaced. The end is in sight! New cabin at Catoctin - \$25,000.

The Lodge, kitchen and dining hall roofs will need to be replaced soon. New roof - \$5,800.

At camp there is lots of equipment that gets used in the summertime and there’s a whole another set of equipment that gets used in the off-season. We need a place to store it all. Storage shed for Catoctin - \$4,200.

Opequon

No new major projects in 2020.

Shiloh

We look forward to replacing the 6th of the 10 cabins at Shiloh in 2020. The cost of a new cabin at Shiloh is - \$17,250.

The art pavilion at Shiloh is a strange old building that is nearing the end of its useful life. We would like to build a new one and locate it so that it can have solar panels on its roof to supply all of the facilities electricity needs year round. This would reduce future energy costs and create many teaching opportunities. A new Art Pavilion with solar panels at Shiloh would cost \$41,500.

We are fortunate to have such beautiful homes for our summer camps! We cannot do better than insuring that our young people have a place to gather, learn from one another and grow into the spectacular people they were made to be. Will you consider making a gift to secure the future of these special places?

The Smithsonian Conservation Biology Institute and Opequon Quaker Camp join forces

This summer, Opequon Quaker Camp was visited by naturalists and biologists from the Smithsonian Conservation Biological Institute’s Virginia Working Landscapes Program. They came to work with a workshop group that wanted to learn more about



the environment at Opequon. The group toured the camp and learned about the rich diversity of natural life at the camp. Then the workshop looked at the environment at camp, how the people at camp interact with the environment and how we can be good stewards of the places we live. The workshop resulted in a short film that workshop participants created.



Off-season Rentals

Off season rentals at the camp properties continue to provide much needed revenue and offer Local Meetings, Friends Schools and other groups an opportunity to gather and deepen relationships. This year we worked to increase rental use at Shiloh and Opequon. Significant progress was made and there is still quite a bit of potential for increased use and additional revenue.

Can you imagine a better place for your next family reunion, wedding, retreat for work, or time away with your Meeting than the Baltimore Yearly Meeting camp properties? The camps are beautiful places to visit during any season. They are fully equipped and ready for your visit and the rental rates are very reasonable! You can learn more about renting a BYM camp property at bymcamps.org/camp-rentals/general-information/

Family Camp Weekends



Family Camp Weekends continue to grow and thrive, offering camp experiences to Friends and members of the camp community of all ages a camp experience. This year Family Camp Weekends continued to serve families and Friends seeking fellowship, some extra time at Camp or an introduction to the camping program. Each spring and fall the Camping Program Committee and the Camp Property Management Committee combine forces to offer opportunities at each of

the camps for families and individuals to come and enjoy a weekend together at some of the most beautiful places on earth. Sometimes Family Camps serve as a young person's first introduction to camp and sometimes they offer those who have loved camp for years an opportunity to come back and enjoy time together.

Date for the 2020 Family Camp Weekends are below:

Spring 2020

Shiloh - April 24– 26, 2020

Catoctin - May 15 – 17, 2020

Opequon – May 29 – 31, 2020

Fall 2020

Shiloh – September 18 – 20, 2020

Opequon - October 9 – 11, 2020

Catoctin – October 23 – 25, 2020

More information is available at bymcamps.org/programs/family-camp-weekends/.

Caretakers

Jesse Miller continues to serve as caretaker at Catoctin Quaker Camp in the offseason where he enjoys giving a warm greeting to visitors when they arrive, being a good steward to the land and hunkering down in the cozy caretaker's cabin on cold winter nights. We are profoundly grateful for Harry (Scotty) Scott volunteering as Caretaker, bus driver and head cook and bottle washer each of the last several summers.

Mike Reed continues to spend loving hours caring for Shiloh. He loves being in the place that has become so familiar to him over his lifetime and you will always find the camp in good repair and well cared for when you visit.



Committee work

The committee continues to work hard to care for the camps and look towards the future. Meeting attendance is growing and members are finding more and more ways of getting involved. We are grateful to Nominating Committee for recommending such a great slate of new members in August.

Humbly and gratefully submitted,
David Hunter
Camp Property Manager

ATTACHMENT I2019-43 FAITH AND PRACTICE COMMITTEE REPORT

Faith and Practice Committee recommendation, 11/2/2019

Faith and Practice Committee recommends adding our 2011 vision statement (as revised in 2016, and including its quotation of the Elders at Balby) to Faith and Practice, replacing the current preface.

The introductory statement focuses on where we've been and where we are; the vision statement focuses on where we want to go. We can use both for completeness.

Addition of the vision statement was part of the Faith and Practice revision considered in 2013.

The vision statement mentions racial identities and acknowledges "that some of us have experienced oppression and marginalization in ways that others have not." We believe that

inclusion of the vision statement in Faith and Practice will give more prominence to this acknowledgment, a small positive step in our development as an anti-racist faith community. For ease of reference, the vision statement appears below.

We ask Interim Meeting to forward this recommendation to our next Annual Session.

VISION STATEMENT

Approved at Annual Session, 2011; amended at Annual Session, 2016

Dearly beloved friends, these things we do not lay upon you as a rule or form to walk by, but that all, with the measure of light which is pure and holy may be guided; and so in the Light walking and abiding, these things may be fulfilled in the Spirit, not from the letter, for the letter killeth, but the Spirit giveth life. The [Quaker] Elders at Balby: 1656 (quoting 2 Corinthians 3:6)

Baltimore Yearly Meeting is a worshiping community, gathered in the presence of the Divine, affirming that of God in every person. The Yearly Meeting knits Friends from the Chesapeake to the Appalachians into the larger Religious Society of Friends. As Quakers, we seek to know and follow God's will for us as a gathered people, to speak the truth that is revealed to us, and to listen to the truth that is revealed to others.

We aspire to listen deeply and inclusively to each other, to actively welcome all, and to attend in joy and faith to the Inward Teacher, whom some call Light, some call Spirit, and some call Christ.

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 are all seeking the Spirit's presence in our lives, and in our life together. We recognize that some of us have experienced oppression and marginalization in ways that others have not. We aspire to live as members of the blessed community, which is one of liberation, equity, and great diversity across all differences.

We aspire to teach and nourish Quaker ways of worship and service for this and future generations, to uphold and promote Quaker values and to support Friends Meetings in our region.

We seek to expand opportunities for Friends to meet together and know each other in that which is eternal.

We seek to serve others in love, to share our gifts and resources, to reach out to those in need, both friends and strangers, and to witness in the world to our shared experience of the infinite love of God.

ATTACHMENT I2019-44

PROGRAM COMMITTEE REPORT

Report to BYM Interim Meeting From Program Committee “Pay as Led” financing for Annual Sessions November 2019

Many Friends are aware that the Program Committee has begun research into the experience of other Yearly Meetings who have begun using a “pay as led” (PAL) model for funding fees for Annual Sessions. In other Yearly Meetings, PAL financing has resulted in increased attendance overall, and notably, increased diversity in attendance. A longer report was provided at the June 2019 Interim Meeting (appended below); this brief report is an update.

During Annual Session in August, Program Committee held two interest groups, and had many conversations with Friends about this idea. At our September committee meeting, the committee agreed to establish a sub-committee to formally consider this idea (made up of some members of Program Committee, and several others not on the committee). The sub-committee is meeting for the first time at Interim Meeting. As noted in the June report, we expect the discerning work of the sub-committee to be wide ranging, and we look forward to involving Friends throughout BYM in this exploration.

As of now, Program Committee envisions this as a one year process. By the end of the 2020 Annual Session we hope BYM will be clear to either move forward with PAL for future sessions, or, to lay down the idea. In either event, this sub-committee will likely be laid down at the conclusion of the 2020 Annual Sessions.

Members of the sub-committee are: Arthur Boyd (Stony Run), David Etheridge (FMW), Peg Hansen (State College), Erik Hanson (Sandy Spring), Barbarie Hill (Charlottesville), Liz Hofmeister (Bethesda), Andrei Israel (Adelphi), Susan Kaul (Bethesda), Barb Platt (Sandy Spring), Scotty Scott (York), Betsy Tobin (Frederick), and Harry Tunis (Herndon).

Report from June

These YMs have moved to this system:

New England YM	2014
Inter Mountain YM	2018
North Pacific YM	2018
New York YM	2019

What is Pay as Led: An Experiment with Abundance

Pay as Led (PAL) has both spiritual and practical roots. It starts from a desire to make sessions more financially possible for more people, and thus more inclusive. It springs from a sense that by making sessions accessible financially to more people we can be a more welcoming community. It recognizes that needing to ask for financial assistance is actually a barrier to attending for some people. It acknowledges that while some Friends require assistance to attend, many others could pay more/give more than the rates that are set. It addresses and may simplify the sometimes complicated methods traditionally used for scholarship as-

sistance (monthly meeting assistance, YM assistance, work grants etc.). There is a hope that PAL will lead to increased attendance, thus strengthening the YM.

Abundance is defined as “an amount or supply more than sufficient to meet one's needs.” (Merriam-Webster) Spiritually, PAL invites us to take a leap of faith that our financial needs can be met, or exceeded, when individual Friends prayerfully discern (with guidance) how much they can pay.

NYYM Pay as Led is a way of acknowledging that wealth is not distributed evenly among Quakers. It offers us a method of increasing the number of people who attend Sessions, as people who can afford to pay more can do so, enabling those who need to pay less to do so. We believe Pay as Led will enrich our community by allowing the inclusion of new gifts and perceptions, particularly from those who are financially challenged by geography, employment, or stage of life. This will strengthen NYYM.

MEYM ...an opportunity to bear witness to our faith in God’s abundance, hoping to make our annual gathering more financially accessible to all Friends.

NPYM Abundant Financing is where we all contribute according to our ability, until the pot is full and there is an abundance to make everything happen. We seek to encourage all in our Yearly Meeting to attend Annual Session, so all can benefit from and appreciate our many spiritual gifts and Light. Cost of attendance should not be a barrier in our individual decisions to attend.

How does PAL work

Each YM has their own version of PAL. In most cases, being fully informed of the full costs, registrants are given several options for payment. For instance, NPYM indicates four choices, with suggested dollar amounts for the first three:

1. “traditional”: the base cost for room and board + program fees
2. “sustaining”: fee above and beyond the traditional
3. “limited income”: fee below the traditional
4. “pay as led”: to pay more or less than any of the above

Monthly Meetings often provide individuals with support to attend YM sessions. IMYM encouraged their MMs to donate directly to the YM those funds which in the past had supported individuals. All MM funds could then be pooled to support individuals (from any MM) to attend. NEYM previously used an “Equalization Fund” to which individuals and MMs contributed. This was then used for individual scholarships in a burdensome process matching individuals with MM contributions. Their PAL method includes space for (and relies upon) those same donations, but as with IMYM, the funds are pooled to be used by and for the whole.

In all these YMs, Friends were eager to try a new system. A level of comfort was provided because each YM had reserves they could draw on if insufficient funds were received.

NPYM reported that they had always covered costs for kids and JYM staff, and continued to do so.

Results/Successes

NEYM saw increase in numbers, more than covered costs for first time in many years. Income and attendance were not as high the second year, but still higher than in the years prior to PAL. Saw progress in welcoming more Friends who can now afford to attend.

IMYM had budgeted for \$5-10,000 deficit, came in very close to budget (\$1,300 deficit); attendance up 10%. 11% increase in attenders; 51% more newcomers; 55% more YAFs.

NPYM netted a surplus of \$7,000.

All three YMs are continuing to use this funding model. Evaluations were extremely positive.

Concerns/Issues/Practical Matters

In all cases there was substantial seasoning of the leading to move to PAL (format of which varied from one YM to another). All mentioned the need for extensive education and communication about the change, both to individuals and to MMs who were being asked to contribute in a different way (to the pool of support funds, not to individuals as in the past). There was careful thought given to the descriptive language and how costs were described.

IMYM Important to provide opportunities to study philosophy/theology of PAL, as well as brass tacks.

NPYM ...people need to be educated about it and also to approach it from a spirit-based place; it's not "money in, money out," it's part of our faith, our integrity, our living simply, our community; need to approach this from a spirit-led place both as individuals and as monthly meetings.

There were various technical issues involving registration which needed to be ironed out.

Next Steps

In the coming year Program Committee looks forward to a wide exploration of this idea amongst BYM Friends. We will continue to gather information from other YMs. We will hold interest groups at Annual Sessions this August. We will consult with Stewardship and Finance, Development, and other committees. We expect to have a sub-committee made up of Program Committee members as well as other individuals we invite to help us further season this proposal. If you would like to talk with us about this idea, or perhaps serve on the exploratory sub-committee, please contact committee clerk, Barb Platt, jrbp47quaker@gmail.com

Friends Journal has published 2 articles about PAL, found here:

Re: New England YM, 11/2015 <https://www.friendsjournal.org/an-experiment-with-abundance/>

Re: Intermountain YM, 2/2019 <https://www.friendsjournal.org/paying-as-led/>

ATTACHMENT I2019-45

FRIENDS UNITED MEETING REPORT

Report to Interim Meeting, Baltimore Yearly Meeting
November 2, 2019
Georgia Fuller, Langley Hill
BYM Representative to Friends United Meeting

Triennials

From July 12-18, 2020, Kisumu, Kenya will host the combined Triennials of Friends United Meeting (FUM), the United Society of Friends Women International (USFWI) and Quaker Men (QM). The website for registration is scheduled to open in early December. (www.friendsunitedmeeting.org/news/costs-for-attending-the-2020-triennial).

Opportunities to visit Quaker programs and projects throughout the region as well as opportunities for safaris will be available both before and after the Triennials. Plan to come! ***Quakers who are not official representatives are warmly invited to share in this international experience of Friendship.*** Registration, room and board cost at the Triennials for North Americans for a full-time (6-night) package are:

Adult	\$450
Child (0-5)	no charge
Child (6-12 sharing with parents)	\$100
Youth (13-17 sharing with parents)	\$200

Fiscal Management

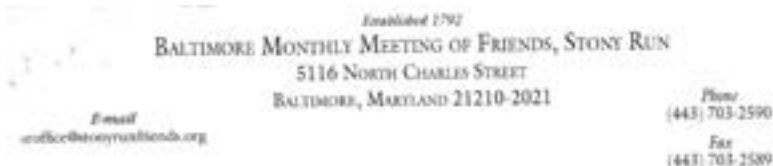
At the June and October meetings of the General Board we continued to struggle with financial matters. The problems we face have slowly grown over the last two decades. One reason is that it is difficult to maintain a clear picture of all the restricted gifts and endowments that FUM has accumulated since 1902. When FUM was well-funded, this difficulty was easily dismissed. In addition, a number of overseas projects have grown so that upkeep now outpaces current revenues. FUM's revenues have declined because of demographic and economic changes in the mid-west, home of many of the FUM-only Meetings. In addition, recent dissension within three of the largest Yearly Meetings in FUM has further limited income. The General Board is in unity to bring order to our current and long-term financial picture. We will continue questioning former assumptions, analyzing various situations, and weighing proposed remedies.

Here is one example of our difficulties (as I am able to understand it). In the past, donors to FUM have wanted to put all of their money into projects on the ground and let the budget for overall administration fend for itself. As these projects have succeeded and grown, the necessity for better administration in Indiana and for cross-cultural administration has become imperative if we are to be good stewards of our gifts and potential. No longer is it sufficient to pay an auditor and lawyers in Indiana and rely on volunteers or quasi-volunteers in Palestine, Belize, and Kenya. Differences in labor law, labor expectations, employee credentials, mandated employee benefits, and property use now require us to hire auditors and legal teams in Palestine, Kenya, and Belize. Our testimony to Stewardship requires us

to stop trying to administer our work on a shoestring.

I am available to visit Meetings for further discussion. Adrian Bishop and Rosalie Dance are also available to come to your Meeting. They have been working in Belize, a few months at a time, these last two years.

ATTACHMENT I2019-46
INTERVISITATION WORKING GROUP REPORT:
RETURNED TRAVEL MINUTE OF MEG BOYD MEYER
AND ARTHUR MEYER BOYD



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 minuted 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 Stakbridge
Presiding Clerk
8th mo., 1, 2018*

Dear Friends,

Ramallah Monthly Meeting welcomed and enjoyed the ministry of presence and service of Meg Meyer and Arthur Boyd. We also want to share our greetings and gratitude for the continued support of stoney run meeting and Baltimore Yearly meeting.

With best wishes.

In peace,

on behalf of Ramallah Friends Meeting

Jean Zarb

Dear Friends

Southeastern Yearly Meeting enjoyed the ministry of MEG MEYER AND ARTHUR BOYD AT OUR ANNUAL SESSIONS 4/17 TO 4/21/19

IN PEACE,

Willie Caly

Cliff Szym

Dear Friends,

Piedmont Friends Yearly Meeting is thankful for Meg and Arthur visiting with us at annual sessions, which happen during Piedmont Friends Fellowship Spring Retreat. Friends at the Spring Retreat enjoyed Meg and Arthur's sharing and ministry. PFF & PFYM are grateful for their service. In Peace,

Amy Hornsby
PFYM, clerk

Jeffrey L. Brown
PFF Clerk

Friends,

We return to you our friends Meg and Arthur who have served faithfully here at Karamallah Friends School. They take with them our gratitude and greetings from Palestine.

Adrian Moody
Head of School

6-15-19

Friends,

Interimarian Yearly Meeting has enjoyed living and learning with Meg + Arthur this week. Their dedication to living a life of Light in these difficult times is an inspiration.

Peace,

Molly Weigall
Clerk, 1014M

Dear Friends,

We were blessed by the presence of Meg & Arthur among us at the F&C Summer Gathering held in Glimmell, Iowa this July, where the theme was Peace in Our Hearts, Justice in the World. F&C Friends have been enriched by their spirit-led work & involvement with Friends. We commend their ministry to you & invite you to join us next year in Radford, VA for the 2020 Gathering.

Seeking the Light,

7-4-19

Frank Board, Presiding Clerk
Friends annual Conference

New York Yearly meeting was delighted to have Meg & Arthur as our guests. We are grateful for their good words on behalf of all Friends everywhere. We return this travel minutes with our blessing and endorsement of their work.

May Annou, Clerk, NY 19

WITH VIBRANT, APPRECIATION, AND LOVE
FOR NIS AND ARTHUR'S SUPPORT AND
BRIGHT FUTURE AS WE STRUGGLE
IN LOVE TO BE GOD'S HANDS
IN THESE TIMES.

~~Chris~~ Arthur
CHRISTOPHER A. LUCCI
PRESIDING CLERK
PYM
7/20/19

Thank you for sending May and Arthur to be with
us at our annual gathering this August
We are continuing to celebrate our relationship
with the Renaissance School. It was
wonderful to have May and Arthur celebrate
this with us.

Fritz Weis
Fritz Weis
Presiding Clerk
NEYM

8-7-19

ATTACHMENT I2019-48 WORKING GROUP ON RACISM REPORT

Written update on racial justice change group work for BYM Fall 2019 Interim Meeting (supplementing the oral report from Adelphi Friends Meeting).

A Friend found a recent adult religious education program at **Alexandria Friends Meeting** about the thin biological differences between whites and Blacks--sometimes only a couple of genes; the rest of our genetic material is identical--was eye opening and it pushed him to become more active about fighting racism.

At **Bethesda Friends Meeting**, a group has formed from the people who went to Amanda Kemp's workshops in Frederick earlier this year. We have scheduled an Adult Religious Education program on January 12 tentatively titled Holding Conversations about Race in the Light. Bethesda Meeting for Business still opens with queries on diversity. --Alex Bell

The **Charlottesville Friends Meeting** is active in the Charlottesville Clergy Collective, a group of clergy and interested lay persons who gather regularly to discuss and address the challenge of race relations in Charlottesville and Albemarle. The Collective mission is to establish, develop, and promote racial unity within the faith leadership of Charlottesville/Albemarle. Our meeting contact for the Clergy Collective is Elizabeth Shillue who led part of the service "Navigating Troubled Waters" on August 12, 2019.

Floyd Friends Meeting's last report covered our participation in (and encouragement of other white participation in) the Rainbow Tea at Mt. Zion Christian Church (one of two African American churches in Floyd County) as a positive way to protest a motorcycle ride by Confederate Nation from Bedford to Floyd, as well as the first Martin Luther King Day celebration in Floyd County.

These were the first events that we know of that consciously brought black and white residents together. We believe that the essential element in making this work was the early participation of white people who already had a relationship with the black community; in our case this was with churches. In other areas the NAACP, Black Lives Matter, or some predominantly black organization could also be the entry point to working with the black community as long as the white individuals making the overture are known to have a sincere interest and commonality.

The Rainbow Tea and the first Martin Luther King Day celebration led to two other activities in which members of Floyd Friends participated but were not the organizers. During the spring semester in 2018, Springhouse Community School, a local independent school, arranged for its students to participate in two discussion sessions at Mt. Zion Christian Church, and the general public was invited. The program was called "Courageous Conversations" and invited members of Mt. Zion and other black people in attendance to describe for the students what it is like to be black in Floyd County. In late summer, Mt. Zion, Floyd Presbyterian, and Springhouse jointly sponsored a day of fellowship called "Unity in the Community" which took place on a Saturday at Mt. Zion followed by a youth-led service

Sunday morning at Floyd Presbyterian. Floyd Presbyterian has also hosted two other small events for the youth of both congregations.

We take these events as signs that the effort to build relationships across racial lines is taking on a life of its own.

In early summer of 2018 Little River Missionary and Floyd Friends organized a program called “Quit Quitting”. The theme was selected by the pastor of Little River Missionary, who wanted attenders to share stories of perseverance. The program was hosted by that church, and the church hall was packed.

The second Martin Luther King Day celebration was held in January 2019, and the organizers expected a larger attendance so the event was moved from the public library to the auditorium and cafeteria at Floyd High School. We were delighted that this year’s event drew three times the number of the 2018 event, about 150 compared to 50 last year, and again approximately 50-50 black and white attendees.

The Little River Missionary Baptist pastor picked the speaker, and members of the black churches had leadership roles in the event, as emcee, leader of the invocation, and song leader of the Black National Anthem. This made the black community more visible in leadership roles than is the norm in our area’s public spaces. We see this as a positive development.

The member of Floyd Friends who was the initiator of white involvement in the original event (the Rainbow Tea) and who has worked on many of the subsequent events began to feel drained by the effort and asked to be replaced. Another member of Floyd Friends agreed to take her place, and the other individual (a white attender at Little River Missionary) who has also helped organize many of the events agreed to continue in a leadership role now that she knows she will have help. She is the primary link to the black churches in Floyd County.

We want to continue to create the opportunity for members of both races, who rarely spend time in each other’s company outside of the public school, to get to know each other and build the kind of relationships that permit honest discussions about race. We also hope that the Martin Luther King Day celebration will become an annual event co-sponsored by all the stake holders of the previous bi-racial community events.

The **Friends Meeting of Washington** Change Team for Racial Equity has hosted three events at the Meetinghouse in recent months:

1. Sheila Gaskins from Baltimore had attended the Change Team trainings led by Dr. Amanda Kemp and brought the Theater Action Group that she helped found to FMW for a session that combined drama and facilitation around anti-racism activities.
2. FMW hosted an “inside-the-Beltway Change Groups” follow-up session to practice some of the techniques Dr. Kemp taught--holding space for transformation; holding oneself and others to account, and more.

3. About 25 Friends attended a recent workshop by the Change Team after Meeting for Worship exploring white fragility and white supremacy culture.

CHANGE TEAM REPORT, **HERNDON FRIENDS MEETING** Lynn Nagle, Marguerite Miller, October 29, 2019

We organized and lead two book discussions on Friday evenings at our Meeting House, June 7 and 14, 2019. We encouraged Friends to “Join our Discussion, Shape our Meeting’s Growth”. Our goal was to initiate conversation, introduce new information, engender new thinking about implicit bias by reading “Between the World and Me” by Ta-Nehisi Coates. A total of Seventeen Friends joined the discussions. Each discussion lasted close to two hours. We developed a list of “Actionable Ideas” from notes taken during the discussions. We posted the poster-size notes from the meetings in our Meeting House. “Actionable Ideas” were circulated among committee clerks. Herndon Friends adopted the Declaration by BYM as an “Anti-Racist Faith Community” at meeting for business, October 13. The need for discernment in all steps of committee decision making was adopted. Because the “difficulty of knowing what you do not already know” was noted at adoption of the Declaration, the change team will hold new book discussions in January 2020. Both “White Fragility” by Robin DiAngelo and “How to Be An Antiracist” by Ibram X. Kendi are offered for discussion. Lynn and Marguerite are in the process of attending committee meetings to perceive how convictions of the Declaration are being discussed, wrestled with and incorporated into decision making.

Homewood Friends continues to seek ways to make our meeting more welcoming to the entire Baltimore community, or which we are a part. We have formed a working group on "Welcome and Inclusion", under the care of Ministry & Counsel, whose mandate is to foster a warm, loving community, with special attention to welcoming people of color, young families, local college students, and people in the LGBTQ community. We have not found unity as a meeting for doing deep, sustained, focused anti racism work as yet, but we remain hopeful."

Jo Brown, Peace & Justice (clerk)

The Change Group at Hopewell/Centre Meeting offers this report:

Several anti-racist initiatives have been delivered, including:

- A series of Meetings for Learning, focused on the book “White Fragility” by Robin DiAngelo
- Three Second Hour/Religion Education talks (on White Supremacy Culture, Racism in Our Backyard, Reporting our Anti-Racist Culture Survey Results/Multicultural Organization Development)
- Hosting a ½ day Change Group Retreat in July 2019
- Anti-Racist culture assessment (included modifying an existing survey to ‘fit’ Quaker Meeting context, distributing the survey, analyzing results, and reporting results)

Many Friends have expressed new understandings about racism and unconscious bias that could be said to be catalyzed by the initiatives above. Please see the testimony below (in

italics) by one of the Change Group members detailing the transformative changes we continue to experience.

Perhaps most importantly, these initiatives put us in the position to better serve the needs of Black Opequon campers who experienced (as described by them) racist and threatening comments and behaviors by a staff member of a grounds keeping crew at Hopewell, and then by a random man driving on the country road, during a visit to the Hopewell/Centre property in July 2019. After learning of the events, two Change Group members went to the Camp to listen and witness; feedback from an Opequon staff member included this comment: “One of the girls said, ‘I never felt listened to before by White people like that.’” We are grateful to have had a positive impact in that instance, but it pains this writer to think that we were there to help with addressing only ONE of the uncountable experiences of racism and oppression that is in store for these young girls. They have years ahead of them of experiencing White Supremacy Culture and systemic racism. This reality tempers our feelings of ‘success’ in terms of addressing this experience of racism in our own backyard...and at the same time it catalyzes our passion for continuing to dismantle racism and White Supremacy Culture in all forms.

Specific to the transformative power of the initiatives on Friends, one Change Group member offers this powerful testimony:

I think Hopewell Centre meeting has made quantum leaps in viewing racism as systemic rather than individual. Two important tools have led to that insight: White Fragility by Robin D’Angelo and the monograph entitled “White Supremacy Culture” by Tema Okun (dedicated to Kenneth Johnson). The monograph, used as the single source in a meeting-wide RE, in particular listed the traits of perfectionism, sense of urgency, defensiveness, quantity over quality, worship of the written word, paternalism, either/or thinking, power hoarding, fear of open conflict, individualism, progress is bigger – more, objectivity, and right to comfort as the real culprits within institutions that promote systemic racism. Every white with whom I have shared this – well over 30 at this point – has experienced an ‘aha’ moment when reading about it. The fact that these traits were affirmed during an era of white supremacy (the late 19th and early 20th centuries) contributes to their nullifying nature in general society (in the 1960’s we referred to groups which showed these traits as “the establishment”). Seeing how these traits affirm racism has led whites I have discussed this with into candid conversations about their effect and to self-recognition about avoiding them. In a conversation with a Friend in Columbus, OH, he referred to a moment when a co-worker reached for something on his desk, and he playfully shot back, “Get your cotton-picking hands off that.” On hearing himself he was overcome with shame and sudden knowledge of what that image really was referring to. This Friend regretted his choice and has since dropped usage of the term.

Friends from **Little Falls Friends Meeting** have helped establish the Harford County Coming to the Table (CTTT) program. That program involves a commitment to embrace the vision of transforming the United States into a just and truthful society that acknowledges and seeks to heal from the racial wounds of the past — from slavery and the many

forms of racism it spawned. The CTTT Approach to racial healing is grounded in theories and practices of trauma awareness, conflict transformation, restorative justice, human security, and spirituality; involving four inter-related practices: Uncovering History, Making Connections, Working Toward Healing, and Taking Action.

Richmond Friends Meeting is working on anti-racism through the work of various committees, activities and programs. Peace & Social Concerns has most of the work under its care. They sponsor monthly fund-raiser lunches with informational speakers. This past year we have supported several organizations including: Boys to Men, a group that mentors and supports at-risk middle school boys; Bridging the Gap, which addresses environmental racism by supporting people leaving the prison system; and Grace Inside, which supports incarcerated people. The Meeting also supports Circles RVA, which empowers people moving out of poverty and various organizations in the following categories: Prison, housing, poverty, healthcare, justice, child/family support, community building, environmental racism, and leadership.

We have working groups under the care of the meeting that relate to anti-racism work:

1. **Sanctuary Working Group:** coordinates our involvement with the Central Virginia Sanctuary Network. We have many Friends volunteering to provide protection for a woman currently in Sanctuary in Richmond. Others provide rides to immigrants to immigration meetings and court dates, while others greet immigrants at bus stops to supply friendship, food, supplies (toiletries, items of clothing, diapers, etc).
2. **Environmental Working Group:** Because environmental decisions often affect people of color, protesting the Atlantic Coast Pipeline's plan to put a compressor station in a historic African American Community has been an important support to that community.

Individuals with leadings to work against racism bring information and opportunities to participate to the meeting community. Friends' leadings have focused on mass incarceration, poverty, and immigration/Sanctuary.

This past year a Friend of color related a racist experience she suffered at the hands of a neighbor and by responding police. She asked if Friends would participate in a role play with her to share the experience and help her heal. Friends came to participate and support this Friend in the way she asked. It was a moving, powerful, and healing experience.

RFM has hosted annual meetings for the prison-advocacy group, CURE. This year one of the speakers was a member of our meeting.

We know there is much work yet to be done and Richmond Friends Meeting will be active in the work of anti-racism.

Roanoke Friends have taken some initial steps toward anti-racism work, largely through the initiative of two individuals in the meeting. One Friend, has become an active member of the local NAACP chapter, and has gotten other members of the meeting involved in their work. Our Meeting was a sponsor of a recent event of theirs. Another member of our meet-

ing has signed up for FGC's E-Conference on "Weaving a Wider Meeting" and is excited to share with the meeting what she will learn there. There has been talk of having an ongoing book discussion out of which could emerge a change group.

Tony & Patsy Arnold Martin

Sandy Spring Friends Meeting read and discussed the book, *White Fragility*.

While there is not a **Stony Run** committee or working group dedicated to anti-racism, there is substantial interest within the community. We have had several discussion forums on first days and have an ongoing book discussion group.

A few months ago, an ad hoc committee recommended that Meeting restructure to 8 committees and hire an additional staff person to focus on outreach and inclusion. One of the proposed committees is named Inclusion and another is named Outreach. A new ad hoc committee is developing a detailed structural transition plan, so we don't yet know what committees will be established.

Also a few months ago, Coming To The Table (CTTT) established a Baltimore group that meets at Stony Run. For reasons I still do not understand, the CTTT meetings have not been mentioned in our weekly silent announcements or our newsletter. I plan to change that.

If you have any questions about this update, please let me know.

Peace, Blaine Keener

ATTACHMENT I2019-51 TREASURER'S REPORT

BALTIMORE YEARLY MEETING BYM Treasurer's Report for Interim Meeting, 2 November 2019

Friends, I attach two documents: (A) the Statement of Activities or income statement through 30 September, compared to the full year budget and the Third Quarter 2018; and (B) the Balance Sheet for 30 September compared to the same nine months in 2018 and 2017. Both documents are unaudited; the audit process may turn up some misclassifications that shifted either income or expenditures from one account to another. That said, they follow the format required for our audited financials. Thus, the various sections track the 2018 financials as contained in the 2019 Yearbook starting at page 255.

Statement of Activities. Page 1 of the SOA reflects our unrestricted Operating revenues and expenses. I prefer to compare the Third Quarter 2019 results in Column D with the Third Quarter 2018 results in Column B. The "bottom line", actually numbered line 39, shows a \$66,000 deficit in 2019 vs. a \$59,000 surplus in 2018. Scanning the entries above on Page 1, several inputs contributing to this \$125,000 difference caught my attention:

Line 7, Unrestricted Contributions, are up about \$2,000, though still less than 25% of the 2019 full-year Budget.

Line 11, Attendance Fees, are down \$30,000 this year so far. This reflects reduced enrollment at the Camps, increased attendance at Annual Session, and the Camps' setting aside in a designated fund \$22,000 more this year to pay down the principal of the Friendly Loans that funded in part the new Catocin Bathhouse.

Line 21, Money released from restricted funds to the Operating Fund are down \$17,000 vs. 2018. Some part of this is the exhaustion of the grant from the Shoemaker Fund of Philadelphia Yearly Meeting, but there were also typical variations in transfers from the Sue Thomas Turner Quaker Education Fund and the Diversity Fund.

Line 26, Total Operating Revenues, are down \$10,000 vs. 2018.

Line 29, Administrative Expenses, mostly salaries and benefits, are \$70,000 higher, reflecting decisions made by the Yearly Meeting at recent Interim Meetings or Annual Session.

Line 30, Annual Session expenses, are up \$19,000 this year, but an increase in attendance and fees led to a nice surplus for this event.

Line 33, Committee expenses, are up \$12,000 on a small base, mostly reflecting extra Diversity-and-Inclusion expenses by two committees.

Line 37, Total Operating Expenses, are up \$114,000 vs. Third Quarter 2018.

Line 39, Net Operating Activity, reflects a deficit through nine months of -\$66,000, a \$125,000 decline since last year.

Page 2 of the SOA shows unrestricted Property & Equipment and Restricted Transactions:

Line 44, Net Change in P&E, shows a \$38,000 improvement vs. 2018, so

Line 46, Total Unrestricted, which combines Lines 39 and 44, shows a \$90,000 decline compared to 2018.

Restricted Funds

Starting at Line 48, we show transfers into or out of Donor-Restricted Funds.

Line 49, Restricted Contributions, are down \$37,000 vs. Third Quarter 2018.

Lines 52 & 53, Unrealized and Realized Gain on Investments, are up a combined \$81,000. Our accrual accounting requires us to reflect the drop in market value of the investments we still hold, but that was offset by the larger gain we made on sales so far this year.

Line 60, All BYM Income Compared to Expenses, shows a \$45,000 surplus for 2019 so far, down \$64,000 vs. Third Quarter 2018. This is the "bottom line" for the Yearly Meeting as a whole. Roughly the same as for the Third Quarter of 2018 but with a lot of work still to do in the Fourth Quarter.

Balance Sheet. The one-page Comparative Balance Sheet is a snapshot of BYM's assets and liabilities at the last three 30th days of September. I read it as showing a relatively-stable financial base. Among the Asset entries at 30 September, **Line 6, Cash**, is down \$103,000; various receivables in Lines 7-9 are down; but **Line 15, Long-Term Assets**, are up \$76,000. **Line 28, Total Liabilities**, are down \$49,000.

The Net Assets analysis starting at Line 30 shows what a CPA would think BYM looked like in its 30 September snapshot. Line 33 shows Operating net assets up \$68,000; Line 34 shows Fixed Net Assets up \$40,000; Line 35 shows Designated (meaning set aside but not donor restricted) Net Assets up \$58,000, but Line 36 shows Temporarily-Restricted Net Assets down

\$155,000 so far this year. This last entry reflects that while 2019 donor-restricted contributions are down, BYM has spent down pre 2019 contributions in current facility construction, equipment purchases, or program expenses. Thus, **Line 42, Total Net Assets**, shows a decline of \$14,000 or three-tenths of one percent (0.3%), vs. 2018.

I have previously warned Friends that part-year balance sheets do not reliably reflect what the 31 December audit will show. Nonetheless, I read this Balance Sheet as reflecting a stable Baltimore Yearly Meeting but one that needs to close out the year with strong contributions to several funds to meet our budget and move our ministries into 2020.

Respectfully submitted,
Thomas C. Hill, BYM Treasurer
Charlottesville Monthly Meeting
24 October 2019

BALTIMORE YEARLY MEETING
Statement of Activities
From 1/1/19 thru 9/30/19

	A	B	C	D
1	Description	Thru 9/30/18	2019 Budget	Thru 9/30/19
2	Operating Revenues			
3	Apportionment			
4	Apportionment Net of Adjustments	\$312,821	\$495,600	\$346,758
5				
6	Unrestricted Contributions			
7	Contributions	\$88,245	\$373,444	\$90,156
8	In Kind Contributions	\$365	\$0	\$1,531
9	Total Unrestricted Contributions	\$88,610	\$373,444	\$91,687
10	Attendance Fees			
11	Total Attendance Fees	\$985,068	\$1,089,851	\$954,673
12	Sales			
13	Book Sales	\$3,738	\$5,500	\$4,307
14	Clothing Sales	\$9,104	\$9,900	\$8,925
15	Other Sales	\$0	\$300	\$0
16	Total Sales	\$12,842	\$15,700	\$13,232
17				
18	Other Income			
19	Property & Vehicle Rental	\$9,545	\$12,200	\$8,607
20	Investment Income	\$8,482	\$10,000	\$8,378
21	Released Funds	\$122,026	\$88,000	\$105,348
22	Gain (Loss) on Sale of FA	\$0	\$5,000	\$332
23	Other Income	\$116	\$0	\$328
24	Total Other Income	\$140,168	\$115,200	\$122,993
25				
26	Total Operating Revenues	\$1,539,508	\$2,089,795	\$1,529,342
27				
28	Operating Expenses			
29	Administrative	\$350,067	\$575,736	\$419,827
30	Annual Session	\$62,754	\$112,725	\$81,739
31	All Other YM Program	\$47,180	\$56,900	\$51,289
32	Combined Camp	\$859,847	\$1,100,350	\$871,661
33	Committee	\$6,071	\$24,700	\$17,909
34	Development	\$78,665	\$148,668	\$95,590
35	Youth Programs	\$40,931	\$70,716	\$42,301
36	Outreach & Inclusion	\$34,939	\$0	\$14,635
37	Total Expenses	\$1,480,454	\$2,089,795	\$1,594,952
38				
39	Net Operating Activity	\$59,055	\$0	(\$65,610)

BALTIMORE YEARLY MEETING
Statement of Activities
From 1/1/19 thru 9/30/19

	A	B	C	D
1	Description	Thru 9/30/18	2019 Budget	Thru 9/30/19
40				
41	Property & Equipment			
42	Net Assets Released From Restriction	\$68,351	\$265,610	\$108,691
43	Less Depreciation Expense	(\$66,278)	\$0	(\$72,536)
44	Net Change in Prop. & Equip.	\$2,073	\$265,610	\$36,155
45				
46	Total of Operating and Prop. & Equip.	\$61,128	\$265,610	(\$29,455)
47				
48	Retricted Transactions			
49	Restricted Contributions	\$96,490	\$260,000	\$59,902
50	Designated Income	\$37,300	\$59,405	\$59,405
51	Interest & Dividends on Restricted Funds	\$19,790	\$0	\$19,550
52	Unrealized Gain (Loss)	\$63,793	\$0	(\$142,116)
53	Realized Gain (Loss)	\$448	\$0	\$292,026
54	Total restricted income	\$217,821	\$319,405	\$288,767
55				
56	Expenditures to meet restrictions	(\$170,025)	(\$273,286)	(\$214,039)
57				
58	Net Restricted Activity	\$47,797	\$46,119	\$74,728
59				
60	BYM Income Over (Under) Expenses	\$108,925	\$311,729	\$45,273

BALTIMORE YEARLY MEETING
Comparative Balance Sheet
As of 9/30/2019

	A	B	C	D
1	<i>(In Whole Numbers)</i>			
2		Through	Through	Through
3		9/30/2017	9/30/2018	9/30/2019
4	Assets			
5	Current Assets			
6	Cash & Cash Equivalents	\$135,716	\$229,183	\$125,699
7	Apportionment Receivable	\$147,609	\$167,699	\$167,141
8	Student Loans Receivable	\$48,602	\$37,084	\$23,728
9	Other Accounts Receivable	\$79,388	\$50,845	\$23,640
10	Prepaid Expenses	\$40,076	\$44,116	\$49,676
11	Total Current Assets	\$451,392	\$528,927	\$389,883
12	Long-term Assets			
13	Property & Equipment	\$2,723,933	\$2,703,453	\$2,743,548
14	Long-term Investments	\$1,440,846	\$1,471,014	\$1,506,907
15	Total Long-term Assets	\$4,164,779	\$4,174,468	\$4,250,455
16				
17	Total Assets	\$4,616,171	\$4,703,394	\$4,640,339
18				
19	Liabilities			
20	Short-term Liabilities			
21	Accounts Payable	\$55,034	\$44,080	\$37,665
22	Deferred Revenue	\$115,370	\$182,081	\$167,441
23	Other Short-term Liabilities	\$40,488	\$43,433	\$43,114
24	Total Short-term Liabilities	\$210,891	\$269,594	\$248,220
25	Long-term Liabilities			
26	Friendly Loans	\$340,000	\$269,825	\$241,818
27				
28	Total Liabilities	\$550,891	\$539,419	\$490,038
29				
30	Net Assets			
31	Beginning Net Assets			
32	Net Assets			
33	Unrestricted	\$246,717	\$225,805	\$294,270
34	Fixed Assets	\$2,723,933	\$2,703,453	\$2,743,548
35	Designated	\$500	\$37,800	\$95,926
36	Temp Restricted	\$669,822	\$728,843	\$573,590
37	Perm Restricted	\$386,486	\$396,872	\$397,695
38	Total Beginning Net	\$4,027,458	\$4,092,773	\$4,105,028
39				
40	Current YTD Net Income	\$37,821	\$71,203	\$45,273
41				
42	Total Net Assets	\$4,065,280	\$4,163,976	\$4,150,301
43				
44	Total Liabilities and Net Assets	\$4,616,171	\$4,703,395	\$4,640,339

ATTACHMENT I2019-52

DEVELOPMENT REPORT

INTERIM MEETING: Development Report

2 November 2019

One might expect at the close of the third quarter, that revenue goals would likewise be three-quarters of the way satisfied. However, at Baltimore Yearly Meeting, the preponderance of financial support typically falls at the end of the year. Understandably this hinges on both the personal financial planning of Friends and on their response to the end-of-year appeal active in November and December. It is our fervent hope that Friends discern the importance of funding the operating budget that they approved at Annual Session in August.

In FY2019, the overall Development revenue goal is \$632,000. Through the third quarter, the General Fund figured twenty-nine percent of the total goal of \$160,000. Camp program revenues fared somewhat better with community support for program and diversity amounting to forty-seven percent of budget, but camp capital goals fall far short of actual needs at only eleven percent of the \$250,000 revenue goal. The current camp appeal launched in October will hopefully redress the present shortfall in projected income needed. These funds are important because they supplement the camp operating budget to make financial aid for campers, including campers from diverse backgrounds, possible.

The present year's development revenue goals were formed in direct response to the collective ambitions of the Yearly Meeting body. That means that the work of committees, task force, and working groups are reflected in our revenue goals. This then is a goal shared by all, and one that affects the vitality of our wider community. Please join me in encouraging your fellow Friends to support the programs and specifically the funding of faith in action that they have designated as important this year.

In August at the Annual Session, the Development report highlighted the role of Development income vis-à-vis apportionment dollars to the Yearly Meeting. In essence, philanthropic support to the Yearly Meeting ensures that we enlarge upon our investment in youth, extend our spiritual growth, and further our commitment to a cohesive community. To these ends, donations assume three forms: Annual Operating Revenue; Capital Assets; Restricted Funds—like endowment.

We face the immediate challenge of closing this fiscal year in good stead, and at the same time are also called to consider our future. Poised on the cusp of celebrating our 350th anniversary in 2020, we have the opportunity to celebrate our rich history by investing in a vital future for Friends. Both are within your grasp.

Fund	Jan 2019 Thru Sept 2019		2019	9/30/2019	Jan 2018 Thru Sept 2018		Jan 2017 Thru Sept 2017	
	Donors	Total	Budget	% of Budget	Donors	Total	Donors	Total
Annual Session	39	\$3,715	\$5,000	74%	28	\$2,201		\$2,982
Barry Morley Scholarship	11	\$844	\$10,000	8%	9	\$706		\$160
Camp Property Capital	19	\$26,726	\$250,000	11%	19	\$54,019		\$26,914
Camp Property Operating	3	\$575			1	\$205		\$607
Camping Program	129	\$41,752	\$165,000	25%	112	\$46,930		\$44,467
Diversity	89	\$34,524			81	\$42,677		\$28,865
Educational Grant Fund								\$1,654
General Fund	118	\$44,481	\$160,000	28%	108	\$52,853		\$25,628
Gifts in Kind	3	\$1,531			4	\$749		\$348
Spiritual Formation	9	\$535	\$2,000	27%	5	\$194		\$655
Women's Retreat	5	\$306	\$4,000	8%	46	\$3,865		\$491
Youth Programs	4	\$315	\$36,000	1%	16	\$450		-
TOTALS	356	\$155,304	\$632,000	25%	429	\$204,846		\$132,772

ATTACHMENT I2019-53

PROPOSAL FOR AD HOC 350TH ANNIVERSARY COMMITTEE

Baltimore Yearly Meeting's 350th Anniversary

In 2022, Baltimore Yearly Meeting will mark the 350 years since its establishment in the Mid- Atlantic region. At its monthly meeting in September, the Development Committee became aware of this upcoming anniversary year.

In considering what might be done to best celebrate this milestone year, Development agreed that an ad hoc committee be established to plan for how this anniversary year might be marked and to serve as conduit among monthly meetings and the Yearly Meeting. The committee is asking Interim Meeting Clerk Marcy Seitel to endorse an ad hoc committee, whose members are yet to be identified.

Immediate needs:

Names of Friends willing to server on the ad hoc planning committee.

Volunteers to serve in the initial planning of an event in 2022 marking the anniversary.

Names/credentials of a speaker/historian to speak at an event (possibly Annual Session) in 2022.

Idea of what might be done by local meetings to celebrate the 350th anniversary year.

Friends attending the Nov. 2 Fall Interim Meeting also are asked to inform their Monthly Meetings that BYM expects to hold one or more celebratory events in 2022 in conjunction with the 350th anniversary year.

We are asking Month Meetings and BYM committees to refer possible members to this ad hoc committee which would work through the end of 2022. The ad hoc committee would serve largely as a planning, coordinating, and publicizing group.

In conjunction, with the anniversary observance local Friends meetings also are encouraged to consider what their own meeting could do to mark this milestone year. This might include an event to which other Monthly Meetings or other area congregations would be invited.

Although no BYM Monthly Meeting houses date back to the time when BYM was established in 1672, some Meetings care for historic 18th century structures. These local Meetings with historic buildings could be used as focal points for presentations on the roles that Friends played in their local communities or the larger country. The ad hoc committee would be expected to share information with the larger BYM community about any such event being offered by a local meeting.

The ad hoc committee also would work with the Annual Session Program Committee to identify a speaker/historian for Annual Session whose presentation would focus on the role

that Quakers played in settling the region that now is covered by BYM. Such an Annual Session presentation would be an opportunity for Friends who do not regularly attend AS or who are not otherwise involved with BYM committees to learn more about BYM.

The ad hoc committee might also plan and publicize a separate public event that BYM would offer sometime in 2022.

ATTACHMENT I2019-54

GENERAL SECRETARY'S REPORT

General Secretary's Report to Interim Meeting 11/2/19

This report covers the work of the Yearly Meeting carried out by BYM's dedicated staff during the time period from Annual Session in late July to the present. These are just some of the highlights.

All staff had a hand to play in helping produce a successful Annual Session – from **Associate General Secretary Wayne Finegar**, who provided the lead staff support for the production, to **Bookkeeping Assistant Harriet Dugan** who kept business operations moving back at the office. **Development Director Mary Braun** organized her first Development luncheon, which went wonderfully. **Youth Programs Manager Jossie Dowling** facilitated the Young Friends gathering. Other staff played critical supporting roles throughout, perhaps the most important of which is meeting and welcoming new Friends. Attendance was up significantly. We had more children and families. And we generated a small surplus.

The week after Annual Session, the BYM office is closed so that staff can rest and recuperate from the intensity of Annual Session. However, not everyone gets to take the week off. **Camping Program Manager Jane Megginson** was still engaged and on call. BYM camps were still in session for another week, and then there was the week of post-camp. Post-camp is when our five **Camp Directors (Jesse Miller (Catocin), Rosie Eck and Jesse Austel (Teen Adventure), Hope Swank (Shiloh), and Sean Hickey (Opequon))** meet with their staffs (120+ staff total) to evaluate the summer. It is also when all camp staff help clean up camps and close them down for the season.

Other projects in work in August included producing the fall *Interchange* (**Wayne**), Supervisory Committee retreat (**Ned**), organizing and conducting the search for the new STRIDE Coordinator (**Ned**), a visit to Hopewell Centre Meeting (**Ned and Mary**), compiling all of the new information on committee assignments, minutes, and reports from Annual Session for publication in the *Yearbook* (**Wayne**), completing the bookkeeping from our camps (**Comptroller Margo Lehman and Harriet**), and getting away for some much needed and well-deserved annual leave.

The pace picks back up in September.

Jane gathers the 200+ camp evaluations from campers, families and staff, conducts annual reviews with the Directors, and reviews the evaluations with the Camping Program Committee. **Camp Property Manager David Hunter** begins organizing the Family Camp Weekends at Catoctin, Shiloh and Opequon. There are work projects to organize at each of the camps, volunteers to coordinate, and activities for the kids to prepare. More than 150 people participated this year. **Jane, Mary, Jesse Miller,** and **David** prepare articles for the annual Firecircle. **Administrative Assistant Laura Butler** updates the database with new names from the camping program so that the *Firecircle* will arrive in their mailboxes in good order. **Mary** prepared three fund appeals to the camping community, focusing especially on raising funds for camp capital projects. We are only a little more than ten percent toward our \$250,000 end-of-year goal for camp capital projects so far. **Jossie** organized and supported a Young Friends Nuts and Bolts committee meeting and a Young Friends conference and accelerated the search for a Junior Young Friends Program Assistant. In her role as part-time, interim STRIDE Coordinator, she liaised with local STRIDE groups to find out how the summer camping season went for local STRIDE campers and operations.

The STRIDE Coordinator search committee and staff interviewed three finalists for the STRIDE Coordinator position. I offered the position to **Khalila Lomax** to begin October 1.

Harriet is rapidly learning BYM's bookkeeping system with **Margo's** careful guidance and direction. Sorting through receipts and bookkeeping records from the camps is always a daunting task—but especially when it is your first time. They are on track for **Margo** to shift to half-time at the beginning of next year and for **Harriet** to be able to carry most of the day-to-day bookkeeping load.

I organized and attended the annual gathering of Quaker superintendents and secretaries at Quaker Ridge Camp, Woodland Park, Colorado. Fourteen Quaker superintendents and general secretaries were able to attend the gathering at this evangelical Friends camp. It was a theologically and organizationally diverse group that included leaders from FCNL, AFSC, Rocky Mountain YM, Northwest YM, Philadelphia YM, Illinois YM, FWCC, Indiana YM, New York YM, and New England YM. It was a very rich and rewarding opportunity to share our spiritual gifts and organizational experience and to hold one another in the Light.

Other September projects included: reviewing BYM's insurance coverages with BYM's insurance agent (**Wayne and Ned**); reviewing and updating the provisions of BYM's 403(b) employee retirement plan with Lincoln Financial Group (**Ned**); attending Chesapeake Quarterly Meeting (**Mary and Ned**); and working with Trustees (**Ned**), Stewardship and Finance Committee (**Margo and Ned**), Development Committee (**Mary and Ned**), and Supervisory Committee (**Ned**).

Khalila started work October 1. She brings strong personal experience, an academic background in diversity and inclusion studies, plus professional experience. However, she is new to BYM camps, new to Quakers, and new to the many aspects and functions of the STRIDE program. As such, we are doing what we can to help her climb a steep learning

curve and create the conditions for her success. **Jossie** agreed to extend her 0.25 FTE appointment as interim STRIDE Coordinator through 10/31 to assist in the orientation process. Khalila is already jumping in. She has begun working with the local STRIDE groups, visited a Family Camp Weekend at Catoctin, and begun learning about Quakers. She asks lots of great questions. I have asked GDL/STRIDE to begin developing a long-range plan, priorities and goals for the program to help guide her.

October is a big month for many on staff. **David** had two Family Camp Weekends to host, and, as the weather cools, needs to begin shutting down camps for the winter (with the help of **Catoctin Camp Caretaker Jesse Miller** and **Shiloh Camp Caretaker Mike Reed**). He also needs to get year-end repair and replacement projects underway for both vehicles and buildings. **Jane** is seeking a new director for Opequon, following **Sean**'s decision not to continue next year. This is also the time of year when camper recruitment efforts need to ramp up. **Margo** and **Harriet** need to finish the third quarter financials so that we can better manage our budget into the final quarter and start preparing the next year's budget (2021). (They did it in record time this year!) **Mary** needs to accelerate the end-of-year fund-raising campaigns to meet our ambitious fund-raising goals. This, while visiting local meetings at Bethesda, Langley Hill, and Homewood. And, **Wayne** needs to get the finished *Yearbook* in everyone's hands. (Done!)

This year, BYM staff had a kind of Oktoberfest celebration: we took a day from our other work and cleaned out the office and garage and spruced up the grounds. **Mary** and **Khalila** even got most of the windows washed! (How long has that been?!) Thanks to Supervisory Committee members Ramona Buck, Peirce Hammond, and Marcy Seitel for joining in the fun and helping out. We got a LOT done. We capped the day's activity with a cookout and fire circle, where we were joined by a number of Friends and family.



2019 Camp Season

INTERIM MEETING

THIRD MONTH 21, 2020

Due to the SARS-COV-2 pandemic of 2020, the Third Month 2020 Interim Meeting was cancelled. A Called Interim Meeting was held on Fifth Month 26, 2020 in lieu of the Third Month 2020 session.



Annual Session 2019 photo by Skip Duncan

CALLED INTERIM MEETING

FIFTH MONTH 26, 2020

VIRTUAL EVENT

I2020-01 *Opening.* Baltimore Yearly Meeting's Interim Meeting held an online session on 5/16/2020 at the call of the Clerk of Interim Meeting, having canceled our scheduled 3/21/2020 meeting at the direction of the Clerk of Interim Meeting. The Clerk is convinced that the Spirit will be with us today, understanding that we are in a time of transition. We will indicate approval today by silence, even as we are unmuted. We are all slightly distracted; we are all trying to do our best; we are all our pandemic selves.

We heard selections from our declaration as an anti-racist faith community, including its queries. We heard a sense that when we are aware of the problems caused by racism we can keep an eye out for those problems.

I2020-02 *Supervisory Committee report.* Adrian Bishop (Baltimore, Stony Run) and Ramona Buck (Patapsco), Supervisory Committee Co-Clerks, reported; documents provided are attached. The report covers discernments of the Committee acting for Interim Meeting. Adrian noted that a preamble was added to our Youth Safety Policy; it was not otherwise changed.

We heard a question about budgeting for strategic planning; the Clerk indicated that any spending on strategic planning would not occur until our next budget year.

We **ACCEPTED** Supervisory Committee's report. The Clerk deferred until our next meeting our consideration of and action on the Committee's strategic planning initiative proposal.

I2020-03 *Search Committee report.* Rebecca Rawls (Langley Hill), Search Committee Clerk, reported.

We **APPROVED** this: on this first and only reading, we named Guliema "Guli" Fager (Baltimore, Stony Run) to Supervisory Committee, beginning immediately and serving through 2021. Rebecca noted that Guli's approved service will, given that it is more than one year of a two-year term, be counted as a full term. The written version of the report is attached.

We **ACCEPTED** the resignation of Joshua Riley (Hopewell Centre) from Supervisory Committee, with thanks for Joshua's service.

I2020-04 *General Secretary's report.* Ned Stowe (Sandy Spring), General Secretary, reported; documents provided are attached. Ned noted the change, forced adaptation, and creativity of the past few months; Ned appreciated the support of the Yearly Meeting by

Friends: spiritually; financially; and practically. The Clerk noted the unprecedented nature of our current situation; no one expected it; Supervisory Committee is continuing to find its way.

We heard a sense that we get to tend to both business and spiritual concerns at this time. We heard a desire for specific information and transparency in dealing with staff reductions; the Clerk indicated that the matter of staff reductions is to be considered at our next Interim Meeting. The Clerk sensed that Supervisory Committee has come to a place of trying to preserve Yearly Meeting programs, even if at a reduced level.

We heard a question on whether the value of our investments has rebounded from lows last month; we heard that the Yearly Meeting does not have the capacity to track their value day by day. We heard a desire for minutes of Supervisory Committee's consideration of staff reductions; while circumstances may have changed, the minutes may shed light on general considerations. We heard a sense that, given the changed circumstances, such information might prove confusing.

We were reminded that the 1918 flu epidemic is some precedent for our current situation, though folks in 1918 did not have the technology available to us. We heard that Baltimore Yearly Meeting's annual session was not held at that time.

We heard a question on whether additional government bonds and grants are being sought; Ned indicated that they are not being sought at this time.

We considered a proposal to repurpose camp fee surcharges to cover 2020 camp and property management expenses. Ned noted that the proposed \$81,000 would help cover the costs of camps but not cover the entire \$463,000 fixed cost; there are efforts to achieve cost savings. We heard that the extra payment to cover loan repayments is not identified as a surcharge in billing. We heard that camp fees (except for \$50 registration fees) are being refunded.

We **APPROVED** repurposing funds designated for bath house loan repayments accumulated to date from camper fees to cover some 2020 camp and property management expenses.

We **APPROVED** the recommended non-personnel expense reductions.

We considered staffing changes. The Clerk noted that reducing staff will mean we are unable to achieve all of our goals. Ned noted that the proposed reduced 2020 budget includes a \$114,000 reduction in staff costs.

We heard a concern that staff reductions might occur without consideration by Interim Meeting. We were asked what role Interim Meeting is to play in staff reductions, in particular what guidance Interim Meeting might provide. We heard the Clerk's discomfort in having Interim Meeting deal with individual staff positions.

We considered proposed reductions to our 2020 budget. We heard that in-person youth conferences cannot be resumed until the Yearly Meeting's Youth Programs Manager position is filled. Ned noted that the proposal reduces budgeted contributions to their 2019 level. Ned noted that staff cost reductions would be achieved through furloughs and layoffs, rather than disciplinary firings.

We heard a concern about taking a "strictly business" approach to the budget, and a desire to be mindful of continuing our anti-racist work as we reduce the budget. We heard a desire for clarity and transparency in the process to be used in reducing staff. We heard a sense that principles and our general processes can guide us. The Clerk believes that Supervisory Committee will consult with other Committees in making cuts, seeking to preserve Yearly Meeting programs.

We heard a concern that apportionment payments may fall short of the budget and that no reduction has been made. We heard Ned's sense that, based on current information, the shortfall might be in the range of \$20,000 to \$30,000.

We **ACCEPTED** the reduced 2020 budget framework, recognizing that this will serve as a guide, but that staff and Committees may need to make some adjustments as we move forward and face new challenges and opportunities.

We heard of how staff reductions may lead to increased volunteer activity which can be challenging during a pandemic; we heard of a desire to be mindful of this in staffing, and for the Yearly Meeting to provide guidance to Committees on dealing with the pandemic. We heard of a desire to first consider and rank programs, then adjust staffing as appropriate. We heard a suggestion that Committees be asked how their work is changing and for their recommendations for how to reduce. We heard a sense that even without considering fiscal challenges we must make changes to deal with the pandemic. We heard a concern for those staffers who do not work as closely with Committees as others; such staffers might not have advocacy. We heard a sense that uncomfortable discussions are sometimes necessary. We heard a sense of fear that some staff members may be prioritized over others. We heard a concern that the Interim Meeting may not be as involved in laying positions down as it has been in creating them. We heard a sense that, in some cases, cutting staff means cutting programs.

We **APPROVED** the goal of continuing all Yearly Meeting programs (even at a reduced level) if possible. We heard a sense that making donations to the Yearly Meeting is a way of moving toward this goal.

We heard a desire to have any furloughs be uniformly applied to all staff. We heard a desire to avoid layoffs. We heard a desire to have a staff reduction plan developed, with options limited to approving or disapproving it. We heard of the General Secretary's sense that reductions might not be uniform across staff. We heard a suggestion to consider helping any laid-off staff deal with unemployment and health insurance matters, and to affirm the value of each staff person. We heard a sense that staff reductions now will be different in character from the usual staffing decisions entrusted to the General Secretary; a difference

in how they are handled and reported may be appropriate. We heard a desire for a time line for work with Committees and for a list of queries to be used with Committees. We heard a desire for consultation with Interim Meeting before staff reductions are implemented. We heard a desire for Trustees to consider using reserves to meet expenses. We heard a sense that Supervisory Committee and the General Secretary need to get started on financial and other matters. We heard a suggestion for a report in two weeks on the process of considering staff reductions. We heard a suggestion that staff reduction queries be shared before being presented to Committees. We heard a sense that our *Manual of Procedure* allows for the General Secretary, in consultation with Supervisory Committee, to take staffing actions. We heard a suggestion that Supervisory Committee document its staff reduction process and distribute the document. We heard a concern that staff changes will be based on changes in programs, and a hope that Interim Meeting will have a continuing role in setting program priorities. We heard a sense that change has already resulted from the pandemic. We heard a suggestion that Committees be asked to approve proposed cuts. We heard a sense that feelings of mistrust should not be dismissed, and that such dismissals are hurtful, feeling like eldering. We heard a sense that we are in a painful process, and that being involved doesn't lessen the pain.

We were asked how the General Secretary and Supervisory Committee are selected and what their terms are. Folks provided details and noted the description of Supervisory Committee in our *Manual of Procedure*.

We **APPROVED** the General Secretary, Supervisory Committee, our relevant committees, and staff, considering this meeting's guidance and other prompt guidance, proceeding to identify and implement personnel cost reductions as needed to prepare for staffing changes starting 7/1/2020; we directed the General Secretary and Supervisory Committee to report on how they are moving forward. We are mindful that this is not our usual process.

We heard a concern that we may not have true consensus, and an understanding that we are on a time line. We heard a concern that pressing problems may lead us to rely less on the wisdom of the group and more on individual expertise.

12020-05 Stewardship and Finance. Terence McCormally (Herndon), Stewardship and Finance Co-Clerk, reported; a written version of the report is attached. Terence noted a change in this year's budget schedule, planning to introduce the budget at the time of annual session but with approval delayed until fall Interim Meeting.

12020-06 Closing. We heard, improved, and **APPROVED** these minutes. We adjourned, to hold an online session on 6/13/2020, or at the call of the Clerk of Interim Meeting.

Marcy Baker Seitel, presiding

Arthur David Olson, recording

ATTACHMENT I2020-02A

SUPERVISORY COMMITTEE REPORT:

REPORT ON DECISIONS MADE BETWEEN INTERIM MEETINGS

Supervisory Committee

Report on Decisions made between Interim Meetings

May 11, 2020

The following items were approved by Supervisory Committee on March 30, 2020:

- **SC 2020 03 18.1** Traveling minutes for Mackenzie Morgan and Jade Eaton (Intervisitation Working Group). These minutes are approved. It is noted that given the effect of the Pandemic on travel, that these minutes may well be presented via participation in electronically enabled meetings.
- **SC 2020 03 18.2** Changed language for the introduction to the Youth Safety Policy (Trustees and YSP Committee) Approved.
- **SC 2020 03 18.3** Support for the Rassawek Minute of the Monacan Nation in Virginia (Indian Affairs Committee) Approved.
- **SC 2020 03 18.4** A new working group under the care of the Growing Diverse Leadership Committee, the Reparations Action Working Group. While working groups do not need to be approved, with the timing of this working group, it would be good for them to be acknowledged so that they can put in a request for funds for the 2021 budget year.

The following items were approved by Supervisory Committee on April 2, 2020:

- **SC 2020 03 30** Reparations Action Group Supervisory concurred with the decision by GDL to form this working group. The committee recognized that this concurrence allows the working group to ask for funds in the next year's budget. There was some discussion of the second paragraph. It was suggested that the phrase starting with, "Quaker schools by the 1870's . . ." should instead be, "Indian Boarding Schools by the 1870's . . ."
- **SC 2020 03 31** Strategic Planning Initiative Proposal The proposal was reviewed and Supervisory approved the concept of strategic planning for the Yearly Meeting. Financial support for this will depend on finding the best source of money, including the possibility of using reserves for this project. Supervisory approved forming an ad hoc committee for Strategic Planning. The people for this committee will be chosen by the Clerks and by the General Secretary and we were reminded that it should be a diverse representational group, as per the Manual of Procedure.

Respectfully submitted,

Ramona Buck and Adrian Bishop

Co-Clerks of Supervisory Committee

ATTACHMENT I2020-02B
SUPERVISORY COMMITTEE REPORT:
REPORT ON DECISIONS MADE BETWEEN INTERIM MEETINGS:
TRAVEL MINUTE FOR MACKENZIE MORGAN

Adelphi Monthly Meeting

of the Religious Society of Friends

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

Dear Friends

Mackenzie Morgan, member of Adelphi Friends Meeting of Baltimore Yearly Meeting, is following her leading to travel among Friends, learning from Friends everywhere and sharing her spiritual gifts for outreach and education.


Since coming to our Meeting in 2013, we have recognized her depth of spirituality. She was instrumental in reinstating our Meeting's weekly Bible study, which (through video conferencing technology) now includes Friends and seekers across the Eastern US and Canada who do not have a Friends Bible Study nearby.

Mackenzie has used her skills with technology to enhance our Meeting's digital ministry. She built a new website several years ago and now clerks our Communications Subcommittee of the Ministry and Worship Committee. She has established a practice of broadcasting our religious education opportunities over the internet, reaching both our members who may be ill or traveling and a number of isolated Friends and seekers.

She also serves as clerk of Baltimore Yearly Meeting's Advancement and Outreach Committee, and is on several related working groups of the yearly meeting.

Adelphi Friends Meeting unites with Mackenzie's leading, and we are happy to have her represent us in sharing with other Quakers. We know you will find her deeply spiritual, willing to listen thoughtfully, and able to communicate with compassion. We commend Mackenzie to your care and hospitality.

Approved and minuted at our meeting for business held on the 16th day of February, 2020.



Carole Hoage, Clerk
Adelphi Friends Meeting
Adelphi, Maryland
U.S.A.

ATTACHMENT I2020-02C
SUPERVISORY COMMITTEE REPORT:
REPORT ON DECISIONS MADE BETWEEN INTERIM MEETINGS:
TRAVEL MINUTE FOR JADE EATON

Adelphi Monthly Meeting
of the Religious Society of Friends
2303 Metzerott Rd.
Adelphi, Maryland 20783
(301) 445-1114

Dear Friends,

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

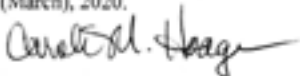
Jade Eaton, a beloved member of our Meeting, has opened to us her leading to continue to travel among Friends, to share in fellowship and worship among other branches of the Religious Society of Friends. In her travel in this ministry over the past three years she has listened attentively to others, and heard faithful and honest witness to the work of the Spirit moving in Indiana Yearly Meeting, Western Yearly Meeting, and Evangelical Friends Church-Eastern Region. She has returned to us refreshed and has enriched our own Meeting. She hopes that sincerely engaging in this listening ministry, which is rooted in early Friends' practices, can break down barriers and increase the bonds of love and understanding among Friends whose faith and practice grows from common roots.

Among her countless acts of service over many years, Jade has served as Clerk of Adelphi Monthly Meeting and various of its committees including Adult Religious Education, Library, and also our Ministry and Worship committee; as Clerk of the School Committee of Friends Community School and on the Board and the Quaker Life Committee of that school which was founded by Adelphi Meeting. She is currently serving as a Trustee of the Meeting. She has given workshops on Spiritual Listening at Adelphi and at Baltimore Yearly Meeting Annual Sessions. Her listening ministry grew out of and has been nourished by her active participation in Baltimore Yearly Meeting's Intervisitation Working Group.

Since first traveling as a companion and then as a traveling minister, Jade's leading to do this work has deepened, and so she again requested us to minute her travel in our name.

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 understanding, caring, joy, intelligence and thoughtfulness. We commend Jade to your care and hospitality.

Approved and minuted at our Meeting for Business held on the 8th day of Third Month (March), 2020.



Carole Hoage
Clerk

Adelphi Friends Meeting

ATTACHMENT I2020-02D
SUPERVISORY COMMITTEE REPORT:
REPORT ON DECISIONS MADE BETWEEN INTERIM MEETINGS:
YOUTH SAFETY POLICY WORKING GROUP REPORT

Report to Third Month 2020 Interim Meeting
From Youth Safety Policy Working Group

The Youth Safety Policy Working Group, under the care of Trustees, meets at least once a year to remind ourselves of the Youth Safety Policy (YSP) and how it applies, consider how well the YSP and related processes are working, and identify any improvements to the policy and related processes that might be needed.

At our November 2019 meeting, we agreed that the policy needed no major improvements in its language or related processes. However, we recommend that Interim Meeting approve introductory language that would add to the current purpose statement for the policy. We propose adding the following language to the first paragraph of the policy statement.

Purpose Statement

The purpose of this document is to establish a policy to keep children and youth in Baltimore Yearly Meeting (BYM) programs safe from abuse, procedures for ensuring that safety, and mechanisms for reporting any instance of suspected abuse.”

The policy was originally approved on October 17, 2009 and was updated on June 15, 2013 and March 17, 2018 at Interim Meeting. It can be found in Appendix D of the Manual of Procedure (www.bym-rsf.org/publications/mop/youthsafety.html).

Members of the working group are as follows: Stephanie “Steph” Bean and Brooke Davis (Co-Clerks of Camping Program Committee); Alexandra “Alex” Bean and Carol Seddon (Co-Clerks of Junior Yearly Meeting); Ellen Arginteanu (Clerk, Religious Education Committee), Adrian Bishop and Ramona Buck (Co-Clerks of Supervisory Committee); Carlotta Joyner and Kathryn “Katy” Schutz (Trustees); Annalee Flower Horne and Rebecca “Becca” Haines Rosenberg (Co-Clerks of Youth Programs Committee); Kenneth “Ken” Stockbridge (BYM Presiding Clerk); Jane Megginson (Camping Program Manager); Jocelyn “Jossie” Dowling (Youth Programs Manager); and Edward “Ned” Stowe (General Secretary).

Respectfully submitted, Carlotta Joyner, Clerk

ATTACHMENT I2020-02E
SUPERVISORY COMMITTEE REPORT:
REPORT ON DECISIONS MADE BETWEEN INTERIM MEETINGS:
INDIAN AFFAIRS COMMITTEE REPORT
RASSWEK MINUTE AND BACKGROUND MATERIALS

Rasswek Minute and background materials
Indian Affairs Committee

Greeting Friends, The Indian Affairs Committee and the Monacan Indian Nation appreciate your tenderness to their need to protect their historic capital of Rassawek. We, the IAC, would like the Rassawek Minute to move forward towards the approval we hope it will receive from BYM, despite cancellation of Interim Meeting. James River Water Authority (JRWA) is the 1-county entity insisting on the Rassawek site for a water intake and associated facilities, above all other alternatives.

Attached, please find:

- The IAC Rassawek Minute
- The IAC letter that the IAC presented at the Sept. 2019 JRWA meeting
- The IAC letter that the IAC presented at the March 2020 JRWA meeting
- Rassawek Time line from Cultural Heritage Partners
- Updated Rassawek time line, Some pre-dating Cultural Heritage Partners, most since January 2019, with focus of Quaker actions

The firm representing the tribe, mostly pro bono, Cultural Heritage Partners, told us that a statement from the whole regional group (BYM) would be useful in the tribe's supporting documentation. As you may know, we have sent the Minute to the P&SC Committee, the Reparations Group, and Midlothian and Charlottesville Meetings. Representatives of Charlottesville P&SC and Richmond Meeting spoke at the JRWA March 11, 2020 meeting in support of the tribe, despite having less than 24 hrs notice. Commitment!

All help is needed. At the meeting March 11th, everyone who spoke (~66 people) asked the JRWA to select another site. These included local landowners and people who would benefit from the project. The word genocide was frequently mentioned. The JRWA refused to share any information about the other 11 sites that the Army Corps of Engineers required them to identify. They told us they would only release the analyses of other site once the formally requested a permit for the Rassawek site.

Later on the JRWA March 11 agenda was an item innocuously called, "Action--Revised Corps of Engineers Permit Application." The JRWA asked itself to vote on it, and it passed without dissent in less than a minute with no discussion among their members. Another audience member and I quickly realized they had just voted to select the Rassawek site, voting to proceed to request a permit for that site alone from the ACE. The audience erupted, though the decision stood.

Any action--including words--that Quakers can do to support this tribe is helpful. Rather than blather on here, I will put other background information in another attachment.

Yours in peace, Sue Marcus

Rassawek Minute

Rassawek is a historic place, former capital of the Monacan Indian Nation, and held sacred by them. Baltimore Yearly Meeting supports the Monacan Nation in seeking to protect its sacred heritage, from development or other disturbance. Rassawek has been shown on maps dating to at least 1612, by John Smith, so the location of the place and its significance has been well-documented and should be known to anyone interested in disturbing the site.

The James River Water Authority has invested in infrastructure that requires a water intake, which they prefer to locate on the Rassawek site. Despite known archeological resources, including burials, found there, the Water Authority has sought to proceed with its plans to destroy the site over the protests and pleas by the original inhabitants and by the Virginia tribes that had testified in support of the Monacan Nation.

Baltimore Yearly Meeting supports the Monacan Indian Nation in seeking to protect both their cultural heritage and the final resting place of their ancestors. We the Water Authority has other alternatives and should not develop the Rassawek site. We call on County Supervisors from Fluvana and Louisa and the administrators of the James River Water Authority to discontinue efforts to further disturb Rassawek.



Indian Affairs Committee

Baltimore Yearly Meeting • 17100 Quaker Lane • Sandy Spring, MD 20860 • (301)774-7663

September 8, 2019

The Indian Affairs Committee stands with the Monacan Nation in opposing construction of a proposed water intake and pipeline in an area known as Point of Fork. This James River Water Authority project would destroy an ancestral village which is known through oral traditions, written histories, and confirmed through initial, cursory archeological investigations. Field-studies for the proposed project identified numerous artifacts, some of which date to pre-historic times, and even to 1,200 BEC (before present era).

Damage to physical and intangible values of disadvantaged people, like the Monacan Nation, is environmental injustice. It happens often when the powerful take advantage of

others. Increased costs have been cited as reasons for not locating the water facilities in places that do not damage Monacan sites. Monetary cost-savings and anticipated benefits to people who live at some distance from the location of the facilities does not help those most affected by the damage the project brings. What are the costs of unknown history, lost forever?

When we think of the history of Virginia attempting to eliminate our indigenous people through census manipulation, eugenics, and segregation, we need to stand up and say No More. We value Native peoples, their histories, their rich cultures that they generously share with those of us who are not indigenous—and we value the places of their ancestors. Don't allow the pumping facility, the pipeline, or other development to disturb the Monacan sites without their support.

Yours in peace,
Susan Marcus
Co-clerk,
Indian Affairs Committee
Baltimore Yearly Meeting



Indian Affairs Committee

Baltimore Yearly Meeting • 17100 Quaker Lane • Sandy Spring, MD 20860 • (301)774-7663

March 18, 2020

My name is Susan Marcus. I am co-clerk, rather like convener, and I represent the Indian Affairs Committee of the Baltimore Yearly Meeting, a regional Quaker organization stretching from Pennsylvania to the North Carolina.

My understanding is that the James River Water Authority was formed just 17 years ago, in 2003. The Baltimore Yearly Meeting Indian Affairs Committee has existed for only 225 years, since 1795. A map by John Smith, clearly showing the Rassawek site as a significant town, was published 396 years ago, in 1624. The Monacan Indian Nation predates all of us. They have been here since time immemorial. Rassawek, their historic capital, is shown on a readily available map made 396 years ago. If Rassawek was Jamestown, if the disturbed graves had been those of colonists, early slaves, or your families, would you choose this site above all others?

As elected officials, you are expected to do your jobs with open minds and transparent actions. By a show of hands, I would like to see how many people in this room would like

to see the evaluations the Water Authority conducted of any other sites than the Rassawek site. I believe your constituents, who include people in our Yearly Meeting, are due more than a summary for the taxpayer dollars already spent on this process.

The Water Authority seems prepared to vote without having all the information it needs to make a wise, considered decision. Instead, it seems inclined to make a quick decision without valuing what is best for its constituents. The Water Authority has an alternative, which, to my understanding both the Monacan Indian Nation and the property owners are willing to regard as a viable one. The Water Authority may not have analyzed the costs to taxpayers of the inevitable lengthy legal action by the Monacan Indian Nation and its supporters.

The Water Authority website, which I've cited in the written version of this testimony, states that the JRWA will consult with, among others, "*Federal- and State-recognized Tribal Consulting Parties, ... to identify and minimize potential impacts to any historic resources at the site in with Section 106 of the National Historic Preservation Act. ... The USACE, ... is presently engaging in consultation with VDHR, interested Tribes, and other Consulting Parties.*

Given the historical context and sensitive archeological nature of this project site, the JRWA is making every effort to be respectful of and sensitive to everyone's input during this project." <https://www.fluvannacounty.org/bc-jrwa>

I have spoken directly with ACE representatives who told me they have no role in this matter until a request for a permit is issued. Would you explain the language on the Authority's website? Given the controversy and cultural and legal concerns expressed by the Monacan Indian Nation, can you honestly state that the promises of respect and sensitivity to input have been kept?

I hope that you will postpone this vote and consider other alternatives, particularly a promising one offered to you by diverse parties. I believe we all want an outcome that is mutually acceptable without litigation.

Yours in peace,
Susan Marcus
Co-clerk,
Indian Affairs Committee
Baltimore Yearly Meeting



SAVE RASSAWEK

Timeline

1612: John Smith records the town of Rassawek on his published Map of Virginia.

1880s: Gerard Fowke of the Smithsonian Institute Bureau of Ethnology documents an Indian village at Point of Fork exposed by a flood. He describes 40-50 fireplaces (likely indicating at least as many structures), more than 25 Indian burials, and great density of Indian artifacts.

1930s: Smithsonian researcher David Bushnell studies the five Monacan towns identified on John Smith's map and concludes that the capital town of Rassawek was likely on Point of Fork.

1980: DHR officially identifies Rassawek (site number 44FV0022) after examining sites on Point of Fork disturbed by construction of a gas pipeline, which uncovered Native burials. The Monacan Indian Nation has never received the human remains excavated at that time.

Fall 2015: DHR, Preservation Virginia, many independent professional archaeologists, and concerned landowners caution the James River Water Authority (JRWA) about Rassawek and the Point's incredible historical sensitivity, urging consideration of alternative locations for the JRWA project.

November 20, 2015: DEQ issues Individual Virginia Water Permit Number 14-0343 for the entire project, including the pump station, water pipeline, and a water treatment plant at Ferncliff.

July 6, 2016: JRWA purchases land on which to site the pump station from William Hammond. Note that this is a full year before the Corps invites the Monacans to consult, revealing that consultation was an after-thought to the foregone conclusion of the siting on Rassawek.

May 2, 2017: JRWA consultants start archaeological testing on the project area, which continues intermittently until January 2018. The Monacans are never invited to comment on, review, or observe.

May 21, 2017: JRWA first informs the Monacans of their intent to locate the pump station at Point of Fork on an identified archaeological site JRWA describes as the Monacan capital, in response to which the Monacan Indian Nation expresses concern and a desire to be consulted.

June 9, 2017: The Corps sends the Nation an invitation to consult.

November 2, 2017: DHR sends a complaint to the Corps citing multiple violations by JWRA's archaeological consultants of the requirement of their anticipatory burial permit to have a supervisor on site during investigatory work.

November 2017: Preservation Virginia is recognized as a consulting party and is surprised to learn that archaeological work had been undertaken without participation by consulting parties.

January 28, 2018: The United States recognizes the Monacan Indian Nation as an American Indian tribe (federal recognition).

April 17, 2018: JRWA consultants send the Nation a draft archaeological report.

May 31, 2018: JRWA finally submits a complete Joint Permit Application to the Corps (NAO-2014-00708) for the pump station at Point of Fork.

August 11, 2018: JWRA acquiesces to the Monacans' request to visit the site to see the proposed location of the construction.

September 5, 2018: The Corps provides the Monacans with a draft archaeological report and asks for comments on the draft Memorandum of Agreement with the aim of declaring consultation concluded.

September 6, 2018: The Monacan Indian Nation engages as legal counsel Cultural Heritage Partners, PLLC, to address concerns about seeming failures in the regulatory and consulting process and the reliability of information provided by JRWA.

September 28, 2018: The Monacans demand that JWRA include in its planned mitigation financial resources sufficient for the Monacans to deal appropriately with the archaeological materials produced during salvage archaeology.

October 12, 2018: JRWA applies for a burial permit to relocate Monacan ancestors.

October 31, 2018: At a consulting party meeting held in Richmond, the Army Corps admits that the project's permitting was segmented (separately permitting the water treatment plant and pipeline from the pump station) because there are multiple alternative locations where JRWA could put the pump station. The Monacans' legal counsel asks why these alternative locations were not being pursued and was told they were more expensive.

November 27, 2018: The Monacans send a letter to the Corps following on from October 31 meeting and reiterate their concerns about the permitting process, lack of consideration for alternatives, and the poor archaeological processes to date.

December 21, 2018: The Monacans provide comments on the draft MOA, again reiterating their permitting and archaeological quality concerns, and asks for the project to be moved.

January 11, 2019: JRWA submits a revised MOA to the Corps. Their cover letter requests that the agreement document be finalized, mischaracterizes consulting party concerns as being addressed in this document, and asks for Section 106 consultation to be ended.

April 9, 2019: The Corps writes a 3-page letter in response to Monacan concerns from September, November, and December. The Monacans' concerns are not resolved.

May 6, 2019: The Corps provides a revised MOA, Treatment Plan, and Monitoring Plan to consulting parties for comment.

May 20, 2019: Following the Monacan Indian Nation's counsel's thorough review of historical documentation of Rassawek, JWRA project plans, draft agreement documents, and documents the Corps was compelled to produce by FOIA requests, as well as growing tribal concerns regarding the quality of work planned on the site, the Monacans meet with the Corps in government-to-government consultation to ask the Corps to reconsider the project and require submission of an Individual Permit.

June 5, 2019: The Monacans submit comments again expressing concern regarding the flawed agreement documents, inadequate archaeological methods, and poor recovery techniques for human remains.

June 24, 2019: The President's Advisory Council on Historic Preservation provides notice of its intention to consult on the JRWA project due to "procedural problems and issues of concern to Indian tribes."

July 1, 2019: Virginia Governor Ralph Northam and multiple cabinet members travel to Rassawek to meet with Monacan leaders to view the property and discuss concerns with the proposed project.

August 9, 2019: The Corps hosts a meeting of consulting parties. At this meeting, all of the consulting parties (including the Advisory Council on Historic Preservation and the Council of Virginia Archaeologists) state that they are not prepared to sign a draft Memorandum of Agreement allowing the project to be built at Rassawek.

September 6, 2019: The Department of Historic Resources sends letters to the Corps, the JRWA, and Carol Tyrer, the archaeological subconsultant. The letters disclose that DHR held a meeting with Carol Tyrer on August 19th about her Masters degree and coursework, and DHR has discovered that she does not meet the Secretary of Interior Professional Qualifications Standards for Archaeology. As a result, DHR will not approve any permit application that identifies Tyrer as the principal archaeologist.

September 10, 2019: The Corps sends a letter to the JRWA. The Corps states that because the Corps has been unable to reach an agreed-upon Memorandum of Agreement, given the uncertainty regarding archaeological surveys that has been created by Tyrer's disqualification, and due to consultant party information regarding the extent of adverse effects that would be caused by the project, the Corps has decided to require a Standard Individual Permit for the project.

October 16, 2019: Eric Mai, a former employee of Tyrer and her company Circa~ Cultural Resource Management LLC, submits to DHR an 8-page notarized declaration regarding

a series of alleged incompetent and unethical practices conducted by Tyrer's company at Point of Fork archaeological sites. The whistleblower states that Tyrer employed untrained and unqualified staff, lied to state officials, misrepresented the archaeological findings, and did not follow accepted archaeological standards.

October 21, 2019: The Monacan Indian Nation sends a letter to the Corps discussing the whistleblower's declaration, pointing out that the practices used on Rassawek and other Point of Fork sites are so inappropriate that they rise to the level of anticipatory demolition – destruction of historic resources explicitly forbidden by the National Historic Preservation Act. Under Section 110(k) of the NHPA, the Corps cannot issue a permit to an applicant who has damaged archaeological sites.

October 23, 2019: JRWA addresses the whistleblower declaration in a press release, stating that the authority "takes those allegations very seriously and is conducting an investigation of the consultant's work on the project."

November 4, 2019: The JRWA files a petition for appeal in Fluvanna County Circuit Court, appealing DHR's statement that they will not approve a permit on the project until there is a qualified archaeologist and appealing various conditions that DHR has deemed necessary for the professional and ethical recovery of human remains on the sites. On the same day, Tyrer files a permit of appeal and complaint in Williamsburg City Circuit Court appealing the qualification decision and requesting the court to order DHR to vacate the disqualification decision and award attorney fees and damages.

November 25, 2019: DHR files motions to dismiss in the JRWA and Tyrer petitions, arguing that the cases were filed before they were timely and that both parties have not exhausted their administrative appeal options. On this date the Monacan Indian Nation also files amicus briefs (friend of the court briefs) in both cases providing more context to the courts and asking the courts to defer to DHR's expertise regarding the qualifications of archaeological contractors.



Indian Affairs Committee

Baltimore Yearly Meeting · 17100 Quaker Lane · Sandy Spring, MD 20860 · (301) 774-7663

The Indian Affairs Committee of Baltimore Yearly Meeting of the Religious Society of Friends (Quakers) thanks you for attending our program and Richmond Friends Meeting for hosting us today. Most especially, we thank Chief Kenneth Branham of the Monacan Indian Nation for joining us to share his perspectives.

THE MONACAN INDIAN NATION URGES YOU TO HELP SAVE RASSAWEK.

The James River Water Authority (JRWA), a joint venture of Louisa and Fluvanna Counties, plans to build a water pump station on top of Rassawek, the Monacans' capital city documented by John Smith in his map of Virginia published in 1612. The Nation's goal is to save Rassawek for future generations and allow Monacan ancestors interred there to rest in peace. JRWA must move the project to an alternate location that does not disturb Monacan ancestors or erase their history.

You can help by contacting federal state and local authorities. Tell them you share the Monacan Indian Nation's deep opposition to locating the pump station at Rassawek—or Point of Fork as it is also known.

1. Tell the Army Corps of Engineers not to issue a permit to JWRA. It has been widely reported that JRWA's archaeological subconsultant employed untrained and unqualified staff and misrepresented archaeological findings about Rassawek. Their actions were so inappropriate that they rise to the level of anticipatory demolition—destruction of historic resources explicitly forbidden by the National Historic Preservation Act. Under the law, JWRA cannot be issued a post-demolition permit.

Contacts: Steven Vanderploeg, steven.a.vanderploeg@usace.army.mil
Tom Walker, william.t.walker@usace.army.mil

2. Sign the letter to Virginia's Governor and the Army Corps: <https://bit.ly/2O41tp1>

3. Tell JRWA and Boards of Supervisors of Louisa and Fluvanna Counties the project must be moved.

James River Water Authority

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HERE ARE MORE WAYS TO LEARN AND GET INVOLVED

The Commonwealth of Virginia recognizes 11 Tribes. Most of these Tribes host a pow-

wow at least once a year welcoming guests to visit their lands and communities and join in celebrating their cultures. These events are family friendly and important fundraisers. Learn more about Virginia's recognized Tribes:

Mattaponi Tribe: www.mattaponination.com

Pamunkey Indian Tribe: www.pamunkey.net

Chickahominy Indian Tribe: www.chickahominytribe.org

Chickahominy Indians Eastern Division: www.cied.org

Rappahannock Tribe: www.rappahannocktribe.org

Upper Mattaponi Indian Tribe: www.umitribe.org

Nansemond Indian Nation: www.nansemond.org

Monacan Indian Nation: www.monacannation.com

Cheroenhaka (Nottoway) Indian Tribe: www.cheroenhaka-nottoway.org/home.htm

Nottoway Indian Tribe of Virginia: www.nottowayindians.org

Patawomeck Indian Tribe of Virginia: www.patawomeckindiantribeofvirginia.org

Learn about the history of native lands and how native people continue to struggle for Tribal sovereignty. The podcast series, *This Land*, hosted by Native rights activist Rebecca Nagle is a deep dive into the history of broken promises that robbed many native people of their land, lives, and liberty: <https://crooked.com/podcast-series/this-land/>

Help defend tribal sovereignty. Like all sovereign nations, American Indians and Alaska Natives have the right to determine who they include as enrolled members and citizens. If you or a family member believe you belong as an enrolled member of a Tribal Nation, reach out to the Tribe to apply for enrolled membership. Many Tribes post information on their websites about how to apply.

Help dispel myths about native people. According to groundbreaking research conducted by the Reclaiming Native Truth project, there is little mention of native people post-1900 in K-12 education. The void in public awareness leaves space for toxic narratives to take hold. Learn how you can become an ally to native people in reclaiming the truth: <https://rnt.firstnations.org/>

Get the Native American Legislative Update from the Friends Committee on National Legislation (FCNL). There are many issues facing Tribal Nations that would benefit from the engagement of non-native allies, including health and education funding and violence

against women. Subscribe for updates at <https://act.fcni.org/signup/nalu-signup/>

Be on standby to advocate for Tribes in Virginia when important issues arise. If you would like to help advocate for Virginia Tribes at the state or local level, please reach out to the BYM Indian Affairs Committee at indianaffairs@bym-rsf.org so we know we can reach out to you when there are needs that require citizen action. Also, get to know a member of the Virginia Council on Environmental Justice near you: www.naturalresources.virginia.gov/initiatives/environmental-justice

ATTACHMENT I2020-02F

SUPERVISORY COMMITTEE REPORT:

REPORT ON DECISIONS MADE BETWEEN INTERIM MEETINGS: MINUTE TO ESTABLISH BYM REPARATIONS ACTION GROUP MINUTE TO ESTABLISH BYM REPARATIONS ACTION GROUP

Background:

The Reparations Action Group emerged from informal discussions among the Growing Diverse Leadership Committee, Working Group on Racism, and Peace & Social Concerns Committee of Baltimore Yearly Meeting (BYM) of the Religious Society of Friends.

In the earliest part of our history, Friends suffered oppressive government actions, including imprisonment, torture, incarceration, and confiscation of property. Yet, upon gaining their own rights, many early Quakers themselves joined in the practice of enslaving by buying and selling enslaved people. From the mid-1600s until as late as 1807 (see biography of Johns Hopkins), BYM and other Friends struggled to reach unity and to act against the practice of chattel slavery. While early Friends built peaceful relations with Indigenous people, Quaker schools by the 1870s were touted to “conquer the Indians by a standing army of school teachers.”

Over time, Friends have joined with other Americans to support Native Americans, to aid in liberation of enslaved people, to stand up for black people, Latino people, Asian-American people, and others who suffered from oppression and discrimination in our country. But, we are called to do more.

The social convention of a “white race” and its assumed superiority has led Americans, even many Quakers, to perpetrate countless injustices across generations. This racism and injustice has taken many forms that built over time; a partial list includes:

- Massacres of Native Americans, oppressive treaties, and violations of those treaties
- Slavery
- KKK and lynching terrorism
- Jim Crow laws blocking voting, employment, and other civic participation
- Internment of Japanese-Americans during World War II
- Redlining and discriminatory application of the GI Bill

- “New Jim Crow”—discriminatory application of the “War on Drugs” and “War on Crime,” tripling the incarceration and other criminal justice impacts on African-Americans above their proportion of the population
- Reinstatement of de facto school segregation in many U.S. states
- De facto “white privilege” demonstrated in employment, housing, and other opportunities
- Current active oppression and discrimination against Latinos and other immigrants of color

We recognize that grief, shame and anger can be triggered by awareness of these harms—with different traumas to perpetrators, victims and their families. Only with true understanding, can we find the honesty, bravery and clear-sightedness to heal them. We share Dr. Martin Luther King, Jr.’s dream of a day when the children of formerly enslaved people and the children of former enslavers together will sit at the table of peace.

In light of this history, one way to meet long-standing and continuing hurt with healing is through reparations. The National Coalition of Blacks for Reparations in America (N’COBRA) defines reparations as *“a process of repairing, healing and restoring a people injured because of their group identity and in violation of their fundamental human rights by governments, corporations, institutions and families. Those groups that have been injured have the right to obtain from the government, corporation, institution or family responsible for the injuries that which they need to repair and heal themselves. In addition to being a demand for justice, it is a principle of international human rights law.”*

Over the years and more recently, Americans have discussed and experimented with alternate means for reparations: 1) Repatriation and colonization efforts to return formerly enslaved people to Africa; 2) “40 acres and a mule”-briefly implemented then rescinded in a few occupied former-Confederate districts after the Civil War; 3) wealthy Americans’ support for African-American schools; 4) Treaties for Indian nations’ reservations, followed by U.S. mismanagement of indigenous assets and rights; 5) Affirmative Action laws and programs; 6) limited government compensation notably used after Japanese-Americans’ internment, but not for formerly enslaved people, Native Americans forced to leave their land, or their descendants.

Past reparations efforts, whether in monetary payments or targeted structural opportunities such as affirmative action, have not yet resolved the inequalities and injustices imposed by U.S. laws and other too-frequent, discriminatory schemes.

Minute: Quakers’ long commitment to equality and to “see that of God” in our neighbors regardless of skin color or national origin calls BYM Friends to lift up the concerns of past and ongoing discrimination and other actions that systemically have harmed and excluded groups, particularly African-Americans and Indigenous people.

In this effort, we realize the importance of examining our collective history, own individual actions, customs of our Meetings, and institutions of our communities and our nation. We recognize that systemic changes are needed, and that the path to these changes may be

long in coming, controversial, and difficult to accomplish. One possible form of systemic change may involve reparations.

We must join with these impacted people and their communities as they also find their ways forward. We commit to center their voices and experiences, to respect their leadership, and to work together towards creation of a shared, beloved community. We commit to follow this Light as our understanding grows.

To pursue this effort, BYM now establishes a Working Group: The Reparations Action Group under the care of the Growing Diverse Leadership Committee. This Working Group will assist Quakers and others to explore these injustices, how they occurred, and how they may be healed. At least annually, the Working Group also will review our goals, our progress, and report updates to BYM.

Recommended actions: Within BYM, we hope Friends will pursue and support action to:

1) Participate internally in adult and children’s education programs to learn the “whole story” about oppression and exclusion of African-Americans and other perceived outsiders, particularly in our own local communities. We query: Could a “truth and reconciliation” process be initiated with impacted people and their communities that neighbor ours?

2) Speak truths publicly that we learn about historic and ongoing issues to raise these concerns of oppression and exclusion in the wider community and across our nation. We query: Can Friends elevate this as an issue of conscience?

3) Work pragmatically to find solutions in state and federal legal systems, and in our institutions. We query: If race-based supports aren’t permitted by current U.S. laws and Constitutional-interpretation, can creative practices or Constitutional amendments be crafted that could help win long-denied equal opportunities?

ATTACHMENT I2020-02G
SUPERVISORY COMMITTEE REPORT:
REPORT ON DECISIONS MADE BETWEEN INTERIM MEETINGS:
PROPOSAL TO BEGIN BYM STRATEGIC PLANNING INITIATIVE

Proposal to Begin BYM Strategic Planning Initiative
From the General Secretary, Ned Stowe
3/20/20

What is BYM’s core purpose and mission? What compelling need in the world are we seeking to address as a faith community? What are BYM’s long-range priorities and goals?

These are some of the questions that I have pondered since I first started my service as General Secretary almost four years ago.

It turns out that I have not been alone. Over the past year, I have heard many members ask similar questions. Toward what long-term purpose and priorities are we directing our

efforts – developing our budgets, paying our apportionments, managing our camps and properties, communicating with each other, contributing and raising funds, running our programs, and carrying out our day-to-day work?

I brought these questions to Annual Session last August. I was then asked to develop a proposal for a long-range, strategic planning process and bring it to Interim Meeting for discernment.

To help with this, I invited a dozen people to informally advise me in the drafting of this proposal. I had thought perhaps three or four of these busy people would have time and interest to offer guidance and insight. Yet, to my surprise, everyone accepted my invitation, and, to my delight, I found this group to possess a tremendous wealth of knowledge and experience with long-range planning – either with their local meetings, with other not-for-profit organizations, or as professional planning consultants. I thank them for being willing to look over my shoulder as I prepared this proposal.

Why should BYM begin a strategic planning process?

Discerning a compelling vision, mission, and priorities is the principal goal of a strategic planning process - to unite as a faith community in an inspiring, common purpose moving forward. If BYM achieves nothing more than this, the process will have been a success. A compelling vision and purpose can inspire greater participation and engagement both locally in Friends meetings and across BYM. When we share this in our local communities, we will inspire new people to join with us in common cause. A clearer sense of vision, mission and priorities will help our committees and staff to develop strategies and programs to advance toward our goals. They will guide our programs, communications, budgets, staffing decisions, fund-raising, and process of organizational evolution.

A proposal to begin. . .

To formally start this process, I ask Interim Meeting to embrace this project as its own and to approve formation of a task group to plan, organize, and carry out the work. I will work with Supervisory Committee and the membership to build the task group, which will be comprised of about a dozen people from among our membership.

The ad hoc committee would be responsible for developing the planning process, timeline, and budget. However, key elements would include the following:

1. We will review and build upon the enduring vision and elements of our past visioning and vision implementation efforts.
2. We will engage with and seek to reflect the rich diversity that is BYM – age, race, gender, geography.
3. The process will be designed to be broadly participatory and inclusive of BYM’s diverse and geographically dispersed membership. All local meetings will be encouraged and given opportunity to participate throughout the process.
4. We will work with an experienced, professional planner/facilitator(s) – someone who understands Friends’ faith and practice, asks good questions, can be an objective observer, and can offer constructive and creative guidance.

5. The process will be centered in and guided by our time-tested processes of collective spiritual discernment.
6. The task group will report back to the Yearly Meeting regularly.
7. This initial phase will be time-limited – two years, at most.

As our vision, mission, and priorities become clearer, we will then need to look more closely at how we are going to get from here to there. What are our key opportunities and challenges? What gifts, strengths, and resources do we have that will help us advance? What new initiatives will we need to undertake, and what new capacities will we need to build? What will we need to set aside? What internal and external obstacles will we will need to overcome, and how can we do this? What changes do we need to consider in our organizational structure and decision-making processes to advance our vision and mission?

Timeframe

Many of us have a growing sense of urgency to advance this process as quickly as possible. BYM (and all of humanity!) is facing many strong headwinds today. We will be facing some extremely difficult choices in the near future given the advance of the pandemic and economic collapse. Trustees, Stewardship and Finance, Development, Supervisory, Camping Program and Property committees, staff, and others, are urgently seeking guidance about BYM's strategic vision, mission, and priorities. From this perspective, BYM should move as quickly as possible.

However, as stated above, the process necessarily must involve gathering a task group, giving it time to organize its work, finding a professional planner/facilitator, and developing a planning process and a budget. This will take time. And then implementing the planning process will take still more time – as we create opportunities for spiritual discernment, broad participation, and seasoning of ideas. Spiritual discernment is not a process that can be rushed – especially in an organization like BYM.

I recommend that we plan, as a time-limited goal, to give substantial time and attention to consideration of a draft strategic plan at Annual Session 2021. From there, let's see what we can get done by fall Interim Meeting 2021. What better way to welcome BYM's 350th anniversary in 2022 than with a vision and mission to guide us into our next century.

Budget

This will cost money. The true cost will vary depending on the specific needs identified by the task group. The more that we do for ourselves, the less it will cost. However, the value of hiring and working with an outside facilitator and consultant should not be underestimated. The task group will develop a budget based on its assessment of what is needed. This will be brought to the Yearly Meeting for approval.

This is the kind of urgent, singular, time-limited special initiative and opportunity for which BYM maintains its unrestricted reserves. That said, if successful, this initiative offers the hope of replenishing BYM's reserves many times over in the years ahead.

Conclusion

Initiating a strategic planning process will be a first big step in what will become an ongoing process. Once we have a clearer sense of our vision, mission and priorities, the strategic plan will guide our work together moving forward. This initial start-up phase will require more effort and engagement at the front end. However, once we are up and running with a plan, it will become a normal part of our organizational practice to use it as our guide moving forward.

We are seeking to discern God’s vision for us as a gathered community and to discover together greater clarity about our purpose and intentions moving forward. The outcome of this initial process will set our course for the future. We hope and trust that the vision, mission, and priorities we discern will provide an enduring source of inspiration and guidance. We will want to incorporate them into our governance and oversight practices – for guidance, to measure our progress, and to hold ourselves accountable to our vision. However, they will not be immutable. Rather, they will serve as our guide for the next leg of our journey together and only as long as they remain relevant and true for us as a gathered community.

Decisions required at Interim Meeting

- 1) Do we approve undertaking this strategic planning initiative?
- 2) Do we approve the General Secretary organizing a strategic planning task group to organize and carry out this project?

ATTACHMENT I2020-03

SEARCH COMMITTEE REPORT

Report to Interim Meeting from the Search Committee

Joshua Riley, Hopewell Centre, resigned from Supervisory Committee in December, 2019. Search Committee recommends Gulielma (Guli) Fager, Baltimore, Stony Run, to serve on Supervisory Committee, filling this vacancy. If approved whenever Interim Meeting has the opportunity to consider the nomination, her term of service would begin immediately.

ATTACHMENT I2020-04A

GENERAL SECRETARY’S REPORT TO CALLED INTERIM MEETING: DOCUMENT 1: REPORT

Document 1: General Secretary’s Report to Called Interim Meeting 5/16/20
Ned Stowe, General Secretary

These have been difficult times for all of us in so many ways. This has been no less true for our staff and committees at BYM. Work routines, hopes, plans, personal connections, ways of being and working together, the camps, and budgets have all been thrown up in the air by the pandemic and associated social and economic disruption these past two months. We are now having to learn how to surf toward shore together on a much more turbulent sea with unpredictable currents and rip tides.

In this and accompanying documents I will report on some of the ways the pandemic has affected BYM's operations, with particular focus on the 2020 budget. I will try to bring you up to date with the financial and budgetary impacts of the pandemic and how we staff and committees have responded thus far. And I will make recommendations for how we might find our financial balance together, coordinate our actions, and swim toward land – a place with more solid financial footing.

A brief chronology of events.

- After consultation with Supervisory Committee, and under orders from the Governor of Maryland, the BYM office was closed due to the pandemic on 3/16/20. Staff who were able shifted to telecommuting from their homes, and we have continued to meet weekly by Zoom. Some, but not all of our jobs can be done via telecommuting and with social distancing. All staff had to adjust their program plans and activities to the new emerging reality and new ways of working and being together across BYM.
- Many BYM programs and activities had to be canceled or shifted to Zoom. All staff had to begin adjusting their work plans quickly and dramatically to advance BYM's priorities and programs under the conditions of social distancing and shut down. Annual session, Interim Meeting, Youth programs, STRIDE program, Camping Program, Property management, Spiritual Formation.
- I asked staff to curb all spending that was not absolutely necessary in order to conserve cash flow. This particularly affected the Camp Property Management, which at this time of year is normally focused on repairing and replacing capital equipment and facilities in preparation for the next camp season. The Camp Property Manager put on hold approximately \$100,000 of repairs and replacements for camp capital equipment and property that had been planned for 2020 in order to conserve BYM's cash.
- The biggest and most immediate financial impact of the pandemic was on our cash flow. We had to sequester \$317,000 in camp fees for possible refund in the event that camps are not able to operate this summer. Normally, BYM would be able to use this large influx of cash to finance its operations in the first months of the year when the flow of contributions and apportionments is low. However, under the shadow of the pandemic and the possibility that camps would be closed, we halted further enrollment and payments, and sequestered the fees we had received. This meant we would have to rely upon our remaining unrestricted funds to continue operations and meet payroll.
- That is where the second big financial impact of the pandemic and associated economic disruption affected us. The value of our unrestricted reserves plunged in March and April, leaving BYM with little left to help us with our cash flow crisis. What had been more than three-months-worth of operating expenses in our unrestricted reserves as of 12/31/19 had been substantially reduced by the stock market crash. By 4/15/20, we had sufficient funds to cover only one more payroll.
- The Stewardship and Finance Committee then sent an appeal to local meetings to accelerate payment of their 2020 apportionments as they were able to help ease the BYM cash flow crisis. Many responded, and apportionment payments are still coming in. To date, we have received about \$271,000 in apportionments – more than half of the \$500,000 budgeted to be received in 2020. This helped ease our short-term cash flow crisis. Thank you to all!
- In addition, at the beginning of April, Congress enacted the CARES Act to provide

economic relief to businesses and non-profits impacted by the pandemic. BYM staff immediately began researching and applying for a loan/grant under the Payroll Protection Provisions. Trustees subsequently approved BYM proceeding with the application. On 4/17/20, BYM was notified that its application was approved for a \$178,000 loan/grant to support BYM's payroll and expenses for eight weeks. The loan becomes a grant if it is used primarily to cover payroll and benefits. The funds were transferred the following week. This, too, will ease BYM's cash flow crunch considerably over the next few months.

- Further, staff applied for an emergency grant from Montgomery County, MD, under the Public Health Emergency Grant program. On 4/21/20, BYM was notified that we had been approved for a \$10,000 grant and the funds were transferred 5/1/20. The grant is to be used to support payroll and expenses. This, too, will ease BYM's cash flow crunch considerably over the next few months.
- On 4/15/20, in consultation with the Stewardship and Finance Committee and Trustees, Supervisory Committee approved recommending almost \$83,000 of non-personnel cost reductions for 2020 to this Interim Meeting. See separate report: "Proposed 2020 Non-Personnel Cost Reductions."
- On 4/15/20, Supervisory Committee also approved \$166K of personnel cost reductions. However, Supervisory Committee suspended implementation of these personnel cost reductions when BYM received notice of the federal CARES Act PPP loan/grant approval. The PPP loan will become a grant if BYM maintains its current payroll for eight weeks. The grant will provide BYM with some much needed breathing room to consider its financial situation and next steps, and it provides staff with two more months of much-needed pay and benefits.
- The receipt of accelerated apportionments and government relief have bought BYM some time to consider its way forward and to make more adjustments as needed. It will allow time for Interim Meeting to gather and discern our way forward together.

Budget-related work in progress.

The Development Director and Committee are sustaining communications and relationships with the BYM community and donors, continuing focused appeals for the camping program fixed costs, and pivoting to give more emphasis to planned giving and grant writing. The Development Director notes that, across the non-profit sector, this has been an especially difficult time for non-profit fund-raising for organizations that are not involved in direct relief efforts. Understandably, donors are focusing their resources on providing humanitarian relief at home and abroad. Nonetheless, many members and local meetings have stepped forward and made significant and unexpected contributions to BYM, including many new donors and returning donors who had not contributed for a long time. Thank you, all!

The 2020 budget view ahead

Before the pandemic, BYM was already facing a significant budget challenge for 2020. BYM ended 2019 with an operating deficit of \$89,000. The deficit was off-set by receipt of unexpected additional apportionment of \$69,000 due to a bequest received by a local meeting at the end of the year, and by significant realized gains on investments. However, the 2020 operating budget, approved in August 2019, set revenue and expenses \$262,000

higher than the amount BYM actually received in operating revenue in 2019 (from program fees, apportionment, and contributions, but not including the unexpected bequest). The approved 2020 budget calls for almost doubling the amount of contributions we actually raised in 2019 – from \$221,307 to \$421,150. Under the cloud of the pandemic and its economic consequences, this significantly higher revenue goal and level of expenditures will be especially difficult to achieve.

Now, with the Camping Program Committee’s (CPC) decision to not open camps this summer (see “Document 2: BYM Camp Closure Decision”), BYM’s financial challenges will be much greater (see “Document 3: 2020 Budget Scenarios”). Unless we take action now, without the fee income generated by camps, BYM may be facing an end-of-year deficit in the range of \$200,000 to \$300,000.

At this Interim Meeting, I hope we will approve a number of steps that will help avoid that. Then, following IM, I will be working with Supervisory Committee and other committees to identify additional cost reductions to reduce the 2020 deficit. This will likely include significant reductions in personnel expenses and may include temporary furloughs and lay-offs. We will begin implementing these plans and report to you about these plans at June IM.

Finally, in addition, the Comptroller and I will be working with the Treasurer and Trustees to manage BYM’s cash flow month-to-month, and, as needed, to develop and identify various sources of funds and financing to help get BYM through to the end of the year, and we will be working with Stewardship and Finance and Development committees to develop a sustainable budget for 2021.

Recommendations

To set BYM on a course toward a more balanced budget in 2020, I recommend the following:

- Accept the “Reduced 2020 Budget” framework as presented in Document 3, recognizing that this will serve as a guide, but that staff and committees may need to make some adjustments as we move forward and face new challenges and opportunities.
- Approve re-purposing camp fee surcharge fund to cover 2020 camp and property management expenses as described in Document 4.
- Approve the recommended non-personnel expense reductions as described in Document 5.
- Approve the General Secretary and the Supervisory Committee, in consultation with relevant committees, proceeding to identify and implement personnel cost reductions as needed to prepare for staffing changes starting July 1.

ATTACHMENT I2020-04B

GENERAL SECRETARY'S REPORT TO CALLED INTERIM MEETING: DOCUMENT 2: BYM CAMP CLOSURE DECISION WITH IMPLICATIONS AND ELEMENTS FOR WAY FORWARD

Document 2: BYM Camp Closure Decision with Implications and Elements for Way Forward Called Interim Meeting, 5/16/20 Ned Stowe, General Secretary

The Camping Program Committee (CPC) met 5/9/20 to discern whether BYM camps should open this summer. Based on a review of draft guidance from the Centers for Disease Control concerning the way forward for day camps, schools, child care providers and religious institutions in light of the ongoing pandemic, the committee concluded that BYM would not be able to assure a safe, healthy, and enjoyable camp experience for campers, volunteers and staff this summer. This decision was made with heavy hearts, but clear unity. Camp Program Manager Jane Megginson has sent a communication to all camp families notifying them of this decision.

The greatest impact of this decision will be on our campers, camp families, volunteers, and staff for whom the summer camping program is a peak annual experience – physically, emotionally, mentally, and spiritually. For many, it is where BYM's faith and practice comes together intensively and sublimely each year, for young and old - living, playing, and working in community - outdoors in nature. This will be sorely missed.

The CPC has now shifted to making plans for ways to sustain the spirit of our camps and our camping community through this time of pandemic, and the Camp Property Management Committee will be exploring how BYM might make its camp facilities available to families and small groups—safely and in a manner consistent with public health guidelines—during this time of closure.

The other big impact of this decision will be on BYM's operating budget. In normal years, the camping program and camp property management program operating expenses are largely self-funded through the BYM operating budget by camper fees (including the salaries of year-round staff). (The major exception to this is the capital budget for the repair and replacement of capital equipment and property, which is supported outside of the operating budget by contributions that donors designate for the camp capital fund.) The Camp Program Manager and Camp Directors work hard to adjust spending and staffing levels each summer to come into balance with actual enrollment and fee revenue. As such, the camp budget has not been a major contributing factor to the overall operating budget imbalances that BYM has experienced recently and now faces.

However, with camps canceled this summer as a result of the pandemic, BYM will not receive the budgeted \$868,000 in fee revenue which normally would be used to cover the year-round fixed operating expenses of the camping program and property management.

Further, other sources of revenue associated with the camps (e.g. sales of camp T-shirts, camp rentals, etc.) are also likely to be much lower than budgeted due to the pandemic.

Year-round camp personnel expenses for the Camp Program Manager, Camp Property Manager and two Camp Caretakers are currently about \$266,000. There are also additional fixed non-personnel costs to owning and maintaining the camps throughout the year that will need to be covered, such as utilities, grounds maintenance, and ongoing facilities repair and maintenance. And, the five camp directors will need to be compensated for the several months of part time work they have already put into recruiting counselors and staff and preparing for the summer season that is now canceled. The total estimated cost of sustaining year-round camp staff at current levels of effort and maintaining the camps while they are closed is about \$463,000.

Staff and committees will be working to increase camping revenue and reduce camping costs to minimize the impact of the camp closure on the BYM operating budget. However, nonetheless, in this pandemic year, BYM will need to cover much of this cost from other operating revenue or other financial resources. Here are some steps we are planning and implementing.

Increasing camping revenue:

- In the process of refunding camp deposits and fees to campers, BYM will invite camp families to donate some or all of their deposits and fees to support the camps. Some have already indicated they will do so.
- BYM will invite local meetings that provide camperships to campers each year to consider donating these funds this year to support the ongoing needs of the camps. A number of local meetings have already indicated that they intend to do this.
- Re-purpose the Fund for Friendly Loan Repayment (see “Document 4: Recommendation to Re-Purpose. . .”). This could help reduce this unbudgeted revenue shortfall by almost \$81,000.
- CPMC will be exploring how BYM might generate additional revenue from our vacant camps through rentals to families and small groups – safely and in a manner consistent with public health guidelines - during this time of closure and in the fall.
- Decreasing camping and other costs:
- BYM staff will strive to reduce expenses even further – below the \$463,000 estimated above. This includes reducing our insurance costs, deferring vehicle maintenance, and cutting utilities expenses.
- As part of the effort to reduce expenses, BYM will need to consider making some lay-offs, leave some positions vacant, reduce levels of effort in some positions, and/or furlough part time a number of BYM staff. I will be recommending a plan to Supervisory Committee on 5/21 that will reduce total BYM personnel expenses by \$110,000 - \$120,000 between now and the end of the year.

Through these and other steps to increase revenue and reduce expenses, I believe BYM will be in a much better position to weather this pandemic financially.

Note: Each BYM staff person affected by this proposal is currently playing an important role in advancing BYM’s priorities today. There is a reason why BYM created these positions and hired these dedicated individuals; there was work that needed to be done and priorities that BYM wanted to advance. Painful staffing changes will be made more difficult when recognizing the deep dedication and commitment that each staff person has brought to their work and to BYM. We owe each our gratitude and support.

Further, it is important for the Yearly Meeting to recognize that if staff hours and salaries are reduced or positions are left unfilled, less work will be accomplished by staff on behalf of BYM. More will need to be done by volunteers. We will seek volunteers to fill critical gaps as appropriate to the task. However, the fact remains that staff and committees will need to decide what priorities are most important and which will need to be set aside.

**ATTACHMENT I2020-04C
GENERAL SECRETARY’S REPORT TO CALLED INTERIM MEETING:
DOCUMENT 3: 2020 BUDGET SCENARIOS**

	DOCUMENT 3	ACTUAL 2019	APPROVED	REDUCED	
	2020 BUDGET SCENARIOS		2020 BUDGET	2020 BUDGET	
	CALLED INTERIM MEETING			WITH COVID-19	
	DATE 5/12/2020			DISRUPTION TO	
				PROGRAMS	
				AND NO CAMP	
LINE					
	REVENUE				
1	APPORTIONMENT	\$494,534.00	\$500,000.00	\$500,000.00	
2	PROGRAM FEES	\$957,735.00	\$1,066,100.00	\$80,000.00	REDUCED DUE TO PANDEMIC
3	CONTRIBUTIONS TO OPERATING BUDGET	\$221,307.00	\$421,150.00	\$421,150.00	
4	OTHER INCOME	\$196,523.00	\$99,800.00	\$56,000.00	REDUCED DUE TO PANDEMIC
5	RELEASE DIVERSITY FUNDS TO COVER PORTION OF STRIDE PROGRAM EXPENSES	\$-	\$44,950.00	\$44,950.00	

	DOCUMENT 3	ACTUAL 2019	APPROVED	REDUCED	
	2020 BUDGET SCENARIOS		2020 BUDGET	2020 BUDGET	
	CALLED INTERIM MEETING			WITH COVID-19	
	DATE 5/12/2020			DISRUPTION TO	
				PROGRAMS	
				AND NO CAMP	
	ADJUSTMENTS TO REVENUE				
6	REDUCE 2020 EXPECTED CONTRIBUTIONS TO EQUAL 2019 ACTUAL CONTRIBUTIONS	\$-	\$-	\$(200,000.00)	
7	ADD EMERGENCY GRANTS	\$-	\$-	\$188,000.00	
8	RELEASE DESIGNATED CAMP SURCHARGE FUND TO COVER 2020 CAMP EXPENSES	\$-	\$-	\$81,000.00	
9	RELEASE ADDITIONAL DIVERSITY FUNDS TO COVER TOTAL STRIDE PROGRAM EXPENSES	\$-	\$-	\$33,682.00	
10	SUBTOTAL OPERATING REVENUE WITH ADJUSTMENTS	\$1,870,099.00	\$2,132,000.00	\$1,204,782.00	
11	EXTRA UNEXPECTED REVENUE FROM APPORTIONMENT DUE TO BEQUEST	\$69,000.00	\$-	\$-	
	TOTAL OPERATING REVENUE WITH ADJUSTMENTS	\$1,939,099.00	\$2,132,000.00	\$1,204,782.00	
	EXPENSES				
12	ADMINISTRATIVE	\$715,191.00	\$747,530.00	\$747,530.00	
13	CAMPING (ALL)	\$988,634.00	\$1,071,800.00	\$463,000.00	REDUCED DUE TO PANDEMIC
14	OTHER PROGRAMS	\$255,632.00	\$312,670.00	\$191,066.00	REDUCED DUE TO PANDEMIC

	DOCUMENT 3	ACTUAL 2019	APPROVED	REDUCED	
	2020 BUDGET SCENARIOS		2020 BUDGET	2020 BUDGET	
	CALLED INTERIM MEETING			WITH COVID-19	
	DATE 5/12/2020			DISRUPTION TO	
				PROGRAMS	
				AND NO CAMP	
	ADJUSTMENTS TO EXPENSES				
15	RECOMMENDED NON-PERSONNEL EXPENSE REDUCTIONS	\$-	\$-	\$(83,000.00)	
16	PERSONNEL EXPENSE REDUCTIONS (TO BE DETERMINED)	\$-	\$-	\$(114,000.00)	
17	TOTAL OPERATING EXPENSES WITH ADJUSTMENTS	\$1,959,457.00	\$2,132,000.00	\$1,204,596.00	
18	NET OPERATING INCOME WITH ADJUSTMENTS	\$(20,358.00)	\$-	\$186.00	
19	Note: This proposed “Reduced 2020 Budget” provides a road map through an extremely difficult and uncertain program and financial planning environment.				
	It is based on what we know and see at this time. Additional adjustments and rebalancing will need to be made along the way.				
	Staff will work with the relevant governing committees to manage the budget moving forward. Any additional major changes will be reported to the Yearly Meeting.				
	2019 NOTES				
20	NOTE IN 2019 BYM REALIZED SIGNIFICANT GAINS ON INVESTMENTS WHICH ALLOWED BYM TO END 2019 WITH A \$103K SURPLUS				
	BYM IS NOT EXPECTED TO REALIZE MANY GAINS ON INVESTMENTS IN 2020				
	REDUCED 2020 BUDGET ASSUMPTIONS				
21	ASSUMES IN-PERSON GATHERINGS AND PROGRAMS CAN RESUME BY SEPTEMBER				
22	REVENUE: NO FEE INCOME FOR IN-PERSON ANNUAL SESSION				
23	REVENUE: NO FEE INCOME FOR IN-PERSON YOUTH PROGRAMS FOR SIX MONTHS				
24	REVENUE: \$868K (NET) FEE INCOME REDUCTION DUE TO CAMP CLOSURE				
25	REVENUE: \$12K REDUCTION IN INCOME FROM BARRY MORLEY ENDOWMENT FOR CAMPSHIP				
26	REVENUE: \$93K REDUCTION IN EXPECTED CONTRIBUTIONS TO CAMP AND STRIDE FOR CAMPSHIPS				
27	REVENUE: \$30K REDUCTION IN OTHER INCOME FROM CAMPS AND PROPERTY				
28	EXPENSES: NO EXPENSES FOR ANNUAL SESSION (OR EXPENSES WILL BE COVERED BY FEES)				
29	EXPENSES: NON-PERSONNEL YOUTH PROGRAM EXPENSES SUSPENDED FOR SIX MONTHS				
30	EXPENSES: NON-PERSONNEL STRIDE PROGRAM EXPENSES SUSPENDED FOR SIX MONTHS				

ATTACHMENT I2020-04D

**GENERAL SECRETARY'S REPORT TO CALLED INTERIM MEETING:
DOCUMENT 4: RECOMMENDATION TO RE-PURPOSE CAMPER FEE
SURCHARGE BALANCE TO COVER 2020 COMBINED CAMP AND
PROPERTY EXPENSES**

**Document 4: Recommendation to Re-Purpose Camper Fee Surcharge Balance to
Cover**

2020 Combined Camp and Property Expenses

Called Interim Meeting 5/16/20

Ned Stowe, General Secretary

As described in other reports for this Interim Meeting, BYM is facing an extremely difficult budget year in 2020. With BYM camps closed this summer and not generating fee revenue, BYM is facing the possibility of a significant budget deficit at the end of the year. To reduce the deficit, we need to cut costs, raise revenue, and utilize all of the financial resources that we can put our hands on.

One possible source of funds that could help us in our time of need is the Fund for Friendly Loan Repayment. As of 2/29/20, BYM has set aside about \$80,766 for payment of principal on the Friendly Loans for the Catoctin bathhouse.

This recommendation is to re-purpose these funds to pay a significant portion of the operating expenses of the camping program and camp property management during this pandemic year in which we will not be able to operate our camps, but in which we will still have to pay many of the costs of our year-round camp operations. Using these funds will allow BYM to avoid the expense of borrowing the funds from elsewhere. The Camping Program Committee, Trustees and Stewardship and Finance Committee have endorsed this proposal.

Background: In October 2016, at the suggestion of the Camping Program Committee, Interim Meeting approved establishing this designated fund as part of the financing plan for the Catoctin bathhouse. The camping program added the surcharge to camper fees starting in 2017. Over the past three years, the Camping Program raised \$125,000 from the fee surcharge, and this camper fee surcharge has paid 100 percent of the principal and interest on the Friendly loans thus far. In addition, four of the ten Friendly lenders forgave loans totaling \$125,000.

BYM has an outstanding Friendly loan balance for the Catoctin bathhouse of \$215,000 on six remaining loans. Two Friendly loans come due in 2020, totaling \$40,000. BYM Trustees and Sandy Spring Monthly Meeting Trustees recently agreed to refinance these two loans over a ten year period, helping BYM conserve scarce cash during this financial crisis. In 2020, BYM will pay \$1644.95 for principal and \$791.05 for interest to Sandy Spring Meeting for this loan. In addition, in 2020, BYM will pay \$4225.00 for interest on the remaining Friendly loans. Combined, BYM will pay a total of \$6661.00 for interest and principal in 2020.

In 2021, \$50,000 in Friendly loans will come due, and, in 2022, the remaining \$125,000 in Friendly loans will come due. BYM Trustees plan to refinance these loans with other Friendly lenders over a longer period of time as the loans come due. Assuming similar terms in future refinancing agreements, by 2023, BYM will be paying approximately \$26,000 in interest and principal annually to retire the debt of \$215,000 over ten years. BYM will need to budget for this accordingly in future years.

ATTACHMENT I2020-04E

GENERAL SECRETARY'S REPORT TO CALLED INTERIM MEETING: DOCUMENT 5: PROPOSED 2020 NON-PERSONNEL COST REDUC- TIONS

Document 5: Proposed 2020 Non-Personnel Cost Reductions Called Interim Meeting 5/16/20 Ned Stowe, General Secretary

The following proposed \$83,000 in non-personnel cost reductions for 2020 have been reviewed and approved by Supervisory Committee, in consultation with Stewardship and Finance Committee, Trustees and relevant program staff. For discernment and approval at Interim Meeting.

Administration and Development

- 1. Accounting and audit:** Cancel the annual audit for 2019. Continue to retain the services of our auditor BBD for some accounting services such as completing the annual IRS Form 990. The Trustees have agreed to forego the audit for 2019, but will plan to have an audit conducted for this year in 2021. BYM will need to budget an additional \$3,000-\$4,000 for the 2020 audit in 2021, because of the cost of auditing for the skipped year. Save \$12,000 in 2020.
- 2. Office supplies, printing and postage (Office):** This expense would be cut 50%. Due to changes in office operations and program plans under the shadow of COVID-19, these expenses likely will be lower. Save \$11,000.
- 3. Staff travel:** Most staff travel plans have been on hold since March and in-person meetings canceled. This is likely to remain so through the summer due to the pandemic. Cut 50%. Save \$3,000.
- 4. Employee development:** Staff will cancel plans to attend professional conferences, trainings, and other employee development activities. Cut 100%. Save \$3,000.
- 5. Computer equipment, supplies, maintenance:** Staff will defer these expenses to 2021 as we are able without disrupting business continuity. Cut 40%. Save \$4,000.
- 6. Equipment purchase and maintenance (Admin):** Staff will defer as many of these expenses to 2021 as they are able without disrupting business continuity. Cut 50%. Save \$2,000.
- 7. Development program expenses:** Due to changes in Development program operations and plans under the shadow of COVID-19, these expenses likely will be lower. Cut 20%. Save \$10,000.

Contributions to organizations

8. Contributions to Organizations (FUM, FGC, FWCC): Pay \$1000 to each organization, timed according to their fiscal year end. Withhold the remaining budgeted balance until the end of the year. Make additional contributions at the end of the year if funds are available. Friends are encouraged to support these organizations directly. Potential savings: \$24,000.

9. Contributions to other organizations: This includes organizations with which BYM is affiliated or sends representatives, church councils, and other organizations. Cut 100%. Friends are encouraged to support these organizations directly. Save \$1,825.

Committees and travel

10. Intervisitation: This line item supports travel and intervisitation among yearly meetings. Physical travel among yearly meetings is not likely to be safe during the time of COVID-19. Cut budget 100%. Save \$4,000.

11. Committee overage contingency: This pool of funds was established in 2020 by Stewardship and Finance Committee to support additional funding for committees for unanticipated projects or activities over and above their budgets. Cut 100%. Save \$4,000.

12. Representative travel: Most travel plans have been on hold since March and all in-person meetings and Quaker gatherings have been canceled. This is likely to remain so through the summer due to the pandemic. Cut 100%. Save \$4,000.

Total non-personnel cost reductions = \$82,825

ATTACHMENT I2020-05

STEWARDSHIP AND FINANCE COMMITTEE REPORT

Notice to Friends of Baltimore Yearly Meeting

Because of the uncertainties surrounding BYM's expenses and income for 2020, the Stewardship has modified the budget development and approval process for the 2021 budget.

The planned schedule is:

- June Interim Meeting Present review of options for expense reductions for the 2021 budget with attention to tradeoffs that may be necessary
- August Annual Session: Seek information from Monthly Meetings on their financial status and , in cooperation with the treasurer provide update on Yearly Meeting financial situation. Stewardship and Finance Committee be looking at how apportionment payments are doing and how contributions to monthly meetings are going to anticipate 2021 apportionment amounts.
- September: electronic distribution of proposed Yearly Meeting budget for consideration by Monthly Meetings
- October: S&F to host discussions, likely by Zoom, with interested Friends
- November Interim Meeting : Final approval of budget



Annual Session 2019 photo by Skip Duncan

INTERIM MEETING

SIXTH MONTH 13, 2020

VIRTUAL EVENT

12020-07 *Opening.* Baltimore Yearly Meeting's Interim Meeting held an online session on 6/13/2020. We heard the queries from our declaration as an anti-racist faith community. We held our Yearly Meeting and our world in the Light, mindful of our desire to change, be more inclusive, and be more whole.

12020-08 *Buckhannon Preparative Meeting.* Grace Higgins (Buckhannon) reported on Buckhannon Preparative Meeting's application for establishment of Buckhannon Friends; a copy of the 5/5/2019 minute of Monongalia Friends Meeting is attached. Grace noted the recent increased attendance at Buckhannon and its activity. We noted that Monongalia Friends Meeting is not part of a Quarterly Meeting. We **FORWARDED** to our upcoming Annual Session the application for establishment of Buckhannon Friends, recommending that it be approved.

12020-09 *Travel minute for Jolee Robinson.* The Clerk read aloud a travel minute from Adelphi Friends for Jolee Robinson (Adelphi); a copy of the minute is attached. We **ENDORSED** this minute.

12020-10 *Search Committee report.* Rebecca Rawls (Langley Hill), Search Committee Clerk, reported. Rebecca noted remaining vacancies to be filled; Rebecca noted the Yearly Meeting Presiding Clerk's willingness to have a short term extension if need be. Rebecca noted that the committee is open to suggestions for filling vacancies. Rebecca stated that committee members held in their hearts our anti-racist queries in their work, and consulted with our Growing Diverse Leadership Committee. We heard concerns about the levels of diversity of the nominations. We heard of the usefulness of asking folks from under-represented groups to serve before asking folks from well-represented groups to serve. We heard a concern that we have not identified what we'll do concretely to attend to our anti-racist queries; there are differing senses of how to do so. We heard a suggestion that committees might not only read the queries and minute that they have been read, but also respond in words and deeds and minute how they respond, and that decision items brought to the Yearly Meeting cover how the queries have been used. We heard that our Growing Diverse Leadership Committee plans to report on how committees and Meetings are using the queries. The Yearly Meeting Presiding Clerk is asking committees to cover their work on the queries in their annual reports. The Growing Diverse Leadership Committee stands ready to assist committees and Meetings with use of the queries.

We **FORWARDED** these Committee nominations to our upcoming Annual Session: Clerk of Interim Meeting, Meg Boyd Meyer (Baltimore, Stony Run), through 2022; Recording Clerk of Interim Meeting, Rebecca Richards (Gunpowder), through 2022; Nominating Committee, Chip Tucker (Charlottesville), Debbi Sudduth (Goose Creek), Melissa Meredith (Bethesda), and Janet Eaby (Nottingham), through 2023; Supervisory Committee: Ramona Buck (Patapsco), through 2022.

12020-11 Naming Committee. Dave French, Naming Committee, reported. At the Committee's recommendation, we **FORWARDED** to our upcoming Annual Session the nominations of Catherine Tunis (Herndon) and Bill Mims (Langley Hill) to continue serving on Search Committee.

The Clerk of Interim Meeting asked folks willing to serve on Naming Committee to be in touch with the Clerk.

12020-12 Youth Programs Manager's report. Jossie Dowling, outgoing Youth Programs Manager, reported; the written version of the report is attached. Jossie shared videos from Junior Young Friends conferences held in the fall and winter. Online events have been held during the pandemic, including the annual appreciation of graduates. Jossie is returning to school to train to become a school counselor.

Becka Haines Rosenberg (Alexandria), Youth Programs Committee Co-Clerk, read aloud a Youth Programs Committee minute of appreciation for Jossie and Jossie's service as Youth Programs Manager; the written version of the minute is attached.

12020-13 Friends General Conference Gathering report. Patsy Arnold Martin (Roanoke) and Tony Martin (Roanoke), Friends General Conference (FGC) Gathering Co-Clerks, reported; the written version of the report is attached. The 2020 Gathering has been shifted online; an in-person Gathering is being planned for Radford University in Virginia in the summer of 2021. Tony noted the need for additional people to serve on the 2021 local arrangements, evening program, and communications subcommittees. Planning is underway for both an in-person gathering and a hybrid gathering. Planning meetings are to be held online.

12020-14 Report of Clerk of Interim Meeting. Marcy Baker Seitel (Adelphi), Clerk of Interim Meeting, reported on efforts of Supervisory Committee to increase transparency and of Stewardship and Finance Committee, Trustees, and other committees' efforts to proceed in a Spirit-led manner. The Clerk noted out-of-the-ordinary efforts of staff to deal with the pandemic and its effects.

12020-15 Development Director's report. Mary Braun (Patapsco), Development Director, reported; the written version of the report is attached. Mary expressed appreciation for departing staff members Ned Stowe (Sandy Spring), Margo Lehman (Sandy Spring), and Jossie Dowling. Mary noted Yearly Meeting participation in a Giving Tuesday program. Mary noted that the \$26,000 donated by Meetings to meet camp expenses is not part of their apportionments but represents donations of funds budgeted for other camp purposes (such as scholarships). Mary believes that grants for diversity work may be forthcoming in the last half of the year.

12020-16 Treasurer's report. Jim Riley (Hopewell Centre), Treasurer, reported; the written version of the report is attached. In answer to a question, Jim noted that "expenditures to meet restrictions" represent the total of spending from funds with associated donor restrictions.

12020-17 Supervisory Committee reports. Ramona Buck (Patapsco), Supervisory Committee Co-Clerk, presented the Committee’s annual report, a personnel budget report, and a report regarding the position of Acting General Secretary; the distributed versions of the reports are attached. The annual report includes information on staff compensation.

The personnel budget report includes the determination of how to achieve \$110,000 of the personnel cost reductions budgeted at our most recent Interim Meeting. Ramona noted that, in addition to steps outlined in the report, retirement account contributions have been suspended. In answer to a question, Wayne Finegar (Sandy Spring), Associate General Secretary, noted that the position of Youth Programs Manager is to be filled after a two-month vacancy; the new manager, Alexis “Sunshine” Klein (Shiloh), has been hired. We heard an introduction from Sunshine. Ramona noted that our Assistant Bookkeeper’s role is to be increased and that our outgoing Comptroller will serve as a consultant for now to meet bookkeeping needs. Ramona believes that staff are taking the changes as best as they can and being as flexible as they can be. Wayne appreciated the work of Supervisory Committee to make changes as little painful as possible. In answer to a question, Wayne noted that future makeup additions to retirement accounts are allowed, funds permitting.

Ramona undertook to share a job description for the Acting General Secretary so that meetings can know what is appropriate to ask of the Acting General Secretary; Wayne expressed openness to all questions, not all of which may be answered.

We **ACCEPTED** the reports of Supervisory Committee, appreciating their results, numerous meetings, and communication.

12020-18 Program Committee report. Barb Platt (Sandy Spring), Program Committee Clerk, reported; the written version of the report is attached. Barb noted that registration for our online Annual Session is open; early registration is a help to Program Committee. While a bookstore and ice cream nights are precluded, the Committee has sought to keep as many elements of our Annual Session as possible. Barb invited us to use the new format as an opportunity to invite participation by new people. Barb noted the possibility of local Meetings hosting Annual Session viewings; we heard of the possibility of outdoor viewings (WiFi range permitting). Ken Stockbridge (Patapsco), Presiding Clerk of Yearly Meeting, noted an imminent mailing on how Annual Session business is to be handled.

12020-19 STRIDE Working Group report. Rosie Eck (Homewood), Baltimore Strengthening Transformative Relationships In Diverse Environments (STRIDE) Co-Clerk, Khalila Lomax, STRIDE Coordinator, and Nikki Richards (Reparations Action Working Group) reported; a written report is attached. Rosie detailed efforts in Baltimore focused on meeting the immediate needs of families. Khalila focused on mutual aid—voluntary reciprocal exchange that can be seen as the opposite of charity, helping avoid the sense of superiority and inferiority that can accompany charity. Nikki noted joint work of members of STRIDE and our Reparations Action Working Group; a list of resources has been created and is available. The Reparations Action Working Group plans to have a document available for our consideration at our upcoming Annual Session. Nikki noted that STRIDE fund-raising

events have been precluded by the pandemic; we were invited to nonetheless contribute financially to the work.

12020-20 *Report on Change Groups*. David Etheridge (Washington), Working Group on Racism Clerk, reported on racial justice Change Group work; the written version of the report is attached. David shared a booklet inviting local Meetings to “live as members of the blessed community,” prepared by the Working Group on Racism and the Growing Diverse Leadership Committee. David noted that today’s report does not include meeting actions of recent weeks; an updated report should be available for our upcoming Annual Session.

12020-21 *Faith and Practice Committee report*. Helen Tasker (Frederick), Faith and Practice Committee Co-Clerk, reported. The Committee hopes to bring to our upcoming Annual Session for first reading revisions to the marriage section; draft revisions have been circulated to groups within the Yearly Meeting, and consideration of the revisions by those groups is encouraged.

We heard reports of Meetings that have not received draft revisions; we heard a sense that the pandemic may prevent adequate seasoning of revisions before our upcoming Annual Session. Wayne Finegar (Sandy Spring), Associate General Secretary, reported that draft material was sent to Meeting Clerks 4/7/2020. Davis Balderston (Alexandria), Faith and Practice Committee Co-Clerk, noted that the Committee envisions only a first reading at our upcoming Annual Session.

12020-22 *Minutes of appreciation*. Ramona Buck (Patapsco), Supervisory Committee Co-Clerk, presented a Supervisory Committee minute of appreciation (attached) for Ned Stowe (Sandy Spring), and Ned’s service as General Secretary, and a proposed Yearly Meeting Minute of appreciation. We **APPROVED** this:

We of Baltimore Yearly Meeting express our gratitude and appreciation to Ned Stowe for his service as General Secretary of BYM from 2016 to 2020. He has devoted his full time and energy to the Yearly Meeting, seeking to discern the right way forward for the community as a whole. Ned oversaw the staff, the Yearly Meeting programs, and had overall responsibility for the camps. He served the committees, the members of BYM, and all 49 local Meetings. He saw the Yearly Meeting through some difficult challenges and attempted to stay connected to all of its many parts. It is not possible here to list all that Ned did as our General Secretary. But we can say, “thank you.” Thank you, Ned, for all that you have done in this position. We appreciate you, and we wish you all the best in the future.

Ramona presented a Supervisory Committee minute of appreciation for Margo Lehman (Sandy Spring) and Margo’s service as Comptroller. We **APPROVED** this:

Margo Lehman has announced her retirement from BYM’s employment as of June 30, 2020. We accept Margo’s decision with some sadness but with gratitude for her many ways of service to the Yearly Meeting since 1999. Over her entire service, Margo showed extraordinary patience with know-it-all Quakers. Her recent service as Comptroller was described by one BYM Treasurer as a perfect example of Quaker “servant leadership.” As Comptroller she remained aware of the many situations faced by the

BYM local meetings while keeping in mind BYM's overall perspective and providing corporate memory of how BYM had worked through other situations in the past. She provided smooth communication between Friends and our successive CPAs auditing BYM's financials while communicating back to Friends the pertinent provisions of Generally Accepted Accounting Principles. She has shown extraordinary attention to detail in her work with BYM's very complex nonprofit accounting software. She has been thorough in her work and in her communications with Friends. We wish her every success in her expanding artwork.

I2020-23 *Closing*. We heard, improved, and **APPROVED** these minutes. We adjourned, to hold our next session as Interim Meeting during 10/2020, or at the call of the Clerk of Interim Meeting.

Marcy Baker Seitel, presiding

Arthur David Olson, recording

ATTACHMENT I2020-08

MONONGALIA FRIENDS MEETING MINUTES OF 5/5/2019

Monongalia Friends Meeting

P.O. Box 441, 648 E Brockway, Morgantown, WV 26507

Meeting for Worship every Sunday at 11; Potluck First Sundays at 12;

Meeting for Business Third Sundays at 12:30

06/02/19 Potluck lunch following Meeting for Worship

06/16/19 Meeting for Worship for business

7/29/19 – 04/04/19 BYM Annual Session: “Quaker Tools for the Journey”, Hood College, Frederick, MD. First time attender certificates available.

09/20/19 - 09/22/19 Fall Gathering, WV Friends, Bishop Hodges Retreat Center

Queries on Stewardship of the Earth

- Do you seek to preserve the beauty and balance of God's world?
- How do we use the world's resources with care and consideration for future generations and with respect for all life?
- Do you endeavor to understand the detrimental changes affecting earth systems and humanity?
- Do you seek to meet your needs in a sustainable way by preserving resources, enhancing the health of the earth, and by protecting the future?
- Do we intentionally explore and live our conviction that there is that of God in all creation?

Meeting for Worship with a Concern for Business, Fifth First Day

Present: Catherine Tall, Clerk, Becky Rodd, Lena Syphers, John Lozier, James Syphers, Recording Clerk.

Meeting opened with silence.

Minutes of the fourth month Meeting for Worship for Business were approved as read and received.

Buckhannon Preparative Meeting has asked for our blessing to move forward toward becoming a Monthly Meeting. We agreed that they have our blessing to contact Baltimore Yearly Meeting about the process of becoming a Monthly Meeting.

Jerry Knutson, a member of our Meeting, requested to become a Friend in Residence and stay in our meetinghouse during eighth and ninth month. He has offered to conduct a wide variety of workshops. His request was approved.

One of the groups using our meetinghouse is wondering if we would like to do community service projects with them. We are going to explore getting to know each other by inviting them to our first of the month Meeting for Worships and potlucks during the summer. Catherine will send them an invitation.

Work of the Meeting During Summer was discussed since Co-Clerk Catherine Tall and Treasurer Jim Siekmeier will be away. Co-Clerk Jeffrey Hilsabeck will return during sixth month and will be here for meeting for worship for business. Lois asked if we could discuss a means of keeping the meeting house clean. We will consider this in the fall. Members and attenders will take care of things this summer. Catherine will contact the groups who use the meetinghouse and ask them to adopt a part of the meetinghouse or grounds as a project and let them know that they should contact John Lozier, chair of the house and grounds committee, about any of these projects.

Regarding the fire protection system, Catherine will contact our insurance company to find out what is covered now and what we could do that would lower our bill.

BYM annual session first time attender certificates are available to any who would like one. They cover two days and nights at no cost.

Planning the West Virginia Fall Gathering, which is our turn to plan, is moving along, and follow-up details will be taken care of next month.

Pastoral Care: Personal care was discussed, and we are all going to be held in the Light. The meeting closed in silence

Recording Clerk, James Syphers

ATTACHMENT I2020-09

TRAVEL MINUTE FOR JOLEE ROBINSON

Adelphi Monthly Meeting

of the Religious Society of Friends

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

Dear Friends,

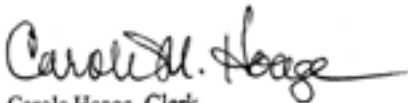
Greetings from Adelphi Monthly Meeting and Baltimore Yearly Meeting of the Religious Society of Friends.

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.

Jolee has been extremely active in our Meeting, and has broad experiences within the Religious Society of Friends, including extensive travel. She has served on the Baltimore Yearly Meeting Working Group on Intervisitation and, since 2010, has visited FUM Triennials, USFWI Triennials, 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 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, intelligence, experience and thoughtfulness. We commend Jolee to your care and hospitality.

Approved and minuted at our meeting for business held on the 16th day of February, 2020.



Carole Hoage, Clerk
Adelphi Friends Meeting
Adelphi, Maryland

ATTACHMENT I2020-12A

YOUTH PROGRAMS MANAGER'S ANNUAL REPORT

Youth Programs Manager's Annual Report 2019-2020 – Jossie Dowling

I usually begin my report by reflecting on all the successes of a full year of Quaker Youth Conferences. In the past, as our seniors graduate and our 8th graders move into high school, so many of our kids are excited about summer and look forward to attending camp and other hot weather adventures. But this year was different. With the onset of COVID-19 in early March, we had to make some unexpected changes. Our youth stopped attending school months ago, they have made alternative summer plans, and our conferences faced cancelations and had to shift into the virtual realm.

We were able to host 3 successful in-person conferences with our Junior Young Friends Program (JYF). We had a nice balance of new attenders and regular committed 8th graders that could help orient the new JYFs to the details of our program. I was really impressed with the regular attenders who built a strong sense of community within the program. This year's theme for Junior Young Friends was *Exploring Quaker Testimonies Through Art*. We started off in October at Langley Hill Friends Meeting creating Crankies with Maria Nicklin from Goose Creek MM. JYFs worked in teams to illustrate a scroll for each of the testimonies and the scroll was hand-cranked to depict a moving image. In January, we enjoyed the beautiful landscapes at Gunpower Friends Meeting, where Rosalie Eck (Adelphi/Homewood MM) taught us how to make magnets and keychains of testimonies out of Shrinky Dinks and we enjoyed an awesome game of capture-the-flag with glow sticks in the dark. In March, we headed to Adelphi, and made luminaries with Miranda Elliot Rader (Charlottesville MM). But, just days after our March conference, local schools began to close and we had to find an alternative format for our final gathering. We held our final JYF con of the year online, where we were able to play group games, share appreciations for our graduating 8th graders and concluded with an epic game of Dungeons and Dragons (a JYF favorite).

Attendance at our Young Friends Program continued to be very low. We started off the school year in September at Baltimore Stony Run where many new attendees joined for the first time. Actor and Camp Alumni, Silas Brigham, led a workshop "What is Power: Exploring our Presence, Our Breath, and Our Voices" using theater and improvisational arts. In November we were hosted in the gorgeously renovated space of Friends Meeting of Washington. Ruth Flower (Adelphi MM), used her extensive work with FCNL to educate us on Native American Congressional Advocacy and on Sunday morning we joined the MFW community in a community service project making cards and baked goods for local people experiencing homelessness. In February we had our annual Love Con at Adelphi where Guli Fager (Stony Run MM) led a Sex Education Fish Bowl that helped answer questions about healthy sexuality. Friends danced the night away in their annual Love Prom. Unfortunately, April Service Con was Canceled due to the onset of COVID-19. But we resumed in May for our Graduation Con online. YFs played online games such as Animal Jam and Quiplash. Then joined in worship to share loving appreciation for our graduating YFs in our annual Senior Circles ceremony. Additionally, the creation of online

folders for each senior allowed friends to upload messages, photos and other appreciations for each senior.

This fall the Youth Programs Committee had an informative workshop on Youth Mental Health led by Brook Carrol (Sandy Spring MM) to help us better understand some of the cognitive challenges many of our youth endure. Friendly Adult Presences and committee members appreciated this workshop and hope to continue providing this training to all members of BYM who work with adolescents. Additionally, we were excited to hire Ana Phillips (Stony Run MM) as our JYF assistant, to help support the facilitation of our thriving JYF program. The Youth Programs Committee is still searching for new members that are interested in supporting our programs. Our low membership has been challenging and we are eager to invite new members with new energy and perspective to join our team.

Lastly, as many folks already know, I, Jossie Dowling, have decided to leave my position as Youth Programs Manager and return to graduate school. I have been accepted into Johns Hopkins' School of Education's School Counseling Program for the fall 2020 semester. My work with BYM youth has been so rewarding for me and it is time for me to take my love for youth empowerment work and share it with the larger Baltimore community. I am so upset that I have to leave the BYM community under the current pandemic conditions, but know the unconditional love of BYM youth will continue regardless of the circumstance. Thank you to everyone that made this job the greatest job in the world.

ATTACHMENT I2020-12B

MINUTE OF APPRECIATION FOR JOSSIE DOWLING

Youth Programs Committee Minute of Appreciation for Jossie Dowling

The Youth Programs Committee is deeply grateful to Jossie Dowling for her service to Baltimore Yearly Meeting. Jossie started as Junior Young Friends Assistant in 2014 and took on the role of Youth Programs Manager in 2015. Over the last six years, she has been a mentor, ally, and advocate for the middle- and high-schoolers of BYM, and she has approached the job with candor, curiosity, humor, and above all kindness. JYFs who were in seventh grade when she started at BYM are graduating high school now, and in that time, Jossie has never stopped helping them foster a community built on caring, trust, and love. Being Youth Programs Manager is a challenging and sometimes exhausting job, and Jossie has handled its unique pressures with enormous grace, including late nights, meal planning experiments, singed eyelashes, and a global pandemic. We are so proud of the young people of BYM, and we are so proud of Jossie for her commitment to them. We know she is moving on so she can support more kids in more ways, and we know she will be great, and we will miss her very much.

ATTACHMENT I2020-13

FRIENDS GENERAL CONFERENCE GATHERING REPORT

FGC 2021 Gathering in Radford next Summer

The FGC Gathering that had been planned to take place at Radford University this July had been shifted into [a virtual on-line Gathering](#) due to the pandemic. However, BYM has not lost the opportunity to host this important event.

An in-person FGC Gathering is being planned for Radford in the summer of 2021. Many of the volunteers from BYM who comprised the 2020 FGC Gathering Committee have agreed to continue with preparations. More volunteers are needed. We invite Friends join the committee. We are particularly looking for people to help in choosing the plenary speakers (evening programs sub-committee) and to help to spread the word about the event (Communications sub-committee). We also need Friends to help with local arrangements. If you want more information about the FGC Gathering or the sub-committees, contact the co-clerks (Tony Martin, Patsy Arnold Martin, Barbara von Salis) at FGC2021gatheringclerks@gmail.com.

ATTACHMENT I2020-15

DEVELOPMENT DIRECTOR'S REPORT

Interim Meeting: Development Report
June 13, 2020

Friends across Baltimore Yearly Meeting have experienced many changes in their 348 year history. Still the combination of the pandemic and civic unrest amid global financial fluctuations and massive unemployment gives us pause to reflect and consider our recent actions.

In these times, Friends are rising to bear witness, to take action, and to support what matters. We see accelerated work in interest groups and committees; we see fuller attendance in worship groups across our region; and we see higher levels of participation at Interim Meeting, the Spiritual Formation Retreat, and yes – in development, too.

Recognizing the serious financial challenges confronting the Yearly Meeting, you offered your encouragement and your financial support. As of the end of May 2020, we are deeply gratified to report that 351 Friends have donated; this is a 32% increase over the same period in 2019. 55 new donors have heeded the call for financial assistance to BYM; many have made a gift for the first time in 3 years – or longer. The average size of a gift has risen by \$40 over the past year.

Together Baltimore Yearly Meeting Friends have contributed \$177,000 as of 5/31/20.
Thank you, Friends!

Of this, almost \$132,000 will support various BYM programs and general operating expenses, and \$45,000 has been raised for camp capital projects.

Further, there is more good news. While suspending our summer camp season disappointed us all; still, we are truly buoyed by the many camp families who have donated to help cover the \$463,000 in ongoing operating expenses for maintaining our closed camps and sustaining our year-round camp staff this year. (These expenses would normally be covered by camp fees.) 186 camp families have donated all or a part of their camp registration fees to help carry our camps through these times. 23 new families, whose children have not even attended camp yet, also contributed to this pressing need at camps. Altogether \$83,000 has been donated through converting camp registration fees. In addition, thanks to the generosity of ten local Meetings, another \$26,000 has been contributed specifically to help meet these camp expenses. This is in addition to the \$177,000 of contributions reported above, and will help significantly to cover the ongoing costs of our camps during this time of pandemic.

While the numbers are encouraging, what is truly heartening are your expressions of support and your belief in the value of Baltimore Yearly Meeting. Your Yearly Meeting, gathered in the presence of the Divine, knits together Friends from the Chesapeake to the Appalachians into the larger Religious Society of Friends. We unite in Spirit and in a call to action.

Looking ahead then, we have a good ways to go through difficult and uncertain times. We are seeking to raise another \$89,000 in contributions to support BYM programs and other operating expenses to meet our \$221,000 goal, and another \$114,000 to support needed camp capital projects to meet our \$159,000 goal.

Thank you for your generosity today and for your stewardship tomorrow.

ATTACHMENT I2020-16

TREASURER'S REPORT

Report from the Treasurer
June 2020

This is my first “in person” report to Interim Meeting since becoming Treasurer in January of this year. I am still on a learning curve and appreciate even more than usual assistance from Margo.

This has been an unusual year so far to say the least. BYM finances have been seriously affected since March with the closing of camps for this season, closing of the office, and changes to other BYM programs. The financial reports we will look at today will report activity through April 30, 2020 with comparisons to our revised budget and to the same period last year.

The first report is the Statement of Financial Position. It lists the assets, liabilities, and net assets of BYM as of April 30, 2020. Column B shows the balances as of two years ago, column C shows last year, and column D shows the current year.

Assets are reported on lines 4 through 17. Cash (line 6) of \$658,569 is up because of receipt of the emergency government loan/grants, accelerated apportionment payments and accelerated contributions. Because many meetings paid their apportionment early, the apportionment receivable total of \$284,462 (line 7) is lower than usual at this time of year. Total assets reported on line 17 are comparable to the last two years.

Liabilities are reported on lines 19 to 28. Deferred revenue (line 22) represents revenue we have collected but cannot count as current operating revenue. This total of \$730,503 is much higher than normal and includes camp fees, most of which had to be refunded when camps were cancelled. It also includes emergency government funds received which can only be counted as current income when the terms of the loan/grant are fulfilled. Total liabilities of \$1,056,569 (line 28) are up due mainly to the increase in deferred revenue.

Net assets are reported on lines 30 to 42. Net assets are the total assets reduced by our total liabilities. Net assets are broken down into five categories: unrestricted, fixed assets, designated, temporarily restricted, and permanently restricted. Temporarily and permanently restricted net assets report the totals of funds on hand from contributions with restrictions imposed by the donors. Designated net assets are funds which were originally unrestricted but have been set aside by BYM for particular purposes. Fixed assets represent to total of our property and equipment as reported on the asset section of the Statement of Financial Position. Line 34 will always equal line 13. What is left are unrestricted net assets. Our total net assets of \$4,079,498 (line 42) are down as of April 30 due to the increased liabilities and the loss shown on the Statement of Activities. Line 46 is an information line which reports the balance of our unrestricted reserves as of April 30. This amount was \$196,920 and is computed by subtracting line 40 from line 33. You can see that this total is down substantially from our previous two years.

The next report is the Statement of Activities. This reports revenues and expenses from January to April. Operating revenues and expenses are reported on page one. Page two reports property and equipment activity and restricted activity. Column B reports last year, Column C reports the 2020 revised budget and Column D reports current year activity.

Apportionment income of \$271,650 (line 4) is higher than usual because meetings were asked to pay apportionment earlier and many responded. Under unrestricted contributions, there is a new budget line for emergency government grants of \$188,000. This includes a federal loan/grant of \$178,000 and a grant from Montgomery County, Maryland of \$10,000. Although we received these funds in April, we could not enter it as income yet until we fulfill all the requirements. The federal funds from the Paycheck Protection Program are initially classified as a loan. The loan can be forgiven all or in part if most of the money is used to preserve payroll during a specified time period. Until we fulfill these requirements, we entered the amounts received on the Statement of Financial Position as deferred revenue.

Unrestricted contributions are reported on line 8. This amount through April was a little less than \$56,000. It is higher than normal due to Friends responding to requests. This may represent an increase in donations for the year, but it may also be a timing difference.

Friends have accelerated their payments and may pay less later in the year. Total attendance fees of \$50,555 (line 12) are dramatically less than usual due to the cancellation of camps. Total operating revenues through April (line 27) are a little over \$410,000.

Operating expenses are reported on lines 29 to 39. The total through April 30 was \$396,852 (line 39). You will note in column C, line 38, there is a budget adjustment for approved staff reductions of \$114,000. Other approved reductions to the 2020 budget have been recorded in other operating expense lines and do not show up as a single negative adjustment.

Our net operating activity reported on line 41 shows a surplus of \$13,300.

On the next page, property and equipment activity is reported on lines 43 to 46. The net change in property and equipment activity is an increase of \$1,554.

The restricted transactions are reported on lines 50 to 60. Restricted contributions received through April total \$38,617 (line 51). There is a large unrealized loss recorded on line 54 due to drops in the stock market through April. We show unrealized losses and gains in our investments because we adjust totals on the Statement of Financial Position to the fair market value as of the reporting date.

Our overall Statement of Activities shows expenses in excess of revenues of \$128,246, mostly due to a drop in the stock market. Although we do not like to see deficits, keep in mind that this was a very volatile time and that it is too early in the year to draw conclusions about how we will do in 2020. We must be very careful going forward since our unrestricted reserves are down. If we end the year with a deficit, they will be reduced further. But I believe we have weathered the worst of the storm and are on course to build a stable financial future for the Yearly Meeting.

Jim Riley
Treasurer

Baltimore Yearly Meeting
UNAUDITED
Statement of Financial Position
As of 4/30/2020

	A	B	C	D
1	<i>(In Whole Numbers)</i>			
2		Through 04/30/18	Through 04/30/19	Through 04/30/20
3				
4	Assets			
5	Current Assets			
6	Cash & Cash Equivalents	567,104	513,233	658,569
7	Apportionment Receivable	343,645	348,351	284,462
8	Student Loans Receivable	41,052	26,528	20,528
9	Other Accounts Receivable	53,210	26,891	13,753
10	Prepaid Expenses	42,226	65,242	44,737
11	Total Current Assets	1,047,237	980,246	1,022,049
12	Long-term Assets			
13	Property & Equipment	2,689,814	2,744,979	2,734,460
14	Long-term Investments	1,349,749	1,459,577	1,379,559
15	Total Long-term Assets	4,039,562	4,204,556	4,114,018
16				
17	Total Assets	5,086,800	5,184,802	5,136,067
18				
19	Liabilities			
20	Short-term Liabilities			
21	Accounts Payable	12,369	32,530	24,990
22	Deferred Revenue	343,825	374,124	730,503
23	Other Short-term Liabilities	44,157	43,991	46,076
24	Total Short-term Liabilities	400,351	450,645	801,569
25	Long-term Liabilities			
26	Friendly Loans	310,857	245,733	255,000
27				
28	Total Liabilities	711,208	696,378	1,056,569
29				
30	Net Assets			
31				
32	Net Assets			
33	Unrestricted	347,733	216,056	325,166
34	Fixed Assets	2,689,814	2,744,979	2,734,460
35	Designated	500	37,800	97,937
36	Temp Restricted	661,660	709,341	648,813
37	Perm Restricted	393,066	396,872	401,368
38	Total Beginning Net	4,092,773	4,105,048	4,207,744
39				
40	Current YTD Net Income	282,819	383,375	(128,246)
41				
42	Total Net Assets	4,375,591	4,488,423	4,079,498
43				
44	Total Liabilities and Net Assets	5,086,800	5,184,802	5,136,067
45				
46	Unrestricted Reserves @4/30	630,552	599,431	196,920

Baltimore Yearly Meeting
UNAUDITED
Statement of Activities
From 1/1/20 thru 04/30/20

	A	B	C	D
1	Description	Thru 04/30/19	2020 Revised Budget	Thru 04/30/20
2	Operating Revenues			
3	Apportionment			
4	Apportionment Net of Adjustments	\$168,645	\$500,000	\$271,650
5				
6	Unrestricted Contributions			
7	Emergency Government Grants		\$188,000	
8	Contributions	\$30,897	\$221,150	\$55,905
9	In Kind Contributions	\$531	\$0	\$100
10	Total Unrestricted Contributions	\$31,427	\$409,150	\$56,005
11	Attendance Fees			
12	Total Attendance Fees	\$426,948	\$80,000	\$50,555
13	Sales			
14	Book Sales	\$0	\$0	\$350
15	Clothing Sales	\$20	\$0	\$594
16	Other Sales	\$0	\$0	\$140
17	Total Sales	\$20	\$0	\$1,084
18				
19	Other Income			
20	Property & Vehicle Rental	\$1,581	\$4,000	\$634
21	Investment Income	\$1,247	\$0	\$3
22	Released Funds	\$12,106	\$206,632	\$30,220
23	Gain (Loss) on Sale of FA	\$100	\$5,000	\$0
24	Other Income	\$0	\$0	\$0
25	Total Other Income	\$15,033	\$215,632	\$30,857
26				
27	Total Operating Revenues	\$642,073	\$1,204,782	\$410,151
28				
29	Operating Expenses			
30	Administrative	\$147,121	\$511,540	\$169,362
31	Annual Session	\$4,250	\$0	\$0
32	All Other YM Program	\$19,325	\$49,334	\$41,908
33	Combined Camp	\$146,971	\$463,000	\$98,222
34	Committee	\$1,452	\$7,350	\$6,567
35	Development	\$30,066	\$152,990	\$41,144
36	Youth Programs	\$17,237	\$58,075	\$19,808
37	Outreach & Inclusion	\$1,332	\$76,307	\$19,840
38	Approved staff reductions		(\$114,000)	
39	Total Expenses	\$367,753	\$1,204,596	\$396,852
40				
41	Net Operating Activity	\$274,320	\$186	\$13,300

Baltimore Yearly Meeting
UNAUDITED
Statement of Activities
From 1/1/20 thru 04/30/20

	A	B	C	D
1	Description	Thru 04/30/19	2020 Revised Budget	Thru 04/30/20
42				
43	Property & Equipment			
44	Net Assets Released From Restriction	\$0	\$87,994	\$39,742
45	Less Depreciation Expense	(\$25,571)	\$0	(\$38,188)
46	Net Change in Prop. & Equip.	(\$25,571)	\$87,994	\$1,554
47				
48	Total of Operating and Prop. & Equip.	\$248,748	\$88,180	\$14,854
49				
50	Restricted Transactions			
51	Restricted Contributions	\$30,488	\$158,850	\$38,617
52	Designated Income	\$0	\$0	\$0
53	Interest & Dividends on Restricted Funds	\$2,909	\$0	\$6
54	Unrealized Gain (Loss)	\$18,474	\$0	(\$111,726)
55	Realized Gain (Loss)	\$94,862	\$0	\$0
56	Total restricted income	\$146,733	\$158,850	(\$73,102)
57				
58	Expenditures to meet restrictions	(\$12,106)	(\$324,050)	(\$69,998)
59				
60	Net Restricted Activity	\$134,627	(\$165,200)	(\$143,100)
61				
62	BYM Income Over (Under) Expenses	\$383,375	(\$77,020)	(\$128,246)

ATTACHMENT I2020-17A
SUPERVISORY COMMITTEE ANNUAL REPORT

See Committee Reports Section, page 254

ATTACHMENT I2020-17B
SUPERVISORY COMMITTEE PERSONNEL BUDGET REPORT

From: Supervisory Committee
To: 6th Month Interim Meeting 2020, Baltimore Yearly Meeting
Re: **Personnel Budget**

In this spring of 2020, our Yearly Meeting has been caught in a vortex of unprecedented challenges. In mid-March, Ned Stowe, our General Secretary shared his observation with Supervisory Committee, Stewardship and Finance, and Trustees that we were highly unlikely to achieve our 2020 Income objectives, based on his analysis of past years' results. Before these committees could really work on resolving that crisis, we were confronted with the effects of the coronavirus pandemic. These included closing our offices and limiting our programs to what we could do via Zoom, values in the stock market plunged resulting in the values of our reserves plummeting, and then we decided it was not safe to operate our camping program. Ned's report to us on May 16 (Document 1 of that day) includes an excellent summary of these concerns. One bright spot financially was that fast action by the staff resulted in our qualifying for Federal and Montgomery County payroll-support aid.

When Interim Meeting met on May 16, Supervisory Committee reported on some of our adjustments to cope with this “perfect storm”. Interim Meeting accepted our proposals to reduce non-staff expenses and approved personnel cuts from July 1-December 31, 2020, but directed the General Secretary and Supervisory Committee to bring back a final report on these cuts. Furthermore, the General Secretary and Supervisory Committee were asked to meet with all committees of the Yearly Meeting having connection with staff seeking their input into this decision.

Supervisory Committee started by developing a series of queries for the committees which work closely with staff:

How do you envision your committee’s work from July 1 - December 31, 2020? in 2021? What level of staffing do you need to accomplish this program? Are there different needs in different months or are the needs steady through the year?

What programmatic impact would a reduction in staff time during July and August have on the 2020 work of your committee? [remove if not relevant]

What will need to be adjusted or laid down in certain months?

What plans will your committee need to make to return to full programming following reductions?

How can the members of your committee, Supervisory Committee and BYM in general support the spiritual and emotional needs of staff during this time?

How can the members of your committee support and/or augment the work of staff during this time?

We greatly appreciate that all the committees we contacted were able to either meet with one or more of us, or to send us complete replies. Virtually all of the committees consulted hoped to keep their full staff complement and some had reasons to expand their staffing.

In working on the temporary staffing plan we were guided by the following principles:

- We are committed to continuing the programs of the YM to whatever extent is possible given diminishing resources.
- Affected committees, staff, and constituencies will be consulted as much as possible, within what may be very tight time-frames.
- We make staffing cuts only after considering and exhausting all other cost reduction options.
- We will apply our anti-racism queries as a test on all our decisions.
- We will consider reversible options before irreversible ones.

After deep consideration, we arrived at \$110,000 in personnel cost reductions, which include:

- leaving certain vacancies unfilled for the rest of 2020. We will undertake a thorough review of staffing requirements and the resources available to meet them

before filling any vacancies, except that we will fill the Youth Programs Manager position by September 1.

- applying a general salary reduction of 6% which may be scheduled as furlough of eight days be taken between July 1 and December 31, 2020, as arranged with one's supervisor, or taken as a general salary reduction.
- making a limited number of other staffing adjustments to reflect changing workloads.
- Health benefits will not be affected, for those who presently receive them.

Please note that these costs include an expected 15% increase in health care premiums. If that is less, there will be greater savings.

We are distressed that our staff are being asked to pay this price for our inability to create the resources needed for the budget we all created in August 2019, and made worse by the effects of the pandemic.

Respectfully submitted,

Adrian Bishop and Ramona Buck, Co-Clerks Supervisory Committee

ATTACHMENT I2020-17C

SUPERVISORY COMMITTEE REPORT REGARDING ACTING GENERAL SECRETARY POSITION

Baltimore Yearly Meeting Supervisory Committee

June 6, 2020

Report to June 2020 Interim Meeting Regarding the Position of **Acting General Secretary**

On May 21, Supervisory Committee accepted the resignation of our General Secretary, Ned Stowe. We are sad that Ned has decided to move on. We have greatly appreciated his service. A Minute of Appreciation will come to the Body as a separate item.

In view of the difficult times we now find ourselves in Supervisory Committee has asked the Associate General Secretary, Wayne Finegar, to serve as Acting General Secretary. We appreciate his willingness to serve and feel we are in good hands. Wayne's present job description as Associate General Secretary includes to "serve as substitute administrator for office and staff in the absence of the General Secretary". Supervisory Committee expects that he will serve as Acting General Secretary, until a competition is held for the post of General Secretary, late in 2020 or in 2021.

In proposing this job adjustment, Supervisory Committee states:

- 1). Wayne will not be prohibited from applying for the position of General Secretary once it is open and applications are sought.

2). We look forward to working with him to define the job of Acting General Secretary in a way that makes sense, takes into account the present circumstances of BYM, and distills the critical aspects of two positions (General Secretary and Associate General Secretary) at least temporarily into one.

We are pleased to report that Wayne has agreed to this change of assignment.

Supervisory Committee plans to review all of our administrative positions, including the Comptroller position, (recently vacated), before making new appointments, and anticipates working with our administrative and program committees as we all plan for 2021 and the future life of Baltimore Yearly Meeting.

Sincerely,

Adrian Bishop and Ramona Buck
Co-Clerks, Supervisory Committee

ATTACHMENT I2020-18

PROGRAM COMMITTEE REPORT

Program Committee Report to June 2020 BYM Interim Meeting

Program Committee is responsible for planning our Annual Sessions, excluding business meetings. We work throughout the year to plan and implement a fun, dynamic and inspiring program. Our goal is to support and strengthen BYM thru building community and offering opportunities for fellowship, surrounding our meetings for worship with a concern for business. The theme for this year's gathering is: *Courage, Faith, and Hope to Love Across our Differences*. Full program information is in the spring Interchange which you should have received online or in the postal mail.

In mid-March, in response to the COVID-19 pandemic, Program Committee made the very difficult decision to cancel our in-person gathering for 2020. This is the first time Annual Session has been cancelled since 1918, when Baltimore Yearly Meeting, Hicksite branch, was cancelled during the Spanish flu pandemic.

We have an opportunity, however, that wasn't available in 1918: to go virtual. Many other Quaker gatherings are doing the same. BYM will hold our Annual Session online, via Zoom (or other video technology format), beginning with the retreat July 27-28, and with formal sessions running July 28-August 2. We will also provide "Pre-session" programming during the week of July 20-24. We invite all members and attenders of BYM to participate, and expect and hope that the online format will allow for Friends who typically don't travel to Annual Session to join us this year.

As you will have seen in the *Interchange*, our daily program will be much shorter than usual. We have tried to keep some of everything, from plenaries, to workshops, to Junior Yearly Meeting programs for children and youth. Business sessions will only be 1.5 hours

in length. This will require thorough preparation by all in attendance. Please read your advance reports. Plan to attend pre-session opportunities to hear reports and listen to one another to help season our decision-making. In addition to workshop opportunities on July 22 and July 24, the exact program for pre-session events will be sent out in July.

Program Committee also decided to use Pay as Led financing to cover expenses. The suggested fee is \$100, to cover any and all programs you wish to attend. Please consider your own financial circumstances, and pay that amount, or any amount more or less that you are led to pay. This financing models helps all of us participate, as some who can pay more assist with the costs of those who pay less. Amounts above \$100 are considered donations to BYM.

Jason Eaby, from Nottingham Monthly Meeting, is heading up our technology sub-committee. We are seeking volunteers who are knowledgeable about using video technology platforms to assist with tech trainings which are planned daily. Please e-mail Jason at jeeaby@outlook.com if you can volunteer or recommend others.

Program Committee met via Zoom 5 times in April and May to address and plan for our virtual Annual Session, and will continue to meet in June and July. We also reached out and consulted with other Quaker groups who had already met virtually or are planning to. We usually meet only 4 times a year, handling our business via e-mail in between meetings. This spring we had a lot of hard thinking, many challenges, and difficult decisions to make in a short time period. Every single part of our usual program had to be re-thought, and re-created for a virtual format. I want to thank all the members of the committee who are continuing to dedicate much more time than is typically required to planning for our Annual Session this year.

Barb Platt, Program Committee clerk

ATTACHMENT I2020-19 STRIDE WORKING GROUP REPORT

STRIDE Working Group Report

- Philly STRIDE created a list of [resources](#) for online summer classes/engagement for youth.
- Baltimore STRIDE is trying to meet the immediate needs of families. They have delivered masks and held a virtual “orientation”.
- DC STRIDE’s last anti-racism meeting with Working Group on Racism will be on June 27th.

Mutual Aid

Mutual Aid is a voluntary reciprocal exchange of resources and services for mutual benefit. Mutual aid, as opposed to charity, does not suggest the moral superiority of the giver over the receiver. Mutual aid has been around for a long time especially in communities of color.

[Dean Spade](#), activist and writer explored in his course “Queer and Trans Mutual Aid for Survival and Mobilization”

- Whereas charity differentiates those who have from those who need and puts those who have in a position of power to make decisions about how to meet others’ needs, mutual aid emphasizes working cooperatively to meet each other’s needs. Charity is vertical; mutual aid is horizontal.
- Whereas charity addresses symptoms of systemic issues, mutual aid analyzes the causes of those issues and builds new social relations to help society be more survivable in the long-term.
- Whereas charity is often professionalized work performed through 501(c)(3) nonprofit organizations, posing onerous bureaucratic accounting and compliance obligations, mutual aid projects avoid formalization to retain autonomy and flexibility.
- Whereas the charity funding model relies on the donations of rich individuals and profitable corporations, requiring the charity to publicize those donations to boost the public image of donors and for donors to continue to make sufficient profit to have enough left over to donate, mutual aid utilizes the resources available in their communities, often creatively seeking free supplies.
- Whereas charity implements criteria for who is deserving of assistance, mutual aid is offered to anyone.

[Solidarity Not Charity: Mutual Aid & How To Organize in the Age of Coronavirus](#)

[The Preamble of the African Free Society](#) provides a succinct portrait of a religious-oriented mutual aid society. This organization was rooted in caring for one another. The Free African Society was established by Absalom Jones (Episcopalian Priest and Abolitionist) and Richard Allen (writer, educator, and Bishop who founded the African Methodist Episcopal Church). Joseph Clarke a white Quaker, who was chosen as Clerk and Treasurer, with the understanding and support that other Quakers would also occupy that space.

ATTACHMENT I2020-20 WORKING GROUP ON RACISM CHANGE GROUP REPORT Update on racial justice Change Group work for BYM Summer 2020 Interim Meeting

Alexandria Friends Meeting

The Meeting will consider the formation of a Change Group during the June meeting for business.

Annapolis Friends Meeting

The Meeting has adopted a revised version of the BYM Declaration and Queries. It took

the Meeting several meetings since fall 2019 to revise this (8+ drafts) and to get the final version approved by the April Meeting for Business via Zoom.

Beyond the Declaration, an African American attender is doing an informal survey of present and former Friends/attenders of color for their thoughts / suggestions for the Meeting. The Meeting has agreed to reach out to the African American / other minority communities and ask for referrals to undertake some major repairs to the Meeting House (replacement of roof, floor, tree cutting). It has also agreed (perhaps post-corona shelter) to visit African American and other minority churches to better understand their neighbors' concerns.

The Meeting already participates in an Industrial Areas Foundation chapter -- known as ACT - Anne Arundel Connecting Together-- which (by democratic process with minority churches / other groups as the majority) sets priorities for community action. Currently ACT is actively participating with and supporting programs for ongoing employment / food assistance for those in need during the COVID-19 shut down. The Meeting has sent funds in support of this ACT program. Three Meeting members regularly attend.

Gettysburg Friends Meeting

The Meeting has been sponsoring financially and helping with its local Abolitionists Day celebration, begun as a counter to Confederate demonstrators.

Herndon Friends Meeting

In early March, the Meeting's Peace and Social Concerns Meeting considered an invitation to join the Change Group. Committee members were offered options for being a regular member in the group or maybe helping with certain activities or projects. There were also plans to discuss the anti-racism declaration and related queries, but they ran out of time, so it is planned to discuss that topic at the next P&SC meeting, tentatively set for early July.

At the P&SC meeting, a Friend also introduced her proposal for a mural (which she would paint on a canvas) to be displayed at the Meetinghouse. She has begun preliminary plans for this mural. It will include profile views of people including a variety of skin tones, gendered and non-gendered clothing, hair styles, ages, family groupings, and singles. The mural is intended to be an immediate, tangible symbol of the inclusive nature and intention of the Meeting.

Homewood Friends Meeting

Homewood is taking additional steps to galvanize its Change Team.

Little Falls Friends Meeting

Little Falls is beginning a series of discussions related to the Anti-racism Declaration in June. The Meeting plans to have one Adult First Day program a month dedicated to talking about anti-racist behavior/practices/decision-making. The goal of this series is to educate everyone on how to be as welcoming a Meeting as they can be and to either adopt the Declaration as written or to make some minor changes to it to fit the Meeting.

Patapsco Friends Meeting

The Clerk of the BYM Growing Diverse Leadership Committee led a discussion at the Meeting about the anti-racism declaration on March 8th. Then, anticipating having something on the business meeting agenda in June about whether Patapsco supports the declaration, there was a listening session on May 10th. A member of the Meeting offered a workshop on anti-racism, drawing from what she does for such workshops at the school where she teaches. The Meeting is also considering the formation of a Change Group.

Patuxent Friends Meeting

The Meeting is one of 14 organizations and churches that have been working on dismantling racism and privilege in Southern Maryland over the past four years. This effort was originally started by an Episcopal Church in the area. The program is called, **The Big Conversation on Dismantling Racism and Privilege (BC-DRaP)**. The goal is to connect people, policy, and history to illuminate structural racism and its impact.

Each BC-DRaP begins with a panel of experts presenting on the topic to inspire thought and conversation. They then break out into small group conversations of 10 or 12 participants. The discussions are led by experienced facilitators provided by the Community Mediation Centers. (Patuxent Friends also supports The Community Mediation Centers of Calvert and St. Mary's Counties.) Five members of Patuxent Friends are also mediator/facilitators). Activities have drawn over 200 community members. The attendance is diverse in age, gender, race, religion, economic status, and geographic location.

The first BC-DRaP was in January 2018 and was called, **I Didn't Know...Exploring Racism and Privilege in Our Community**. The second BC-DRaP in January 2019 was on **Progress and Challenges in our Schools toward Dismantling Racism**. The next Big Conversation is scheduled for September 2020 and will focus on **Many Wounds to Heal: Health Care (In)Equity**.

Patuxent Friends on the BC-DRaP steering committee as well as mediators with the Community Mediation Centers compiled and edited a book called, "The Big Conversation on Dismantling Race and Privilege." It documents the process used to create The Big Conversations, so others can duplicate it. The book is available at Lulu Publishing and the website: <http://dismantleracism.org/>

Patuxent Friends also created a **Building Bridges Resource Guide**, which lists over 32 organizations who are working to build bridges across racial divides in Southern Maryland. It is handed out at the events and is available on the BC-DRaP clearinghouse website. <http://dismantleracism.org/> It was created for those in the community who want to be actively and positively involved in dismantling racism. It also serves to connect organizations who are working on like issues.

Roanoke Friends Meeting

The Roanoke Meeting has continued taking initial steps in its anti-racism work. Several Friends have gone to white privilege workshops including a workshop at Pendle Hill. The Peace and Social Justice Committee supported efforts to get young people of color

to participate in the FCNL Spring Lobby Weekend, and Friends are supporting the Roanoke Branch NAACP. One Friend is a member of the Roanoke Branch NAACP Executive Committee and was recently appointed the NAACP Branch Representative to the Board of Total Action for Progress (TAP) in Roanoke. Another Friend is active in the Roanoke Asylum-Seekers Support Network.

ATTACHMENT I2020-22

SUPERVISORY COMMITTEE

MINUTE OF APPRECIATION FOR NED STOWE

Appreciation for Ned Stowe, General Secretary, Baltimore Yearly Meeting

The Supervisory Committee of Baltimore Yearly Meeting wishes to express our appreciation for the work of Ned Stowe, General Secretary of BYM in his four years with us. Ned has worked long hours managing the office; working with staff; dealing with unexpected events and surprises; meeting with Yearly Meeting committees; attending many local Meetings for Worship; preparing for, attending, and reporting to the Annual Sessions, the Interim Meetings, and other groups requesting his assistance; hiring new staff; overseeing the many projects of Baltimore Yearly Meeting; and taking on many other duties and initiatives.

In the words of one of the Yearly Meeting members who has worked with him:

He listens deeply and responds thoughtfully. He is upbeat in his work with others. But he also brings the sense of a larger structure about how Yearly Meetings can function well. He sees the structural parts of an organization and thinks carefully about how they can be made better.

In the words of another BYM member: *He gave his heart, mind, body and soul for four years. He tried every day to create a supportive spiritual environment at BYM. May his next adventure be supported by all who value his leadership, sense of humor, loving soul and keen intellect.*

We hope that Ned will now take time to rest and to center himself after all the work he has done for us. In his own words – part of his report to the last BYM Annual Session – we hope he will: *Look up to the sky and beyond the next rapids; float for awhile and behold the beauty and harmony of the present moment.*

We propose the following Minute of Appreciation from Baltimore Yearly Meeting:

We of Baltimore Yearly Meeting express our gratitude and appreciation to Ned Stowe for his service as General Secretary of BYM from 2016 to 2020. He has devoted his full time and energy to the Yearly Meeting, seeking to discern the right way forward for the community as a whole. Ned oversaw the staff, the Yearly Meeting programs, and had overall responsibility for the camps. He served the committees, the members of BYM, and all 49 local Meetings. He saw the Yearly Meeting through some difficult challenges and attempted to stay connected to all of its many parts. It is not possible here to list all that Ned did as our General Secretary. But we can say, “thank you.” Thank you, Ned, for all that you have done in this position. We appreciate you, and we wish you all the best in the future.

CALLED INTERIM MEETING

NINTH MONTH 26, 2020

VIRTUAL EVENT

Friends of Baltimore Yearly Meeting gathered for Meeting for Worship with a Concern for Business beginning with a period of silent worship.

Opening Remarks from Clerk of Interim Meeting

Clerk Meg Boyd Meyer (Baltimore, Stony Run) reminded Friends that as we have pledged to becoming an “Anti-Racist Faith Community,” we will include this understanding in our discernment.

12020-24 *Yearly Meeting Epistle Committee*. The Epistle Committee, comprised of Meg Regal (Sandy Spring), Patti Nesbitt (Sandy Spring), Mackenzie Morgan (Adelphi), and Melanie Gifford (Adelphi) shared in reading the Epistle from our 2020 Annual Session. Friends **ACCEPTED** this Epistle. (The Epistle as approved is in the Epistle section of the Yearbook)

12020-25 *Epistle of the Young Adult Friends (YAF)*. YAF Co-Clerks, Becca Bacon (YAF) and Tom Webb (Bethesda), read the 2020 Epistle of Young Adult Friends, including an addendum from Young Adult Friends of Friends Meeting of Washington. These Epistles were **ACCEPTED**. (The Young Adult Friends Epistle as accepted is in the Epistle section of the Yearbook)

12020-26 *Additional Epistles*. In addition to the Epistles heard today, Epistles from the Woman’s Retreat and Young Friends received since Annual Session will be attached to these minutes. (The Young Friends and Women’s Retreat Epistles are in the Epistle section of the Yearbook)

12020-27 *Search Committee Report*. Clerk Rebecca Rawls (Langley Hill) reported that two positions were not filled at the time of Annual Session and today they bring forward two names for Friends to consider each for two-year terms. These are:

For Supervisory Committee: Rosemary Davis (Patapsco)

For Yearly Meeting Recording Clerk: Anna McCormally (Herndon)

These nominations were **APPROVED**.

12020-28 *STRIDE Staff Report*. Khalila Lomax, STRIDE Coordinator, shared some details of the written report. The STRIDE community continues to support the STRIDE campers and their families in a number of ways through virtual gatherings. The written report is attached.

Deep appreciation was expressed for the resourcefulness and value Khalila brings to the STRIDE program specifically, BYM staff and the Yearly Meeting in general. Friends also expressed appreciation for the 21-day Anti-racism Challenge.

12020-29 *Camp Property Manager Report.* David Hunter (Frederick) submitted a long report with accompanying photography which Friends are encouraged to view. He also reported that the many changes necessitated by the closing of camps due to the pandemic brought new challenges and the need to look comprehensively to future camp uses. New models of using the properties and new ways of making outdoor time and education available for our young people and all Friends will need to be explored. The written report is attached.

Friends expressed appreciation for David's continuing stewardship of our beautiful camp properties maintained for our enrichment and in support of the Yearly Meeting's camping program.

12020-30 *Camp Program Manager's Report.* Jane Megginson (Frederick) reported that the decision to close camps created many challenges this year impacting hundreds of children and their families. Many of the 400+ campers had already registered and fees paid before the decision to close was made. All of these families needed to be personally contacted and many donated their fees, with over \$85,000 converted to contributions to the maintenance of camps. Some traditional "camp activities" and worship opportunities were replicated in a virtual environment. The written report is attached.

Over the summer, Jane discerned that after 18 years of service to BYM (in the office and in the camping program) the time has come for her to move on to other work. A Minute of Appreciation for Jane Megginson was read by Brooke Davis (Richmond) and is attached.

Friends shared many heartfelt appreciations for both personal and organizational gifts Jane gave to the camping program across the years. These gifts have value both at the time given and lasting into and sustaining the program for the future. Friends noted that it is not only the camping program which was strengthened by Jane's service, but the future of Quakerism itself, which is nourished by those who grow and come to Quaker life through it.

12020-31 *BYM Unity with Nature Committee.* A report was shared in the form of a meditation using images from the natural world and raising the query: Are we in unity with nature? And if so, what is ours to do to pass a healthy world to future generations? Friends are asked to share responses to this meditation directly with the Committee. The meditation is available at <https://youtu.be/f8nZsQShsRQ>.

12020-32 *Acting General Secretary's Report and Development Report.* Wayne Finegar (Sandy Spring) spoke about this being a time of transformation and of the vast changes that have occurred over a very brief nine to twelve-12 month period. Therefore, we are at a point where we need to discern deeply over the question of how we will transform our community into a new future. The written report is attached.

Wayne also shared elements of the Development Director's report which also speaks to the challenges and changes ahead. Mary Braun (Patuxent) is absent due to a death in her family. The written report is attached.

Many Friends offered deep gratitude for the able service Wayne gives to the Yearly Meeting. Wayne also highlighted the gifts of volunteers and staff who do so much of the work behind the scenes.

I2020-33 Stewardship and Finance Committee. Howard Zuses (Sandy Spring) shared that the report comprises the proposed apportionments for the Monthly Meetings for the coming year and the process by which they are derived. Howard noted that some Meetings have not yet responded to the questions sent out in January which may impact the assigned apportionments. He invited any questions or concerns to be communicated to him at howard.zuses@gmail.com. The apportionments were **APPROVED** and are listed in the Apportionment section of the 2020 Yearbook.

I2020-34 Nominating Committee. Clerk Deborah Haines (Alexandria) gave report from the Committee covering several areas.

Resignations:

From Advancement and Outreach, Tom Wheeler (Adelphi)

From Camping Program Committee, Brian Massey (Shiloh)

From Peace and Social Concerns, Ann Brenner (Charlottesville)

Inadvertent omission from Roster

Debbi Sudduth (Goose Creek) as representative to Friends Wilderness Center, class of 2021

New Nominations, all to Class of 2023

To Religious Education Committee, Mike Hansen (State College)

To Camp Program Committee, Becca Bacon (YAF)

Nicole “Nikki” Richards (YAF)

Justin Sykes (Shiloh)

Four additional representatives to the Friends General Conference Central Committee

Jimi Ayodele (Patapsco)

Sarah Bur (Homewood)

Gary Gillespie (Homewood)

Kelli Moore (Alexandria)

These Nominations were **APPROVED**, waiving a Second Reading. The written report is attached.

I2020-35 Young Adult Friends (YAF) Question of Affiliation. Secondary to the nominations report questions arose about the movement of the YAF community toward a clearer identification as a spiritual community with the affiliations and status meeting membership confers. This is an area which is evolving in a way that works for all concerned and Friends are encouraged to allow time to for it to grow organically. For now, Friends received the names of YAFs given in nomination to be listed with their preferred affiliation. This work and conversation will continue. Comments and questions can be shared with YAF Co-Clerks and/or the Clerks of Interim Meeting and Yearly Meeting.

I2020-36 An Open Letter to the Yearly Meeting from the Young Adult Friends (YAF) Community. Becca Bacon and Tom Webb, YAF Co-Clerks, read an open letter to the Yearly

Meeting concerning BYM's commitment to become an Anti-Racist Faith Community. After hearing the letter, Friends were asked to close our Meeting for Business in worship as they considered the queries with which the letter closes. A copy of the letter is attached.

- Are we currently operating in line with our anti-racist values when it comes to hiring, staffing, Supervisory Committee, and other leadership roles in BYM?
- Are there enough opportunities for equitable leadership in our community?
- How are we supporting the leadership of Friends of Color in Baltimore Yearly Meeting?

An extended period of worship was held.

A number of Friends spoke of their personal hurts with BYM's particular responses or lack of responses to racist behavior. One Friend spoke of how alienating to BYM's behavior has become to some Young Adult Friends.

One Friend said, "This was a powerful and valuable session...We need to envision an ocean of Light over the ocean of Darkness." Another said, "I'm filled with sadness, but also with hope...It will be a little bit better than it is today."

These Minutes were approved as we went along. We closed with a period of Silent Worship. Interim Meeting will gather next on 7th Eleventh Month, again in virtual space, or by call of the Clerk.

Meg Boyd Meyer, presiding
Rebecca Richards, recording

ATTACHMENT I2020-28

STRIDE COORDINATOR'S ANNUAL REPORT

STRIDE Coordinator Annual Report (Strengthening Transformative Relationships In Diverse Environments)

Overview

Since the pandemic hit in March, all in-person events have remained canceled. We pivoted to holding all STRIDE meetings exclusively over Zoom and also figured out a way to hold our movie nights over Zoom. We have continued the movie nights every few weeks; with members of the community, we have watched all four episodes of *When They See Us*, as well as *Crip Camp*, and *The Black Power Mixtape 1967-1975*, *Baltimore Rising*, *Trollz*, *Steven Universe*, and *Bug's Life*.

In May, when camp was officially canceled, we pivoted again. Baltimore STRIDE held a virtual meeting with STRIDE families to talk to them about the announcement, share camp stories, and reflect on what camp means to us. We have since been focusing on mutual aid. For example, "For example, we were able to deliver masks to two families and fundraise to provide financial assistance to another and deliver sweet potato biscuits for a bit of camp

fun and flavor. A Baltimore STRIDE camper led an online crystal-wrapping workshop with materials provided to participants." Additionally, we have been working closely with the Reparations Action Working Group on actions that support racial justice. This includes mutual aid, conversations around mass incarceration, discussions around race and policing, and an all STRIDE RAWG combined 21-Day Racial Justice Challenge! We were also able to send Baltimore STRIDE families to Catoctin for a family camping experience. Philly STRIDE was able to send art care packages to campers, find alternative virtual camping experiences for STRIDE campers to attend, and host a virtual social night! DC STRIDE participated in a Mutual Aid network distribution day with Horton's Kids, the organization with whom we have a partnership, to make sure that community members in DC have all that they need.

STRIDE has also spent the summer reflecting on the Anti-Racist Community queries alongside GDL.

1. How could this decision affect those who have been harmed by racist behavior?
2. To what degree have privilege, class, stereotypes, assumptions, and our ability to include other perspectives affected this decision? Will this decision promote equity, diversity, and inclusiveness? Will it enable us to be more friendly and whole?
3. How will we provide opportunities for those most likely to be directly affected by our decision to influence that decision?

ATTACHMENT I2020-29

CAMP PROPERTY MANAGER'S ANNUAL REPORT

Staff Report of the Camp Property Manager
to Baltimore Yearly Meeting
David Hunter
October 2020

Here I sit, on the porch of the caretaker's cabin overlooking Catoctin Quaker Camp. Songbirds sing in the morning; cicada in the heat of the afternoon; and tree frogs in the evening hours. I hear the high pitched squeals of young ones as salamanders wriggle through their fingers at the edge of the pond; the belly laughs of dads as they look on and the quiet conversations of the rest of the crew as they relax along the edge of the water. A range of tones and voices we don't always hear at camp. We have only had a few families visiting Catoctin at a time this summer and the intensity of the sounds and the joy is only a fraction of what we normally experienced at Camp. Twelve months ago. I would never have imagined myself where I am today. The nature of my work has changed remarkably, the work has become more and more challenging but, in many ways the joys have been multiplied as well.



As 2020 began we heard murmurings about a new virus somewhere in China but we were mainly focused on plans to get camp open for the spring and summer –assessing, repairing and replacing necessary equipment, cleaning and upgrading the facilities and their contents, getting multiple busses and vehicles ready, clearing trails and water testing in preparation for spring guests and summer camp. By the middle of March things had changed. The in-person Interim Meeting had been canceled and we were discussing contingencies for closing the office and starting to work from home. By March 13th the office was officially closed and Zoom and the telephones became the connections that held us together. It was becoming clear that the Yearly Meeting and the camps might be headed for some rocky times, but it was still difficult to imagine that the camping program would be impacted negatively. Ned Stowe had the courage to look into the abyss and explore what the future might look like if we were to face the most difficult of the possibilities that lay before us. We all owe him a debt of gratitude for the speed, agility and courage that he brought to meeting the difficult times that were to come. In encouraging us to looking at most difficult scenarios early in the spring, Ned prepared us, in practical and spiritual ways to make the difficult decisions that we faced. As we meet the fiscal and practical challenges that the future holds for us it will become clear how important Ned’s work was to guiding us through.

We began discussing cash flow scenarios and budgets that lacked the revenue generated by camper fees. It quickly became clear that it would be prudent and necessary to postpone all capital improvement projects, equipment purchases and postpone any expenses related to opening camp and preparing for the upcoming season until we knew more about what the future held. Early in May it became clear that we were not going to be able to host monthly meeting retreats, other group retreats, and run our camping program in the summer of 2020. And our minds turned towards how we could help the communities that we serve through our land, our campers, camp families and staff stay connected through the summer.

The Catoctin Quaker Campground



Immediately after making this difficult decision the Camping Program Committee and the Camp Property Management Committee began developing and implementing ideas to help campers, staff and camp families and the communities that we serve successfully negotiate the disappointment and grief associated with missing a summer at camp, as well as the retreats that our Monthly Meetings and Quaker schools enjoy annually on the land. As these plans took shape we were profoundly aware of the gaping hole the cancelation of camp for the summer of 2020 left in the Yearly Meeting budget.

I suggested that we consider opening as a campground. The Camp Property Management Committee then poured its energy into getting the property ready for families and other groups to

come and enjoy some time together in these special places. We developed a proposal and secured the approval of the BYM trustees and opened the Catoctin Quaker Campground on June 30th. Families or other groups which had isolated together were able to come to camp and rent a cabin with a fire pit, firewood, ropes to hang bear bags for food in the trees, and picnic table for 5 days and 5 nights at a time. Six of the 12 camper cabins were used with the idea of keeping our occupancy well below 50% of



our normal summer capacity, following the regulations set by Maryland government. The bathhouse was the only shared space that was open and participants were asked to sanitize the areas which they had used after each visit and I conducted a thorough daily cleaning schedule that was put in place. I made sure that there were large barrels of water, firewood, a clean cabin ,and ice in the freezer and some ice cream treats for purchase on the lodge porch each week. Overall, Friends and families came and enjoyed time to reconnect with the land, and in some cases time to grieve the loss of their time with friends at camp.

During the early part of the summer the cabins were rented from Tuesday until Sunday each week (5 days and 5 nights) leaving about 48 hours between visitors. On average five of the six cabins were rented each week. Beginning on August 21st cabins were available for weekend rentals. It is also possible to add additional weekdays if friends desire. We will continue renting cabins through October 18th. Plenty of cabins are still available so join us if you can! Learn more at <https://bymcamps.org/summer-cabin-rentals/>. These rentals have generated over \$13,100.00 in revenue with minimal expenses as of the middle of September. This exceeds what we normally make in a year from rentals to groups other than our BYM camps.

Without the efforts of Many Friends...



The efforts of countless volunteers were critical to our success over the last 12 months. The Catoctin Quaker Campground would have never been able to open without the tireless efforts of many volunteers. The young adult Friends of College Park were critical to this effort as were Gloria Victor Dorr, Rick Honn, Gary Gillespie, Sarah Burr and the unstoppable Harry “Scotty” Scott. These tireless individuals not only got the camp ready for visitors, but helped me deliver and

stack firewood at all of the cabins and move a freezer to an accessible location so that firewood and ice could be provided to campers. Donation boxes were provided at each cabin in an effort to help raise additional revenue for the camps these volunteers love so deeply. We also owe a debt of gratitude to Linda Garrettson, and Lamar Mathew and Harry Scott for filling in as caretakers when I needed to be away from Catoctin.

A group of four recent Earlham graduates, two of which have been Catoctin campers and counselors, had planned a hiking trip to celebrate this milestone in their lives, but as the pandemic developed it became clear that their trip was not to be. Instead, they decided to come to Catoctin, camp out and volunteer to work on whatever needed to be done. They were at Catoctin for around 3 weeks and their efforts were critical to getting the Campground open. They also left several cords of firewood for next winter and removed lots of invasive species like multiflora rose, privet, and mile-a-minute from the woods at Catoctin. We all owe a big thank you to Jacob Honn, Jacob Cope and their Earlham pals for all that they accomplished at Catoctin this summer.

Other Work at Catoctin

In the fall of 2019 we had a wonderful Family Camp Weekend at Catoctin and one of the older cabins was removed and the site was cleared. We had hoped to replace this cabin in spring of 2020. Unfortunately, the Yearly Meeting determined that it would be necessary to cancel all capital improvement projects due to the pandemic and its impact on Yearly Meetings finances. We look forward to replacing this cabin before the 2021 camping season.



Other work that has been postponed includes replacing the roof on the crafts shelter and dining hall, and building a tool shed near the caretaker's cabin for safe storage of tools during the summer season at Catoctin.

Early in March we had two volunteer days when friends gathered to clear paths to the blight resistant American Chestnuts planted in 2017 and to replace several which had died. Several of these chestnuts are thriving and we look forward to the day when the once and future king of the forest returns to the forest canopy at Catoctin. Mike Kay, county forester for Frederick, gave us accolades for the way that our forest has been managed overall, which put a spring in my step as it has been a labor of love and hard work. Groups that stay at Catoctin or just visit for the day frequently ask for tours of the land where I point out the endangered species of plants that are protected here, the various regenerative management projects, and many enjoy touring the bathhouse and seeing how the composting toilets work!

Through the fall and winter volunteers worked to remove invasive species near the entrance at Catoctin and in other locations around the camp. In April the seedlings we ordered to

plant in these areas arrived right on schedule. Unfortunately the volunteers to plant them did not due to the pandemic and the cancelation of Yearly Meeting programs. Harry Scott, Jesse Miller and I took on the task of planting nearly 175 trees. They eventually were all planted and are now occupying the space once inhabited by invasive species such as multiflora rose, and privet as well as Ash trees killed by the invasive emerald ash borer. It feels great to know that gnarly, thorny weeds that contribute little to the areas ecology and wildlife are being replaced with beautiful native species that will help wildlife thrive.



Opequon

We continue to maintain the property at Opequon but we do so with the understanding that we may not be there in the long term. The Pidgeons who own the property have no interest in conveying the property to the Yearly Meeting and there are several significant problems with running a camp at that site. We continue to do the work necessary to maintain a safe and comfortable camp, but we no longer have plans for significant improvements there.

The shower trailer and the improvements to the bathhouses undertaken before the 2019 camping season have worked out wonderfully. This spring we painted the floors in the bathhouses to complete the project and the bathhouses are looking better than they ever have.

Shiloh

Shiloh continues to thrive but the camp misses all the visitors that might have come this spring, summer and fall. In the fall of 2019 we removed one of the camper cabins in anticipation of replacing it in the spring of 2020. Unfortunately, that project had to be postponed due to financial difficulties caused by the pandemic.

Summer storms were severe this year at Shiloh and the driveways sustained some damage. Because of the pandemic we have postponed the majority of the needed repairs until 2021.

Other projects which we had planned for Shiloh such as digging a second well for water and replacing the art pavilion have been postponed until the Yearly Meetings financial position is resolved.

I urge the Camp Property Management Committee to explore various ways to offer the opportunity to the communities around Charlottesville and Harrisonburg to explore and enjoy Shiloh. The research that I've done indicates that it could be a wonderful site for retreat groups from the local universities, a research area for various university departments to study the waterways and the flora and fauna, and a gathering place for family celebrations. It is worth building relationships with groups in the Charlottesville and Harrisonburg areas to begin welcoming folks to Shiloh.

Equipment and Vehicles

Before the pandemic began putting pressure on the Yearly Meetings finances we were able to purchase two pickup trucks for the camps as well as a small tractor to be used at Catoctin. These acquisitions have worked out wonderfully. One of the pickups was donated by a local contracting company. We knew that it would need extensive work before it would be useful but the work was completed in January and the truck has proven to be a very efficient use of our funds.



The tractor that was purchased for use at Catoctin has proven to be an invaluable acquisition. It has a small bucket loader and a mowing deck. It was used extensively to get camp set up as a campground and has been effective at mowing the grass, gathering firewood, removing invasive species, moving materials and in cleaning up neglected areas around camp. What a remarkable difference a reliable piece of equipment can make!

Before the 2021 camping season we will have buses and vans to replace and a mower will be needed at Shiloh. There will also be several pieces of kitchen equipment that need replacing at all of the camps.

Future Needs

Because of the Yearly Meetings financial position due to the pandemic many projects at the camps were postponed and the purchase of equipment that would have been needed in 2020 was delayed. In many cases the delay in meeting these expenses will be compounded in 2021 assuming we will be able to have camp. Funding this work and these equipment purchases will require more resources than we had planned on in the spring of 2021. These needs will present us with a formidable fund-raising challenge, but it is a task that we can accomplish together.

Caretakers

Mike Reed continues to take meticulous care of our property at Shiloh. It is a wonderful boon to us all to have such a competent, capable and diligent resource at Shiloh!

Jesse Miller has served as a warm and welcoming presence at Catoctin since the spring of 2016. Unfortunately, this year Jesse decided that it was time for him to put aside his caretaker responsibilities. We feel fortunate that he will continue as a director at Opequon Quaker Camp.

A search committee was formed to look for a new caretaker at Catoctin and interviews were conducted. However, before a new caretaker had been hired the pandemic made it necessary for us to postpone any new hires until at least 2021. We found ourselves without a caretaker for Catoctin in the middle of April without and prospect of hiring a new

one. The pandemic created a great deal of extra traffic on the mountain where Catoctin is located and it did not seem wise to have the property unattended. My wife, JoAnn, and I decided that we would volunteer to live at Catoctin late in May. We have enjoyed living here ever since, and it can be difficult to balance the maintenance needs here at Catoctin with my other responsibilities as Camp Property Manager. DOT certification for busses, zoning paperwork filing, managing the rental calendars, CPMC



support have all proven challenging. It is not clear yet how long we will be able to continue living on the mountain, and it may be necessary to seek volunteers to live at Catoctin for the last few months of 2020 until a caretaker can be hired. I look forward to hiring a multi-skilled, energetic and creative caretaker that will be able to maintain and improve the land and facilities, as well as offer meaningful experiences while folks visit this sacred land.

Committee work

I remain grateful for all of the work that members of the Camp Property Management Committee do to keep the properties prepared for use throughout the seasons and the efforts we make to ensure that they are healthy, thriving natural places protected from the development and sprawl that presses on all sides. This year we have found ourselves a little short of members able to be active in the work of the committee. The new slate of committee members approved an Annual Session this summer gives us great hope. Several empty slots have been filled and we look forward to being joined by several young adult Friends as well as becoming reunited with some past members returning to the committee. This will be a challenging year for the CPMC but we are well equipped with able Friends willing and ready to meet the challenges we face in the months to come.

Our clerk of many years will rotate off the committee and our new clerk has not yet presented themselves. However, we are confident that in the next few weeks the Spirit will prompt our new clerk to step forward. We all feel a profound debt of gratitude to Gloria Victor Dorr for her many years of service as clerk of our committee. She has worked hard and with great success to increase volunteer participation at Family Camp Weekends and on the camp properties in general. She will be missed by us all.

Conclusion

It has been a bit of an odd summer to be at camp. Black snakes sun themselves in the entryway to the dining hall where feet, big and small, would normally drive them deep into the undergrowth. Deer graze in the fields and around the pond where most summers they would fear to tread. Black Bears wander through camp ever closer to the dumpster and the wonders within. Wildflowers like Rattlesnake Plantain, Monkeyflower, Nipplewort and Partridge Pea grow in the foot paths where they would normally not have the opportunity to blossom. The spots on the fields that are normally worn down to dirt by camper's feet



are green with grass. The camp is overrun with cottontail rabbits that have not dared to venture out into the open during July and August for more than 60 years. Perhaps this summer was a well-earned year of rest and renewal for the lands the Yearly Meeting stewards. Nevertheless, one can sense these places longing to be filled with peals of laughter and joyful noise that weave their way through the trees and songs from the fire circle that animate the night. The Spirit of camp

rests in the wood and in the streams and under the rocks. Let us pray that we will all be here next summer to wake the Spirit and live in its presence again.

With gratitude,

David Hunter
Camp Property Manager
Baltimore Yearly Meeting

ATTACHMENT I2020-30A

CAMP PROGRAM MANAGER'S ANNUAL REPORT

Camp Program Manager Report, Interim Meeting, 9/24/2020

It has been a tumultuous year with COVID-19 causing us to change everything and change it again, many times. We have had to be flexible and resilient and then just try to relax and let things happen as they may this year. We decided to close our camps this past summer due to the pandemic. Having no programming caused a complete collapse of our projected income. We had over 400 campers registered when we closed camp, so we needed to refund the deposits that they paid to reserve their spot at camp. Fortunately, many of those families that paid a registration deposit opted to donate some or all of their deposit, and some even their entire camp fees, to the Camping Program to help see us through this year. We ended up converting over \$85,000 from deposits into donations. We are so grateful for all of the generous donations we received.

Some of our camp staff have offered virtual meetings for worship for campers and alumni, and campy activities so folks could stay in touch and experience a bit of camp remotely. I am grateful for the staff taking it upon themselves to keep up these valuable connections with our camp family.

It has been a very different summer for me this year and the first time in 15 seasons that I have not been making the rounds to all of the camps, checking in with Directors and Staff, fielding parent calls, and camp calls all summer. I have had time to reflect on the past 18

and a half years of working at BYM and I have determined that it is time for me to move on to start another chapter in my life. I appreciate the time spent getting to know so many of you, working with so many committee members, camper parents, camp staffers, camp directors and BYM staff. I have learned a lot over the years. Thanks for going on this journey with me.

ATTACHMENT I2020-30B

MINUTE OF APPRECIATION FOR JANE MEGGINSON

A Minute of Appreciation for Jane Megginson

With deep appreciation and thanks, Baltimore Yearly Meeting recognizes Jane Megginson for her 35 years of service to our organization.

Initially, Jane was a staff member at Shiloh Quaker Camp, and later moved into the BYM Administrative Assistant position. In 2005, Jane transitioned to be the Camping Program Manager. Over the last 15 years she oversaw a transformation of the camps, personally growing into this position where she brought not only incredible accountability, analytical thinking and long range planning skills, but also a deep love for our program and its ability to transform everyone it touches. Camp came into the digital age during Jane's leadership. She worked tirelessly with the Camping Program Committee to clarify accountability and lines of responsibility. She documented procedures, aligned safety protocols in mind of American Camping Association standards while maintaining our creative and spiritual foundation. Major accomplishments under Jane's guidance included the writing of staff and camper handbooks. Brilliant at creating realistic budgets for the program, she masterfully explained her work to all who needed to understand. She was always thinking five years ahead.

Jane worked to provide excellent customer service. She understood the importance of thoughtful communication with parents and families during the registration process, while explaining BYM camps, and then reassuring parents throughout the year. She embraced our concerns for greater diversity, equity, and inclusion. Wanting no child to miss coming to camp for lack of money, she found creative ways to bring many families into our community. She fully understood risk management and insurance issues relating to our camp practices. With her finger on the pulse of the "camping industry," she responded not only to societal changes but also to increasing regulatory requirements from the states. Jane's dedication to seeking and speaking truth helped her lead the program forward. In any crisis during the camping season, Jane worked with directors and communicated efficiently with the General Secretary, skillfully handling difficult and sensitive situations. When parents had concerns, she always followed up as much as needed. She was consistently fair-minded and scrupulous in maintaining appropriate confidentiality. She was often working with the finer details of camp, but always saw the big picture. With her strong emphasis on safety, she still nurtured the FUN in camp.

The spiritual power of our camping program transforms both children and adults. We lovingly thank Jane for her many years of supporting this mission and wish her all the best in her next adventures.

ATTACHMENT I2020-32A

ACTING GENERAL SECRETARY'S REPORT

Acting General Secretary's Report to Interim Meeting

In a conference of the staff of Yearly Meetings and other Quaker institutions across the continent and the United Kingdom, I was asked to use 6 words to say what I do. My answer was "I assist Friends in building our community." I missed the mark of 6 by a word, but I also understated the task ahead of us. The entire Yearly Meeting needs to re-imagine our community. We need to take advantage of the opportunity to reconsider how we make decisions, how we serve Friends, and what it is we want the Yearly Meeting to do.

The challenges since the spring of 2020 have been many and varied. Our community faced a crisis in our finances created by a gap between our hopes and our reality that created real doubts about how to afford the promises of the approved budget. That crisis became acute when the COVID-19 pandemic reached our area and shut down the office, our Meetings, and nearly everything else. We had to isolate hundreds of thousands of dollars in anticipation of refunding fees paid by camp families for the 2020 season. While we were trying to absorb these problems, the financial markets crashed and the paper value of our unrestricted reserves shrank dramatically.

For the rest of our community, events that have happened every year and have been important parts of our lives had to be cancelled on a moment's notice. We couldn't have Third Month Interim Meeting, the Spiritual Formation Retreat was cancelled, a Young Friends conference didn't happen, groups that have gone to Catoctin and Shiloh for years were told they weren't allowed onto the properties. Then, in early May, it became necessary to announce the closure of the entire season for BYM camps.

These events, and the hundreds of smaller effects, led to weeks of fear for many of us, including the Yearly Meeting staff. Just as with so many people, inside and outside our Yearly Meeting, we didn't know what was happening for our families, for their health, and for their jobs. David and Jane had to consider how to close a program that already had hundreds of children registered, tens of staff hired or waiting to be hired, projects to make the properties ready started. Jossie Dowling, our then out-going Youth Programs Manager, had to find a way to support teenagers who lives were already in upheaval and how to hold graduation ceremonies without being able to be together. Khalila and the entire STRIDE community had to re-imagine their work and the meaning of their relationships with families about to send their children to camp. Mary and the Development Committee had to rebuild all of their fund-raising efforts in an environment that no one had ever seen before. All the staff had to work from their homes without knowing if we would even still be employed soon. Every one of them did amazing work despite all of these fears, and they have found new solutions that will benefit us for years to come.

In the months since I accepted the opportunity to serve as the Acting General Secretary, much of my time has been spent looking forward to what is next for our Yearly Meeting in the new landscape that we face. That has also meant trying to find some perspective on

what has already happened in this year. In the weeks leading up to, and following, Annual Session 2020, many Friends raised questions and concerns about decisions that had been made. The concerns are real, deeply felt, and the sense of pain in them has been heard.

Hearing those concerns has been difficult for many. People have felt misunderstood, defensive, and hurt. Those responses are also real and deeply felt. In response, I have been looking at the many conversations that happened among the staff, with the members of various committees, and with the broader Yearly Meeting all at once. Everyone had questions, and fears, that couldn't be easily answered. Yet choices had to be made quickly without knowing those answers. I have seen points in time where one person is receiving and responding to tens of e-mails within an hour. I have read e-mail threads that say one thing, are heard differently by the recipient, and the reply back is heard differently yet again. My goal was to try to learn what occurred, and more importantly, what we can learn. The lessons I see are both subtle and obvious.

The obvious lesson is that there are no perfect decisions when they are made in a crisis. There were times that a decision was sought from a committee the day before they met, then a new decision was sought at the time of the meeting, and by the next day was irrelevant. Choices were made, and acted upon, before everyone affected by them could fully understand what had been decided. Detailed, carefully thought out, explanations didn't exist. Sometimes people didn't feel they had the opportunity, power, or privilege to raise doubts and concerns. I am confident that every person was trying to find the best path forward for our community. I have had conversations with some people about these decisions and their effect already, and will continue to try to help everyone to understand what happened and how to avoid the same problems in the future.

The subtle, and deeper, lesson is that we are faced with an opportunity to reconsider how we manage our Yearly Meeting. Our community relies on an intentionally deliberate method of corporate decision making. Sometimes it is frustrating in its slowness, and sometimes the power of the result can renew our faith. But we have seen that sometimes speed is the only option and that we don't have the tools for effective decision making in haste. At the same time, we have learned that things always done one way can actually be done differently, from worship to committee meetings to spiritually enriching programs. We also have new voices, many of them coming from our younger Friends, pointing out that we need to ask better questions for any decision that we make and do a better job of assuring that everyone is able to participate fully. And we have a smaller staff who have seen their jobs changed in ways they never imagined.

We need to consider new processes that retain the faith-filled power we have while being able to be nimble enough to be speedy when needed. We also need to consider what new opportunities have been presented by the adaptations the pandemic has forced on us while recognizing that we cannot have everything we want simply by promising ourselves that we will support our dreams. And all of this must include the new voices that can feel left behind or excluded, and truly integrate the questions we have committed ourselves to ask as we seek to discern what we are led to do.

I think that the Yearly Meeting will rise to these opportunities, and look forward to seeing how we grow into them.

Major efforts of Acting General Secretary since July 1

1. Facilitated the transition of financial management following the departure of Margo Lehman, our former Comptroller. Worked with **Harriet Dugan**, Bookkeeping Assistant, and Jim Riley, Treasurer, to develop new standards and processes for reporting our finances in light of limited resources.
2. Assisted Program Committee in transition to virtual Annual Session 2020.
3. Completed editing, layout, and publication of Fall 2020 edition of *Interchange*.
4. Hired and managed on-boarding of **Sunshine Klein**, our new Youth Programs Manager.
5. Negotiated new benefits packages for staff and completed open season.
6. Assisted Spiritual Formation Program Working Group in their virtual Fall Retreat.
7. Assisted Stewardship and Finance Committee in developing plan for the 2021 Yearly Meeting budget in light of pandemic and reduced resources.
8. Coordinated the announcement of impending resignation of **Jane Megginson** as Camp Program Manager, developed new job description for position, began search for next Camping Program Manager.
9. Worked with Camp Property Manager **David Hunter** to develop new possibilities for revenue generation by camp properties in off-season and how to re-imagine the camp caretaker position.
10. Assisted Development Director **Mary Braun** in creation, printing, and mailing of Acting General Secretary's introduction letter. Developed details of messaging for fall Camp Property appeal and End of the Year Appeal.
11. Coordinated with Administrative Assistant **Laura Butler** for providing office support despite reduced hours during pandemic.
12. Supported STRIDE Coordinator **Khalila Lomax**'s work to expand the Yearly Meeting's outreach to communities in Philadelphia, Baltimore, and the District of Columbia.

ATTACHMENT I2020-32B

DEVELOPMENT REPORT

Interim Meeting Development Report

Sept. 26, 2020

Ubi caritas et amor, Deus ibi est.

*Where charity and love are, there God is.**

**from the 1st stanza of the Latin hymn "Ubi Caritas"*

If you have not yet listened to this beautiful and transcendent hymn sung by Kings Return, please seek it out! (https://www.facebook.com/KingsReturnMusic/videos/?ref=page_internal) When I reflect upon these harmonies, I appreciate how the Spirit can move among us. Development directly sees how charity and love live within our community. We witness the outpouring of support from individuals, from families, from local Meetings, and

from foundations, which serves as a living testimony to the life of our community.

Amid the challenges of the Pandemic, Friends have risen to preserve the union of our community of Friends. This union is Baltimore Yearly Meeting, which has served Friends for nearly 350 years. However, this spring our Yearly Meeting wavered financially (despite earnest efforts to supply reserve funds and build an endowment.) Like many nonprofit organizations, BYM struggled to endure. It is predicted that by the middle of 2021, nearly one-third of global non-profits will close. From this vantage point in Development, YOU are not letting that happen here.

The following numbers indicate the dimensions of your cumulative generosity. Some say we measure what we value. So in sharing these figures, we hope to not only convey your collective generosity, but also to illustrate our animate loving and charitable community.

Consider –

- A record number of donors (636) have given to date this year.
- Their average gift amount increased \$110 dollars over the first 3 quarter of FY2019. This benevolence from Friends comes at a time where philanthropic giving is down 5% nationally.
- Monthly Meetings sent apportionment income early, and 17 local Meetings made additional donations to shepherd our Yearly Meeting through these times. Their donated revenue surpasses \$83,460 so far this year.
- Camp families rallied to supply critical funds to help offset \$463,000 in fixed camp expenses amid the closure of the 2020 camp season. Altogether 190 families converted \$84,420 in camp registration fees to donated dollars. This includes 24 families whose children have not yet attended our BYM Quaker camps!

Our year has not ended yet. We still have \$354,500 in operating expenses to fulfill, as well as another \$131,700 to raise to support capital expenditures at our camps. David Brooks, columnist for the New York Times, tells us that the crisis stage of the Pandemic has passed. We are now in the endurance stage. We have not yet embarked on the final stage, the recovery. Our focus in next year's budget reflects our hope for recovery. Sustaining Quakers who make monthly donations are an important part of BYM's stability. We invite 12 more Friends to become Sustaining Quakers before the year's end.

With the charity and love of Friends, we will indeed recover as a Yearly Meeting, as a community, and as Friends endowed with Light. *At this and every stage of our growth as a Yearly Meeting, we thank you for your loving and enduring support.*

ATTACHMENT I2020-34

NOMINATING COMMITTEE REPORT

Baltimore Yearly Meeting Nominating Committee
Report to Interim Meeting, September 26, 2020

- 1) We have reviewed the Growing Diverse Leadership queries and are seeking to be responsive to them in making this report.
- 2) We are reporting the following resignations, and ask that they be received and recorded:
 - From Advancement and Outreach: Tom Wheeler (Adelphi)
 - From Camping Program Committee: Brian Massey (Shiloh)
 - From Peace and Social Concerns: Ann Benner (Charlottesville)
- 3) A position was inadvertently omitted from the roster presented to Annual Session. Debbi Sudduth (Goose Creek) is serving as the BYM representative to Friends Wilderness Center, Class of 2021. She is in the middle of her term, so no action is required.
- 4) We are bringing the following names for a first reading. All will be in the class of 2023:

For the Religious Education Committee:
Mike Hansen (State College)

For the Camping Program Committee:
Becca Bacon (Hopewell Centre)
Nicole “Nikki” Richards (Adelphi)
Justin Sykes (Shiloh)

- 5) We are proposing four additional BYM representatives to the Friends General Conference Central Committee, Class of 2023. We are asking that the second reading be waived so that they can begin service in October:
 - Jimi Ayodele (Patapsco)
 - Sarah Bur (Homewood)
 - Gary Gillespie (Homewood)
 - Kelli Moore (Alexandria)

ATTACHMENT I2020-36

OPEN LETTER TO THE YEARLY MEETING FROM THE YOUNG ADULT FRIENDS COMMUNITY

Open Letter by YAF Regarding BYM's Commitment to Anti-racism

To Baltimore Yearly Meeting, care of the BYM Search Committee,

Young Adult Friends believes in Baltimore Yearly Meeting's ability to become an anti-racist faith community. We believe this goal is within our reach. We know that to achieve this goal, we must actively and intentionally pursue all possible routes toward anti-racism. With that in mind, we find ourselves faced with a concern for the currently open seat on Supervisory Committee and among BYM staff positions that we wish to address.

While we value each and every voice within our community, we cannot ignore that some voices are inherently given larger platforms than others. Current positions of power and leadership within the Yearly Meeting are held almost exclusively by white people. We encourage Baltimore Yearly Meeting to closely examine both the past and current make-up of its Supervisory Committee, as well as its Staff, as it considers whose voices are most present at the table in our community. We hope that by doing so, in the spirit of equity, better recognition of the Yearly Meeting's habit of placing white people—primarily those who identify as male—within these influential roles will occur.

Young Adult Friends finds it imperative that this trend be discontinued. Too long have we failed Persons of Color within or affiliated with our community by providing them with officers and staff unable to understand their spiritual, emotional and mental needs in a racist environment. We have lacked agency in providing support and safe spaces for Persons of Color to thrive, and tokenized their presence. We have undermined their experiences in our reluctance to place anti-racism work at the forefront of our Yearly Meeting's priorities and in our general refusal to accept our own racial bias on an individual and community-wide level.

We heard in this year's Epistle from Friends of Color that they do not feel safe or supported in this community. We want to uplift that message, and urge our community to respond through action. How can we ensure that important and valuable members of our community feel safe here?

We believe a concrete and effective way of guiding BYM as it strives to become an anti-racist community in actuality is to promote the leadership of those historically and presently impacted by racism who find themselves intentionally barred from positions of power to this day. Representation matters. For this reason, Young Adult Friends supports the nomination of a Person of Color to serve on Supervisory. A deep, spirit-led commitment to anti-racism also matters, which is why BYM YAF openly supports the alternative or additional nomination of an individual devoted to anti-racist work, regardless of racial background.

While we primarily support the promotion of leadership of Persons of Color, if all potential candidates of Color to join Supervisory are approached and decline, then the placement of a white person on Supervisory who has made their commitment in engaging in anti-racism work clear through their daily and lifelong actions is acceptable. This candidate should not only vocally support anti-racism but must also show strong efforts to dismantle racist structures in our community and outside of it. It is not enough to simply say we care about dismantling racism; we must actively do it.

To this end, we as an overwhelmingly white community must learn to stand back and create space for Persons of Color to step in positions of power and leadership as they are so led. At the same time, we must put measures in place to ensure that these persons are not then expected to speak for all People of Color connected to BYM, nor solve all racial problems within our community. We must additionally refrain from putting individuals in certain positions for racial representation and diversity while making sure those that do accept are structurally supported in their role and given the necessary tools to carry out their ideas and plans.

At the 2019 gathering of Annual Session for Baltimore Yearly Meeting, we adopted a Declaration stating that we as a community are anti-racist. We agreed to uphold that sentiment. We agreed to live out that value. Anti-racism must permeate all of our decisions, actions, and groups. Limiting anti-racism work to only topical committees denies our culpability in systematic exclusion. If we are to do this work we must commit to this work throughout our organization. Anti-racism is not a pastiche to add to our literature but a core expression of our testimonies. Nothing changes if nothing changes. It is time for BYM to change.

The Young Adult Friends of Baltimore Yearly Meeting would like to push our community to act as we have promised. This starts first with stepping back, white people relinquishing power, and Persons of Color stepping into leadership roles. We have declared we are anti-racist. We must now begin to live it.

We Query:

1. Are we currently operating in line with our anti-racist values when it comes to hiring, staffing, Supervisory Committee, and other leadership roles in BYM?
2. Are there enough opportunities for equitable leadership in our community?
3. How are we supporting the leadership of Friends of Color in the Baltimore Yearly Meeting?

INTERIM MEETING

ELEVENTH MONTH 7, 2020

VIRTUAL EVENT

Friends of Baltimore Yearly Meeting gathered for Meeting for Worship with a Concern for Business beginning with a period of silent worship followed by a welcome from Clerk of Interim Meeting, Margaret (Meg) Boyd Meyer (Baltimore, Stony Run).

I2020-37 Naming Committee. A volunteer is needed to serve a one-year term on the Naming Committee which nominates individuals to serve on the Search Committee. Donna Hamilton (Sandy Spring) volunteered, and this service for the Naming Committee was **APPROVED**.

I2020-38 Information. Clerk brought attention to several items of interest to all Friends.

- The Camping program published an anti-racist statement
- The Working Group on Racism updated Change Group reports of Monthly Meeting activities on anti-racism work
- Sandy Spring Meeting Change Group has responded to the YAF open letter to BYM

All of these are recommended to Friends. Clerk reminds us that BYM must urgently examine structure that impede progress in becoming an anti-racist faith community.

I2020-39 Comments from the Presiding Clerk. Stephanie Bean (Adelphi) addressed BYM in their new role. Stephanie welcomed all to the Meeting and spoke of their experience coming to and living into their Quaker conviction with a conscious choice to raise their child with Quaker values and finding many joyful experiences in Friend's School and camps. Stephanie named many of the gifts and challenges of BYM using the metaphor of how a tree must be both nurtured and pruned if the roots which sustain it are to be strong. The written report is attached.

The following four items comprised a "Consent Agenda," dealt with serially.

I2020-40 Final Minute from Ninth Month Meeting. This minute was **APPROVED** with one minor edit and will be attached to the minutes from Ninth Month Meeting (I2020-36).

I2020-41 Style Manual. Request that Faith and Practice Committee maintain a Style Manual for BYM and that this function be noted in the Manual of Procedure. The Style Manual will be made available to Friends through the web-site. This was **APPROVED**.

I2020-42 Monthly Meeting Affiliation and Dis-affiliation. To add a procedure to *Faith and Practice* for affiliation and dis-affiliation from BYM (prepared by Advancement and Outreach). This was **APPROVED**.

12020-43 Grants Policy. This item appeared on the consent agenda in error. It remains with the Development Committee for continuing work.

12020-44 Stewardship and Finance Budget Report. Terrence McCormally (Herndon) presented the proposed budget for 2021. This report includes previously approved apportionments for 2021. Budget planning held particular challenges this year given pressures on BYM programs, including camps, created by the COVID-19 pandemic. Given current stresses an annual audit was by-passed, but a full audit has been planned and budgeted for 2021. This budget is seen as a “transitional budget” as we continue to recover from these challenges. Friends raised concerns about the reduction to staff retirement accounts and the desire, as possible to make these staff accounts whole. Following a discussion of some questions raised and with an adjustment to the YAF budget (reduced to \$1700), the 2021 Budget was Approved. The written report is attached and the 2021 Budget is included in the Finance Section of the 2020 Yearbook.

12020-45 Development Director’s Report. Mary Braun (Patuxent) reported on the work of staff during this year’s crisis. There is still much uncertainty ahead and much work is being continued to increase the contributions which sustain us. Her written report is attached.

12020-46 Supervisory Committee. Ramona Buck (Patapsco) presented the committee’s recommendation that Wayne Finegar’s time as Acting General Secretary be extended through March of 2021 and that the Search Committee’s work would begin now and continue through the winter months in hopes of having a newly hired General Secretary begin in April of 2021. The written report is attached.

Several Friends spoke to the need to change the extended term for the Acting General Secretary for an additional year in order to support a more consistent path through this time of transitioning from the multiple crises of the past year. Also, Friends expressed concerns that holding a truly open national search process would be difficult during the coming months of expected deepening pandemic restrictions. Indeed, such an open search is necessary for us to honor our commitment to becoming an anti-racist faith community. Various other strategies were suggested and all of these concerns will be taken under care of the Supervisory Committee.

The job description for the position of General Secretary was presented for approval. Friends offered improvements to the job description which was subsequently held over for further seasoning along with the timing of the search process and recommendations for staffing of a Search Committee.

The Yearly Meeting has declared its commitment to the work of becoming an anti-racist faith community. While this declaration presents challenges and makes some of our work more difficult, such as the filling of leadership positions, we are committed to the work. Friends expressed appreciation for those among us who continue to hold us accountable.

12020-47 Treasurer’s Report. James (Jim) Riley (Hopewell Centre) presented BYM’s financial statements through September 30, 2020. These statements appear in a different

form from previous reports as the committee transitions to new processes and software. Somewhat surprisingly, given the fiscal strains presented this last year, the YM is in pretty good shape, with a small (\$10K) excess of revenue over expenses. Additionally, the balance owed on “Friendly Loans” has been reduced. The written report is attached.

I2020-48 *Minute of Appreciation for Arthur David Olsen.* Martha B. (Marcy) Seitel (Adelphi) read this minute of appreciation. Friends enthusiastically joined Marcy in endorsing this minute with deep appreciation for Arthur David Olsen’s Light and Spirit in his six years of work as the Recording Clerk of Interim Meeting. The written Minute is attached and was **APPROVED**.

I2020-49 *Nominating Committee.* Deborah Haines (Alexandria) does not bring any nominations at this time but wanted to let the YM know that they are operating under the settled commitment to be an anti-racist faith community. To that end, they propose an outreach to the wider community to encourage participation of those beyond their usual circles of connection and particularly among communities of color. Friends expressed appreciation for this effort. A written copy of the report is attached.

The minutes were **APPROVED** as we moved through the Meeting. Our gathering closed with a period of worship.

Margaret (Meg) Boyd Meyer, presiding
Rebecca Richards, recording

ATTACHMENT I2020-39

PRESIDING CLERK'S REPORT

Thank you, Friends, for being here and participating in our practice of conducting the business that is necessary to our community in a faithful, Spirit-led way. It is a gift to have us all here today and I want to thank you for making this time to be truly present and in community together. I also want to express my gratitude for all the work that happens before we get here - the reports, the budgets, the creation of documents, and discernment of leadings. This is what it means to be living into our Light as Friends.

I’m going to spend a few minutes talking about myself for those of you who might not know me well. Every Presiding Clerk is different, of course, with unique experiences, talents, and room for growth. I came to Quakers as a young person, who was also a parent to a very young person at the time, because I was searching for a community that treated children with respect. As someone who did not have especially good role models growing up, I very much wanted to find that for myself and my child and appreciated the aspects of Friends that valued individuals for who they are, no matter how young, and also valued working together in community. My experiences at the Monthly Meeting expanded to include a Friends school, experiences at FGC, camps, other youth activities, Annual Session, and the Women’s retreat. As often happens, my engagement in those communities led to work on committees at the Monthly Meeting level, the Yearly Meeting, and even other Quaker organizations like Friends Couple Enrichment. Much of my work with Friends

has focused on working with youth in one form or another - YPC, CPC, Program, a school board, teaching for First Day School. As a younger Presiding Clerk, I am also still raising a family and doing paid work while serving the Yearly Meeting. My professional life has centered around healing and education, with some focus on communication. My hope is that my gifts are just right for this time, but I am also pragmatic and understand that no one can be perfect for this role and I will certainly make mistakes. I trust that you will let me know when I do and hope that I can correct them gracefully. And if I missed responding to a call or e-mail, please send it again!

I have spent the past couple of months trying to get a sense of what happens at a practical level in our Yearly Meeting as well as what our strengths and challenges are in the bigger picture. We are a long standing, deeply rooted spiritual community with many gifts and challenges. Among our many gifts are the dedicated and generous participants in the spiritual lives of each Monthly Meeting, all of the programs that we offer, and all of the committees and structures that make BYM run. So many share their time, energy, and resources to make this all work. We also have resources like our camps and other places and programs that allow us to grow and deepen and share our faith in community together. In addition, we have practices that help us to live into our testimonies.

Our challenges are a little trickier to name. Like a tree, we need roots that both go deep and also spread out wide to support us. We must tend our growth carefully, neither pushing too much in one direction, nor ignoring another branch. Nor can we neglect the soil in which we are rooted; we are a product of and interconnected with our surroundings. If we do try to grow a part of our tree, we must consider our support for that growth and whether we need to prune what no longer serves us or rebalance, ever moving towards our Divine purpose. We cannot reach beyond what our roots can support.

Moving away from metaphor, I see us as a spiritual community that has great gifts, but which is also struggling to know how those gifts apply to these times. We are also trying to understand ourselves better, to know where we have come from and what effect that has on where we are led to go from here. Change is inevitably part of that, but change can mean growth, rebirth, or death. None of those are necessarily comfortable conditions, but they are unavoidable parts of the human experience, individually and corporately.

Our community is also held in a tension between our understanding of ourselves as a Spiritual Community and the fact that we are also an organization that does work in the world of law, regulations, and other societal expectations such as paying the bills. We can certainly act from and keep turning toward our Spirit-led discernment, but we must also understand what we can realistically do.

If we are not supporting what we say we want with our resources - money, time, and energy, then we cannot commit to more. None of this is to say that those of us sitting here are not doing enough - you are here and engaged. This is not at all about guilt or making anyone feel they must do more. It is simply a statement that we must see more clearly what is within our abilities and what must be put aside until the time is right.

While we struggle with understanding what is needed from us right now and in the near and farther future, we must keep coming back to how we build and enrich our Beloved Community.

How do we make space for everyone to feel safe, to be heard, and to share their gifts? How can we better understand that some of us take up more than our share of space and might need to let go of that expectation in order to build a more equitable space for all? Can we also accept that we each have a natural pace at which we learn and grow and we are here to support each other in this process? Understanding where we have made mistakes or hurt each other is important, and it is also important for us to understand what needs to happen for healing, that we may all come through together, feeling seen and heard and held in God's Love.

ATTACHMENT I2020-44

STEWARDSHIP AND FINANCE COMMITTEE REPORT

Report of Stewardship and Finance Committee Proposed 2021 BYM Budget
Attached to this report are two documents

The 2021 Apportionments which were approved at October Interim Meeting
The proposed 2021 budget for Baltimore Yearly Meeting

Preparation of the 2021 budget has been especially difficult because of the twin challenges of the failure of contributions to BYM to meet expectations and the stresses of the pandemic, especially with the inability to operate the camping program this year. Stewardship and Finance committed to presenting a realistic and achievable plan for 2021. Limitation on resources has forced BYM to focus on our shared values and priorities as we endeavor to “let our lives speak.”

The Committee wants to thank the Budget Subcommittee of Susan Griffin, Karen Cunningham, Catherine Tall and Jim Riley, as well as Wayne Finegar for their efforts in assembling this budget. The Committee also thanks the members of the Supervisory Committee that labored long to develop the staffing plan represented in the budget, the Camp Program Committee, and the Development Committee for their input, and also to the staff of Baltimore Yearly Meeting who have persevered in dedicated service despite restricted resources.

The presentation of the budget differs from previous years when it was presented as a spreadsheet. The current budget format reflects the form in which the budget appears in the Yearbook. It draws directly from our accounting software so that we will be able to provide updates on a regular basis. It is hoped that this consistent presentation, along with the Treasurer's standardized reports, will allow Friends to more confidently assess the Meeting's finances. It will also make it possible for the Yearly Meeting to monitor our financial condition and make adjustments if actual performance does not match projections. In response to anticipated shortfalls, the Yearly Meeting decided to forego the annual audit in 2020; in 2021 we have budgeted to complete the rigorous audit as part of our commitment to transparency with the membership

In formulating this budget, the Stewardship and Finance Committee began with an estimate of what our income will be in 2021. Most of the revenue for our operating budget comes from three sources: apportionment from monthly meetings, contributions from individuals coordinated by the development committee, and fee income from programs.

The 2021 apportionment allocation is based on Monthly Meeting's 2019 reported revenue. The Stewardship and Finance Committee contacted each Monthly Meeting to determine the Meetings' assessment of their ability to meet the proposed 2021 apportionment in the face of the pandemic, and we were gratified that Friends nearly unanimously agreed that they would be willing and able to meet their apportionment. Thus, the Committee is confident in the estimate that the Yearly Meeting will receive \$500,000 in apportionment in 2021

Stewardship and Finance charged the Development Committee to generate a conservative contribution goal based on past performance. We hope that this relative modest goal of \$150,000 will be exceeded by Friends generosity, but because we feel it is essential that we avoid a deficit in 2021, we have budgeted about half of what was budgeted in 2020.

Both the expenses and projected fee income from the camping program are based on being able to operate all three camps at capacity in 2021. If the camping program is able to run, it is anticipated that pent up demand and a decrease in competition from other camping programs that have had to go out of business will make it more likely that the camps will fill. If the pandemic is still affecting the ability for camps to go forward, it is expected that camps in whatever format will balance fees and expense so as not to adversely affect the budget

In formulating the budget, we concentrated on preserving our support for youth programs and encouraging diverse leadership because we believe that support is key to preserving the values of our Quaker testimonies and the future of BYM.

To balance the budget, much was sacrificed: contributions to other Quaker organizations, committee budgets, and most importantly a major reduction in staff from ten staff members to seven. For 2021 we will not staff the approved positions of Associate General Secretary, the Comptroller, and Administrative Assistant.

This means the staff for 2021 will include:

- | | |
|-------------------------|------------------------|
| General Secretary | STRIDE Coordinator |
| Bookkeeping Assistant | Youth Programs Manager |
| Camping Program Manager | Development Director |
| Camp Property Manager | |

We know that this means that the Yearly Meeting staff will provide less support to committees and local Meetings, it will be more difficult to keep up the level of service we've come to expect in maintaining the website or the directory, and our staff will be more stressed in accomplishing the essential functions of the Yearly Meeting. We will be more reliant

on the work of volunteers to continue our internal programs and our witness to the wider world.

The budget document describes the operating plan for BYM; it does not describe the needs for capital improvements or expectations for restricted contributions to capital projects. These should be included in the 2020 Yearbook. For 2021, we anticipate that any necessary capital expenditures will be funded by contributions or previously restricted funds.

We hope that the 2021 budget is a transitional budget as we recover from our financial difficulties. It does not represent our understanding of all that BYM wants to do, but what we confidently can do in 2021. What we can plan for 2022 will depend on our performance in 2021.

ATTACHMENT I2020-45 DEVELOPMENT DIRECTOR'S REPORT

Interim Meeting Report: 7 November 2020 Development Director

It is apt that Development follows Ramona's Supervisory Committee report as the work of staff comprises the Yearly Meetings largest expense and the work of staff is at the very heart of our mission at BYM. Our mission revolves around nurturing and connecting our greater Friends' community. For many of us, the value of community became all the more powerfully clear during this pandemic.

BYM staff serve as the linkage between our intent and our collective actions (those of you serving on committees and working groups know this well!) Staff help to make possible the many forms of communication shared among Friends; staff help to coordinate our multiple activities across 4 states, the District – and beyond. By employing staff, BYM is investing in the care of its wider community.

The proposed transitional budget for 2021 is the conservative platform for pursuing our mission amid the economic vicissitudes ahead. We hope that as we approach the year 2022 – with all its anniversary exuberance—that the Yearly Meeting will be poised to know more fully what transformations await us and what fuller vision we will embrace for the future.

Ending this fiscal year as strongly as possible prepares us for an uncertain year ahead. Before the year's end, we hope to raise \$87,000 in camp capital gifts to conduct critical repairs and improvements before the anticipated camp season ahead. In addition, we also hope to raise at least \$32,000 to meet the challenge match posed by a generous pool of donors. (To see the details of that challenge, please consult this slide.) When we end the year in stronger financial stead, we will be poised to embark on a new year ahead – with all of its uncertainties!

BALTIMORE YEARLY MEETING
Development Revenue

Fund	Jan Thru Sept 2020		9/30/2020 % of Budget	Jan Thru Sept 2019		9/30/2019 % of Budget	Jan Thru Sept 2018		Jan Thru Sept 2017 Total
	Donors	Total		Donors	Total		Donors	Total	
Annual Session	79	\$ 8,952		39	\$ 3,715	74%	28	\$ 2,201	\$ 2,982
Barry Morley Scholarship	12	\$ 721		11	\$ 844	8%	9	\$ 706	\$ 160
Camp Property Capital	105	\$ 67,775	43%	19	\$ 26,726	11%	19	\$ 54,019	\$ 26,914
Camp Property Operating				3	\$ 575		1	\$ 205	\$ 607
Camping Program	349	\$ 185,406		129	\$ 41,752	25%	112	\$ 46,930	\$ 44,467
Diversity	53	\$ 16,047		89	\$ 34,524		81	\$ 42,674	\$ 75,000
Educational Grant Fund									\$ 1,654
General Fund	210	\$ 143,270	162%	118	\$ 44,481	28%	108	\$ 52,853	\$ 25,628
Gifts in Kind				3	\$ 1,531		4	\$ 749	\$ 348
Spiritual Formation	32	\$ 1,117		9	\$ 535	27%	5	\$ 194	\$ 655
Women's Retreat	16	\$ 1,164		5	\$ 306	8%	46	\$ 3,865	\$ 491
Youth Programs	19	\$ 1,030		4	\$ 315	1%	16	\$ 450	\$ -
TOTALS	700	\$ 425,482	112%	356	\$ 155,304	25%	429	\$ 204,846	\$ 178,907
190 camp families donated their camp fees totaling		\$84,419							
Local Meetings contributed (beyond apportionment)		\$86,292							
Total donors in 2019 for the entire year =	605								

One thing we CAN be certain of is the benevolence of Friends. Our community has united behind our Yearly Meeting. At a time when all too many businesses are closing, we are humbled and gratified by your support. Please see the Development report for Interim Meeting through September 30, 2020.

For most non-profits, end-of-year gifts comprise about 40% of their total charitable receipts. Support from donor-advised funds, employer matching gifts, appreciated assets, and personal savings all impact BYM's ability to fulfill its mission. Please consider both the Yearly Meeting's present sustainably and future stability in your charitable giving plans. Thank you.

ATTACHMENT I2020-46 SUPERVISORY COMMITTEE REPORT

**Report to Interim Meeting – November 2020
From Supervisory Committee
Ramona Buck and Adrian Bishop, Co-Clerks**

The committee has revised the job description for General Secretary in order to take into account, to some extent, the fact that there will be fewer other staff at BYM this year to do some of the duties in question. The proposed job description is below this report.

Supervisory has extended Wayne Finegar's time as Acting General Secretary to the end of March, 2021.

We are proposing that the Search Committee for General Secretary be designated at the November Interim Meeting, that they meet to set up their overall process, that the position be advertised through November and December with responses being welcomed into early January. The Search Committee could then review the candidates and interview the finalists, choosing the General Secretary to start the job at the beginning of April.

We are giving a lot of thought as to how the Yearly Meeting should respond in the future to incidents of racism and prejudice throughout the Yearly Meeting programs, in whatever way it is manifested.

Because of the reduction in staff and staff time at BYM, volunteers are helpful. As you know, we are seeking a volunteer to act as a Volunteer Coordinator and could use volunteer help in several areas. If you are interested in this, please contact Ramona Buck ramona-buck@gmail.com, 443-418-0392.

PROPOSED POSITION DESCRIPTION

Title: General Secretary, Baltimore Yearly Meeting of the Religious Society of Friends
FLSA Status: Exempt
Reports to: Clerk, Supervisory Committee of the Baltimore Yearly Meeting

POSITION SUMMARY

As a participant in the Religious Society of Friends, the General Secretary provides Spirit-led, strategic leadership to Baltimore Yearly Meeting. The charge includes planning, supervising staff, raising funds, and monitoring programs, finances, and property.

The General Secretary works to strengthen a culture of consultation, accountability, outreach, and inclusion.

FUNCTIONS AND RESPONSIBILITIES

RESPONSIBILITIES FOR THE STAFF

- Hires and evaluates employees consistent with the policies and procedures of

the *Personnel Handbook*, while supporting their professional growth.

- Supervises the staff, with 6 direct reports, including working towards achieving the goals of the Yearly Meeting
- Builds relationships among the staff and volunteers that facilitate communication, consultation and cooperation, and that nurture love and unity within the Yearly Meeting community.
- Represents the staff's interests to the Yearly Meeting.

WORKING WITH THE COMPONENTS OF BALTIMORE YEARLY MEETING

- Demonstrates, through example, being rooted in *Faith and Practice* and in the practices of the Religious Society of Friends
- Cultivates inclusiveness across the Yearly Meeting with particular attention to young adults, people of color, people of diverse socioeconomic backgrounds, and people of diverse sexual orientations and gender identities.
- Initiates the development of policy changes or new policies as needed.
- Ensures that Yearly Meeting policies and decisions accord with applicable laws and regulations.
- Shares relevant information about BYM and its activities within the Yearly Meeting and to the public.
- Supports the Presiding Clerk and the Clerk of Interim Meeting in planning and carrying out meeting activities and events.
- Supports the Program Committee in the planning and implementation of Annual Session.
- Enhances opportunities to collaborate with Friends' organizations, institutions, etc. that will expand the reach of the Yearly Meeting and the Religious Society of Friends.
- Ensures the smooth running of the many programs of the Yearly Meeting, including the camping programs, programs for youth throughout the year, and various retreats.

FUNDRAISING AND MANAGING RESOURCES

- Manages fiscal resources in keeping with the articulated vision of the Yearly Meeting.
- Works with the staff and the committees to meet budgetary objectives.
- Supports Development staff and Development Committee members in seeking funding from potential donors.
- Monitors applications for grants and their administration and evaluation.
- Ensures that record management procedures are clear and consistently implemented.
- Approves and monitors contracts.
- Manages the maintenance of the BYM office building and grounds, and the camp properties.

QUALIFICATIONS

EDUCATION

- Bachelor's degree, or:

- Some college education and exceptional management experience in lieu of a formal degree
- Demonstrated commitment to the Quaker beliefs and practices that underlie the work of Baltimore Yearly Meeting.

EXPERIENCE NEEDED

- Experience and knowledge about the Religious Society of Friends
- An understanding of the formal framework of Quaker decision-making.
- Completion of several years of staff supervision, fiscal oversight, and program administration.
- Demonstrated success working within an organizational structure that includes committee decision-making and consultative processes.
- Experienced in effectively working in a multi-cultural environment.
- Experienced in making presentations to internal and external audiences.
- Experience in working with all age groups, including youth camp programs, is an asset.

OTHER REQUIRED SKILLS AND ABILITIES

- Excellent interpersonal skills
- Willingness to travel frequently and, at times, to work unconventional hours.

SALARY AND BENEFITS

Salary is commensurate with qualifications and experience. Benefits include: health plan coverage; long-term disability insurance; term-life insurance; eleven paid holidays; annual, personal medical, maternity/paternity, adoption and sabbatical leaves; retirement contributions.

NONDISCRIMINATION STATEMENT

Baltimore Yearly Meeting, a spiritual community, welcomes all to its programs. The Yearly Meeting is an equal opportunity employer and does not discriminate in hiring based on race, gender, sexual orientation, disability, marital status, age, or national origin.

PHYSICAL DEMANDS CRIMINAL BACKGROUND CHECK

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations will be made to enable individuals with disabilities to perform these functions.

CRIMINAL BACKGROUND CHECK

A criminal background check is required for any new staff person.

ATTACHMENT I2020-47

TREASURER'S REPORT

BALTIMORE YEARLY MEETING TREASURER'S REPORT INTERIM MEETING NOVEMBER 7, 2020

Today I am reporting on the BYM financial statements through September 30, 2020. As you look at these statements, you will notice that they are in a difference format than BYM financial statements presented at previous Interim Meetings or at Annual Session. This is because we are making a transition in the format of the statements presented. The statements that you see today are produced directly from our accounting software. Previously, we had to take these statements and put the information into a spreadsheet which was a more time-consuming process. Now, without a Comptroller, we have decided to present the statements in this format. Also, today, there is not a comparison of actual revenues and expenses with our current year budget. That report will be included in the future, but we did not have enough time to set that up in the accounting software for today's meeting. So, stay tuned for that one.

Before we look at some of the more important information in these reports, I will say that the Yearly Meeting's finances continue to be in reasonably good shape in this most unusual year. The Statement of Activities through September 30 shows an excess of revenues over expenditures of just over \$10,000.

Statement of Financial Position (Balance Sheet)

This statement shows the balances in our financial accounts as of September 30, 2020. It shows our asset, liability, and net asset accounts. And, although we are not presenting a comparison to our financials from a year ago, I will point out some balances from that time.

Under the listing of assets, the first group of accounts are the cash accounts. On September 30, we had cash of just over \$394,000. A year ago, our cash balance was just over \$125,000. However, this year we received a Federal PPP loan (Paycheck Protection Program) of \$178,000 which substantially improved our cash position. Right under the cash accounts, we show Apportionment Receivable of \$126,497. This is lower than a year ago because many meetings sent in their apportionment early. Further down, our property and equipment accounts are listed, and the total is \$2,683,665. Finally, we see a listing of our investment accounts which total \$1,512,800. A year ago, our investment total was \$1,506,907. So, the total of our investments on September 30 has actually increased over the past year, in spite of a lot of ups and downs in the stock market.

Under liabilities, I will point out two items. On the second page, Other Deferred Revenue is \$178,241. This is the PPP loan of \$178,000 plus some other small amount. The PPP loan will continue to be shown as a liability until we complete the loan forgiveness process. If we qualify for loan forgiveness, then this amount will be shown as revenue. The other item I would draw your attention to is the Friendly Loans balance. This is \$214,182. A year ago, this amount was just under \$242,000.

The net asset amount is \$4,207,694. This is the difference between total assets and total liabilities. It is made up of restricted, unrestricted, and designated funds which are not show on this report.

Statement of Activities

The Statement of Activities shows the revenues and expenses of BYM from January 1 to September 30, 2020. This report shows five columns. These columns report the amounts for the various funds which we have to track. The first column shows the unrestricted activity. The second column shows designated, the third column shows temporarily restricted and the fourth column shows permanently restricted. The last column shows the total. BYM must track its finances this way to ensure that contributions are used according to the wishes of the donors and that other restrictions are met.

On the first page, you can see that our apportionment income through September 30 is \$437,437. This is higher than a year ago because some meetings sent in their apportionment early as noted before. Right under that amount is the Program Revenue of just over \$104,000. A year ago, this amount was \$954,673, with the large difference due to the fact that we could not open the camps this year. Total unrestricted contributions to date are just over \$340,000. If you look in the third column, you see that temporarily restricted contributions total just over \$69,000. This would primarily be for camp property.

Just under contributions is the Released Funds amount of \$115,169. This line shows the amounts of previously collected contributions which were spent in the current period for expenditures in accord with the original donor's wishes. The way it shows up in this statement is that there is a positive amount in the unrestricted column (because the restrictions have been met) and there are negative amounts in other columns, primarily in the temporarily restricted column because most of these are camp property contributions. This is the way that the balances in these various funds are adjusted during the year. This may be more information than some Friends want but I feel I should give some explanation here since this is a new format.

Other small revenue amounts are shown. The total of our unrestricted revenues was just over \$1,042,000.

Expenditures are shown on the second and third pages of this report. The first listing is for Administrative expenditures. This totals \$350,367 and includes the compensation of our administrative employees as well as other general administrative expenses. A year ago, on September 30, this amount was just over \$434,000. The big reduction is due to the reduced administrative staff which we have reported on previously. Other program and committee expenditures are listed.

On the third page, we show total expenditures of \$986,725 and net revenues over expenditures in the fifth column of \$10,573. The rest of the lines show the overall adjustments to the various net asset accounts.

I hope that Friends will get more familiar and comfortable with this new reporting format over time.

Respectfully submitted,

James Riley, BYM Treasurer
Hopewell Centre Meeting

Baltimore Yearly Meeting

Balance Sheet
As of 9/30/2020

	<u>Current Year</u>	
Assets		
Current Assets		
Cash & Cash Equivalents		
Operating Account	374,939.35	1001
Payroll Acct	2,782.97	1002
Camp Property Manager	12,303.67	1004
Catoctin Caretakers Account	1,935.34	1005
Shiloh Caretakers Account	1,261.44	1006
Catoctin Directors Account	363.08	1007
Shiloh Directors Account	177.56	1008
Opequon Directors Account	204.30	1009
TA Directors Account	88.82	1010
Petty Cash	<u>100.00</u>	1050
Total Cash & Cash Equivalents	394,156.53	
Accounts Receivable		
Apportionment Receivable	126,496.78	1200
Student Loans Receivable	18,477.87	1300
Allowance for Doubtful Accts	(50,000.00)	1302
Pledges Receivable	13,350.00	1400
Camp Property Receivables	395.00	1502
Harford Friends School Note	40,000.00	1512
Staff Receivables	12.99	1590
Other Receivables	<u>7,750.00</u>	1599
Total Accounts Receivable	156,482.64	
Prepaid Expenses		
Other Prepaid Expenses	595.04	1710
Prepaid Rent	32,500.00	1711
Deposits	<u>7,458.26</u>	1715
Total Prepaid Expenses	<u>40,553.30</u>	
Total Current Assets	591,192.47	
Long-term Assets		
Property & Equipment		
Land	1,106,495.65	2010
Land Improvements	377,407.96	2011
Buildings	1,812,061.82	2020
Leasehold Improvements	280,780.14	2030
Accum. Depr. Buildings & Leasehold	(1,020,111.02)	2039
Furniture, Fixtures & Equipment	254,467.35	2050
Accum. Depr. FF&E	(175,557.89)	2059
Vehicles	185,384.22	2060
Accum. Depr. Vehicles	(138,505.80)	2069
Projects in Progress	<u>1,242.96</u>	2900
Total Property & Equipment	2,683,665.39	
Long-term Investments		
Friends Fiduciary	723,859.61	1110
Sandy Spring Bancorp Stock	693.40	1111
Morgan Stanley Smith Barney	<u>788,246.58</u>	1113
Total Long-term Investments	<u>1,512,799.59</u>	
Total Long-term Assets	<u>4,196,464.98</u>	
Total Assets	<u><u>4,787,657.45</u></u>	
Liabilities		
Short-term Liabilities		
Accounts Payable		
Account Payable	51,426.33	3000
Other Payables	<u>155.17</u>	3002
Total Accounts Payable	51,581.50	

Baltimore Yearly MeetingBalance Sheet
As of 9/30/2020

	<u>Current Year</u>	
Deferred Revenue		
Prepaid Donations	242.00	3131
Deferred Apportionment	77,159.04	3200
Other Deferred Income	178,241.00	3201
Camp Rental Deposits	<u>1,250.00</u>	3202
Total Deferred Revenue	256,892.04	
Other Short-term Liabilities		
Wages Payable	37,413.80	3010
Payroll Taxes Payable	2,919.57	3020
Pension Payable	7,815.20	3030
FSA Payable	<u>(1,413.94)</u>	3060
Total Other Short-term Liabilities	<u>46,734.63</u>	
Total Short-term Liabilities	355,208.17	
Long-term Liabilities		
Long-term Liabilities		
Friendly Loans	<u>214,181.61</u>	3510
Total Long-term Liabilities	<u>214,181.61</u>	
Total Long-term Liabilities	<u>214,181.61</u>	
Total Liabilities	<u>569,389.78</u>	
Net Assets		
Beginning Net Assets		
Net Assets		
Net Assets	<u>4,207,694.29</u>	4099
Total Net Assets	<u>4,207,694.29</u>	
Total Beginning Net Assets	4,207,694.29	
Current YTD Net Income		
Current YTD Net Income	<u>10,573.38</u>	
Total Current YTD Net Income	<u>10,573.38</u>	
Total Net Assets	<u>4,218,267.67</u>	
Total Liabilities and Net Assets	<u><u>4,787,657.45</u></u>	

Baltimore Yearly Meeting
Statement of Activities
From 1/1/2020 Through 9/30/2020

	Unrestricted	Designated	Temp Restricted	Perm Restricted	Total
Operating Revenue					
Apportionment Income					
Apportionment	429,300.00	0.00	0.00	0.00	429,300.00
Apportionment Adjustments	8,137.00	0.00	0.00	0.00	8,137.00
Total Apportionment Income	437,437.00	0.00	0.00	0.00	437,437.00
Program Revenue	104,312.57	0.00	0.00	0.00	104,312.57
Contributions					
Contributions	340,467.82	0.00	0.00	0.00	340,467.82
In Kind Contributions	100.00	0.00	0.00	0.00	100.00
Bequests	0.00	0.00	0.00	0.00	0.00
Restricted Contributions	0.00	0.00	69,043.84	731.20	69,775.04
Grants Received	11,000.00	0.00	0.00	0.00	11,000.00
Total Contributions	351,567.82	0.00	69,043.84	731.20	421,342.86
Revenue Released from Restriction					
Released Funds	115,168.82	(3,274.60)	(111,894.22)	0.00	0.00
Total Revenue Released from Restriction	115,168.82	(3,274.60)	(111,894.22)	0.00	0.00
Investment Income					
Interest & Dividends	16,465.00	0.00	0.00	0.00	16,465.00
Unrealized Gain (Loss)	(2,377.09)	0.00	0.00	0.00	(2,377.09)
Realized Gains (Loss)	0.00	0.00	0.00	0.00	0.00
Change in value of CGA	0.00	0.00	0.00	0.00	0.00
Total Investment Income	14,087.91	0.00	0.00	0.00	14,087.91
Property & Vehicle Rental					
Property Rental Income	15,183.98	0.00	0.00	0.00	15,183.98
Vehicle Rental Income	0.00	0.00	0.00	0.00	0.00
Total Property & Vehicle Rental	15,183.98	0.00	0.00	0.00	15,183.98
Gain(Loss) on Sale of Assets					
Revenue from Sale of Goods	(1,059.47)	0.00	0.00	0.00	(1,059.47)
Book Sales	455.74	0.00	0.00	0.00	455.74
Clothing Sales	693.97	0.00	0.00	0.00	693.97
Other Sales	462.00	0.00	0.00	0.00	462.00
Purchase for Resale	0.00	0.00	0.00	0.00	0.00
Total Revenue from Sale of Goods	1,611.71	0.00	0.00	0.00	1,611.71
Other Income	4,382.03	0.00	0.00	0.00	4,382.03
Total Operating Revenue	1,042,692.37	(3,274.60)	(42,850.38)	731.20	997,298.59
Total Revenue	1,042,692.37	(3,274.60)	(42,850.38)	731.20	997,298.59

Baltimore Yearly Meeting
Statement of Activities
From 1/1/2020 Through 9/30/2020

	Unrestricted	Designated	Temp Restricted	Perm Restricted	Total
Expenditures					
100 Admin	350,366.95	0.00	0.00	0.00	350,366.95
200 Camp Program Administration	82,313.18	0.00	0.00	0.00	82,313.18
210 Camp Program	16,126.20	0.00	0.00	0.00	16,126.20
220 Shiloh Program	9,208.32	0.00	0.00	0.00	9,208.32
230 Opequon Program	9,244.20	0.00	0.00	0.00	9,244.20
240 Teen Adventure Program	12,084.13	0.00	0.00	0.00	12,084.13
241 TA Bike Program	0.00	0.00	0.00	0.00	0.00
250 Camp Alumni Program	0.00	0.00	0.00	0.00	0.00
260 Outreach & Inclusion	52,175.09	0.00	0.00	0.00	52,175.09
300 Camp Property Administration	129,937.79	0.00	0.00	0.00	129,937.79
310 Catocin Property	61,933.97	0.00	0.00	0.00	61,933.97
320 Shiloh Property	48,395.07	0.00	0.00	0.00	48,395.07
330 Opequon Property	21,447.94	0.00	0.00	0.00	21,447.94
410 Young Friends	1,783.17	0.00	0.00	0.00	1,783.17
415 Young Friends Exec.	519.15	0.00	0.00	0.00	519.15
420 Jr. Young Friends	2,518.13	0.00	0.00	0.00	2,518.13
430 Youth Programs Committee	790.33	0.00	0.00	0.00	790.33
440 Youth Secretary	35,119.16	0.00	0.00	0.00	35,119.16
501 Advancement & Outreach	0.00	0.00	0.00	0.00	0.00
502 Ministry & Pastoral Care	0.00	0.00	0.00	0.00	0.00
503 Peace & Social Concerns	0.00	0.00	0.00	0.00	0.00
504 Religious Education	0.00	0.00	0.00	0.00	0.00
505 Young Adult Friends	17.01	0.00	0.00	0.00	17.01
506 Unity With Nature	0.00	0.00	0.00	0.00	0.00
508 Interim Meeting	81.15	0.00	0.00	0.00	81.15
510 Stewardship & Finance	0.00	0.00	0.00	0.00	0.00
511 Trustees	0.00	0.00	0.00	0.00	0.00
513 Indian Affairs	1,250.00	0.00	0.00	0.00	1,250.00
514 Racism WG	0.00	0.00	0.00	0.00	0.00
515 Intervisitation	0.00	0.00	0.00	0.00	0.00
517 Faith & Practice Revision	25.00	0.00	0.00	0.00	25.00
518 Growing Diverse Leadership	0.00	0.00	0.00	0.00	0.00
519 Reparations Action Working Group	4,500.00	0.00	0.00	0.00	4,500.00
610 Annual Session	4,594.64	0.00	0.00	0.00	4,594.64
632 Spiritual Formation	1,281.93	0.00	0.00	0.00	1,281.93
633 Women's Retreat	42,443.23	0.00	0.00	0.00	42,443.23

Baltimore Yearly Meeting

Statement of Activities

From 1/1/2020 Through 9/30/2020

	Unrestricted	Designated	Temp Restricted	Perm Restricted	Total
635 Other BYM Programs	16.82	0.00	0.00	0.00	16.82
920 Development	98,552.65	0.00	0.00	0.00	98,552.65
Total Expenditures	986,725.21	0.00	0.00	0.00	986,725.21
Net Revenue over Expenditures	55,967.16	(3,274.60)	(42,850.38)	731.20	10,573.38
Beginning Net Assets	2,142,660.18	254,003.53	1,415,208.61	395,821.97	4,207,694.29
Total Beginning Net Assets	2,142,660.18	254,003.53	1,415,208.61	395,821.97	4,207,694.29
Adjustments to Net Assets	(54,620.18)	3,274.60	51,346.41	(0.83)	0.00
Total Adjustments to Net Assets	(54,620.18)	3,274.60	51,346.41	(0.83)	0.00
Ending Net Assets	2,144,007.16	254,003.53	1,423,704.64	396,552.34	4,218,267.67

ATTACHMENT I2020-48

MINUTE OF APPRECIATION FOR ARTHUR DAVID OLSON

Minute of Appreciation for Arthur David Olson

For six years, Arthur David Olson blessed our Yearly Meeting with his gifts of listening deeply and choosing words well as he served as BYM's Recording Clerk of Interim Meeting. With grace and humor, Arthur David captured long discussions in the briefest of accurate and empathic words. Arthur David recorded the concerns shared during the discernment process in sentences beginning "We heard," a practice that helped us to see the diversity of the views within our community even as we were reaching unity on the way forward together. The decisions themselves were faithfully recorded with not one extra word. For me, Arthur David's deep knowledge and wisdom about Friends business processes always felt supportive while I prepared for and clerked Interim Meetings. Because we don't have a lot of fixed rules as Friends, a Clerk especially appreciates finding a good friend to think and discern with in the Recording Clerk. Interim Meetings are a marathon of clerking and recording, and I am grateful that our work together was grounded in the Spirit and had a lightness of wonder, and even fun. Thank you, Arthur David, for your faithful work.

-- Marcy Baker Seitel, Clerk of IM 2016 - 2020

ATTACHMENT I2020-49

NOMINATING COMMITTEE REPORT

Perspective Means A Lot! We on Nominating Committee Would Like to Hear Yours

Baltimore Yearly Meeting has declared our settled intention to become an anti-racist faith community. The queries below appear in our written declaration, and are being widely and energetically used in committees and meetings around the Yearly Meeting.

1. How could this decision affect those who have been harmed by racist behavior?
2. To what degree have privilege, class, stereotypes, assumptions, and our ability to include other perspectives affected this decision? Will this decision promote equity, diversity, and inclusiveness? Will it enable us to be more friendly and whole?
3. How will we provide opportunities for those most likely to be directly affected by our decision to influence that decision?
4. How does this decision support the declaration of our Yearly Meeting that we are an anti-racist faith community?

Nominating Committee believes that the declaration and these queries touch on our work directly. The committees for which we nominate make many decisions that affect the Yearly Meeting, our camping programs, our other programs, and our representation in other Quaker organizations.

Perspective means a lot. We on Nominating Committee would like to hear yours no matter who you are, but especially if you identify as a Person of Color.

Are you a camper or former camper? Someone who attends a local meeting, Annual Session or Interim Meeting? Someone who is curious about how our committees support the Yearly Meeting? Maybe you are wondering where your gifts, interests and skills fit in. Should we talk?

Nominating Committee wants to explore those questions with you. We need your help. Replying to this message won't create an obligation for you to join a committee, but it will provide a way to share information and start a dialogue.

Please e-mail us at nominating@bym-rsf.org, and one of our members will be in touch.

Kevin Caughlan (Sandy Spring), Janet Eaby (Nottingham), Karie Firoozmand (Stony Run), Becca Gardner Rhudy (Deer Creek/Patapsco), Deborah Haines (Co-Clerk; Alexandria), Melissa Merideth (Bethesda), Ollie Moles (Langley Hill), Jolee Robinson (Co-Clerk; Adelphi), Marilyn Rothstein (Gunpowder), Debbi Sudduth (Goose Creek), Gene Throwe (Friends Meeting of Washington), Chip Tucker (Charlottesville)

ANNUAL SESSION 2020
OF
BALTIMORE YEARLY MEETING
OF THE RELIGIOUS SOCIETY OF FRIENDS
HELD VIRTUALLY DUE TO PANDEMIC

Tuesday, July 28, 2020

Y2020-1 *Opening Worship.* A period of settling worship was held.

Y2020-2 *Introductions and Tech Review.* Ken Stockbridge (Patapsco), Presiding Clerk, welcomed Friends to this Annual Session of the 349th year of Baltimore Yearly Meeting. Friends assisting with this session include Meg Boyd Meyer (Baltimore, Stony Run), Recording Clerk; Jason Eaby (Nottingham) and Mackenzie Morgan (Adelphi), sound and technology managers; and the Prayerful Presences, Gary Sandman (Roanoke) and Melanie Gifford (Adelphi).

Ken spent a few minutes demonstrating technical features of Zoom to be used in this Meeting.

Y2020-3 *Introductions of First-Time Attenders, Visitors, and Travel Minutes.* 15 Individuals indicated that this is their first time attending Baltimore Yearly Meeting Annual Session.

Lisimba Smith (Friends Meeting of Washington) was one.

Letters of introduction for visitors are available on-line.

The following individuals introduced themselves:

Ashley Wilson, Grassroots Advocacy Manager for Friends Committee on National Legislation

Sharon Gates (Orange Grove Meeting, Pacific Yearly Meeting)

Earl Smith, (Stillwater Meeting, Ohio Yearly Meeting)

SY Bowland, (Morningside Monthly Meeting, New York Yearly Meeting)

Tom Roberts, (Noblesville Monthly Meeting, Western Yearly Meeting)

The entire group present, using break-out rooms, introduced themselves to several other participants and responded to the Query “What challenges and possibilities does the present moment offer me?”

Y2020-4 *Program Committee.* Barb Platt (Sandy Spring), Clerk of Program Committee, welcomed all. She noted that almost 300 Friends have registered for this virtual Annual Session with 18 visiting from outside BYM and 68 first-time attenders. She reminded Friends of our theme: Courage, Faith, and Hope to Love Across Our Differences and read from Thomas Merton:

You do not need to know precisely what is happening, or exactly where it is all going.

What you do need is to recognize the possibilities and challenges offered by the present

moment, and to embrace them with courage, faith and hope. In such an event, courage is the authentic form taken by love.

Conjectures of a Guilty Bystander, 1965.

Y2020-5 Epistle Committee. The Clerk nominated the following Friend to serve on the Epistle Committee: Meg Regal (Sandy Spring). Friends are invited to communicate with the Epistle Committee via e-mail. Approval of this session's epistle will be laid over until September Interim Meeting. Friends **APPROVED** this nomination to the Epistle Committee.

Y2020-6 Approval-Ready Business Items. The Clerk called attention to the published list of approval-ready business items, explaining that these decision items are published with full explanations for all to read. They will be brought to the floor of the Thursday 7pm business session this week. Friends are asked to read the materials, contact the individuals listed with questions or concerns, and resolve these prior to Thursday, July 30 if possible.

Y2020-7 Search Committee Supplemental Report. Rebecca Rawls (Langley Hill), clerk of Search Committee, presented the following nomination for first reading:

Stephanie Bean (Adelphi) for Presiding Clerk of Baltimore Yearly Meeting.

This nomination becomes part of the Search Committee Report on the approval-ready list, which will be brought to the floor for action on Thursday evening, July 30.

Y2020-8 Reading. The Epistle of the 2020 Friends General Conference Virtual Pre-Gathering of Friends of Color and Their Families was read by Lisimba Smith, Jose Woss, Rashid Darden, and Sabrina McCarthy, of Friends Meeting of Washington. The Clerk asked Friends to hold this message in their prayers this week and beyond. The Epistle is **ATTACHED**.

Y2020-9 Growing Diverse Leadership Report on Use of Anti-Racism Declaration and Queries. Peirce Hammond (Bethesda), Clerk of Growing Diverse Leadership (GDL) Committee, Sam McCormick, of Philadelphia Strengthening Transformative Relationships in Diverse Environments (STRIDE) group, and Khalila Lomax, STRIDE Coordinator each spoke. Friends **ACCEPTED** the Growing Diverse Leadership report, which is **ATTACHED**.

Peirce recognized the individuals who read the previous epistle. Khalila was thanked for her work this year.

The Anti-Racism Declaration and Queries were adopted last year by Baltimore Yearly Meeting. Reports from Meetings and committees ranged from reading the Queries in Meetings to adopting the Declaration as a theme for the year. Some Meetings adjusted the queries.

The committee asks that Khalila Lomax be permitted to do anti-racism training in local Meetings next year.

GDL and STRIDE have found that we are not living up to the queries to the extent that we should. The committees feel that Camping Program Committee has not adequately dealt with incidents which occurred last summer. Another situation occurred when funds raised for STRIDE were used for other purposes without consultation with STRIDE.

Friends were reminded that the STRIDE program is a year-round program. Participants in the STRIDE program are individuals who have often not had the advantages of many Friends. A camper who experienced racism will not be returning.

STRIDE is a program of Baltimore Yearly Meeting and is the work of the entire Yearly Meeting.

GDL is working with Supervisory Committee to help Yearly Meeting develop accountability around these concerns.

The report was noted as highlighting significant problems we have: a gap in our queries and a gap in our thinking. “It can’t be enough to change how we are among ourselves. It also has to be about anti-racism towards the world. This report showed the problems only on what was focussed inwardly. We have not faithfully worked through and thought through how we are racist in the wider world. This report has showed us a gap in our overall anti-racist framework.”

A Friend asked that the queries be read. Peirce read them. The Presiding Clerk reminded Friends that these will be ‘front and center’ in all our decision-making this week.

A word of appreciation was expressed for this report and the presentation of the FGC Epistle read earlier. This report does point out things that we need to do. “We seek to heal, and we also seek to stop racist behavior in our community.”

Peirce reported that he had received a letter from Camping Program Committee which indicates that a conversation between GDL and the committee which is needed will be held.

Y2020-10 Closing. All present entered a closing period of worship. At its conclusion, break-out groups permitted individuals to greet each other.

Wednesday, July 29, 2020

Y2020-11 Opening Worship. A period of settling worship was held.

Y2020-12 Introductions. Ken Stockbridge (Patapsco), Presiding Clerk, welcomed Friends to this Annual Session of the 349th year of Baltimore Yearly Meeting. Friends assisting with this session include Meg Boyd Meyer (Baltimore, Stony Run), Recording Clerk; Jason Eaby (Nottingham), MacKenzie Morgan (Adelphi), and Wayne Finegar (Sandy Spring), sound and technology managers; and the Prayerful Presences, Rita Willett (Richmond) and Rebecca Richards (Gunpowder).

Y2020-13 *Introductions of Visitors.* First time attenders were asked to raise their hands and four did. Visitors from outside the Yearly Meeting:

Allen Stockbridge (Bellingham Monthly Meeting, North Pacific Yearly Meeting)

Katrina Mason (Claremont Monthly Meeting, Pacific Yearly Meeting)

All attending were placed into break-out rooms to respond to the query “What gives you courage?” while introducing themselves to each other.

Y2020-14 *Epistle Committee.* The Clerk presented the names of Melanie Gifford (Adelphi) and Patti Nesbitt (Sandy Spring) for membership on the Epistle Committee. Friends were encouraged to write to the committee with suggestions for what should be shared about this Annual Session. A Friend enquired whether a Young Adult Friend had been sought. The Clerk described the process he uses, looking for diversity and other things such as being present for the week. We **APPROVED** these nominations to the Epistle Committee.

Y2020-15 *Report from Interim Meeting.* The Presiding Clerk reminded Friends that matters approved by Interim Meeting and forwarded for information to Annual Session are included with the Advance Reports. In addition, nominations of Cathy Tunis (Herndon) and Bill Mims (Langley Hill) to continue serving on Search Committee appear there as part of the proposed list of approval-ready business items.

Marcy Baker Seitel, Clerk of Interim Meeting reported.

Marcy felt that the Advance Report needed to be longer due to the COVID-19 pandemic, since it seems that there are few detailed reports from the last pandemic.

She noted that Friends listen to each voice and look for a path together.

Unity, urgency, and trust are the things that she wishes to bring to our attention.

Marcy says that the Meeting feels happiest when feeling in unity, which she experiences as strong and also very fragile. Being willing to step up for each other is what helps build unity.

Our sense of urgency can both unite and divide us. Accepting each other’s urgency is important.

Trust can be hurt when things are brought into the open. A sense of building and repairing trust is how we have trust. Seek to build a deeper sense of trust between yourself and those you are with.

She thanked those present for working with her and together over the past four years.

Y2020-16 *Strengthening Transformative Relationships in Diverse Environments (STRIDE).* Rosie Eck (Homewood) and Sam McCormick (Philadelphia STRIDE) reported.

STRIDE feels gratitude to Khalila Lomax, the STRIDE coordinator, who started all-STRIDE Movie Nights and arranges joint meetings of the STRIDE groups from

different areas. The STRIDE annual report, on which their oral report is based, will appear in the Annual Reports section of the Yearbook.

Some STRIDE grants were reallocated to support camp. This affected on-going relationships with STRIDE families. However, since camp was cancelled, STRIDE has maintained relationships with campers and their families. STRIDE continues to provide needed items to families related to the pandemic, such as masks and financial support. In addition, STRIDE members maintain relationships with community partners in each location, such as Horton's Kids in Washington, DC, the McKim Center in Baltimore, and Puentes de Salud in Philadelphia. The Fresh Air Fund provided assistance for summer programming for STRIDE campers from Baltimore.

STRIDE is pleased that the Camping Program Committee will be working together with STRIDE to improve communication and heal those hurt last summer by racist situations.

STRIDE hopes to bring some STRIDE families to camp on August 14-16 to enjoy a weekend at camp. Some former counselors will also participate. STRIDE noted that the group expects to follow the safety guidelines established for the rental of cabins at Catoctin.

STRIDE invites all of BYM to participate every other Thursday on Zoom for Movie Night and discussions. In addition, STRIDE always needs nice backpacking sleeping bags and children's sized backpacks. Friends are advised to seek out and support mutual aid networks near themselves--that is, listening and hearing what people need and providing it for them. Other things Friends can do to counter racism include donating to local bail funds and/or legal support and organizing against state-sanctioned violence and racism.

A Friend brought attention to the fact that Opequon Creek is being threatened by pipelines which also will have a predominant effect on minority communities nearby.

Gratitude was expressed for STRIDE and its work. Thanks were also expressed to STRIDE for bringing forward problems which have been experienced.

Rosie and Sam were congratulated and thanked for this report. A question was raised whether the Charlottesville group will restart, but no one knows.

Y2020-17 Closing Worship. Worship continued until closed by the Clerk. Afterwards, Friends were assigned to break-out rooms to greet one another.

Thursday, July 30, 2020

Y2020-18 Opening Worship. A period of settling worship was held.

Y2020-19 Introductions. Ken Stockbridge (Patapsco), Presiding Clerk, welcomed Friends to this Annual Session of the 349th year of Baltimore Yearly Meeting. Friends assisting

with this session include Meg Boyd Meyer (Baltimore, Stony Run), Recording Clerk; Jason Eaby (Nottingham) sound and technology manager; and the Prayerful Presences, Windy Cooler (Sandy Spring) and Rebecca Pickard (Gunpowder).

Y2020-20 *Introduction of Visitors*. No new visitors were present.

Y2020-21 *Approval-ready Business Items*. The following minutes were approved together.

Y2020-22 *Manual of Procedure*. Friends **APPROVED** the three changes proposed in the Advance Report (**ATTACHED**): a description of Quaker Religious Education Collaborative (QREC), a description of Right Sharing of World Resources (RSWR), and a revised description for William Penn House, which was moved into the description for Friends Committee on National Legislation (FCNL).

Y2020-23 *Nominating Committee*. Friends **APPROVED** the nominations indicated in the roster included in the Committee's Advance Report. These will be reflected in the respective Committee and Organization Representatives listings in the Yearbook. The report accompanying the roster is **ATTACHED**.

Y2020-24 *Search Committee*. Friends **APPROVED** nominations of Stephanie Bean (Adelphi) to serve as Presiding Clerk, Meg Boyd Meyer (Baltimore, Stony Run) to serve as Clerk of Interim Meeting and Rebecca Richards (Gunpowder) to serve as Recording Clerk of Interim Meeting. Each term is for two years.

Friends **APPROVED** nomination of Ramona Buck (Patapsco) to a two-year term on Supervisory Committee and noted that Stephanie Bean, Presiding Clerk, and Meg Boyd Meyer, Clerk of Interim Meeting will also become members of Supervisory Committee.

Friends **APPROVED** the nominations of Chip Tucker (Charlottesville), Debbi Suduth (Goose Creek), Melissa Meredith (Bethesda), and Janet Eaby (Nottingham) to serve three year terms on Nominating Committee.

Y2020-25 *Working Group on Racism*. Friends **RECEIVED** a report (**ATTACHED**) from the Working Group on Racism including very recent activities of local Meetings (Change Groups) on racial justice work.

Y2020-26 *Interim Meeting Report*. Friends **ACCEPTED** the **ATTACHED** report from Interim Meeting. Friends **APPROVED** appointment of Catherine Tunis (Herdon) and Bill Mims (Langley Hill) to continue serving on Search Committee for three years.

Y2020-27 *Peace and Social Concerns Committee*. Friends **APPROVED** endorsing the Quaker Statement on Potential Israeli Annexation of the West Bank (<https://bit.ly/QkrStmntAnnx>) of July 1, 2020, by the Friends Committee on National Legislation, the American Friends Service Committee, and Quaker Peace and Social Witness. Friends

are encouraged to contact their members of Congress and ask that they do all in their power to prevent Israel from annexing these lands. Friends are urged to communicate that Quakers in this region are unified in their opposition to annexation. See **ATTACHMENT Y2020-27A**.

Friends **APPROVED** endorsing the Health Equity Resource Communities Resolution of the Maryland Citizens' Health Initiative. See **ATTACHMENT Y2020-27B**.

Friends **CONCURRED** in recognizing Quaker Voice of Maryland Working Group under the care of Peace and Social Concerns Committee to advocate more effectively on state policy that speaks to our testimonies.

Friends **ACCEPTED** the charge of Quaker Voice of Maryland Working Group as reflected in the attached report. This group has been active since March 2019, as reported in Interim Meetings in March and June 2019. Maryland Friends are encouraged to go to Quaker Voice of Maryland website www.quakervoicemd.org and sign up to be on the contact list or to volunteer to become more involved. See **ATTACHMENT Y2020-27C**.

Y2020-28 *Friends Meeting School*. A visual presentation was made by BYM Board Members and the new head of Friends Meeting School. See https://youtu.be/BtQH_TTLWYg. The Annual Report of BYM's Representatives to the Board appears in the Annual Reports section of the Yearbook.

Y2020-29 *Supervisory Committee*. Friends **RECEIVED** a report from Supervisory Committee (**ATTACHED**), which provided a position description for the Acting General Secretary, as promised at Summer Interim Meeting.

The Clerk expressed appreciation to all for preparing for approval-ready business items.

Gratitude was expressed to Nominating Committee and Young Adult Friends for helping us improve the number of young adults who will be serving on committees.

Y2020-30 *Clerk of Interim Meeting*. Meg Boyd Meyer (Baltimore, Stony Run), incoming Clerk of Interim Meeting, reminded Friends that Interim Meeting is primarily related to committee functioning and asks all committees to get in touch with her about who will serve as clerks following Annual Session.

Y2020-31 *Epistle Committee*. The Clerk nominated MacKenzie Morgan (Adelphi), a Young Adult Friend, to serve on the Epistle Committee. We **APPROVED** the nomination.

Y2020-32 *Treasurer's Report*. Jim Riley (Hopewell Centre), Treasurer, reported on the financial position as of June 30, 2020. His written report is **ATTACHED**, including thanks to staff for working with all of us.

BYM is doing well financially, with a small surplus for the first six months, primarily because Meetings sent apportionment early and individuals made contributions.

Staff reductions at BYM began on July 1. BYM has reason to believe a federal ‘loan’ will be forgiven, which will permit it to be counted as revenue. Deferred revenue still includes some camp fees, some of which will be returned and some may become income.

The Treasurer was thanked for the clarity of the report.

BYM no longer is facing a short-term cash flow problem; however, BYM has not raised the money it has anticipated needing in the long term, so contributions are welcome. Apportionments are welcome whenever they come.

Y2020-33 Stewardship and Finance Committee. Terence McCormally (Herndon) co-clerk, presented. The **ATTACHED** report was **ACCEPTED**.

Terence informed Friends that Baltimore Yearly Meeting had a budget problem before the pandemic because BYM had made plans to spend more money than BYM had raised. The 2021 budget will have to reflect whatever the income actually is this year; not what was previously anticipated.

Stewardship & Finance Committee is responsible for determining the annual apportionment and also for planning a budget for the coming year. This year, that planning is happening later than usual. Friends can expect to see a budget this fall to review and approve in November. Apportionment will be the same percentage of income next year as last year. Since this will be based on income in 2019, Meetings may not be able to pay as much in 2021; consequently, Stewardship and Finance Committee will be contacting Meetings.

Friends expressed appreciation to the Stewardship and Finance Committee. A member of the Development Committee suggests that 25% apportionment is the maximum that many small Meetings can afford. “The Yearly Meeting as a whole needs to take a serious look at major expenses. We cannot afford the things we have planned.”

A committee clerk asked about the budget process; all committees will be asked to request funds, but these may not all be possible in the budget. The S&F committee plans to prepare a realistic budget.

A Friend noted that those who represent BYM at other organizations often get funds from local Meetings or other individuals to support their travel. Other committees of BYM should consider doing this. It was noted that relying on the private expenditure of funds does limit the potential for some to participate.

Y2020-34 Development Committee. Marion Ballard (Bethesda), co-clerk, reported, drawing on the Committee’s Annual Report, which appears in the Committee Reports section of the 2020 Yearbook.

The Development Committee appreciates the extensive work by Mary Braun, the Development Director, who has visited Meetings, attended training sessions, and written and received three grants in the last few months.

Appreciation was also expressed for the increased number of gifts received as BYM has faced financial problems. One hundred ninety camp families gave their deposit to BYM. In addition, 12 Monthly Meetings made contributions and 27 paid apportionment earlier than anticipated.

Friends were reminded that Amazon Smile and IGive will donate to BYM if you designate it when you make a purchase.

BYM's 350th anniversary and the 100th anniversary of the camping program fall in 2022. If you would like to help coordinate celebrations, please let the BYM office know.

This fall, a small capital campaign will raise funds for capital projects for camps. These are on-going expenses and some work has been postponed due to financial difficulties.

Friends were thanked for their support for BYM and encouraged to remember BYM in their estate planning.

Discussion after the report made clear that additional conversations need to be held. It was acknowledged that difficulties were experienced in relation to STRIDE grants this year; the Development Committee and staff need to work with others. The Growing Diverse Leadership Committee (GDL) and STRIDE have reported that conversation between them and the Development Committee and staff did not happen in a timely way. GDL and STRIDE indicated that they will be working with Supervisory Committee to help address this situation.

Y2020-35 *Closing Worship.* Worship continued until closed by the Clerk. Afterwards, Friends were assigned to break-out rooms to greet one another.

Friday, July 31, 2020

Y2020-36 *Opening Worship.* A period of settling worship was held.

Y2020-37 *Queries:* The Presiding Clerk read these queries:

- How do we find the hope to sustain and grow our community?
- How does our hope for deeper community depend on what happens inside each of us?
- How can a spiritually grounded community foster hope to face challenges together?

Y2020-38 *Introductions.* Ken Stockbridge (Patapsco), Presiding Clerk, welcomed Friends to this Annual Session of the 349th year of Baltimore Yearly Meeting. Friends assisting

with this session include Meg Boyd Meyer (Baltimore, Stony Run), Recording Clerk; Jason Eaby (Nottingham) and Mackenzie Morgan (Adelphi), sound and technology managers; and the Prayerful Presences, Walter Brown (Langley Hill) and Greg Robb (Friends Meeting of Washington).

The Clerk told Friends of the long history of celebrating the Yearly Meeting as a community at the Friday business session, having the children and everyone present. Today the children will not be present; however, we will introduce the staff of the Yearly Meeting and find other ways to celebrate the Yearly Meeting.

Y2020-39 *Clerk's message.* The Presiding Clerk shared this message:

“One of the best pieces of advice I’ve ever gotten about clerking is “Just name it.” When you have no idea what to do... ‘just name it.’ So I have something to raise.”

“We have heard a number of concerns expressed over and over at this session. Last night it took us 30 minutes to approve the minute for a ten minute report.”

“Here are some things I am hearing: People have found several reports together confusing. These seem to be saying different things.”

“It’s been observed that what we’re experiencing is a conflict. I need to tell you that we’re not going to get the clarity we seek at this Annual Session.”

“I’ve been hearing about this for some time, and I’m still not clear. I need to hear more. What I think we have all heard and why this has caught our attention is that we hear pain, frustration, and anger. When we hear that from one part of the Yearly Meeting, we also hear a response to it that is itself an expression of pain, anger, and frustration. We have details to sort out; that much is clear. There is pain, anger, and frustration, and it is hard to hear that.”

“It seems especially fitting to me that we name these things in this session in which we’re celebrating our Yearly Meeting. Conflict is hard. But, if we don’t experience it, we’re not growing.”

“Friends are really good at denying the existence of conflict—of avoiding it. There’s a problem with doing that. This has prompted me to consider the connection between conflict and community. And peace. I’ve come to appreciate that the Blessed Community that we are all striving to build is one in which we have a safe space to hear each other’s anger—that we can hear and feel and sympathize with each other’s pain.”

“Anger is a hard emotion for Quakers. I think because it is the emotion that is associated with violence. And our peace testimony calls us to abhor violence. But our testimony is not against anger; it is against violence. If we do not have a space in which people are able to express their anger, that only increases the chances for violence to come out.”

“So let’s be a community that can create space for us to allow our feelings. If we can build that sort of community and witness for peace in that way, we will be so much closer to becoming the Blessed Community.”

“Peace is not the absence of conflict. Peace is the ability to engage conflict in constructive ways that lead to resolution, to reconciliation, to transformation, and healing and wholeness.”

“So I wish I could tie everything up in a bow, but I’m not ready to do that. I don’t know who is. We’re working on it. But let’s celebrate that we’re in a community that can embrace situations like this in love and faithfulness.”

Y2020-40 *Technical comments.* The Clerk provided a brief introduction to features of Zoom being used in the Meeting.

Y2020-41 *Introduction of Visitors from Outside BYM.* No one introduced themselves.

Y2020-42 *Welcoming Buckhannon as a Monthly Meeting.* Buckhannon Preparative Meeting has asked to be recognized as a Monthly Meeting of Baltimore Yearly Meeting. It is currently under the care of Monongalia Monthly Meeting, which has approved its request and reported that to June Interim Meeting, which has forwarded the request to Annual Session, recommending approval. See **IM2020-08** and Attachment IM2020-08.

Friends from Buckhannon were recognized. Judy Seaman introduced herself, speaking of the need to have a meeting in an area closer to where a number live. They worship in the chapel of West Virginia Wesleyan College. There are now six recorded members.

We **WELCOMED** Buckhannon Friends Meeting as a Monthly Meeting of Baltimore Yearly Meeting.

Y2020-43 *Roll Call of Meetings.*

A list of Meetings was read, and Friends raised their blue hands (using a feature of the Zoom video conferencing platform) as their Meeting was called.

Adelphi	Dunnings Creek
Takoma Park Preparative	Floyd
Alexandria	Frederick
Annapolis	Friends Meeting of Washington
Baltimore, Stony Run	Gettysburg
Bethesda	Goose Creek
Boys Allowed	Gunpowder
Blacksburg	Herndon
Buckhannon	Fauquier Friends Worship Group
Carlisle	Homewood
Charlottesville	Hopewell Center
Deer Creek	Langley Hill

Little Britain	Richmond
Eastland Preparative	Roanoke
Penn Hill Preparative	Lynchburg Indulged
Little Falls	Sandy Spring
Mattaponi	Shepherdstown
Maury River	State College
Menallen	Valley
Midlothian	Augusta Worship Group
Monongalia	Warrington
Nottingham	West Branch
Patapsco	Williamsburg
Patuxent	Norfolk Worship Group
Pipe Creek	York

Young Adult Friends asked to be recognized as a group; some who are actively involved are not members of other Meetings.

The Clerk indicated that there are some other worshipping communities.

Catoctin Quaker Camp
Opequon Quaker Camp
Shiloh Quaker Camp
Teen Adventure Quaker Camp
Young Friends

Y2020-44 Staff Introductions. Wayne Finegar, Acting General Secretary, introduced the staff.

Laura Butler, Administrative Assistant, has been working on the database.

Harriet Dugan, Bookkeeping Assistant, is now working much more than expected.

Jane Megginson, Camp Program Manager is still on her vacation, since in 18 years of working for the Yearly Meeting, she has never had a vacation in the summer.

David Hunter, Camp Property Manager, is now at Catoctin all the time.

Khalila Lomax, STRIDE Coordinator, whose work life has changed into finding new ways to support STRIDE campers.

Mike Reed, Shiloh caretaker was not present.

Sunshine Klein, Youth Programs Manager, beginning in September.

Mary Braun, Development Director, has led others in finding numerous new ways to support BYM.

The Clerk thanked them all for their dedication and service to this Yearly Meeting.

Betty Ansin Smallwood invited any staff person who needs assistance at the BYM office to ask her for help. She also has room for overnights at Friends House.

Those who were 80 years old or over were also recognized.

Y2020-45 *Acting General Secretary's Report.* Wayne Finegar (Sandy Spring) spoke. He sent a letter of introduction to every household on the BYM mailing list—almost \$1800 was saved by having volunteers prepare and send the letters.

Wayne indicated that he is honored to be working with all of the staff and with the Yearly Meeting.

Wayne asked all present to look at the daily announcements this week and respond if interested in serving as a Volunteer Coordinator (on a volunteer basis) or in volunteering otherwise for the Yearly Meeting.

ATTACHED to these minutes is a letter that Wayne sent to all households on the BYM mailing list in early July 2020.

Y2020-46 *Quaker Voice of Maryland.* Molly Mitchell (Homewood) presented a report on Quaker Voice of Maryland, a Working Group of Peace and Social Concerns Committee, that helps Maryland Friends work together to advocate effectively on state legislation.

The group has met monthly since March 2019 and bi-weekly during the Maryland legislative session. It has conducted outreach to 12 (of 19) local Meetings in Maryland, including those on the Eastern Shore that belong to Philadelphia Yearly Meeting. Membership in the group now includes representatives from eight local Meetings. A website has been created and a logo developed. A workshop was held at Annual Session.

Current priorities selected by Meetings and individual Friends are climate justice, gun violence prevention and peace building, immigration and civil rights, and criminal justice and prison reform. Testimony was provided this legislative session on solitary isolation and criminal justice reform. Friends lobbied for climate justice and the Kirwan Commission on educational reform.

Y2020-47 *Faith and Practice Committee.* Helen Tasker (Frederick), co-clerk of Faith and Practice Committee, spoke.

Friends were asked to focus on a second reading of the preface for *Faith and Practice*, replacing the current preface with the Vision Statement of Baltimore Yearly Meeting. The Vision Statement includes the statement of the Elders at Balby which is the text of the current preface.

The Presiding Clerk reminded Friends that non-substantive matters do not have to be approved by the Meeting; the Committee can decide how to format these.

We **APPROVED** replacing the preface in the current *Faith and Practice* with the current Yearly Meeting Vision Statement as described in the **ATTACHED** report.

Helen presented the following comments:

“The Faith and Practice Committee has been using the following queries in their work. How do we make manifest our faith through our practice not only in our own faith community, but also in the world?”

“How can our document, *Faith and Practice of Baltimore Yearly Meeting*, best express our understanding of Quaker faith and practice in a way that unites rather divides?”

“As you work through the “Marriage Section” of *Faith and Practice* in your Meetings or your committees, and discern what comments to forward to us, we hope that you will use not only BYM’s Anti-racist queries to consider the document but your understanding of aspects of the vision statement which refer to marginalized groups of people within our midst. As we have worked through this section—some of us as writers, all of us as commenters and editors—we have worshipfully considered these words and the implications for Friends and our faith communities. We have often found that from our worshipful consideration of the proposed text, a Friend in our small committee will question something—a phrase or a concept—that opens our hearts and minds to another aspect of how these words may be construed and has led to some editing that we believe has made the document a better one.”

“As you move through this document in the coming months, your discernment with others gathered in worshipful consideration will make this a truer statement of how BYM Friends approach marriage. Each local Meeting has its own understanding, and must discern aspects in their own body. Please keep in mind that these are mere words that attempt to express our faith and our intention for practice.”

“In your communication with Faith and Practice Committee please be clear identifying

- The group by which the text was considered (local Meeting, BYM committee, etc)
- The process the group used to season the text
- To whom we should respond
- The text that may need editing/changing”

“If you need help or clarification with the process, please let us know!”

We **ACCEPTED** the **ATTACHED** report of the Faith and Practice Committee as the first reading of the proposed revision to the Marriage section of *Faith and Practice*, also **ATTACHED**.

Friends are asked to make sure this is being looked at in their local Meetings, Yearly Meeting committees, working groups, and other associated groups, and then direct feedback to fandp@bym-rfs.org. The committee’s intention is to respond to each comment that comes from a group, and, if agreed upon by the committee, changes may be incorporated. It expects to bring this revision to next Annual Sessions for a second reading.

Y2020-48 *Closing Worship.* Worship continued until closed by the Clerk. Afterwards, Friends were assigned to break-out rooms to greet one another.

Saturday, August 1, 2020

Y2020-49 *Opening Worship.* A period of settling worship was held.

Y2020-50 *Introductions.* Ken Stockbridge (Patapsco), Presiding Clerk, welcomed Friends to this Annual Session of the 349th year of Baltimore Yearly Meeting. Friends assisting with this session include Meg Boyd Meyer (Baltimore, Stony Run), Recording Clerk; Jason Eaby (Nottingham), Mackenzie Morgan (Adelphi), and Wayne Finegar (Sandy Spring), sound and technology managers; and the Prayerful Presences, Tim Hunt (Langley Hill) and Windy Cooler (Sandy Spring).

A brief review of technical procedures was presented.

Y2020-51 *Memorial Meeting.* A Memorial Meeting was held by Zoom at 2 p.m. at which Friends read excerpts from Memorial Minutes or obituaries for the following Friends who were active in Baltimore Yearly Meeting and died this year: Naomi Mattheis (Friends House in Sandy Spring); Caroline Kirk Hagen (Nottingham); Richard Sutton (South Mountain); Don Gann (Baltimore, Stony Run); Judy Riggan (Alexandria). During the following worship Friends shared reflections. Their Memorial Minutes are **ATTACHED**.

Y2020-52 *Visitors from Outside Baltimore Yearly Meeting.*

Sharon Gates (Orange Grove Monthly Meeting, Pacific Yearly Meeting)

Hal Stockbridge, Olympia, Washington

Ted Stockbridge, Houston, Texas

Allen Stockbridge, (Bellingham Monthly Meeting, North Pacific Yearly Meeting)

Bobby Trice (Washington), Friends Committee on National Legislation

Y2020-53 *Report on Opening Retreat.* The Clerk noted that our practice has been to include reports on our opening retreat and plenary sessions for the record. He has asked selected Friends to prepare such reports. Friends **APPROVED** including these in the minutes here.

Sarah Bur (Homewood) prepared this report.

Over 70 Friends participated in our Opening Retreat, “Blessings on the Threshold,” led by Margaret Benefiel.

The retreat centered on a question from Sheryl Fullerton, “What if we can choose to experience this liminal space and time, this uncomfortable now, as a place and state of creativity, of construction and destruction, choice and transformation?” A liminal space is where you have left something behind, yet you are not yet fully in something else. It’s a transition space that well describes this time in our history. We reflected on the queries:

- Do we have the courage to stand in the threshold, the liminal space between worlds?
- To feel with depth what makes us tremble for ourselves and our world?
- To seek with heart the way forward led by Spirit?

There was ample time allowed during the retreat for individual reflection away from Zoom. Margaret Benefiel skillfully used the Zoom platform to help us reflect and respond to the queries sharing one-on-one, in worship-sharing in small groups, and sharing with the whole group. As one retreat participant commented, Margaret Benefiel accomplished “more with less.” We left the retreat more grounded, more centered, and ready to participate with open hearts in the Yearly Meeting Annual Sessions.

Y2020-54 Report on Opening Plenary: Margaret Benefiel. Sarah Bur (Homewood) prepared this report.

Margaret Benefiel opened her talk reflecting on the five pandemics we currently face: COVID-19, racism, police brutality and militarization of police, climate change, and economic disparities. These are profoundly challenging times that we are called to respond to, with “courage, faith, and hope to love across our differences.”

Margaret Benefiel advised us that traditional didactic approaches to teaching and learning do not change hearts and minds; neither does appealing to emotions. What is now proven is that deeper layers of knowing, through meditation and contemplation in community, is what changes lives.

She reminded us that Quakers have a rich heritage to call upon to change hearts and minds. Quakers have discovered this over and over again. John Woolman provides a clear example, lovingly meeting with Quaker slave holders, listening carefully, reflecting on what they had to say, and then meeting with them again to speak truth about the evils of slavery.

There is no template for loving across differences. However, Margaret Benefiel left us with five ways to nurture courage, faith, and hope to speak truth to power across the divides:

- Stay spiritually grounded through a daily spiritual practice.
- Stay connected in a spiritual community.
- Make a practice of loving across differences.
- Discern in spiritual community what is mine to do.
- Discern in spiritual community what is ours to do.

Y2020-55 Report on Carey Lecture. Martha Baer (Annapolis) prepared this report.

Bridget Moix, the 2020 Carey Lecturer and a member of Friends Meeting of Washington, was introduced by Lauren Brownlee from Bethesda Meeting, who warmly characterized her as “the scholar, the peacemaker, and the Friend.”

Acknowledging the native inhabitants who spanned the native lands where our Meetings now reside, Bridget Moix began her inspiring and thought-provoking discourse by naming some of the events that have turned our world upside down in the last year. She reminded us that every moment calls us in some way and referenced the Merton quote from this year’s annual session’s theme:

“You do not need to know precisely what is happening, or exactly where it is all going. What you need is to recognize the possibilities and challenges offered by

the present moment and to embrace them with courage, faith and hope. In such an event, courage is the authentic form taken by love.”

Bridget Moix shared her own journey through slides and stories, inviting us to ponder three questions: What is ending? What is essential? What is eternal?

What is ending? Disruption can be a time for improvisation and transformation. This is a prophetic moment for the Society of Friends with ministry to offer and the opportunity for radical transformation. If we are to live in integrity, the future cannot look like the past or the present.

The ending that is required is complacency of white people. As Friends, we are grappling with change and our denial. Building on D’Angelo’s concept, Bridget Moix named the “white Quaker fragility” which impedes us. As we become aware of our collusion with racism, we are challenged to reconcile our identity as good moral people with the recognition of our history of collusion. We need to change the narrative history of who we are. Transformation can be painful.

Bridget Moix described with candor her increasing discomfort with white Quaker spaces and her sudden recognition, “if it is hard for me, what is it like for Friends of Color?” She reflected, “How faithful you are, Friends of Color. How do those of us who are white do better to give space and support and respect to Friends of Color?”

Queries for “What is ending?”

- *Where do I find courage to confront racism in my life and how do I share my courage with others?*
- *How do I practice hope in the midst of my own fear, shame, uncertainty?*
- *How does my faith demonstrate the possibilities of the Beloved Community that already exist...and are still to come?*

What is essential? Courage. Faith. Hope. Courage is collective and contagious, something we share and give to each other. Uncertainty is the space of hope, where we are liberated to try new possibilities. Faith and community give us courage and hope. Bridget Moix called us to live as if the future exists now. Be bold enough to build the beloved community here in this world now.

Queries for “What is essential?”

- *Where do I find courage to confront racism in my life and how do I share my courage with others?*
- *How do I practice hope in the midst of my own fear, shame, uncertainty?*
- *How does my faith demonstrate the possibilities of the Beloved Community that already exist...and are still to come?*

What is eternal? Inspiring us with quotes on justice and love and possibility, Bridget Moix invited us toward transformation. She reminded us that joy and love can stand even in the moment of crisis. Describing a recent dream where young Friends were

saying they were leaving our community, she said she awoke from the dream recognizing that, even in this moment of crisis, it was not yet too late. We were still in the struggle, standing on the precipice of change, together. The love is eternal and we can all stand tall in the possibilities of the moment.

Queries for “What is eternal?”

- *How do we let go of that which must end in our ourselves, our Society, and our world?*
- *How do we draw on that which is essential – courage, faith, hope – for the strength we need to transform?*

Y2020-55 *Ministry and Pastoral Care: Spiritual State of the Yearly Meeting Report.* Gary Sandman (Roanoke) and Greg Robb (Friends Meeting of Washington) read the Spiritual State of the Yearly Meeting report. The Report appears at the beginning of the Yearbook.

Friends **ACCEPTED** the report with appreciation.

Y2020-57 *Anti-Racism Queries.* The Clerk reminded Friends that BYM adopted queries on anti-racism last year and that these are on the daily agenda. Friends are encouraged to use these on every business item and also in their local Meetings.

Y2020-58 *Reparations Action Working Group.* Nikki Richards (YAF) and Khalila Lomax, STRIDE Coordinator, reported jointly. Their written report is **ATTACHED**.

A variety of activities are suggested for helping individuals and groups to examine how to dismantle wrongs that we are or have been party to. A list of examples is available from the Working Group. These include examples of the Quaker history of complicity in racism. Recognizing and apologizing are both necessary for past and present harms. BYM is recommended to consider whether its investments cause or have caused harm.

Friends are asked to work with the Reparations Action Working Group and Growing Diverse Leadership Committee to plan how to make reparations for past and present harm.

The Working Group hopes to work with Change Groups, Camp Groups, etc. during this year. Suggestions for legislation and working within the wider community are also in the documents the group has provided.

Friends are invited to become involved with the Reparations Action Working Group either in the core group—attending meetings—or the second group—receiving e-mails.

Friends **APPROVED** embracing the Working Group’s process for exploring the implementation of recommendations regarding reparations, which are laid out in their Advance Report: Recommendations for Engagement with Reparations. We encourage Friends of the Yearly Meeting and local Meetings to engage with this effort.

Y2020-59 Program Committee. Barb Platt (Sandy Spring), clerk of Program Committee, thanked all for attending Annual Session and asked each to fill out an evaluation online. She gave special thanks to the large group of volunteers who provided technology assistance.

The Pay-as-Led experiment was successful. Many people contributed above the suggested fee and many who might not have been able to attend were able to do so. This helps make our community more inclusive. The discernment on using this method for in-person sessions will continue in the year ahead. Carol Seddon was appreciated for five years of working to provide Junior Yearly Meeting.

Barbara Thomas (Annapolis) was introduced as the new clerk of Program Committee.

We were invited to return to Hood College in Frederick, Maryland next year in person for Annual Session, tentatively scheduled for August 2-8, 2021. The theme is: *Seeking Wholeness: Knowing Our Shadow and Our Light*. Lauren Brownlee (Bethesda) will be the opening night speaker. This will be the beginning of the 350th anniversary year for Baltimore Yearly Meeting.

Registrar's Report: Baltimore Yearly Meeting Annual Session, August 1, 2020

Barbarie Hill, Registrar

	2020	2019	2018	2017
Total Adult Attendance	342*	395	295	405
First-Timers	83	87**	22	
Children (2-14)	24	43	20	
Young Friends	2***	19	16	
Workshop registrants	246			
Number of BYM local Meetings represented	27			
Attendees from outside BYM	20			

*In 2020 we experienced our first virtual Annual Session and our first trial of Pay-As-Led (PAL). The 342 registrants paid an average of just about \$100 each, which was the suggested fee. 24% of registrants paid more than the suggested fee and 37% paid less than the suggested fee.

**In 2019 22 adults came for the first time on Saturday in response to our "Free Saturday" promotion

*** there was no programming specifically for YFs in 2020

Friends expressed appreciation for the work of the Program Committee, Barb Platt, the clerk of Program Committee, and all who helped with this Annual Session of Baltimore Yearly Meeting.

Y2020-60 Epistles.

The Clerk reminded Friends that the Epistle is our message to Friends everywhere.

Helen Tasker read the epistle from the Women's Retreat, which will appear in the epistles section of the Yearbook. She also noted that the Women's Retreat will not be held in 2021.

Robert Finegar read the Young Friends Epistle, which will appear in the epistles section of the Yearbook. A special appreciation was presented to Jossie Dowling for helping Young Friends as she served five years as Youth Program Manager.

Epistle Committee members, Meg Regal (Sandy Spring), Mackenzie Morgan (Adelphi), Patti Nesbitt (Sandy Spring), and Melanie Gifford (Adelphi), presented the first reading of the Epistle of Annual Sessions and showed it on screen.

Appreciation was expressed for their work. Friends were invited to share with the committee suggestions for the Epistle through an electronic link or via e-mail.

The second reading of the Epistle will take place at Interim Meeting on September 26. An epistle from Young Adult Friends will also be read at that time.

Y2020-61 *Minute of Appreciation for Clerk of Interim Meeting, Marcy Baker Seitel.* Jolee Robinson and Mackenzie Morgan (Adelphi) presented a minute of appreciation for the outgoing clerk of Interim Meeting, Marcy Baker Seitel (Adelphi). Participants in the Meeting made suggestions which became part of the minute.

The Yearly Meeting is grateful to Martha (Marcy) Baker Seitel (Adelphi) for her faithful service as Clerk of Interim Meeting for the last four years. Marcy has stayed centered during sometimes difficult business meetings, always attempting to reflect the sense of the meeting rather than working with a particular outcome in mind. She also worked to strengthen many Yearly Meeting committees and held breakfast sessions on Interim Meeting days to support committee clerks. These sessions were especially helpful for new clerks. We appreciate the depth of Marcy's concern for the success of the Yearly Meeting and the Spirit-led focus she brought to her work.

Marcy led us into the great unknown of clerking Zoom business meetings. We are grateful.

Marcy's combination of willingness to learn, modesty, and incredible capacity at learning were appreciated. She would grow from one Meeting to the next. Thank you.

We **APPROVED** this minute of appreciation.

Y2020-62 *Minute of Appreciation for Presiding Clerk, Ken Stockbridge.* The Clerk stepped down from the Clerks' Table (virtually).

Bill Mims (Langley Hill) presented a minute of appreciation for out-going Presiding Clerk, Ken Stockbridge (Patapsco). Participants in the Meeting made suggestions which became part of the minute.

Ken Stockbridge has served Baltimore Yearly Meeting as Presiding Clerk for six years, from 2014-2020.

During Ken’s leadership, Baltimore Yearly Meeting experienced a number of transitions and crises. It recognized the need to grow diversity in its programs and membership and took the STRIDE program under its care. The location of the Yearly Meeting annual sessions changed and later even moved to a “virtual” online meeting for 2020, due to the novel coronavirus pandemic. Ken’s facility, ease, and confidence in using technology have truly been impressive and helpful. The camping program, at the heart of the Yearly Meeting, has been through financial and physical changes. Ken visited BYM camps and talked with individuals there, drawing them into participation in other parts of the Yearly Meeting. Throughout all of this, Ken’s steady leadership has enabled BYM to continue its life in the Spirit and to progress.

Ken’s energy, competence, and dedication have been remarkable. He has represented the Yearly Meeting in a wide range of outside organizations, often going well beyond what is expected of him.

Ken has said that, like earlier Clerks, he regards his major duty as the care of the Yearly Meeting as a worshipping community. He has done this particularly well, as his leadership has clearly been Spirit-led. He has provided spiritual support to others. He often brought music and singing and readings to our annual business session, enriching them. Friends are particularly appreciative of his travel throughout the whole geographic area of the Yearly Meeting.

Young Adult Friends and Young Friends were always part of the business meetings he planned. He made a special point of recognizing and nurturing leadership, especially among Young Adult Friends.

Baltimore Yearly Meeting has been blessed by Ken and his caring, generous spirit. We are grateful to have had his leadership for these years.

We **APPROVED** this minute of appreciation.

Y2020-63 *Closing Worship.* Worship quieted and continued. The incoming Presiding Clerk closed the Meeting, purposing to meet again, God willing, August 2-8, 2021 at Hood College, Frederick, Maryland.

ATTACHMENT Y2020-8

EPISTLE OF THE 2020 FRIENDS GENERAL CONFERENCE VIRTUAL PRE-GATHERING OF FRIENDS OF COLOR AND THEIR FAMILIES

Epistle of 2020 Annual Pre-Gathering Retreat
The Outgoing Epistle of the 2020 Virtual Pre-Gathering of Friends of Color and their
Families Friends General Conference

“We are a harvest of survivors. But then, that’s what we’ve always been.”
Octavia E. Butler, Parable of the Sower

To Friends Everywhere:

We begin by remembering our ancestors who were strong enough to make a way for us. Friends of Color and their families met for Pre-Gathering Retreat on 26 Day through 28 Day Sixth Month 2020. This is the eighth year Friends of Color have met for our Pre-Gathering Retreat. First-timers felt welcomed and validated. This year, we met virtually with our largest attendance yet. There were 47 attendees, ranging in age from 11 months through 77 years from Canada, Mexico, Switzerland and the United States of America.

The importance of this Gathering for Friends of Color worshipping in community together cannot be overstated. To our Friends in the wider Quaker world, we the Friends of Color, can't breathe. During this weekend, we enjoyed the rare opportunity of not being othered In Quaker space. We experienced the joy of being seen as we are and the affirmation of a supportive spirit among ourselves in the "Amen corner". The term "Amen corner" comes from the Black church and is a communal space that validates, affirms and uplifts the spirit. In isolation, due to COVID-19, we are being kept apart and away from those we love, trust and need. The pre-gathering retreat brought back the source of community and family that has been missing. We were able to exhale, relax, and breathe together. Many of us did not realize how exhausted we were until we were able to relax with one another. The gifts of the spirit were abundant. We shared in worship, gentle yoga and meditation, meaningful discussions, journaling and self-discovery. We also listened and shared in each other's joys, triumphs, pains and sorrows. We experienced spiritual renewal that was awakened by moving through pain to hope for the future for ourselves and our children. Attention and space was given for people to play games, dance, talk, grieve, play music, watch videos, and write.

We have much gratitude to the Program Coordinator for the Ministry on Racism; the pioneer who laid the groundwork to make the Pre-Gathering Retreat available to us within FGC gathering and who faithfully makes it happen each year. We are grateful for being able to acknowledge all that makes us human, for finding home and connection. Our inner Light is magnified and our capacity to breathe deeply is nurtured when that of God is acknowledged in each of us. It is our hope that other Friends of Color will know that such a space exists and know that they are desired, needed and will be warmly embraced.

The Pre-Gathering Friends of Color Retreat provides a reprieve. Friends of Color need respite from the systemic racism too often found in our American Quaker community that often goes unseen by many white Friends. Friends of Color need respite from the insidious lie of white supremacy manifested in daily oppressive traumatic stressors (microaggressions) which have the effect of blaming the oppressed for our own oppression. Friends of Color need respite and support which our home meetings have not provided. Friends of Color are fatigued from being asked to teach white folks.

We ask all Quakers to heed a Call to Action. Please sit with these queries:

- 1) What is the Spirit leading me to do about the historic and ongoing racial pandemic across my meeting, my community, my work environment and my country?
- 2) How can we honor the memory of people who have lost their lives to the struggle for a better world?

- 3) How can we construct ways for people to engage and remain engaged beyond good intentions in the struggle for true equality in health, education, wealth and against state sanctioned violence?
- 4) How can we encourage the support of Friends of Color in Quaker worship and meetings around the world?
- 5) How can Friends de-center themselves in order to listen to and hear Friends of Color?
- 6) How can I support respite for Friends of Color?

In this time of COVID-19, People of Color discovered that a deadly pandemic is secondary to the long-time pandemic of racism in our lives. People of Color are more likely to die from COVID-19 due to the effects of racism and oppression. Think about how this pandemic has turned your world upside down, economically, emotionally, psychologically. Now imagine there is no one working on a vaccine, and that if you get sick or die, no one notices or cares. For People of Color, the human-made pandemic of racism is deadlier than COVID-19, and we need you to do work so that we can BREATHE.

In Peace, Love and

2020 FGC Virtual Pre-Gathering Retreat for Friends of Color and their Families

ATTACHMENT Y2020-9

GROWING DIVERSE LEADERSHIP COMMITTEE

REPORT ON USE OF ANTI-RACISM DECLARATION AND QUERIES

**Report on Usage of the
BYM Declaration as an Anti-Racist Faith Community
Baltimore Yearly Meeting Annual Session 2020**

Presented by the Growing Diverse Leadership Committee

Clerk: Peirce Hammond, gdl@bym-rsf.org

At our 2019 Annual Sessions, BYM adopted a [*Declaration as an Anti-Racist Faith Community*](#), which is both a statement of our commitment and a set of queries to evaluate consequences for our decisions. Since GDL was the committee responsible for bringing the *Declaration* to the body, we were asked to prepare and submit a report describing the Yearly Meeting's experience with it over this initial year. Many of the BYM Committees or Working Groups and a few local Meetings provided reports about the uses they made of the *Declaration* and its queries.

Uses ranged from simply reading the *Declaration* queries in their meetings, as all those reporting did, to adopting it as their major theme for the year and noting instances where it was applied to their work. In one case, application began prior to formal receipt from the BYM office. In a few others, the given queries were adjusted or a new set was developed and employed. Reports included deep discussions of heightened awareness of racial tension in the United States, the murder of George Floyd and others, how a committee or meeting was deeply affected by these traumas and crimes, and calls to remake racist systems. GDL accepts these early efforts and continues to consult with and encourage local

meetings, BYM committees, working groups, and Strengthening Transformative Relationships in Diverse Environments (STRIDE) groups to discuss applications for or concerns raised by the *Declaration* and our consequent experiences. One committee did raise the question of whether committees would be able to use these queries adequately if they have had no training in anti-racism.

We pass this question to other committees.

In particular, the queries are to be used when considering decisions to be made by the Yearly Meeting and its committees. We would like to bring to your attention some recent events that illustrate how this *Declaration* holds all of us to account and how the consideration of these queries is vital to our body's spiritual integrity.

First, at the Fall 2019 Interim Meeting, Friends heard that there was an incident of racial harassment from a motorist as campers were walking to Camp Opequon from Hopewell Centre Friends Meeting. Further, a person working at Hopewell Centre Friends Meeting made racist comments in reference to campers who stayed at the meeting on the same trip. At the July 2020 meeting with the Camping Program Committee (CPC), GDL members and BYM staff heard that CPC had not yet been in touch with individuals directly affected to ascertain what had happened or to provide for their well-being. The Committee's consideration of the *Declaration* possibly could have led more quickly to CPC-initiated problem solving and healing.

Second, this spring, the COVID-19 pandemic forced BYM to make difficult decisions about our programs and, thus, our budget. An initial business-analysis framework assessing activities vital to the ongoing economic viability of BYM as a property holder and purveyor of camping programs was reworked, upon consideration of the *Declaration*, to a "We're all in this together" frame-of-mind. Ultimately, our revised budget solution resulted from the resignation of three employees without immediate hiring of replacements, a major federal grant, plus across-the-board reductions in paid hours of work or an equivalent salary cut. However, in addition, some funds were shifted without negotiation between STRIDE and the senior staff of BYM. Several grant applications made annually by the STRIDE groups to support their programs and communities were redirected so that the funds could be used to cover overhead camp costs. The decision-making approach was that because camp was cancelled, no STRIDE campers would be at camp, so funds from grants usually obtained by STRIDE were assumed available.

But STRIDE is a year-round program, and the grants for STRIDE campers were not just for their time in camp. STRIDE shares the resources of love for that of God in everyone and joy in nature with campers and families all year long so campers will feel comfortable leaving home for the unfamiliar camp environment. The simple beauty of the STRIDE program and its success lies in building relationships and building trust -- with Friends, with grant funders, and, of course, with campers and their families. The decision to modify the grant applications impacts these important relationships. In reallocating STRIDE grant money, we give the message to these families that ongoing relationships are unimportant, that we think it is acceptable to abandon a local community that has been relying on us,

and that the only reason we work with them is to meet our own needs. It is also difficult to recruit new families or STRIDE group members when the group's efforts are undermined and unreliable. We worry that the message to donors is that our commitment to our stated priorities has wavered and we may be untrustworthy.

The STRIDE program has continued while the camps are closed. This summer, STRIDE has organized a range of programming on a limited budget. Programs include organizing mutual aid efforts to support families in their communities, hosting virtual events for campers, supporting campers in attending other summer camps (virtual and in person), assisting STRIDE families in making use of Catocin cabin rentals, providing STRIDE families with gear to take their own summer trips, and connecting STRIDE families with fun summer activities, both facilitated by us and outside of STRIDE activities. We are asking Friends to hold strong to our body's commitment to be an anti-racist faith community and to help us do the work to live up to our ideals. To act in line with the true goals of the STRIDE program means making clear through our actions that BYM is here to stay. To do this, STRIDE needs access to funding in order to continue its programming, separate from the BYM camping program.

The delay and limited initiative taken in addressing racist incidents combined with the decision-making process regarding grant funds has led to feelings of being undermined, feelings of frustration, anger, confusion, distrust, and disrespect on the part of both the STRIDE Coordinator and STRIDE group members. GDL is now engaged with Supervisory Committee to examine and respond to the pain caused by this decision-making process and to reflect on the process within the framework of the Anti-Racist Faith Community queries.

Our questions for our wider BYM community are: How do we envision ourselves as an Anti-Racist Faith Community? Who is in it? What do we/they look like? Where do we/they live?

In deep disappointment I have wept over the laxity of the church. But be assured that my tears have been tears of love. There can be no deep disappointment where there is not deep love. Yes, I love the church. How could I do otherwise? I am in the rather unique position of being the son, the grandson and the great grandson of preachers. Yes, I see the church as the body of Christ. But, oh! How we have blemished and scarred that body through social neglect and through fear of being nonconformists.

- Martin Luther King's *Letter from Birmingham Jail*. April 16, 1963

ATTACHMENT Y2020-22

MANUAL OF PROCEDURE COMMITTEE REPORT

Advance Report from Manual of Procedure Committee
to 2020 BYM Annual Session
Contact: mop@bym-rsf.org

The Manual of Procedure Committee has three new additions to the Manual to bring to Annual Session, describing two groups to be added to Section IX: Representatives to Other Organizations and one group description to be revised:

1. QREC description to be added to Section IX: Representatives to Other Organizations

Quaker Religious Education Collaborative (QREC) is a network of Quakers from all branches of the Religious Society of Friends, who share a commitment to support Quaker faith development across all ages. QREC began in 2015 and since that time both the number of participants and initiatives continue to expand. Currently they offer online conversations, a searchable database of resources, and a partnership to preserve Quaker history in Africa.

To learn more about QREC and access their resources, visit their website: <https://www.quakers4re.org/> BYM appoints one representative to QREC for a term of three years and provides financial support. 2020

2. RSWR description to be added to section IX: Representatives to Other Organizations, clarifying the change in relationship approved at Oct 2018 Interim Meeting
Right Sharing of World Resources (RSWR) is a Quaker non-profit organized to address the burdens of materialism and poverty, and celebrate the practice of stewardship of resources. They cultivate partnerships with marginalized women in several developing countries and make small grants to help improve their communities in a sustainable and self-determined way. RSWR is currently working with organizations in Kenya, India, and Sierra Leone. It is governed by a Board of Trustees. BYM appoints one person to serve a three year term as a liaison between RSWR and Baltimore Yearly Meeting. 2020

3. William Penn House description removed from separate listing under IX. Representatives to Other Organizations, and added to the existing Friends Committee on National Legislation listing, describing its new structure
Friends Committee on National Legislation Education Fund (FCNLEF) assumed responsibility for the governance and management of **William Penn House** on September 1, 2019. William Penn House will remain a separate 501(c)(3) charitable organization, but Yearly Meetings no longer appoint representatives to the consultative committee. When the building re-opens after renovation, the house will strengthen and expand the Quaker presence on Capitol Hill by providing accommodation in four dormitory rooms and three private bedrooms, as well as daytime rentals of the conference room accommodating 30 people. For more information, e-mail wph@fcn.org.

Response to Anti-Racism Queries

It should be noted that the primary task of the Manual of Procedure Committee is to report what is done within the Yearly Meeting rather than necessarily trying to decide what ought to be. Nevertheless, our committee always tried, to the best of our human ability, to ensure that we did not use words or phrases in our recommendations to the Yearly Meeting that would be offensive to any group or category of people, especially people of color. In short, we always tried to make recommendations about the procedures and practices of BYM that were inclusive; culturally neutral; and sensitive to the attitudes, feelings, and circumstances of all members and attenders.

The members of our committee appreciated that we were about as culturally and geographically diverse as a group of four people could be. Hence, we did not have to be reminded of the need to be anti-racist, it was a natural part of our way of doing business as members of the Committee thought deeply and spoke freely about all matters that were before us. Stated another way, if the members of a group are culturally diverse and engage in openness and trust, the spirit and letter of the queries will always be a natural part of the process.

Revised July 22, 2020

ATTACHMENT Y2020-23 NOMINATING COMMITTEE REPORT

Nominating Committee
Baltimore Yearly Meeting Annual Session 2020
Contact: nominating@bym-rsf.org

Report to Accompany the Roster: The BYM Nominating Committee has tried to prioritize diversity in filling vacancies this year. Of about 220 committee and representative positions we are responsible for, about 10% are now filled by persons 40 years old or younger, and 5% by Persons of Color, an improvement over last year in both categories. We do not know how these figures relate to the demographic make-up of Baltimore Yearly Meeting, since many local meetings have not provided their statistics, and we do not know how to begin measuring whether LGBTQ+ Friends are adequately represented. We would be glad to hear from the various committees about how they assess themselves with regard to diversity, so that we can be more responsive to their needs. We would also be glad to hear suggestions and recommendations from individual Friends.

Although numbers can give us a sense of where we stand, we know that we need to look beyond statistics. Our task, in essence, is to seek out untapped potential. We observe that there is much more diversity among attenders and non-meeting Quakers in the BYM area than among meeting members. We are exploring the possibility of reaching out to this broader community, trusting that drawing them into the work of the Yearly Meeting will not only help them feel more connected, but will enrich our life together. We also are very much aware that naming someone to a committee is just the first step. The search for wholeness will only bear fruit, individually and corporately, when all voices and experiences are heard and valued.

ATTACHMENT Y2020-25

WORKING GROUP ON RACISM: UPDATE ON CHANGE GROUP AND LOCAL MEETING RACIAL JUSTICE WORK

Working Group on Racism
Update on Change Group and local Meeting Racial Justice Work
for Baltimore Yearly Meeting 2020 Annual Session

Contact: wgr@bym-rsf.org

NOTES: About a month before each BYM Interim Meeting, the Working Group on Racism asks for updates from local BYM Meetings about their racial justice work. The Working Group, however, has become aware of an upsurge in anti-racism activity in the few weeks since we prepared our report for Summer Interim Meeting. Listed below are some of those activities that have come to our attention. All updates can be found at <https://bit.ly/BYMChgGrpUpdates>.

Friends doing this work in their local Meeting will have an opportunity to share and discuss their experiences in a [Connecting Local Meetings](#) session on Friday July 31st from 7 p.m. to 9 p.m. Another Change Group Zoom training is being planned for a Saturday to be determined in September.

The BYM anti-racism queries have been read at each WGR meeting after their adoption by the Yearly Meeting. At our February 2020 meeting we recorded our response to the queries with respect to our budget request and our proposals for workshops at annual sessions. We found that exercise quite challenging. While some of our responses were positive, others were negative or inconclusive.

Adelphi Friends Meeting

The Ministry and Worship Committee has asked the Meeting to consider the [2019 Declaration by Baltimore Yearly Meeting as an Anti-Racist Faith Community](#) and the [American Friends Service Committee's public statement on racial justice](#). An Adelphi Friend organized Refueling for Justice, a free, online event where those who have been striving for justice can refuel for the long-haul with meditation, movement, children's activities, art, and music. Another Adelphi Friend gave a sermon at West Hills Friends Church entitled "[A Vision of Racism and the Cross](#)." The Meeting also added to its website a new page entitled [Anti-Racism Resources](#).

Annapolis Friends Meeting

The local newspaper published the Meeting's [letter to the editor](#) on police violence.

Bethesda Friends Meeting

The Meeting's newsletter advised Friends of the online availability of the [Black Lives Matter Instructional Library](#) of children's books read aloud that includes Black history, activism, self-love and empowerment. Many of those books are also available in the Meeting library collection or offered for sale at the Meeting's book table. The newsletter also

provided information about a [comprehensive online resource list](#) on how to be educated about and engage in anti-violence prepared by the Black Quaker Project and information about [Juneteenth](#) and the [Fathers' Day Bailout Fund](#).

Friends Meeting of Washington

The Meeting's Change Group on Racial Equality is organizing a supportive space for Friends to engage in self-awareness and self-reflection around race. The Meeting has been convening socially distanced [Meetings for Worship](#) each Sunday on the "R" of the "Black Lives Matter" sign painted on the portion of 16th Street, NW now designated as "Black Lives Matter Plaza." The Meeting's Peace and Social Concerns Committee wrote to members of the DC Council urging them to reject the proposed \$18 million increase in the budget of the Metropolitan Police Department and to invest funds from the existing MPD budget in programs and initiatives that support everyone in the city. The FMW Washington Interfaith Network Team is calling on Friends to participate in a large "virtual action" on July 2 together with 42 other congregations across the city addressing affordable housing, transportation, jobs, and policing.

Homewood Friends Meeting

About 15 Friends participated in a discussion about Ibram Kendi's book, [How to Be an Antiracist](#), which led to forming a Meeting Change Group. That Change Group is planning a threshing session on the BYM statement on anti-racism. Three Homewood members have begun participating in the BYM Working Group on Racism.

Langley Hill Friends Meeting

The Presiding Clerk signed the Virginia Interfaith Center for Public Policy's Statement Against Racism on behalf of the Meeting. An ad hoc group was formed to consider how the Meeting could respond to systemic racism. After hearing a report from the group, the Meeting approved alternating the messages, "Black Lives Matter" and "Nobody's Free Until Everybody's Free" on the Meeting's driveway sign. The Meeting also approved establishing a new working group to address issues of systemic racism

Sandy Spring Friends Meeting

A Change Group has been established. It will begin its work by sponsoring a discussion group on the book [White Fragility](#). A "simple supper" with about 25 Sandy Spring Friends in attendance was convened to consider how the Meeting might address the issue of racism.

Stony Run Friends Meeting

The Meeting wrote the President of the United States urging him to respond to the protests by listening to the protestors and supporting reducing funding for police rather than supporting the violent suppression of those protests.

ATTACHMENT Y2020-26

REPORT FROM INTERIM MEETING

**Interim Meeting Report to
Baltimore Yearly Meeting Annual Session 2020**
Contact: imclerk@bym-rsf.org

Unprecedented is the word often heard to describe this pandemic time. The minutes of business accomplished during Interim Meeting this year are below, following an overview of the year in which these minutes were created.

Overview of our Unprecedented Year

Our lives changed in ways we never could have imagined this year. When we left Interim Meeting on November 2, 2019 the novel coronavirus (SARS –COV-2 and the disease COVID-19) was still unheard of. By March 2020, the virus had become a global pandemic. In the fall, we were celebrating the leadership of one our teens in the global environmental movement, thinking about ways to improve our Annual Session, working on anti-racism as a Yearly Meeting, and looking forward to having the Friends General Conference Gathering take place in the vicinity of our Yearly Meeting, and looking forward to the Friends United Meeting Triennial in Kenya in the summer of 2020. Writing these words creates images of Friends standing close together, enjoying one another's company in person - a kind of community life we no longer experience, but miss deeply.

Our next Interim Meeting, scheduled for March, could not be held in person. Agreeing with the recommendations of health officials, we had mostly stopped meeting in person for worship, for business, or for any purpose at all. Figuring out how to have Interim Meeting online felt like too much in that moment. Our work lives, our children's school lives, our ability to care for one another, all had greatly changed. The life of our Meetings had changed. We canceled our March Interim Meeting, and BYM's Supervisory Committee took on the task of making the decisions that had to be made in a timely way.

By late April, however, so much was happening within BYM that an Interim Meeting was needed, and it felt possible. In just two months, our lives had settled into a "new normal". Many of us had become more adept at using video teleconferencing for worship and business meetings. Quaker organizations provided trainings for Monthly and Yearly Meetings, and within BYM, Friends knowledgeable about technology generously helped those who were just learning. On May 16, nearly 130 Friends attended our first ever BYM business meeting online, and we found that yes! the Spirit does gather us when we meet online. It was a great blessing to worship together in this pandemic time.

Between our called meeting in May and our regular Interim Meeting in June, another major event took place. An international movement to oppose police brutality and systemic racism took root quickly after a man in Minneapolis named George Floyd, a Black man, was killed at the hands of local police officers, white men, a horrific event that was filmed and shared across the world. The new social movement calls for the building of new structures in our society that would dismantle our racist structures and build equitable structures appropriate

for the needs of all groups in our society. Many Friends have taken part in peaceful protests here, around the country, and in other parts of the world.

Changes in activities

Our camps had to be closed this year because of the pandemic, something we never had imagined could happen. All the energy that our staff, committees, Meetings, and children and teens put into the camps suddenly ended. Our staff has found ways to use our camp properties and to keep in touch with our campers. Our Youth Programs were changed from in-person events to online events. Our Program Committee has worked very hard to plan an online Annual Session this year.

The FGC Gathering was still held, but online. The FUM Triennial was postponed, though, so that Friends can focus on caring for others during the pandemic.

Our Monthly Meetings mostly have turned to worshipping and otherwise meeting online, though some have opted to stay in touch through other ways. BYM Committees have sought ways to reach out to the BYM community during the pandemic time. Our staff has brought our community together by sharing information about Meetings and committees often on our website. Everything we do now is in some way shaped by the pandemic.

Change in finances

While the pandemic had brought huge financial challenges for BYM by March 2020, BYM in fact had come into 2020 in a difficult place financially. While we may have taken some months to consider what changes we should make mid-year, the closing of the camps brought a bigger and more immediate financial difficulty – how to pay our year-round camp staff and pay for the upkeep of the camps without the expected income from campers. Our staff and committees spent the spring months figuring and refiguring what we should do based on different possibilities. A loan from the Federal Government, which will likely be transformed into a grant, let us keep our full staff through the end of June. Many BYM Friends made generous donations during this time, and some Meetings were able to contribute their apportionment earlier to help with the cash flow of the year. Our staff and committees were hard at work to help make these things happen.

Decision making during the pandemic

Decision-making during the pandemic from March to June proved to be very difficult. With the financial challenge of having camps close, we needed to make big decisions in a timely way. The size of decisions, the amounts of money being discussed, seemed too great for Supervisory Committee, though this committee is normally tagged with making decisions on behalf of BYM between Interim Meetings. Similarly, our General Secretary is the one who handles the ups and downs of spending the budget, but the kinds of changes needed seemed too big for a staff person to make. Some policies related to our finances were unclear, and extra discussion was needed to apply our policies in these times. All of these situations caused a lot of tension. Conflicts that were unresolved on completely different issues now were causing tensions, too.

The Clerk of Interim Meeting has the task not only of clerking each Interim Meeting, but also discerning when a Called Interim Meeting is needed. By the end of April, it was clear to me,

after seasoning the idea with others, that we needed to pull together as a community to make the decisions that would help BYM as a worshipping community and as an organization move forward. And we needed to do this in worship.

Our Called Interim Meeting on May 16 focused on how we would make significant cuts to our 2020 budget so that BYM would stay afloat financially. Many non-personnel cuts were planned, but these were not enough – cutting pension contributions as well as staff hours and salaries would also be needed. In a very long meeting, guidance was given from Interim Meeting for making the personnel reductions, this time in staff salaries and hours. We widened the circle considerably in who would participate in making decisions; we agreed that each committee with a staff person would be consulted, as well as the staff themselves. We wanted to understand the effect of cutting hours and salary both on BYM's work and on our staff people. Many other considerations were suggested. The more inclusive way of making decisions helped our community move forward in unity. Supervisory Committee worked with as many of the considerations as possible between the May and June Interim Meetings. Other committee meetings were held as well to consider how the finances would work this year. While some people see Quaker process as slow, I have found the opposite to be true - Friends can act quickly and be very generous with their time and their attention to concerns.

Changes in Staff

During this time, two senior staff members decided to leave their positions. Our General Secretary and Comptroller both ended their employment on June 30. Before leaving, both took the time to get things in very good order so that the work could be passed on and continued without problems. We are very fortunate that our Associate General Secretary has agreed to serve as the Acting General Secretary, and that our Comptroller will serve as a consultant in the next months. Other staff members have stepped up and the work of the Yearly Meeting continues on and is in good hands.

Anti-racism Work

At our Annual Session in August 2019, we approved a Declaration on Anti-racism as a faith community, and all agreed to use a set of queries as a way to make our decision making more mindful of people who are directly affected by racism and who will be directly affected by decisions we make. The queries were read at the beginning of each Interim Meeting by members of our Growing Diverse Leadership Committee. For me as Clerk, the queries were especially meaningful as I worked on the agendas for each Interim Meeting and in the seasoning of agenda items. In clerking, there are many opportunities to include more voices, not only of those present, but of Friends who are not present at a given time. Being inclusive is a basic, all-important task for a clerk of any group, and these queries were supportive of this quest. When we discussed cuts to our budget, the queries became especially important for our gathered body.

BYM now has five committees with a special focus on working for racial equity and healing in the world and among Friends. In response to the birth of the global anti-racist movement, our Peace and Social Concerns Committee wrote a Call to Action for our Monthly Meetings, working with the Growing Diverse Leadership Committee, the Reparations Working Group, Working Group on Racism, and the STRIDE Working Group. Rather than coming up with a statement, as many organizations have, the goal was to invite each Meeting to write a state-

ment and decide what actions they would like to take. Many opportunities for action have been suggested, and these are updated regularly. This work will continue on through the next year and beyond.

Reflections

What I have loved about seasoning business and clerking this year is that it has been very difficult and has required a lot of faith. The Spirit is always there for us, is here, right here, for us. I felt this mightily this year. We reached unity on our way forward as a Yearly Meeting. In the sorrow and anguish of a virus pandemic, and in the sorrow and anguish of a racism pandemic, the Spirit is here to love and guide us. We do not know where the events right now are leading us. We need to let ourselves be changed by the Spirit as we go through this very uncertain time so that we can build a diverse and equitable Yearly Meeting, a truly loving community, on an earth where life can be sustained.

Summary of minutes of approved business items in Interim Meeting, Fall 2019 – Summer 2020

Preparative Meeting request

We approved forwarding to Annual Session the application for Buckhannon Preparative Meeting, now under the care of Monongalia Friends Meeting, to become a Monthly Meeting.

Staffing

We welcomed Khalila Lomax, our new STRIDE Coordinator, at our Fall Interim Meeting.

We had three minutes of appreciation for departing staff at our Summer Interim Meeting, for Jossie Dowling, Youth Programs Manager, Margo Lehman, Comptroller, and Ned Stowe, General Secretary.

Our Associate General Secretary became the Acting General Secretary as of July 1, 2020, a change that was announced at our Summer Interim Meeting. Our departing Comptroller will return to consult with BYM several hours a month until the end of 2020, and our Book-keeping Assistant will increase her hours at least until the position of Comptroller is filled.

In response to the pandemic, the hours and pay of some of our year round staff were reduced as of July 1. Summer camp employees were paid for their planning time after camps closed. Filling the Youth Program Manager position will be delayed until September. The positions of Comptroller and General Secretary will not be filled in 2020 to help our financial situation.

Youth Safety Policy

A new introduction for our Youth Safety Policy was approved.

New ad hoc committee and working group

At fall IM, the ad hoc 350th Anniversary Committee was approved to prepare for BYM's 350th anniversary in 2022.

The Supervisory Committee, in its role of making decisions between Interim Meetings, concurred with the recommendation from the Growing Diverse Leadership Committee to estab-

lish a Reparations Action Working Group. This was reported to the Called Interim Meeting in May.

Nominations

Search Committee brought forward the name of Guli Fager (Baltimore, Stony Run) for Supervisory Committee, to begin immediately, in May 2020, which was approved. We accepted the resignation of Joshua Riley (Hopewell Centre) from Supervisory Committee, with thanks for his service.

The Naming Committee brought forward the names of Catherine Tunis (Herndon) and Bill Mims (Langley Hill) to continue serving on Search Committee. *These names were erroneously sent forward to Annual Session for approval. The Clerk apologizes for this error. They could have been approved at Summer Interim Meeting.*

We agreed to forward two names for BYM officers: Meg Boyd Meyer, for Clerk of Interim Meeting (Baltimore, Stony Run), and Rebecca Richards (Gunpowder), for Recording Clerk of Interim Meeting. There are two vacancies for other officers: Yearly Meeting Presiding Clerk and Yearly Meeting Recording Clerk. Committee nominations were also forwarded to Annual Session: Nominating Committee, Chip Tucker (Charlottesville), Debbi Sudduth (Goose Creek), Melissa Meredith (Bethesda), and Janet Eaby (Nottingham), through 2023; Supervisory Committee: Ramona Buck (Patapsco), through 2022

Travel minutes

Travel minutes for Jolee Robinson (Adelphi), Jade Eaton (Adelphi), and Mackenzie Morgan (Adelphi) were approved. Travel minutes for Meg Boyd Meyer and Arthur Meyer Boyd were returned to Interim Meeting.

Faith Witness and Social Action

We approved a change in the name of the Peace and Social Concerns Committee's Working Group on Refugees, Immigrants, and Sanctuary. The Working Group's name is now Refugee, Immigration, and Sanctuary Working Group.

We acknowledged the good work of Kallen Benson (Annapolis) who is part of the Fridays for Future international movement. Kallen told us of her work and let Friends know how they can partake in this work. Fridays for Future won two awards in fall 2019, one from Oxfam and one from the United Nations Environmental Program, though the latter was declined.

Supervisory Committee approved the [Rassawek Minute of the Monacan Nation in Virginia](#) and reported this to Interim Meeting in May.

Changes to the 2020 Budget

We approved repurposing funds designated for repaying the Catoctin bath house loans, funds accumulated from camper fees, to now cover some 2020 camp and property management expenses.

We approved recommended non-personnel reductions to the budget, a framework for re-

ducing the budget, and at the same time, we approved doing what we could to keep all our programs in place, at least to some degree.

We approved the General Secretary, Supervisory Committee, our relevant Committees, and staff, considering this meeting's guidance and other prompt guidance, proceeding to identify and implement personnel cost reductions as needed to prepare for staffing changes starting 7/1/2020. And we directed the General Secretary and Supervisory Committee to report on the decisions they made. We did note that this was not our usual process.

The full minutes are available in the 2020 Yearbook, and all were written by Arthur David Olson, the Interim Meeting Recording Clerk. Many thanks to Arthur David for clear writing and a hint of humor whenever possible.

Respectfully submitted,

Marcy Baker Seitel
BYM Clerk of Interim Meeting

ATTACHMENT Y2020-27A
PEACE AND SOCIAL CONCERNS COMMITTEE
REQUEST TO ENDORSE "QUAKER STATEMENT ON
POTENTIAL ISRAELI ANNEXATION OF THE WEST BANK"

Peace and Social Concerns Committee
Baltimore Yearly Meeting Annual Session 2020
Request for BYM to Endorse

"Quaker Statement on Potential Israeli Annexation of the West Bank"

Contact Information: From FCNL, Alicia McBride, Alicia@fcnl.org;

From Peace and Social Concerns Committee, Bob Rhudy, bobrhudy@yahoo.com.

Recorded Oral Report: <https://bit.ly/BYM2020PSCOral> (at beginning)

Background Statement

Anti-Racism Queries

In their discernment, the Peace and Social Concerns Committee considered BYM's four anti-racism queries as they relate to this request, with the following result:

1. How could this decision affect those who have been harmed by racist behavior?

Endorsement of the statement is aimed at preventing additional harm to Palestinians based on a category of race and ethnicity. The statement is specifically trying to prevent racist actions.

2. Will this decision promote equity, diversity, and inclusiveness?

This query is not applicable to this proposal, as the query is inward-looking, while this statement addresses state-based actions.

3. How will we provide opportunities for those most likely to be directly affected by our decision to influence that decision?

Palestinians have asked Americans to speak up and support their rights and humanity. This is one way to do that.

4. How does the decision support the declaration of our Yearly Meeting that we are an anti-racist faith community?

This proposal addresses oppressed Palestinians who will be harmed immeasurably by annexation. The system that Israel has established with respect to Palestinians has been described by many commentators as an apartheid system that is highly racist; annexation as proposed would further cement an apartheid system. We do not want to have different standards on racism at home and abroad.

Discussion by Peace and Social Concerns Committee

On July 13, the Peace and Social Concerns Committee met to discuss and consider the request from FCNL that BYM endorse the Quaker Statement on Potential Israeli Annexation of the West Bank, developed jointly by three Quaker organizations. At the meeting, all Committee members expressed strong support for the statement, which describes the harms that will ensue from annexation and urges Quakers to contact their members of Congress to express their opposition to annexation.

The fact that both of Maryland's senators, Senator Bob Casey of Pennsylvania, and Senator Tim Kaine of Virginia have all made public statements in opposition to annexation provides support for the criticality of the issue and for the statement. We are not aware of Representatives from mid-Atlantic states having spoken out on annexation. Senator Chris Van Hollen (MD) has submitted an amendment to the National Defense Authorization Act, currently under consideration by Congress, that would prohibit Israel from using US taxpayer funds (through the annual military appropriation) in any annexation activities.

The Committee discussed whether it would be better to ask BYM to formally endorse the joint statement or for the Committee to simply announce the availability of the statement, with a request that people contact Congress. Ultimately, the Committee decided that because of the importance of this issue, it would be preferable for it to be a formal endorsement.

What Happens Next?

Once BYM has endorsed this statement, individual Quakers can cite the strong support for the issue that endorsement implies when they contact their members of Congress, giving added weight to their request. Our goal, as specified in the statement, is to support Palestinians and Israelis working both to end Israel's occupation and to build a future where all people in these lands live in equality.

ATTACHMENT Y2020-27B

PEACE AND SOCIAL CONCERNS COMMITTEE

REQUEST TO ENDORSE HEALTH EQUITY RESOURCE COMMUNITIES RESOLUTION

Peace and Social Concerns Committee Baltimore Yearly Meeting Annual Session 2020

Request for Baltimore Yearly Meeting to Endorse Health Equity Resource Communities Resolution

Contact: From Maryland Citizens' Health Initiative, Stephanie Klapper,
stephanie@healthcareforall.com or 410-575-4035;

from Peace and Social Concerns Committee, Jean Athey, jlathey@comcast.net.

Recorded Oral Report: <https://bit.ly/BYM2020PSCOral> at 10:00 minutes

The Peace and Social Concerns Committee of Baltimore Yearly Meeting is proposing that Friends endorse and approve signing on to a Resolution put forward by The Maryland Citizens' Health Initiative to increase health equity in our state. The Maryland Citizens' Health Initiative, founded by Vinny DeMarco (Homewood Friends Meeting), has been working toward access to quality, affordable health care for all Marylanders since 1999. Together with the Health Care for All! Coalition of hundreds of faith, labor, business, and community organizations, the organization has made large strides forward in creating access to more affordable health care for everyone in our state. Baltimore Yearly Meeting has endorsed several Maryland Citizens' Health Initiative Campaigns in the past. Most recently, BYM supported a bill to create a prescription drug affordability board to prevent outrageous price gouging of prescription medications for Marylanders.

This year, the Maryland Citizens' Health Initiative is working on a new campaign to improve health equity. Health inequities based on race, ethnicity, and place of residence persist throughout the state, and have been further exacerbated by the COVID-19 pandemic. Taking action now is critical. We believe that supporting a bill which would increase health equity for Marylanders is a vital step toward strengthening our beloved community. A Yearly Meeting goal is to increase our anti-racism efforts by taking actions to achieve justice and equality. Supporting a Health Equity Resource Community is one action we can take to move us further toward our goal.

Health Equity Resource Communities will be locations in the state with poor health outcomes that compete for grants, tax incentives, and health care provider loan repayment assistance to increase access to culturally competent care and ultimately reduce racial, ethnic, and geographic health inequities. The Communities will be modeled after the successful 2012-2016 Health Enterprise Zones Program which increased access to health resources, improved residents' health, reduced hospital admissions, and created cost savings.

Funding for the Communities, as well as programs to address substance use and mental health disorders, will come from a one cent per dollar increase in the state alcohol beverage sales tax in 2021. In 2011, the Maryland Citizens' Health Initiative led a successful campaign to advocate for alcohol tax increases. Passage of this law directly led to a reduction

in underage and binge drinking, driving under the influence, and sexually transmitted infections. In addition to generating much needed funds, this 2021 proposed tax itself will save lives and lower health care costs by preventing the above.

Background Statement

Discussion by Peace and Social Concerns Committee

The Committee members agreed that the proposal was worthy. Some concern was expressed regarding the fact that it is a project specific to Maryland and so does not pertain to the other states in BYM, and thus perhaps it is more appropriate for Quaker Voice of Maryland (QVM) to take this up. However, QVM has not yet completed its decision process to identify priorities for the coming year, and this program might be one that is selected. Having BYM endorse it would strengthen the ability of QVM to work on it. It was suggested that PSC could also request MD Monthly Meetings to endorse the initiative. The endorsement of BYM would, it was felt, strengthen the initiative and also make it more likely that individual Monthly Meetings would take action in support.

The Committee decided that there is no other Committee within BYM that is more appropriate than Peace and Social Concerns. Also, the proposal is consistent with Quaker testimony, in particular with the concern for equality.

Anti-Racism Queries

1. How could this decision affect those who have been harmed by racist behavior?

People of color are overrepresented among those who get no or inferior health care. In some ways, this is akin to reparations in that it would enable the state to undo some of the pernicious results of racism. The project is trying to ensure that an adequate proportion of the funding will be used for mental health services and prevention of substance abuse.

2. Will this decision promote equity, diversity, and inclusiveness?

The original sponsors of the legislation in the General Assembly are African-American, and of the Hopkins researchers who are studying the pilot projects, one is also African American.

3. How will we provide opportunities for those most likely to be directly affected by our decision to influence that decision?

The folks most affected are part of the process. The communities themselves have to determine what the local projects will consist of.

4. How does the decision support the declaration of our Yearly Meeting that we an anti-racist faith community?

This proposal is addressed at those people who are most oppressed, which is overwhelmingly people of color.

Next Steps

After endorsing the statement, an authorized representative will need to sign the resolution at this website (<https://bit.ly/MDHlthEquity>). BYM will then be added to a published list of Coalition Groups, which will be announced at a press event, likely in September 2020. We

encourage as many Meetings to endorse this resolution as possible. The authorized representative will receive e-mails with updates on this initiative and optional ways for Monthly Meetings to advocate for the initiative in additional ways, for example by contacting key stakeholders, writing letters to the editor, and providing feedback on implementation.

ATTACHMENT Y2020-27C

PEACE AND SOCIAL CONCERNS COMMITTEE

REQUEST TO CREATE QUAKER VOICE OF MARYLAND WORKING GROUP

Peace and Social Concerns Committee
Baltimore Yearly Meeting Annual Session 2020
Request Regarding Quaker Voice of Maryland Working Group
Contact Information: Molly Mitchell 1mollymitchell@gmail.com

Background Statement

Anti-Racism Queries

Below is a description of how Quaker Voice of Maryland's activities have related to BYM's four anti-racism queries:

1. How could this decision affect those who have been harmed by racist behavior?

In its first year, Quaker Voice of Maryland advocated for a number of policies that would help those harmed by racist behavior such as support for the Kirwan Commission, support for a policy to mandate rewards for prisoners' educational milestones, and support for a successful override of the Governor's veto of a bill that expanded the Maryland Dream Act, allowing immigrant students to receive in-state college tuition.

2. Will this decision promote equity, diversity, and inclusiveness?

This decision promotes equity, diversity, and inclusiveness. See #1 above.

3. How will we provide opportunities for those most likely to be directly affected by our decision to influence that decision?

Quaker Voice supports the work of larger organizations devoted to specific issues, such as Maryland Alliance for Justice Reform, Chesapeake Climate Action Network, and Interfaith Action for Human Rights. All Quakers are invited to participate in Quaker Voice, and these groups involved people directly affected by these policies.

4. How does the decision support the declaration of our Yearly Meeting that we are an anti-racist faith community?

This proposal allows members of the Yearly Meeting who live in Maryland to become more effectively involved in advancing anti-racist policies at the state level.

Discussion by Peace and Social Concerns Committee

At BYM Interim Meeting in March 2019, the Peace and Social Concerns Committee (P&SC) made a request to have under its care a working group exploring establishing a Maryland equivalent of the Friends Committee on National Legislation, which was accepted. This working group subsequently has taken the name *Quaker Voice of Maryland*

(QVM). Quaker Voice has been operating under the care of the Peace and Social Concerns since March 2019, and P&SC is now asking that BYM accept its charge and concur in recognizing the working group. That charge is:

- **BACKGROUND:** In 2019, Friends in the Chesapeake Quarter of BYM were led to find a way for Quakers to have a more effective voice in the many policy decisions made at the state level. They organized a full-day meeting in which Friends could discern how to act on this leading. There was broad consensus to create a working group that can help Quakers in Maryland have an effective voice in statewide policy decisions that speak to our testimonies while also staying attentive to Quaker process. State policymakers consider legislation every year related to criminal justice, environmental stewardship, economic justice, immigration, and civil rights. These issues speak to our core principles, yet we are rarely able to have an impact on these policy decisions due to time-consuming Quaker process and the lack of a Quaker organization focused exclusively on Maryland.
- **CHARGE:** This working group, known as Quaker Voice of Maryland, encourages and provides opportunities for all Maryland Friends to be involved, either as a member of the working group, or by providing input on their policy priorities, coming to a lobby day, calling their delegate or state senator, or providing testimony before a legislative committee. The clerk of the Peace and Social Concerns Committee will authorize disbursements.

What Happens Next?

- Quaker Voice will continue to reach out to Maryland Quakers for their input on policy priorities and for their involvement in advocating for state policies that speak to our testimonies.

ATTACHMENT Y2020-29 SUPERVISORY COMMITTEE REPORT

Supervisory Committee Report to Annual Session, Baltimore Yearly Meeting, 2020

Contact: supervisory@bym-rsf.org

Good Day Friends: The annual report of Supervisory Committee was given at 6th Month Interim Meeting. The purpose of this report is to update Yearly Meeting on changes in the senior staff positions, as we cope with effects of recent reductions in staff and program resources. In brief, the General Secretary position and the Associate General Secretary position are combined in the temporary position of Acting General Secretary. This position was accepted at Interim Meeting. No decisions are asked for by Annual Session.

The Acting General Secretary is a temporary position. It was accepted by Interim Meeting in June 2020 as part of coping with great uncertainty caused by the COVID-19 crisis, and by a shortfall in income. BYM expects to recover from these problems and begin a process to hire a new General Secretary in late 2020. The Acting General Secretary is eligible for

consideration for that position. We are grateful that Wayne Finegar agreed to accept this position. We think it is wonderful to have a well-seasoned Friend available.

Friends are reminded that this position description reflects the merging of two key administrative positions. It may be that not everything we have come to expect from staff can be accomplished during this period. We invite Friends to step forward to help as volunteers. The new “Job Description” for the eventual General Secretary will be brought to Interim Meeting before the job search begins, either in November 2020, or later.

POSITION DESCRIPTION Acting General Secretary, Baltimore Yearly Meeting of the Religious Society of Friends, from July 1, 2020

Reports to: Clerk(s), Supervisory Committee of the Baltimore Yearly Meeting

POSITION SUMMARY

As a member of the Religious Society of Friends, the Acting General Secretary provides Spirit-led, strategic leadership to Baltimore Yearly Meeting. The charge includes planning, supervising staff, raising funds, and monitoring programs, finances, and property. The Acting General Secretary facilitates the advancement of the faith, practice and vision of the Baltimore Yearly Meeting.

The Acting General Secretary works to strengthen a culture of consultation, accountability, outreach, and inclusion.

FUNCTIONS AND RESPONSIBILITIES

- Ensures through example and participation that the Yearly Meeting continues to be rooted in *Faith and Practice* and in the practices of the Religious Society of Friends.
- Manages fiscal resources in keeping with the articulated vision of the Yearly Meeting. Meets budgetary objectives.
- Serves as lead staff in planning, organizing and producing Annual Session and Interim Meetings, in collaboration with relevant BYM officers, committees, and staff.
- Provides support to local Meetings, BYM programs, committees and BYM officers. Builds and sustains relationships among staff, committees, and volunteers. Recruits, supervises, directs and nurtures volunteers.
- Oversees production and distribution of the *Yearbook*, *Manual of Procedure*, *Interchange*, and other publications.
- Serves as the principal office administrator, with responsibilities for office operations, staff supervision, budget, equipment, maintenance, physical plant, and property management.
- Hires, guides, and evaluates employees consistent with the policies and procedures of the *Personnel Handbook*, while supporting their professional growth.
- Develops, implements, and maintains a communication strategy that increases the effectiveness of and support for, the Yearly Meeting. Oversees the design and development of the BYM web site, Facebook, and other social media in collaboration with relevant BYM staff, committees, and volunteers.

- Builds relationships among the staff and volunteers that facilitate communication, consultation and cooperation, and that nurture love and unity within the Yearly Meeting community.
- Cultivates inclusiveness across the organization with particular attention to young adults, people of color, people of diverse socioeconomic backgrounds, and people of diverse sexual orientations and gender identities.
- Consults with Yearly Meeting staff members and Committee clerks on issues that affect their work or within their areas of responsibility.
- Initiates the development of policy changes or new policies as needed for presentation to Yearly Meeting Trustees or appropriate standing committees for action.
- Cultivates relationships and supports Development staff members and the Development Committee in seeking funding from potential donors. Monitors applications for grants and their administration and evaluation.
- Ensures that Yearly Meeting policies and decisions accord with applicable laws and regulations.
- Monitors the communication of the Yearly Meeting's mission and resources to local Meetings and Yearly Meeting committees, including the development and distribution of publications.
- Ensures that record management procedures are clear and consistently implemented.
- Supports sound and creative working relationships across the Yearly Meeting.
- Serves as a voice for and about the Baltimore Yearly Meeting to local Meetings, Yearly Meeting Committees, and external groups.
- Enhances opportunities to collaborate with Friends organizations, in order to advance the work of Friends and extend the influence of the Yearly Meeting and of the Religious Society of Friends.

Respectfully submitted on behalf of Supervisory Committee, 7/6/2020

Adrian Bishop and Ramona Buck, Co-Clerks

ATTACHMENT Y2020-32

TREASURER OF BALTIMORE YEARLY MEETING

REPORT TO ANNUAL SESSION

Report from the Treasurer

July 2020

My report today is based on the financial statements of Baltimore Yearly Meeting for the first six months of the year and our financial position as of June 30. These six months have been unlike any we have seen before because of the pandemic and our need to implement large budget revisions for 2020. So, these reports give us a measure of how we are doing now that we are halfway through the year.

In summary, I am glad to report that we are holding up well financially. We are showing a \$23,000 surplus for the first six months. There are reasons for this which I will explain

later in my report. And we must be cautious going forward since we are faced with many unknown factors.

The first financial report is the Statement of Financial Position. This report shows the balances in our financial accounts as of June 30. It is sometimes referred to as the Balance Sheet. The report has three columns. Column B shows the balances as of June 30, 2018. Column C shows the balances as of June 30, 2019 and column D shows the current balances on June 30, 2020.

The assets of BYM are shown on lines 4 through 17. Our cash (line D6) is down compared to previous years but this is mainly a result of camps being cancelled. In previous years, we had collected camp fees during the first part of the year and not yet paid most of the camp expenses. Our cash position on June 30 is at or better than earlier projections. The apportionment receivable amount (D7) is lower than in past years because many meetings paid their apportionment early in response to our request. The balance in our investment accounts (D14) is up about 5% from my last report which recorded April 30 balances.

Liabilities are recorded on lines 19 through 28. I will note that the deferred revenue amount (D22) is higher than usual because it includes the government PPP loan of \$178,000. We expect that all or most of this amount will be forgiven, at which time this amount will be moved from a liability to revenue. Deferred revenue also still includes some camp fees which will either be refunded or converted to contributions.

Our net assets are recorded on lines 30 through 42. Total net assets represent the difference between our total assets and our total liabilities. The net asset amounts are categorized as restricted, fixed assets, or unrestricted. We do pay close attention to the amount of our unrestricted net assets, sometimes referred to as unrestricted reserves. When we factor in the current surplus of \$23,687, our unrestricted reserves on June 30 are \$385,493 (line D46).

The second report is the Statement of Activities. This statement shows revenues and expenses for the six-month period ending June 30. Column B shows the activity through June 30, 2019. Column C lists our 2020 revised budget and column D shows the current year amounts.

Revenues are recorded on lines 2 through 27. Apportionment income (line D4) is up compared to the previous year because, as noted before, many meetings paid their apportionment early. The emergency government grants (line D7) is an amount received from Montgomery County, Maryland. If our PPP loan is forgiven, then it will show up here in future reports. Unrestricted contributions (D8) are also up because many people responded when requests went out earlier in the year. The total attendance fees received (D12) are down due to the cancellation of camps. There is some property rental income coming in (line D20) from the rental of camps this summer to families. The released funds amount (D22) represents amounts that were previously restricted (such as camp property donations) and have now been released from that restriction and spent for the intended purpose. Our total operating revenues for the first six months were \$785,868 (D27).

The operating expenses are listed on lines 29 to 39. You will note in the budget column that the approved staff reductions amount of \$114,000 is listed on line C38. This amount affects a number of different staff members and is not shown separately in the actual column. Also remember that the staff reductions did not go into effect until after June 30. Going forward from June 30, BYM will be paying an Acting General Secretary but not an Associate General Secretary or a full time Comptroller.

Page two of the Statement of Activities shows the property and equipment amount and also the restricted transactions. The net change in property and equipment (D46) was a reduction of \$9,560. The restricted transactions are listed on lines 50 through 60. Restricted contributions (D51) total \$47,032. The unrealized gain or loss amount (D54) is a loss of \$56,906. This amount is recorded because we must record the amount of our investments in the Statement of Financial Position at market value. So, we record an unrealized gain or loss depending on this value. In my report for April 30, this amount was a loss of over \$111,000. So, our bottom line as of June 30 is a surplus of \$23,686 (D62).

A surplus of \$23,000 is heartening to see given all the turbulence of the first six months. But keep in mind that it is there because many meetings and individuals sent apportionment and contributions earlier in the year than usual. This means that apportionment income will be less going forward. We hope that contributions continue to come but there is no guarantee. The surplus is there also because the market has recovered somewhat from its earlier lows. We do not know where it is headed for the next six months.

The staff reductions will go into effect the second half of the year. Also, we hope that the PPP loan will be forgiven, and we will be able to record that amount as revenue.

Thanks to all individuals and meetings who have so generously supported our Yearly Meeting this year. And I express special gratitude for our staff who have continued to carry on in the face of much uncertainty.

Jim Riley
BYM Treasurer
July 2020
treasurer@bym-rsf.org

Baltimore Yearly Meeting
UNAUDITED
Statement of Financial Position
As of 6/30/2020

	A	B	C	D
1	<i>(In Whole Numbers)</i>			
2		Through 06/30/18	Through 06/30/19	Through 06/30/20
3				
4	Assets			
5	Current Assets			
6	Cash & Cash Equivalents	891,748	817,622	476,952
7	Apportionment Receivable	247,130	278,280	188,902
8	Student Loans Receivable	39,417	25,703	19,628
9	Other Accounts Receivable	52,330	26,456	12,658
10	Prepaid Expenses	52,116	55,052	42,528
11	Total Current Assets	1,282,741	1,203,113	740,668
12	Long-term Assets			
13	Property & Equipment	2,698,568	2,767,600	2,715,366
14	Long-term Investments	1,384,087	1,510,140	1,448,829
15	Total Long-term Assets	4,082,655	4,277,740	4,164,195
16				
17	Total Assets	5,365,395	5,480,854	4,904,863
18				
19	Liabilities			
20	Short-term Liabilities			
21	Accounts Payable	95,501	106,187	70,282
22	Deferred Revenue	247,310	278,795	337,797
23	Other Short-term Liabilities	43,026	40,330	50,403
24	Total Short-term Liabilities	385,836	425,312	458,482
25	Long-term Liabilities			
26	Friendly Loans	306,678	243,824	215,000
27				
28	Total Liabilities	692,514	669,136	673,482
29				
30	Net Assets			
31	Beginning Net Assets			
32	Net Assets			
33	Unrestricted	189,228	266,735	361,807
34	Fixed Assets	2,698,568	2,767,600	2,715,366
35	Designated	37,800	97,863	84,956
36	Temp Restricted	773,415	575,238	644,038
37	Perm Restricted	393,762	397,592	401,528
38	Total Beginning Net	4,092,773	4,105,028	4,207,694
39				
40	Current YTD Net Income	580,108	706,689	23,687
41				
42	Total Net Assets	4,672,881	4,811,717	4,231,381
43				
44	Total Liabilities and Net Assets	5,365,395	5,480,854	4,904,863
45				
46	Unrestricted Reserves @6/30	769,336	973,425	385,493

Baltimore Yearly Meeting
UNAUDITED
Statement of Activities
From 1/1/20 thru 06/30/20

	A	B	C	D
1	Description	Thru 06/30/19	2020 Revised Budget	Thru 06/30/20
2	Operating Revenues			
3	Apportionment			
4	Apportionment Net of Adjustments	\$235,595	\$500,000	\$375,032
5				
6	Unrestricted Contributions			
7	Emergency Government Grants		\$188,000	\$10,000
8	Contributions	\$61,408	\$221,150	\$260,815
9	In Kind Contributions	\$531	\$0	\$100
10	Total Unrestricted Contributions	\$61,938	\$409,150	\$270,915
11	Attendance Fees			
12	Total Attendance Fees	\$969,081	\$80,000	\$77,482
13	Sales			
14	Book Sales	\$6	\$0	\$403
15	Clothing Sales	\$380	\$0	\$594
16	Other Sales	\$0	\$0	\$140
17	Total Sales	\$386	\$0	\$1,137
18				
19	Other Income			
20	Property & Vehicle Rental	\$4,615	\$4,000	\$8,134
21	Investment Income	\$5,915	\$0	\$4,846
22	Released Funds	\$35,597	\$206,632	\$48,321
23	Gain (Loss) on Sale of FA	\$100	\$5,000	\$0
24	Other Income	\$467	\$0	\$0
25	Total Other Income	\$46,694	\$215,632	\$61,301
26				
27	Total Operating Revenues	\$1,313,693	\$1,204,782	\$785,868
28				
29	Operating Expenses			
30	Administrative	\$281,172	\$511,540	\$242,693
31	Annual Session	\$4,250	\$0	\$3,440
32	All Other YM Program	\$48,274	\$49,334	\$41,917
33	Combined Camp	\$313,055	\$463,000	\$240,069
34	Committee	\$1,858	\$7,350	\$6,567
35	Development	\$64,851	\$152,990	\$62,705
36	Youth Programs	\$28,622	\$58,075	\$29,114
37	Outreach & Inclusion	\$4,582	\$76,307	\$31,506
38	Approved staff reductions		(\$114,000)	
39	Total Expenses	\$746,664	\$1,204,596	\$658,011
40				
41	Net Operating Activity	\$567,029	\$186	\$127,856

Baltimore Yearly Meeting
UNAUDITED
Statement of Activities
From 1/1/20 thru 06/30/20

	A	B	C	D
1	Description	Thru 06/30/19	2020 Revised Budget	Thru 06/30/20
42				
43	Property & Equipment			
44	Net Assets Released From Restriction	\$149,385	\$87,994	\$47,722
45	Less Depreciation Expense	(\$40,644)	\$0	(\$57,282)
46	Net Change in Prop. & Equip.	\$108,741	\$87,994	(\$9,560)
47				
48	Total of Operating and Prop. & Equip.	\$675,770	\$88,180	\$118,297
49				
50	Restricted Transactions			
51	Restricted Contributions	\$51,606	\$158,850	\$47,032
52	Designated Income	\$0	\$0	\$0
53	Interest & Dividends on Restricted Funds	\$13,803	\$0	\$11,307
54	Unrealized Gain (Loss)	(\$142,951)	\$0	(\$56,906)
55	Realized Gain (Loss)	\$293,444	\$0	\$0
56	Total restricted income	\$215,901	\$158,850	\$1,433
57				
58	Expenditures to meet restrictions	(\$184,982)	(\$324,050)	(\$96,044)
59				
60	Net Restricted Activity	\$30,919	(\$165,200)	(\$94,610)
61				
62	BYM Income Over (Under) Expenses	\$706,689	(\$77,020)	\$23,686

ATTACHMENT Y2020-33
STEWARDSHIP AND FINANCE COMMITTEE
REPORT TO ANNUAL SESSION

Stewardship & Finance Committee
Baltimore Yearly Meeting Annual Session 2020
Contact Information: Terence McCormally terence.mccormally@gmail.com
Recorded Oral Report: <https://bit.ly/BYM2020SFVid> (24:09 min)

The Stewardship and Finance Committee expresses gratitude to the members of Baltimore Yearly Meeting whose generosity makes possible the work of the Yearly Meeting. The co-clerks of the Committee extend special thanks to our dedicated staff and to the members of our committee, who diligently met for many lengthy sessions to thresh our responses to the unique challenges of the last year.

Budget timeline

Because of the uncertainty caused by the pandemic the Stewardship and Finance Committee has delayed the production of the 2021 budget. Even prior to the disruption of the pandemic, the Yearly Meeting was facing severe budget shortfalls, primarily because of the failure of contributions received by the YM to meet expectations. This means that we are faced with difficult decisions regarding the priorities of the YM—what we can realistically afford to do. By delaying budget decisions until later in the year we hope to have a more accurate understanding of what our income is likely to be both in apportionment and in contributions, and an understanding of what our expenses are likely to be, which de-

depends on what programs we are able to continue and in particular our expectation as to how camps will operate next year. There is a somewhat pessimistic expectation that because of past performance, exacerbated by the financial stresses of the pandemic, that contributions to the Yearly Meeting will again fall below our budgeted projections for 2020, and if they do and that predicts our performance in 2021, there will be significant cuts to BYM programs. On the other hand, if Friends defy those predictions and meet or exceed budgeted contributions for 2020 then the options for 2021 expand.

We are asking all committees and programs to generate their budget requests and submit them to S&F either through Wayne Finegar or directly to Co-Clerks Karen Cunnyngham or Terence McCormally by 8/15/2020.

In September we will distribute a draft of the budget to Yearly Meetings with a request that Monthly Meetings provide feedback on the priorities and trade-offs it will represent.

In October, Stewardship and Finance will be available to visit Monthly Meetings to clarify questions about the budget—likely by Zoom.

At Interim Meeting in November the budget will be presented for approval.

To streamline the budget development process and align it more closely with our other financial documents, the format of the budget will be different. Members of the committee will be available to help explain the budget lines, as well as the rationale for recommendations.

Apportionment

The 2021 apportionment figures presented here are based on the responses received from monthly meetings of their 2019 contributions. We recognize that 2020 circumstances may affect contributions and income to Monthly Meetings and make it difficult for Meetings to pay their expected apportionment in 2021.

Stewardship and Finance has made a commitment to have each monthly meeting personally contacted by a member of the committee to inquire into the financial well-being of the meeting and concerns they may have regarding BYM's finances. Each Monthly Meeting has an assigned liaison who will be contacting the Clerk, or Treasurer of the Monthly Meeting go learn about the status of the meeting and to answer questions about BYM's budget. We will be using the most recent information that we have as to those assignments but if a meeting has a change or wishes to delegate this conversation to a particular Friend or group of Friends, please contact us by e-mail so we can honor that request.

Priorities and Philosophy

Crisis creates the necessity for change and the opportunity to decide what to shed and what to create. Friends face difficult choices in programming, in staffing, and in how we will support the Yearly Meeting. In the Godly Play (or Faith and Play) First Day school curriculum the teacher tells a story—often retelling a Bible story—in a formal and symbolic way, illustrating the story with simple props. After the story, the teacher asks the young

Friends to reflect on some questions. One is “Where are you in the story?” and one question is “What part of the story could we take away and still have all the story we need?” It is time to ask those questions about our relationship to BYM.

In often changing form, BYM has persisted since 1672. Faith tells us it will persist into the future, and we have the opportunity and the responsibility to shape that future.

Karen Cunnyngnam, Co Clerk

Terence McCormally Co Clerk

ATTACHMENT Y2020-45

ACTING GENERAL SECRETARY

INTRODUCTION LETTER TO COMMUNITY

Letter from Acting General Secretary Wayne Finegar
Baltimore Yearly Meeting of the Religious Society of Friends (Quakers)

July 2020

Friends,

On July 1, I began serving Baltimore Yearly Meeting as the Acting General Secretary. I am honored and wanted to reach out about what is being done in our community.

Baltimore Yearly Meeting is an organization of the members of its constituent Meetings that functions to nurture the spiritual life of Friends and the wider dissemination of the principles and testimonies of the Religious Society of Friends. In other words, BYM serves to promote the religious, charitable service, and education of its members and represents us to the broader Blessed Community. This is done through our staff, programs, events, volunteers, and you.

The COVID-19 pandemic has affected each of us as participants in our Meetings, as members of our local community, and as a part of the Yearly Meeting. The offices of the Yearly Meeting have been closed since late March and staff have been working from home, just like many of you. Long-planned, and eagerly anticipated, spring events and programs were cancelled or held virtually. Our summer camps were cancelled, a shortened Annual Session 2020 will be held virtually instead of being in-person at Hood College, the Spiritual Formation Retreat became a one-day virtual event, and our youth conferences had online graduation ceremonies. Also, like so many other businesses and organizations, the Yearly Meeting’s finances suddenly faced unanticipated costs at the same time that income streams disappeared and our reserves were savaged by the marketplace.

Yet, in the face of all of these challenges, the staff and volunteers who support our Yearly Meeting found new and innovative ways to adapt to the crisis. The Program Committee has assured that many of the activities of the Yearly Meeting will continue through the virtual Annual Session 2020 while allowing them to test the Pay-As-Led model. Interim Meeting has been held twice with greater participation than is often seen when we are together. The Camp Property Manager and his committee have created a new program to allow indi-

viduals and small groups to safely rent portions of our camp properties. Such rentals will facilitate our communities' return to the outdoors while in part offsetting steep expenses in preserving camps. The crisis of the Yearly Meeting's finances was met with significant changes to our 2020 budget to reduce expenses. Combined with an overwhelming level of support from local Meetings and from individual Friends, we believe the immediate crisis has been relieved. Going forward, we still have a great deal of work in the coming months to balance the books while achieving our goals

Each of us is finding new solutions to new challenges as the pandemic evolves. We have learned to wear masks when we go out in public, tried to become comfortable with the paradox of "social distancing," and dealt with the daily stresses of an economy that has been changed in ways that we still are trying to understand. Everyone who is involved in the work of our Meetings is facing similar problems:

- When to return to corporate in-person worship;
- How to have religious education for children while keeping them and their teachers safe; and
- How to assure the continued life of the Meeting in uncertain economic times?

As a Yearly Meeting we face versions of these same concerns, and those are the challenges that I am taking on as the Acting General Secretary. In working with our staff and volunteers, we need to make sure that the Yearly Meeting continues to weather the immediate situation while making new plans for the future. Some of you have worked with me during my nearly 11 years of service to the Yearly Meeting. I started as the Administrative Assistant, became the Administration Manager in 2012, then became Associate General Secretary at the beginning of 2018. In all of these roles and still today, my most important duty is to strengthen our Yearly Meeting community. Whether that is accomplished by publishing our Interchange newsletters and Yearbooks, managing the www.bym-rsf.org website, or providing staff support for Annual Session and Interim Meetings, I have sought ways to nurture and strengthen the life of Friends and our community. Now I am seeking to help us find new solutions for the future of our Yearly Meeting.

These are daunting, yet surmountable, tasks for all of us. We are being presented with a chance to do more than we have done before. We have seen and heard the demands for justice, for fairness, and for radical reimagining of how things can be done. These are demands that many of us have been deeply touched by and that we all need to respond to. In the coming weeks and months, I will be working with our committees, volunteers, and staff to find new ways to move our Yearly Meeting forward. We must do administrative things like developing a budget for 2021 in the face of an unpredictable economy and ongoing pandemic. We must do much harder things like considering what we all expect from our community and how to move towards those goals. And, we must do the greatest work of all by learning to include everyone in our community in our work.

I hope that everyone in our Yearly Meeting will join in. I am certain that by working together we will find ways to make our community stronger and better able to support all of us as we bring our witness to the wider world. Please contact me at WayneFinegar@bym-rsf.org at any time. I look forward to hearing from you.

ATTACHMENT Y2020-47A
FAITH AND PRACTICE COMMITTEE
FIRST READING OF PROPOSED REVISION TO MARRIAGE SECTION

Faith & Practice Committee
Baltimore Yearly Meeting Annual Session 2020
First Reading of Proposed Revision to Marriage Section
Contact Information: fandp@bym-rsf.org

Second Reading Regarding Preface

At Fall Interim 2019 ([I2019-43](#)), Friends heard the proposal to replace the “Preface” in the *Faith and Practice* (<https://www.bym-rsf.org/publications/fandp/1988approved/88intro.html>) with our current Vision Statement (https://www.bym-rsf.org/who_we_are/visioning/), which was first approved in 2011 and revised in 2016. At that time, Interim Meeting approved forwarding the recommended change to this Annual Session. We bring this proposed edit to you for a second reading. The “Preface” contains the quote from the Elders (Quaker) at Balby: 1656, which is included as part of the Vision Statement.

First Reading of Proposed Revision of the Marriage Section for *Faith and Practice*

Faith and Practice Committee has prepared a First Reading of the proposed revision to the Marriage Section of *Faith and Practice*. See <http://bit.ly/BYMFnPMarriage2020>. After sending out an initial draft for comments in April, we received 7 responses from various monthly meetings and a yearly meeting committee that were incorporated into this document. We ask Friends to season this within their monthly meetings, and yearly meeting committees, working groups, and other associated groups. Please send comments back to fandp@bym-rsf.org. When we undertake work of seasoning, we trust that it will be undertaken in a manner attentive to spirit.

We ask Friends to consider how this works both as a practical document (our practice) and as a conceptual document (how well does it articulate our collective history, faith, and vision). Is it logically and right ordered? Is it a tool that expresses our living dynamic Quaker faith with the understanding that such a document cannot fully capture the sense of the spirit?

While working on the marriage draft, we’ve discovered some significant concerns with the BYM Style Manual and its inability to promote consistency, simplicity, and clarity. There are stylistic and editorial issues, and we are working to resolve a path forward to gain clarity and consistency throughout BYM documents. We will be coming forward at Interim meeting with a recommendation for revising the Style Manual. In the meantime, the Marriage draft has a minimal amount of capitalization.

We seek to make this document something that reflects BYM Friends' diverse experiences and beliefs, with the understanding that the true faith and practice is not within a book, but is in our shared experience of the Light as we join in worship together.

We will continue to update you through the regular BYM channels (The Interchange, BYM Announcements, etc.) and need comments (from groups that have seasoned this together) by the end of January 2021 so that we may have a revised version prepared by March Interim Meeting. We will send it out again for seasoning before the planned Second Reading at Annual Session in 2021.

We also look forward to revising other sections under the Life of the Spirit in the upcoming year, and continuing the seasoning process with you.

In the Light,
Faith and Practice Committee

ATTACHMENT Y2020-47B

FAITH AND PRACTICE COMMITTEE

PROPOSED REVISION TO MARRIAGE SECTION

II. Faith // B. Life of the Spirit//10. Home Life

B. Quaker Marriage

Early Friends believed that marriage was based upon a spiritual leading from God. Therefore no priest or minister was needed to sanctify the marriage. To this day Friends marry each other without an intermediary.

For the right joining in marriage is the work of the Lord only and not the priest's or the magistrate's; for it is God's ordinance and not man's; and therefore Friends cannot consent that they should join them together; for we marry none; it is the Lord's work, and we are but witnesses.

George Fox, 1669

It is earnestly advised that individuals with a leading to marry engage in spiritual discernment in reaching their decision. Recognizing that life can be joyful and unexpectedly challenging, a Quaker couple can ground their relationship in the life of the Spirit and be supported by the meeting community.

In the Quaker meeting for marriage, a couple rises in a meeting for worship and promise with Divine assistance to be loving and faithful as long as they both shall live. As in other meetings for worship, a wedding includes an opportunity for Spirit-led vocal ministry arising from the silence and deep listening to the Spirit that lies behind each message.

From the beginning, Friends have emphasized equality of marriage partners. The roles and responsibilities of each partner within a marriage may change over time and may differ from couple to couple.

We thank God, then for the pleasures, joys and triumphs of marriage; for the cups of tea we bring each other, and the seedlings in the garden frame; for the domestic drama of meetings and partings, sickness and recovery; for the grace of occasional extravagance, flowers on birthdays and unexpected presents; for talk at evenings of the events of the day; for the ecstasy of caresses; for gay mockery of each other's

follies; for plans and projects, fun and struggle; praying that we may neither neglect nor undervalue these things, nor be tempted to think of them as self-contained and self-sufficient.

London Yearly Meeting, 1959

Baltimore Yearly Meeting Friends today remain committed to the principle of marriage equality between two partners. In addition, nearly all of our monthly meetings now embrace marriage of couples without regard to gender. We acknowledge that leadings to marry are not bound by gender, sex, or sexual orientation. We affirm the right of all adult couples to explore their leadings to marry.

See Section III (Quaker Marriage Procedure) for specific information about Quaker marriages as well as a discussion on marriages in distress.

III. Practices and Procedures//B. The Monthly Meeting //6. Marriage Under the Care of the Meeting -- renamed “The Quaker Marriage Procedure (moving Appendix F up to this section so that all aspects of marriage are located in one place for ease of reference)

6. Quaker Marriage Procedure

Those considering marriage under the care of the meeting should closely review the procedures recommended below to gain a clear understanding of the process. See Section 10 (below) for an overview of responsibilities of the couple, the meeting clerk, the clearness committee, and the marriage committee.

1. Questions to Consider When Requesting Marriage Under the Care of the Meeting

Friends considering marriage under the care of the meeting should first review and discuss the following questions.

- a. What values and beliefs do we hold in common? On what matters do we differ? Do we know each other’s habits, likes, and dislikes? Are we ready to make adjustments and meet, with kindness and understanding, areas of possible conflict?
- b. Do we feel spiritually led to marry? Are we open to seeking Divine assistance both when things are going well and when we encounter difficulties? What are our plans for nurturing the spiritual basis of our marriage? Do we understand and have sympathy for one another’s religious beliefs?
- c. Do we see each other and treat each other as equals? Do we have the willingness to listen to each other and to strive for open communication?
- d. How do we feel about each other’s economic and cultural background? How do we react to each other’s parents, children, friends, and relatives? Do we share interests which we can enjoy together? Do we respect each other’s individual interests? How will we balance the needs of our marriage with our friendships and responsibilities outside the home, such as work, volunteer activities, and education?
- e. Will our professional or family obligations mean that we are apart for short or long periods of time? How will we handle the challenges of these separations?
- f. Do we share each other’s attitudes on earning, spending and saving money, and the handling of finances and debt? How are family responsibilities to be shared? Are there

prior obligations—legal, financial or both—that need to be met? If this relationship will not be recognized legally, how will we protect each other’s legal rights?

g. For those with prior partnerships: Do we have unfinished emotional business with our previous partner(s) that can productively be brought to completion? Are there failures whose acknowledgment might open the way to apologies and forgiveness, the healing of wounds, and new beginnings?

h. Have we explored our attitudes toward sexuality and monogamy? Have we discussed how we will express our individual sexualities in our marriage? What desires do we have in common and where do we differ? What are our opinions on contraception and abortion?

i. Have we explored our attitudes and visions for family life, including how many children we want, if any, and whether we might consider adoption or foster care? How might our family reflect Friends’ testimonies of simplicity and of stewardship of the environment? What are our expectations about how we will raise, discipline, and educate our children?

j. For those with children already: How will we co-parent with our children’s other parents going forward? How do we envision relationships among children we may already have and our new partner? How do we envision that any children we may have together will relate with our other children?

k. Have we considered together how we will work to reconcile inevitable differences? Are we willing to make a strong commitment to permanence in our marriage? Are we open to seeking outside help if such support seems warranted?

l. Do we know each other well enough to have considered all of the above questions frankly and openly? If not, should we wait—six months, a year—before proceeding with marriage?

When the couple have seriously considered the above questions and others arising from them, the following additional questions should be considered before asking for marriage under the care of the meeting:

m. Why are we asking for marriage under the care of the meeting? What do we anticipate our relationship with the meeting to be in our life together? Are we aware that care of our marriage by the meeting involves a continuing concern for our life together and the values established in our home? Will we welcome the continuing concern of the meeting?

n. Are we clear that we are ready to make promises in the presence of God and of our family and friends to be loving and faithful partners as long as we both shall live?

Once a decision has been made to marry under the care of the meeting the following questions might be considered for planning the wedding.

o. What traditions and beliefs (religious, cultural, familial) are important to you? Do you want to incorporate them into the traditional Quaker ceremony?

p. Who (family, friends, community) do you want to include in the process of planning how your wedding will be accomplished? What traditions, beliefs, and values might they hope to see represented as you formalize your commitment in the wedding? How might they differ from the traditional Quaker ceremony? How will you work to reconcile any difference of tradition, belief, or values that might arise?

- q. Who (family, friends, community) do you want present at your wedding as participants? What roles do you see for them? Do the people you are including in the process of planning your wedding have feelings about this?
- r. Do you want to hold a reception following the wedding ceremony? Note that typically alcoholic beverages are not served at meeting houses.

2. Seeking Monthly Meeting Approval

The couple write to the meeting under whose care they wish to be married. See Section 10a, Responsibilities of the Persons to be Married, for suggested content of the letter. The proposed wedding date should be at least three to six months in the future to allow the meeting time to fulfill its responsibilities. The letter of request should be addressed to the meeting in care of its clerk, who forwards the request to the appropriate committee (usually pastoral care or care and counsel), which will name a clearness committee of usually two or three members. Some meetings establish the clearness committee at business meeting.

3. The Clearness Process

As it relates to Quaker marriage, the term “clearness” historically referred to clearness from other marriage commitments. Today, the marriage clearness committee also explores with the couple what it takes to achieve the permanence and satisfaction of a committed, loving relationship, and the extent to which the couple is prepared for the dedication and constancy such a relationship requires.

The clearness committee meets privately with the couple in a spirit of loving concern as many times as necessary. The clearness committee members should ask thoughtful questions, listen carefully, and leave space for worship. If concerns for the couple arise during the clearness process, it is important for committee members to speak candidly, recognizing that failure to speak truth in kindness is to risk possible suffering.

The clearness committee does its best to confirm in the couple a true leading to marry. If the clearness committee is satisfied that there are no obstacles, it reports back to the standing committee that appointed it on the readiness of the couple for marriage.

Specific responsibilities of the clearness committee are outlined in Section 10c, Responsibilities of the Clearness Committee.

4. Monthly Meeting Approval

A recommendation that the couple be married under the care of the meeting is presented by the standing committee to business meeting for approval. Some monthly meetings require that the request be held over for a month after the first presentation to the business meeting.

5. The Marriage Committee

The marriage committee is responsible for ensuring that the wedding is carried out with dignity, reverence, and simplicity, in the manner of Friends. Those appointed also accept personal responsibility for upholding the meeting’s continuing concern for the marriage, and, as possible, for remaining in touch with the couple after the wedding and reaching out from time to time. Marriage partners who are not members of the meeting should be

welcomed into the life of the meeting and be invited to attend meetings for worship and business and other meeting activities. See below Section 10d, Responsibilities of the Marriage Committee below.

6. The Marriage Promises

The traditional Quaker marriage promise is:

In the presence of God and of these our Friends, I _____, take thee ____ to be my [partner, spouse, husband, wife] promising with Divine assistance to be a loving and faithful [partner, spouse, husband, wife] as long as we both shall live.

The couple should review and discuss these promises to decide if they wish to modify them. Any significant changes to the marriage promises should be reviewed with the clearness committee and/or marriage committee for approval.

7. The Marriage Certificate

The form below reflects the traditional wording of the marriage certificate. It may be modified as the couple wish to reflect their terminology for one another. At a minimum, the certificate includes the full names of the couple; name and location (city and state) of the monthly meeting; date of the wedding; statement of the promises exchanged; signatures of the couple; and the signatures of all in attendance.

A couple wishing for a certificate with substantially different wording from the standard form below should make this known as early as possible to the clearness committee and/or marriage committee. If this committee feels the changes are substantive, the changes should be brought to the attention of the appropriate standing committee of the monthly meeting for approval.

A Friends' marriage certificate is typically prepared by hand by someone with calligraphic skills using archival paper and permanent ink.

Whereas [full name] of [City, State], [son/daughter/child] of [parent name] and [parent name] of [City, State] and [full name] of [City, State], [daughter/son/child] of [parent name] and [parent name] of [City, State], having declared their intentions to marry each other to ____ Monthly Meeting of the Religious Society of Friends held at [City, State], according to the good order used among them, this meeting allowed their proposed marriage.

Now this is to certify that for the accomplishment of their marriage, this __ day of the __ month, in the year __, they, [full name] and [full name], appeared in a meeting for worship of the Religious Society of Friends, held at ____ Meeting, and [first name], taking [first name] by the hand, did on this solemn occasion declare that [he/she/they] took [first name], to be [his/her/their] [partner/spouse/husband/wife] promising with Divine assistance to be unto [him/her/them] a loving and faithful [partner/spouse/husband/wife] so long as they both shall live; and then in the same assembly [first name] did in like manner declare that [he/she/they] took [him/her/them], [first name], to be [his/her/their] [partner/spouse/husband/wife], promising with Divine assistance to be unto [him/her/them] a loving and faithful [partner/spouse/husband/wife] so long as

they both shall live. And moreover, they did as further confirmation thereof, then and there, to this certificate set their hands.

[spaces for signatures of couple, with the names they will use after the wedding]

And we, having been present at the marriage, have as witnesses set our hands.

8. Customary Sequence of Events at a Quaker Wedding

The meeting for marriage is a traditional meeting for worship with some programmed elements. The usual sequence of events (subject to change by request of the couple and consent of the marriage committee) is as follows:

- a. If music is desired, it may be played or sung during the period when people are gathering.
- b. At the hour appointed for the start of the meeting, the marriage committee and the wedding party enter and take their seats.
- c. After a few moments of settling, a designated person rises to explain the purpose of the meeting, its nature as a Quaker meeting for worship, and of a Quaker wedding specifically (see 9. Introducing Weddings, below, for suggested wording).
- d. The meeting then settles into silent worship.
- e. Following a period of silence, as long or as short as the couple is led to observe, the couple stand, face each other and join hands. Each recites to the other their promises in a loud clear voice so all may hear.
- f. If there are rings, the couple exchange these after their promises. A kiss is often exchanged at this time.
- g. The couple sit down and the marriage certificate table is brought before them for signature.
- h. The signed certificate is then read aloud by a designated person to the meeting in its entirety, including the signatures just appended.
- i. The certificate table is then moved away.
- j. The meeting settles again into a period of worship during which those who are moved to speak do so. The meeting is closed by the designated person.
- k. After the wedding company withdraws, all wedding guests (including children) sign the certificate under the supervision of designated persons. If desired, spaces may be reserved for the signatures of the wedding company, marriage committee, and family.

9. Introducing Weddings

Some meetings have used the following language in introducing the meeting for marriage. Friends are urged to take it as a guide, making whatever modifications seem appropriate.

Friends, We are gathered here today in a meeting for worship to witness the marriage of _____ and _____. They have asked me to say a few words about what will happen, especially for those who have not experienced a Quaker meeting for worship.

When Friends gather for worship, they come together sure in the knowledge that God, also called by some the Inner Light, the Truth, Love, or the Spirit of Christ, will be with us. You are invited to join us in the silent power of this corporate worship.

Because your presence and attention are requested, and to avoid distracting others, we ask that you not take photographs during the worship. There will be plenty of time later for that.

_____ and _____ have asked me to extend a special welcome to young children, who are encouraged to stay with us as long as is comfortable for them and their parents. Whenever they may prefer it, children are welcome to join in the child care, which is being provided _____ [insert location] _____.

When these comments are finished, we will settle together into a period of silent worship. When they are ready, _____ and _____ will stand and, facing each other, exchange their marriage promises. In the manner of Friends, they will join themselves in marriage without the intercession of a minister or other official. After the promises are spoken, the marriage certificate will be brought for them to sign. When _____ and _____ have signed the certificate, it will be read aloud to us and returned to its place.

At that time we will enter again into a period of corporate worship, opening our hearts to the joy of this occasion and reflecting upon our hopes and prayers for _____ and for _____ and for their life together. Out of this second period of silent worship, it may be that some are led by the Spirit to offer a message out of the silence. If you are so led today please stand and speak loudly and clearly so all may hear allowing a period of silence after any previous message so it may settle. Please do not hurry; we will have enough time. Once the time is right, worship will be closed by shaking hands. At that time please remain in your seats until you are invited to sign the wedding certificate.

Let us now enter into the silence with _____ and _____ with joy and expectation.

10. Overview of Responsibilities

To promote clarity and mutual understanding, the duties and responsibilities of the several persons involved are outlined separately below. These outlines should be reviewed in conjunction with the preceding text.

a. Responsibilities of the Persons to be Married

1) Write a letter, signed by both persons, to the monthly meeting under whose care they wish to be married. The letter at a minimum should say:

We intend to marry and request marriage under the care of ___ Meeting. We have discussed the “Questions to Consider Prior to Requesting Marriage Under the Care of the Meeting.” Our proposed marriage date is ___/___/___ . (The proposed date should be at least three to six months in the future) .

2) Meet with a clearness committee to explore their leading to marry. This may involve one or more meetings.

3) Review traditional marriage promises and discuss any proposed changes.

4) Identify persons that they suggest might serve on the marriage committee.

- 5) Mail out invitations only after approval has been granted by the monthly meeting.
- 6) Meet with the marriage committee to discuss plans for the wedding.
- 7) Identify persons to introduce and conclude the meeting for worship and to read the marriage certificate.
- 8) Have language of the promises and marriage certificate approved by the standing committee or monthly meeting.
- 9) Have the certificate prepared in ample time before the marriage.
- 10) Become informed, with the assistance of the marriage committee, of all legal requirements and forms needed in the state in which the marriage is to take place.
- 11) Arrange to secure the marriage license and provide it to the marriage committee prior to the wedding.
- 12) Commit to memory the promises to be made.
- 13) Sign the marriage certificate after the promises have been made.

b. Responsibilities of the Monthly Meeting Clerk

- 1) Present the letter of request to marry to the appropriate standing committee (usually pastoral care or care and counsel) at the earliest opportunity. (That committee will assure that a committee for clearness is appointed.)
- 2) Arrange for presentation by the standing committee of the clearness committee's report at the next monthly meeting for business following receipt of the report.
- 3) After the report has been accepted and the wedding allowed by the monthly meeting, ensure that the meeting name a marriage committee.
- 4) Inform the couple that the wedding has been allowed and that they should next meet with the marriage committee.
- 5) Ensure that the marriage committee reports to the meeting for business following the wedding.

c. Responsibilities of the Clearness Committee

- 1) Arrange to meet with the couple privately, in a spirit of loving concern, at least once, and as many more times as is deemed necessary.
- 2) Learn whether both are clear of any other commitment that is inconsistent with the intended marriage.
- 3) Discuss their responses to the "Questions to Consider When Requesting Marriage Under the Care of the Meeting."
- 4) Make sure that the welfare and rights of any children by a former marriage have been properly considered and legally secured.
- 5) Review the conduct of a Quaker wedding, including customary wording of the promises and the marriage certificate.
- 6) Discuss the Quaker regard for reverence, dignity, and simplicity in the meeting for marriage and reception.
- 7) Discuss the specific date, time, and location of the wedding to be included in the report to meeting for business.
- 8) Explain the functions of the marriage committee with whom the couple will discuss wedding arrangements, including that the role of this committee is to provide continuing care for the couple following the marriage.
- 9) Obtain suggestions from the couple of names for the marriage committee to be

included in the report to the monthly meeting. There should be no fewer than four persons on the marriage committee, of whom at least half should be members of the meeting.

10) Report to the standing committee that appointed it regarding the readiness of the couple for marriage, discussing any proposed substantive changes to the promises.

The committee (usually pastoral care or care and counsel) that named the clearness committee then presents a recommendation to business meeting that the marriage be allowed including the proposed date, time, and location for the wedding and suggested members of the marriage committee.

d. Responsibilities of the Marriage Committee

- 1) Arrange to meet with the couple in a timely fashion.
- 2) Make clear their availability to the couple to help them before, during, and after the wedding with ongoing responsibility for continuing care for the marriage.
- 3) At the first meeting of the committee plan a rehearsal date, ideally with all members of the wedding party.
- 4) Make sure that the wedding site is reserved for the rehearsal and wedding; make sure that the reception site is reserved.
- 5) Review Section 6: “Customary Series of Events at a Quaker Marriage Ceremony.”
- 6) Review and approve the promises the couple will exchange at the wedding and the language of the marriage certificate, making sure that the promises are exactly reflected in the certificate.
- 7) Discuss the Quaker regard for reverence, dignity, and simplicity in the meeting for marriage and reception. If the couple desires to include elements from other faith traditions assure they are in keeping with the simplicity of a meeting for worship. Discuss proposed decorations, music, or any arrangements desired by the couple. Remind the couple that photographs are not to be taken during the meeting for worship. Express the meeting’s hope that simplicity will also be observed at any reception held.
- 8) Determine who will introduce and conclude the meeting. Discuss what will be communicated by this person at the beginning of the meeting for worship. See Section 6 “Introducing Weddings” above.
- 9) Determine who will read the certificate. (This person does not need to be a member of the meeting or of this committee.) The person selected to read the certificate should have an opportunity to see and read it in advance.
- 10) Discuss whether or not there will be a handout that provides an overview of the Quaker meeting for marriage, and, if so, how it will be produced and distributed.
- 11) Decide upon any special seating arrangements, if desired, for families and friends of the couple.
- 12) Be aware of local laws related to Quaker marriages and communicate this to the couple. Make sure that the marriage license and wedding certificate have been secured, that needed signatures can be obtained on the license, and that all legal requirements will be met.
- 13) Ensure that weights for the certificate, pens with permanent ink, and a portable table are available for the certificate.

- 14) Appoint two persons to assist those present to sign the certificate after the wedding.
- 15) Attend the rehearsal.
- 16) After the wedding
 - a) Arrange for the care of the marriage certificate, give it to the meeting recorder to copy for the meeting records, retrieve it from the recorder, and return it to the couple.
 - b) Obtain the needed signatures on the marriage license and mail or deliver it to the proper authorities.
 - c) Report to the business meeting whether the marriage has been suitably accomplished, whether legal requirements were satisfied, and any name changes resulting from the marriage.

11. What Does it Mean for Marriages to be Under the Care of the Meeting

The following queries may be helpful for meetings and marriage committees:

- 1) What does it mean for the meeting to take a marriage under its care? What are the meeting's responsibilities after the wedding? How often do members of the couple's marriage committee reach out to them after the wedding?
- 2) What is the responsibility of others in meeting who were not on the marriage committee?
- 3) How do marriages between members affect the meeting? How does the meeting balance holding the marriages of members as both personal, intimate relationships between partners and as relationships that affect the community as a whole?
- 4) How does the meeting care for marriages established before the married partners join the meeting?

12. Marriages Not Under the Care of the Meeting

Marriage of members elsewhere

When meeting members are married elsewhere, it is requested that they inform the meeting of their marriage. The meeting should then assign members to contact the newly married couple to express the meeting's continuing care for the couple.

Marriages of Friends from other Meetings

Sometimes meetings will be asked to host a wedding for Friends from other meetings who wish to be married there, but to have the marriage remain under the care of their home meeting. Good communication between the two meetings can help ensure an appropriate wedding.

Marriage of non-members

Non-members may request marriage at a meeting using the Friends meeting for marriage ("in the manner of Friends"). Meetings are encouraged to consider in advance if they are willing and able to offer this. Some meetings require that at least one of the persons to be married be a member or attender well known to the community. Meetings should also investigate the legal aspects of marriage of non-members. The couple should be fully aware of the nature and procedures for a Friends meeting for marriage.

13. Marriages in Distress

Many marriages end in separation or divorce. These situations present challenges to Quaker meetings as they seek to show care and support for the couple and their children. If there is a conflict within a marriage, the couple is encouraged to seek assistance early, long before differences become irreconcilable. This may take the form of a request to meet with their marriage committee, to meet with a clearness committee, or receive counseling.

Meetings are advised to recognize their role as providing spiritual support. If there is a need for professional counseling, this assistance should be sought outside the meeting. The meeting is encouraged to maintain a list of qualified counselors who understand Quaker values, as a reference for couples who may desire professional help.

It is important that the meeting supports both people and that both feel welcome at meeting for worship. Members of the meeting, especially those who serve on committees that provide pastoral care, should strive to keep open lines of communication, avoid blaming individuals, and help each individual act with integrity. Confidentiality is essential.

The meeting's role is to support everyone in the family (including children). When there are children involved, the meeting should take care to ensure that they are welcome and feel the loving and practical support of the meeting. Be aware that children may feel bewildered, blame themselves for the difficulties their parents are experiencing, or feel caught in the middle.

If, ultimately, the couple decides to divorce, the couple may want to meet with a clearness committee to consider how the meeting can support them.

Queries for the couple:

- 1) Are you open to seeking spiritual support through a clearness process or asking for professional help when difficulties or distress become evident?
- 2) Do you seek to keep the Spirit as a vital force in your life to help you deal with the changes that come with separation or divorce?
- 3) Do you avoid hurting your former spouse through your relationships with others, either in or out of the meeting?

Queries for couples with children:

- 1) As individuals, are you committed to the reality that you are both still parents of your children and must continue to find creative ways of fulfilling this responsibility?
- 2) Are you mindful of your children's need to continue a loving relationship with each parent?
- 3) Are you mindful of your children's pain and suffering?
- 4) Can you avoid both shutting your children out of your own pain and leaning on them too much?
- 5) Are you mindful of the special love between children and grandparents or extended family, and do you endeavor to further strengthen these ties?

Queries for Meetings:

- 1) Does the meeting actively and sensitively reach out to married persons or couples who may be troubled?
- 2) Does the meeting recognize that strong emotions may lead to different perceptions of what is true? Is it able to honor emotional truth without siding with anyone?
- 3) Is the meeting prepared to offer a clearness or support committee if requested by the couple?
- 4) Is the meeting providing ongoing spiritual and practical support affording stability and continuity to children during this difficult time?
- 5) If the meeting finds itself too emotionally involved to help, will it consider calling on another monthly meeting, its quarterly meeting, or yearly meeting for resource persons?

ATTACHMENT Y2020-51

MEMORIAL MEETING FOR WORSHIP

MEMORIAL MINUTES

Ruth Naomi Miles Mattheiss
November 29, 1919—April 22, 2020

Naomi Miles Mattheiss joined Stony Run Monthly Meeting in the 1950s, along with her husband, Theodore (Ted) Mattheiss. In 1959 Ted was hired to be the Executive Secretary of Baltimore Yearly Meeting, Stony Run – a decade before unification of the two yearly meetings. Not long after that, those of us who grew up in Baltimore Yearly Meeting in the 1950s and 60s got to know Ted and Naomi because they became directors of Catocin Quaker Camp as part of Ted’s job with the yearly meeting. Together, Naomi and Ted were friendly and cheerful, with a good sense of humor. They pulled together a group of adults from BYM to lead the camp programs. Counselors were high school and college students. Around the campfire, Naomi’s voice could be heard.

After the two Baltimore Yearly Meetings united in 1968, Ted became its General Secretary. In 1970 the Yearly Meeting office was moved into its new quarters in Sandy Spring, and Naomi and Ted took up residence in the upstairs of the building, and transferred their membership from Stony Run to Sandy Spring Monthly Meeting.

Naomi traveled widely with Ted around Baltimore Yearly Meeting. In the history of BYM, it is noted that one year they visited 44 Monthly Meetings for Worship and Business, attended quarterly meetings, and countless committee meetings, as well as attending to various national Quaker organizations. Naomi and Ted were seen frequently around the yearly meeting, and were well liked. Ted would often offer messages in Meeting for Worship, however we do not remember Naomi offering ministry.

Naomi’s published obituary says:

“After Ted’s death in 1979, Naomi led programs at Koinonia Foundation in Lutherville, MD. She then moved to Tennessee, studied and received a Master’s degree in Theology. A highlight of those years was her trip to Israel, visiting many Biblical

sites. In the next 16 years, Naomi assisted her brother in ministry at his church in Williamsport, MD. She and her sister Vivian also provided counseling, food pantry items and clothing for those in need. In 2008, Naomi became a resident of Friends House in Sandy Spring, and delighted in the independent living community of friends she found there.”

Although it has been many years since Naomi has been able to attend Annual Sessions, Friends remember Naomi joining us for the 50th Anniversary of Camp Catoctin (Catoctin Quaker Camp) in 2008.

Naomi died on April 22, 2020 at the age of 100 years. Naomi Mattheiss was almost fragile looking, but underneath she was strong and supportive of what she believed in. Her family says she always believed in possibilities, and set an example by her work in counseling and encouraging others. That was our experience as young Friends at Camp Catoctin. Naomi Mattheiss, a quiet leader in Baltimore Yearly Meeting as it was reuniting in the 1960s and 70s.

**Caroline Esther Cole Kirk Hagen
September 6, 1929—January 12, 2020**

With heavy hearts we announce Caroline Esther Cole Kirk Hagen died on January 12, 2020 at the age of 90. Complications of pneumonia took her away from us.

Caroline was born September 6, 1929 in West Grove, PA, daughter of the late William R. and Edna Patricia Volin Cole of Lincoln University, PA. She had a sister, Patricia Volin Cole Vinther (Patsy), who predeceased her. Caroline attended high schools in Oxford, PA, Pittsfield, MA and San Diego, CA, before returning to graduate from Oxford in 1946. She attended Penn State University before studying voice and piano at Ornstein School of Music in Philadelphia. While growing up and into adulthood, many enjoyable summers were spent at her parent’s cabin on Lake Willoughby, Vermont.

Caroline and Edwin Fillmore Kirk, Jr. were married on September 11, 1948. They raised three children in their Christiana, PA home. They are Timothy William Kirk, married to Claudia, of Paradise, PA, Phillip Haines Kirk, married to Pati, of Hyde Park, VT, and John Elliott Kirk, married to Dr. Bradley Peterson, of San Francisco, CA. She and Edwin shared 38 years of marriage until his death in 1986.

Caroline met Dr. John W. Hagen, DDS while they were both singing in the LanChester Chorus. Their relationship developed after the passing of their former spouses and on October 17, 1998 they married, and she moved to Parkesburg, PA. They traveled extensively, enjoying trips to the Hawaiian Islands, South Africa, Austria, Germany, Norway, England, Scotland, Canada, Florida, California, Washington, and Vermont. They shared 21 years of marriage.

Caroline joined Nottingham Monthly Meeting of the Religious Society of Friends, Oxford, PA, on Dec. 8, 1963. She was very active in the Meeting, serving on many committees and

as Clerk. Additionally, she served Baltimore Yearly Meeting as Representative Meeting Recording Clerk, Registrar, and on several committees, including Program, Friends House Trustees, and FGC Central Committee. She traveled to the 1991 FWCC Triennial in Kenya as a BYM representative. Health issues limited her ability to attend Meeting over the past several years.

Her children and grandchildren were her greatest joy. Music, theater, and traveling were her hobbies. She taught private music lessons for over 40 years. She additionally served as Choir Director of the Methodist Church in Odessa, DE, and Interim Director of the Chancel Choir of Lancaster Church of the Brethren. She shared her lovely Contralto voice with the LanChester Chorus, the Lancaster Church of the Brethren choir and had been a guest soloist with the Lincoln University Glee Club. She was an Avon representative for many years and a teacher's assistant at Octorara Middle School from 1981 to 1988.

Caroline is survived by her husband, John, her sons, and their spouses mentioned above. Four grandchildren: Barton (Erin) Kirk of Pittsburgh, PA, Samuel (Amanda) Kirk, of Newtown Square, PA, Alison (Todd Sammons) Kirk of Lewes, DE, Caroline (Thomas) Csala of Milton, DE, and six great-grandchildren: Thomas, Sennawyn, Tyler, Luke, Oliver and Frances.

A Friends Memorial Meeting was held on Saturday, February 15, 2020 at Oxford Friends Meeting, Oxford, PA. There was music and deep fellowship shared by over 180 people wishing to honor her. Her family was deeply moved.

Caroline was a kind, gracious and generous person, whose spirit continues to inspire us.

Richard Lee Sutton
January 17, 1950 - July 26, 2020

Richard Lee Sutton, born January 17, 1950, passed from cancer on July 26, 2020 at Western Correctional Institution, Cumberland, Maryland at 70 years of age. Richard played a primary role in the creation of South Mountain Friends Fellowship, a Quaker ministry of Patapsco Friends Meeting (PFM) and Goose Creek Meeting at Maryland Correctional Institution-Hagerstown (MCI-H), a state prison, from 2007-2017.

In the summer and fall of 2004 Patapsco Friends Meeting (Ellicott City) hosted a regular Thursday evening workshop on "Discerning and Following a Leading." One Thursday evening, one of the participants, Susan Norris Rose, presented a letter she had received, addressed to her as prior Clerk of PFM, from Richard Sutton, a prisoner at MCI-H, asking PFM to host a Meeting for Worship in that prison. Richard indicated that he had participated in a weekly Quaker meeting for worship when he was incarcerated at Patuxent Institution (Jessup) in the 1980s, but that he had been incarcerated in the Hagerstown prison since 1998 where there was no Quaker meeting. He explained that incarcerated persons within state prisons could only meet for worship if ministers from that worship group would meet with them for the religious gathering. Susan indicated that she was led to respond affirmatively to Richard's request and asked if other Friends were led to support her. In early

2005, PFM agreed to support the creation of a weekly Meeting for Worship at MCI-H and transmitted its request to the prison sample. The ministry began in the Spring of 2005 on Saturday mornings, 10:00 am –11:30 am.

From the time of the first meeting until his transfer out of the Hagerstown facility, Richard acted as the clerk of the Quaker meeting within the prison. Over time he brought about 25 prisoners to the Saturday meetings, some of whom became regular members of what came to be the South Mountain Friends Fellowship (named after South Mountain, east of Hagerstown), under the care of PFM and BYM. The fellowship continued until about 2017, when almost all its members had been released, transferred, or passed on. Patapsco Friends continued their spiritual support for prisoners through letters, calls, and visits, as well as limited assistance for those released to their communities.

Richard had been incarcerated much of his life since 1974, except for 1992-98, initially at Patuxent Institution (Jessup), and from 1998-2014 at Maryland Correctional Institution-Hagerstown. During the time that several Friends at Patapsco Friends Meeting became deeply acquainted with him, we learned how much of a mentor and spiritual guide he was to many of the persons he was incarcerated with inside Maryland's prisons. As one PFM member put it, Richard “had a special place in our hearts because his leading began a ministry that transformed our lives as well as the lives of many of the prisoners we visited. The voices of prisoners were carried to the wider fellowship of BYM, often through words written by Richard himself.”

At one meeting, Richard shared that even though any gift might be seen as a bribe in the prison context, Richard he wanted to be able to give. He often carried seasonings with him—a way of making the prison's dreadful food a little more palatable—and freely offered it. Also, touch was usually a no-no and could be misunderstood. But Richard often put his hand on the shoulder of young prisoners, feeling they could use a little fatherly support. Often both gestures were appreciated, sometimes not; but it was the risk-taking, the giving, and the caring that characterized Richard.

Richard was highly literate and quickly became South Mountain's librarian. A great reader, he kept books and Pendle Hill pamphlets in his cell for others to take and read as they were able. When he was required to move from Hagerstown to Jessup Correctional Institution, he left his Quaker book collection at Hagerstown. Over the years, Richard became involved in other spiritualities, including Judaism and Native American faiths, reading widely and allowing them to touch and transform his life.

Richard was a pioneer from within the prison setting. He did what he could to promote positive change around him even though he felt he was wrongly imprisoned. He was also a very active letter writer, and the following quotations from his letters capture some of his spirit:

“Here it is, two days after our last SMFF Meeting and I find myself thinking about and being affected by our group sharing. I have talked about and shared much with some of my fellows for two or three decades. I am still in the game but with a different mind

and heart. I have prayed many prayers over my six decades on earth. The most fervent prayers were from my states of despair, fear, pain, loneliness and feeling lost in the sea of darkness. . . I do what I can on a case-by-case basis in this prison setting in my daily walks. Today, I have not and will not engage in any verbal or physical conflicts. I will exhibit tolerance and tenderness to all I encounter. I will smile and offer an ear to all who require my attention. So, in the end, if I still feel some doubt or still experience a sense of lacking, I will turn it over to God.”

“As you and some of the others know, prisons are not what most folks think they are. It has been a major impact having the Quaker ministers show up each week and just listen. Having like-minded people in a room discussing all manner of things without fear is a miracle. I have seen a number of inmates turn some major corners without psychotherapy or drugs. To help one turn within and heal spiritually opens the door to many of our folks to heal emotionally and mentally.”

In one letter, written after he had left MCI-H, Richard wrote that “I have been going into silent worship at the same times that South Mountain Friends Fellowship and Patapsco Friends Meeting are “Meeting” on Saturday and Sunday. I am still a part of the groups as a prayer warrior—each according to his ability and openings. . . . I’m going to Jewish Service on Saturday mornings [in Patuxent Institution]. It’s the same time that South Mountain Fellowship is held. We read the Torah and have discussions much like our Quaker Meetings. I miss all the Friends but am content and blessed.”

A Friend who knew Richard well observed that “Richard was a close friend. He was a dear and caring support to many of his incarcerated members where he served. I appreciate his work within the prison system as well as his important role within our Quaker fellowship. I will miss him deeply and hope we continue to promote the justice reforms he has helped lift to our attention.” PFM’s Clerk observed, “the very simple fact that Richard was instrumental in initiating SMFF and all that has evolved since that time is remarkable and filled with grace. I have deep respect for Richard and all he offered to our world. He will be sorely missed.”

Judith Marie Riggin
January 24, 1946—June 2, 2020

Judy was a warm, thoughtful, dedicated and treasured member of our Meeting for many years. She was a mentor to many of us, always leading us with kindness, knowledge and a dash of humor. She helped us to see the living legacy of our historic building and to ensure it is protected for future generations. She connected us all in more ways than we can count. We miss her deeply.

Judy was born in Springfield, Missouri and graduated from Parkview High School. She obtained her degree in English from Arizona State University. Judy was an Associate Professor of film and literature at Northern Virginia Community College from 1970-2010. While there, she developed many close friendships and served as a mentor to students in ways that challenged them to excellence and helped them to succeed in their future studies and careers.

Judy had a calming presence, and was a devoted and loving daughter, sister, neighbor, friend and Aunt. She was an ardent gardener, a passionate dog lover, and a frequent traveler. She enjoyed trips to California, Alaska, Florida and Mississippi, frequently traveling with long-time friends from her childhood and teaching career. One of her favorite trips was a rafting experience down the Colorado River, which she made when she was already in her 70s.

Judy was a leader at Alexandria Meeting in the best sense of the word. She had a gift for seeing all aspects of the Meeting in a comprehensive way and inviting members to become involved in making the community inclusive. . She possessed a kind and compassionate spirit and was an attentive listener. She kept track of the needs of the meeting and its members Often, it meant nurturing Friends to become more involved in specific roles that contributed to the overall meeting, or lovingly encouraging people to more carefully consider their words or actions to help us to see that of God in everyone. She played a central role in binding us together as a cohesive and caring community.

She also defended our physical community – our treasured meetinghouse. She served on the property committee for many years, where she helped us to see the way to preserve and renew the building and grounds. She worked closely with our Historian and state authorities to ensure the integrity of our space as both our spiritual home and a site of profound historical significance. The meetinghouse was built before the Civil War, but since then Fort Belvoir has grown up around it. Judy represented our meeting in discussions with the military base to protect our physical space and the silence we treasure for worship. She did so by building relationships of trust and respect.

ATTACHMENT Y2020-58

REPARATIONS ACTION WORKING GROUP

RECOMMENDATIONS FOR ENGAGEMENT WITH REPARATIONS

Recommendations for Engagement with Reparations

Suggested by the Reparations Action Working Group of the Baltimore Yearly Meeting

Clerk: Nikki Richards, reparations@bym-rsf.org

The Baltimore Yearly Meeting Reparations Action Working Group has developed a list of recommended actions that specifically white people in the Yearly Meeting, Monthly Meetings, Camp Community, and Youth Programs can take to engage with Reparations. Racial violence is interwoven through our society and within our communities. It is our responsibility and moral imperative to work together to repair past and present harms that result from racial violence and oppression. We urge our Yearly Meeting community to consider these recommended actions and pursue a process to carry them out.

We invite Friends to work with and seek guidance from the Reparations Action Working Group and the Growing Diverse Leadership committee in developing such a process and embracing these recommendations. We have attached two appendices to this document; one, [a list of examples](#) for ways Friends might engage with our recommendations, and two, [a powerpoint](#) to outline the ways the Light and Spirit are part of this work.

We recognize that Baltimore Yearly Meeting is not an all-white community, however we also acknowledge the reality that the vast majority of our Members and Attenders in BYM are and have historically been white. Thus, we are addressing white persons in the BYM community, as it is their responsibility to actively participate in this work of repair.

We especially want to make clear the importance of centering the voices and experiences of those who have been harmed. We urge our community to follow the lead of those who have been harmed. We stress the importance of nurturing trust across individuals and groups of different cultural backgrounds. We hope that Friends seek to build relationships, examine our history, acknowledge our past harms, and work with those most impacted to determine how to repair those harms. Centuries of harm will not be overcome quickly, and at the same time, we must ensure not to ask those who have been harmed to wait forever for justice to come. We understand this to be a process. When should we start? A Friend has said, "The best time to plant a tree is 150 years ago. The next best time is today." We hope that Friends will embrace these recommendations and work together to repair harm.

"Until we are all free, we are none of us free" - *Emma Lazarus*

Announcement: A group of Friends are hosting a Reparations workshop during the 2020 Annual Sessions from **2pm - 4pm on Wednesday, July 29th**. As slavery, oppression of Native people, Jim Crow, red-lining, mass incarceration, and other myriad racial injustices have changed, racial inequity has outlasted generations into the present. This workshop invites Friends to consider our roles as Friends - individually, in Meetings, locally and nationally. Is there a "win-win" vision to repair and renew?

We the BYM Reparations Action Working Group recommend:

1. **Centering & Leading:** it is imperative that Friends center the stories, experiences, and voices of those most impacted. We recommend that Friends consistently follow African American and Native leadership when working toward Reparations. Sit with those who were harmed and talk about the appropriate form of reparations. Only those who were impacted can truly determine what repair can look like.
2. **Internal self-work & guidance from the Light/Spirit:** Historically, the suffering caused by oppression and exploitation has traumatized generations. What did slavery, land theft, racial violence, and oppression cost Black and Indigenous people and how do these still impact Black and Indigenous people today? Reparations will require understanding of both past and present harms, apologies, economic restoration, and fundamental changes in our systems of government and social customs. These steps call upon us to make sacrifices. Some Quaker traditions and practices that were developed when virtually all Quakers were white need to be re-examined to see how they may tend to keep People of Color away. We recommend examining the level of sacrifice we need to make to repay our debts based on these past and current harms.
3. **Understanding at a Yearly Meeting Level:** We recommend that BYM conduct research to identify racially unjust policies, procedures, practices, and actions that

have historically been perpetrated by the Baltimore Yearly Meeting, as well as current policies, procedures, and practices of BYM. Historical research would need to include both the Orthodox and Hicksite bodies when the Yearly Meeting was divided as well as the various predecessor Yearly Meetings such as West River, Maryland, Virginia, and Philadelphia with respect to those local Meetings transferred from that Yearly Meeting in 1790.

4. Understanding at a local Meeting, Camps, and Youth Programming Level:

We recommend that local Meetings, the Quaker Camps, and the JYF and YF programs receive training in peace building process and restorative justice practices, and conduct research to identify potential harmful and oppressive structures, policies, and procedures within our smaller local communities. We recommend developing a process to dismantle these structures, policies, and procedures within our Monthly Meetings, the Quaker Camps, and the JYF and YF programs. We recommend moving beyond restrictive and precautionary “conversations” and basic land acknowledgements and move toward plenary action, payment, and repair in each of these localities.

5. Understanding at an Individual level: Understanding our own family history is critical to understanding our roles in dismantling systemic oppression and repairing past harms. We recommend researching and investigating our spiritual and familial ancestors to understand who may have been impacted and how.

6. Historical Insight to the Society of Friends: We need to examine Quakers’ own intentional and unintentional history of complicity and participation in slavery, land theft, and genocide. We need also to examine Quaker’s own history of complicity and participation in racial violence and oppression in the era following slavery and initial land theft from Tribes. We recommend deeper research and publication of this information to the wider Yearly Meeting.

7. Education & Knowledge: It is important that members of the Baltimore Yearly Meeting community work to educate ourselves about the best ways to be anti-racist. We value knowledge and we believe it puts us in the best position to act aligned with the values of those most impacted. We recommend that Friends seek out educational opportunities both within and outside the BYM community.

8. Apologizing and Recognizing: It is imperative that individuals and larger institutional structures both recognize and apologize for past and current harms, whether those harms were intentional or unintentional. It is our responsibility to make right even those atrocities our ancestors committed. We recommend public acknowledgement of past harms and sincere apology to those who have been impacted by such harms. We recommend pushing for acknowledgement and apology from local, state, and federal governments and institutions in addition to apology from our own institution.

9. Distinction of issues: We recommend that Friends consider both the parallel yet separate issues of Reparations for Indigenous folks and Reparations for Black

folks; Reparations for these two groups will likely look different. In addition, we recommend that repatriation be part of the conversation about reparations.

10. **Local Community-based businesses and groups:** Equity is important. We recommend taking actions to support a just economy and local Black & Indigenous - owned businesses and Black & Indigenous - led groups. We recommend that Friends regularly shop at these businesses. We recommend that Friends consistently support local organizing groups in tangible ways, including financially.

11. **Yearly Meeting Repair:** We recommend BYM work to address past and present harms with individuals and institutions that have been traumatized, harmed, and impacted by racial injustice, both in the area and beyond. This will involve looking at and changing our policies, and examining our assets. We recommend BYM regularly re-examine our investments and the use of those funds, and learn what our money is invested in and how it has been used. We recommend taking action to divest if those uses are harmful.

12. **Local Meeting, Camps, and Youth Programming Repair:** Establish relationships with predominantly African American churches and traditional tribal religious circles in the area. We recommend Friends work to address past and present harms with individuals and institutions that have been traumatized, harmed, and impacted by racial injustice, both in the area and beyond.

13. **Policy & Outward-facing:** We recommend supporting reparative policies and legislation at the federal and state level that require the United States to acknowledge the lasting impacts of slavery and land theft, Jim Crow laws, redlining, the GI bill, and all systemic and institutional forms of racial oppression, and establish and execute a plan to address those impacts. We also recommend engaging with local officials to push for legislation with a specific focus on reparations.

14. **Preventative measures:** History repeats itself unless we actively work to prevent it. We recommend implementing measures to ensure that everyone in Baltimore Yearly Meeting knows the details of our history. We recommend the creation of internal policies which stop racial oppression and prevent it from ever happening again.

15. **Measures of success:** What are our measures of success? How do we know we have reached our goals? We recommend developing and utilizing a tool for measuring success.



Annual Session 2019 photo by Skip Duncan

COMMITTEE ANNUAL REPORTS

ADVANCEMENT AND OUTREACH COMMITTEE

This report covers things since 2018, since we've been derelict regarding writing reports.

After 2017's year of research, we wrote up the results of our research into best practices and published them on QuakerOutreach.com on the basis that Yearly Meetings ought to share their findings with each other. There have been contributions to that site from members of New England and Britain yearly meetings, as well.

Each year, the committee coordinated participation of eight local Meetings in Washington, DC's Pride festivities. In 2019, Trans Pride was added to the list (along with Capital Pride's Parade and Festival and Black Pride). We continued to have rainbow temporary tattoos with the words "Cherish that of God in everyone." In 2018, we added a button maker with pre-printed templates with sayings such as "This little Light of mine" and "I see God in you," which people could color with colored pencils before assembly. These events were canceled in 2020 due to the pandemic.

We have not received many requests from Meetings to visit and talk through outreach strategy. We did visit Nottingham Quarterly Meeting in 2018, where we talked about narrowing in on what your Meeting does especially well and ways of making the Meeting House look less empty (since emptiness can be off-putting).

We have been in touch with Mid-Ohio Valley Friends Meeting about their interest in joining BYM. We had been coordinating with them about the process for transferring Meetings from another Yearly Meeting. We'd also planned on their visiting Interim Meeting in March, before the pandemic hit. Things have generally been set aside at the moment on this front.

We continue to have a concern for the BYM's website. A space for already-Quakers to find information on committees is needed, of course, but the website doesn't serve potential-Quakers well. The web address is difficult to remember, and the size of it is overwhelming. We wish we could have a second, seeker-focused website, but we know there are barriers to doing this. For one, we'd need to figure out what memorable thing to put as the web address. (This brings to memory the old discussion about yearly meeting renaming, or in this case something milder and less legally binding: rebranding, just as New England Yearly Meeting brands themselves "Quakers in New England" and the other BYM brands themselves "Quakers in Britain.") Second, building a website can range greatly in price, depending on how much work the vendor is putting in prior to design, such as keyword research and copy writing, and on whether a brand (colors, logo, voice, etc.) have been established. Going by what New England YM spent, it would be a relatively large expenditure to do it right, and budgeting for website refreshes over the course of several years might be called for. We consequently feel the committee can only advocate for the need but not actually do anything about it at this point (especially given pandemic budgeting).

We have discussed the possibility of Zoom-based, webinar-style, single-session inquirers classes, which would end with helping people find their local meeting. Actually writing up a script/slideshow and choosing a presenter hasn't occurred yet, though. Now that everyone is accustomed to Zoom, this seems like a good time.

We had started on a plan to provide pin-back buttons at Annual Session, which people could take and wear out in public in hopes of inspiring questions from seekers. In an era where everyone stays home, this plan has been back-burnered.

We believe making it easy for people who are already interested in Friends to find the local Meeting and then stay (that is, welcoming them well!) is even more important than advertising schemes. What's the point in bringing people in once if they're put off on their first visit? Consequently, we've had someone ex-officio at Growing Diverse Leadership meetings. The Working Group on the Civil and Human Rights of Transgender and Non-Binary People, seeing a need to ensure our own Meetings are pleasant atmospheres for gender minorities, asked to be taken under the care of Advancement & Outreach. We approved.

In June 2019, we also took under our care the Growing Our Meetings Working Group, charged with facilitating discussions around attitudes toward growth within Monthly Meetings.

The Internet Communications Working Group, which is also under the care of our committee, is not currently active due to lack of clarity about the interest among Monthly Meetings in receiving advice about internet communications.

In our new era of all-Zoom-all-the-time, it seems we have an opportunity to visit more meetings more easily, if they'd like to hear from us.

CAMPING PROGRAM COMMITTEE

As we prepare our annual report in this highly unusual year, very few of the typical things are happening. We would usually be talking about how everyone is busily preparing for the start of the summer camp season, staff having been hired, trained, and excited to welcome campers, how we had participated in a series of Spring Family Camp Weekends to get properties ready, and that nature has continued to bless us with the gifts that unfold between spring and summer. Thankfully, that last is still true! Our past year has been marked most strongly by many of the things we have had to give up and how we are challenged to continue the spirit of camp when we cannot physically meet. Many of us are more appreciative than ever that nature's gifts still abound, even during this time of great societal unrest due to the global pandemic. Because of the concerns surrounding COVID-19, the committee discerned the need to suspend our program for the season, with much sadness and awareness of the challenges this will cause for our campers and their families, our staff, and the Yearly Meeting as a whole.

Another huge theme this year has been our work to become anti-racists. Last summer several of our staff and campers experienced overt racism during their time at camp. Although we endeavor to create an inclusive, loving community at all of our camps, we be-

came aware that we are not able to shield our campers and staff from discrimination they encounter on the trails or in stores when camp is in session. We also became more aware of the racism that some in our community experience among Friends, even if through ignorance. The anti-racism statement and queries adopted by BYM became a regular part of our meetings after they were presented to us in November at Interim Meeting, but we had begun our study of these issues as a committee after Sunshine Klein suggested that we all read two books about racism in September. Our March meeting with the directors further explored the role of racism at camp with a set of queries they brought to the committee and a discussion that dug deeply into this issue. In June, the protests in our communities after the death of George Floyd brought to light more broadly the racial tension in the United States, that we as a committee and a Yearly Meeting had already been struggling to understand. Although we have started this work and are committed to continuing, there is still an enormous amount yet to be done to understand how we are part of a racist society and what we are called to do to remake these systems individually, as a program, as part of the Society of Friends, and society at large.

Part of our typical committee work is to meet about ten times a year as a whole committee, by phone, through Zoom, or in person meetings. We also participate in subcommittee meetings as needed to work on camper recruitment, the budget, and alumni events. This year we had no alumni events but put a good deal of energy into hosting open houses and piloting a new referral software to help increase our enrollment at all four camps. We also put some energy into finding a new Director for Opequon Quaker Camp when we received the news that Sean Hickey would not be returning. That process ended up with a shuffling of current directors, with Jesse Miller taking over as the new Director of Opequon, moving from his recent years of co-directing and directing at Catoctin Quaker Camp. Dyresha Harris will now be the solo Director of Catoctin. Each fall we review feedback from campers and camp families in order to adapt our program to meet the needs of our community and to provide the flexibility families want. This year we explored the idea of gender inclusive cabins, mileage limits for older hikers, and allowing unit one campers at Catoctin to attend a two-week session without the long trip. It is our goal to provide a fun experience for all campers, as they live in nature in a Quaker community that challenges them to stretch and grow.

With camp closed this summer, there are some serious financial and spiritual impacts. We had to return camper fees already collected, and both Jane Megginson and David Hunter were partially furloughed. Jane worked very hard to refund all of the camper payments, and in an amazing show of support for our program, families donated \$84,419 of the fees back to camp. Many of these are first-time donors, which is a remarkable feat for the Development program in this economic environment. Our campers, staff, volunteers, and families all grieve the loss of a summer spent together in community, enjoying nature. The directors and seasonal staff at all the camps were let go, yet many still organized Zoom staff meetings to allow a space for processing the loss of camp for any campers or staff who wanted to participate. Teen Adventure is hosting a weekly Zoom Meeting for Worship throughout the summer. Catoctin is being operated as a campground in July and August so that families can still experience camp in some way and we can defer some of the financial impact of not hosting our full camping program this summer. Our committee hopes to find other

ways to give a sense of camp through virtual platforms throughout the summer. It has been a highly unusual year for the committee, but we expect to emerge with a renewed sense of purpose after the pandemic passes. We have high hopes for reopening camp in the summer of 2021.

CAMP PROPERTY MANAGEMENT COMMITTEE

The Camp Property Management Committee (CPMC) maintains structures at three residential camps and maintains and conserves 800 acres. The committee met seven times from August until May. We met in February with the Camping Program Committee at Goose Creek Meeting House. Members of the CPMC Committee met either in person or on Zoom (conferencing system). The committee has grown in membership but still could use additional members.

BUDGET

In December, with the understanding that expenses have increased and revenue was less, the committee reviewed the capital projects budget for 2021 and gave final approval in January.

At our April meeting and at an emergency meeting in May, Ned Stowe gave us an overview of Baltimore Yearly Meeting's economic crisis due to the closing of the camps because of the coronavirus. At our May meeting, the committee explored ways to raise funds though camp usage with the camps closed due to COVID-19.

WORK OF THE COMMITTEE

The committee spend substantial time working with the Camp Property Manager reviewing and approving capital management plans for the camps, as well as assisting with Family Camp Weekends and volunteer projects. The committee participated in David Hunter's annual review.

FAMILY CAMP WEEKENDS (FCW)

In the Spring and Fall of 2019, the Camping Property Management Committee and Camping Program Committee supported six Family Camp Weekends. These weekends still provide the Camping Property Management and Camping Program Committees opportunities to physically connect with our residential camps. Unfortunately, the Family Camp Weekends were canceled in the Spring of 2020 due to the virus.

- Catocin: The spring weekend was attended by 63 and in the fall 60. Some of the work included tearing down a cabin, cleaning up hazelnuts, removing invasive plant species, graffiti removal, etc.
- Opequon: The spring weekend was attended by 26 and in the spring 23. The ages were 4 through grandparents. The work completed included cleaning and painting lower bathhouse, replacing tree protectors, cleaning shower trailer and upper bathhouse, building 2 new picnic tables, weeding graffiti removal.
- Shiloh: the spring weekend was attended by 34 and in the fall by 33. The work included painting, work on dogwoods, clean up around the pond.

The committee again thanks David Hunter for his dedication and hard work. We also thank our volunteers for their commitment to our camps.

DEVELOPMENT COMMITTEE

We are grateful for the efforts and accomplishments of our Director of Development, Mary Braun, who has single-handedly led the BYM development efforts through these trying, unpredictable, unforgettable and unique times.

In June alone, she visited Patapsco Friends and Patuxent Friends, went to Interim Meeting and a Maryland Alliance For Justice Reform event by Zoom, and lined up members of the Development Committee to call our Sustaining Quakers (donors who make a gift every month). She also participated in an American Fund-raising Professionals virtual luncheon presentation on one-person development shop and webinars on website development, leveraging community foundations, and donor-advised funds.

BYM received three grants in response to grant proposal submissions. Four other grant proposals were written but not funded.

There is a lot going on. Mary is challenged to keep up with recording gifts received and sending out acknowledgments. But we are all very grateful for the increased number of gifts we have been receiving, 190 of which came from generous camp families who gave their camp deposit to BYM when camp was cancelled. Wouldn't it be nice if we could keep those camp parents as donors in perpetuity!? In addition, twelve Monthly Meetings made contributions to help the camp program manage amid the closure of camps. And 27 local meetings made early apportionment payments to help with this spring's cash flow shortage.

NEW INITIATIVES

You can now designate Baltimore Yearly Meeting as the beneficiary of your purchases, when you make an online purchase through Amazon Smile. The same is true for IGive. It is not a lot, but it adds up, so we encourage you to designate Baltimore Yearly Meeting as the beneficiary of your purchases at Amazon Smile and IGive.

In recent years we have been asking for contributions to BYM when people register for Annual Session. We are continuing that initiative for our first virtual Annual Meeting. We hope you all made a contribution to BYM when you registered (but it is not too late to make one).

Catoctin Camp cabin rentals are available. We encourage you to spend some time at Camp Catoctin this summer. It is fun for you and provides funds for the Yearly Meeting.

LOOKING TO THE FUTURE

In 2022 we have the opportunity to celebrate the 350th anniversary of Baltimore Yearly Meeting and the 100th anniversary of the BYM camping program. If you are led to coordinate these important events or help plan them, please step forward. Creativity, organizational skills and energy required!!!!

This fall we will be launching a small capital campaign to raise budgeted funds for capital projects at the camps. There are capital projects at the camps every year that need to be funded. This has to be an annual effort.

If we work hard and Friends sustain their interest in supporting BYM till year end, the Development Committee is optimistic that we can meet our budgetary goals. But we are all in this together. It is a team effort.

Thank you very much for your support of BYM. Your courage, faith and hope will bring us through these trying times now and in the future.

And if you have not yet put Baltimore Yearly Meeting into your estate plan, please do!!!!

EDUCATIONAL GRANTS COMMITTEE

The Educational Grants Committee is probably the most enjoyable committee to be on. Our task is to give away money. In the process of attending to our task we get to learn about some of the impressive young people in our community.

We meet at Fall Interim Meeting to welcome new committee members, review the application form, and set the dates for the application and awarding process. We meet again in late spring to make award decisions.

As of December 31, 2019 we had \$328,326 in the Education Endowment Income Fund and the Fair Hill/Griest Fund. By March 31, 2020 these accounts lost approximately \$44,000, leaving approximately \$284,326 available for awards.

Awards are made directly to the applicant. We award up to \$2,000 per applicant, per year, for a maximum of up to \$8,000 over an applicant's course of post-secondary school study.

This year we had seven well qualified applicants and awarded \$14,000 in scholarships.

We continue to try and find ways to expand the number of applications we receive. We ask Friends to let the high schoolers in their Meetings know about this opportunity.

We reviewed the anti-racism queries at the beginning of our meeting. While we believe our work is in keeping with the Declaration by Baltimore Yearly Meeting as an Anti-Racist Faith Community, we need to consider the application and application process with this declaration in mind come Fall Interim Meeting.

In times past Baltimore Yearly Meeting made loans to individuals for educational purposes. The Educational Grants Committee reports on the status of those loans. Currently there are only four outstanding loans remaining, three of which are on autopay.

At Interim Meeting this fall we hope to develop an application process for the Pre-College Fund.

Carole Brown rotates off the committee this year. We minute our appreciation of her dedicated service these last 6 years.

As of 12/31/19

Endowment	\$86,511.76	Not available for grants, income generations only
Income Fund	\$253,883.35	Available to make grants, this includes the income allocation from 2019
Fair Hill/Greist	\$74,442.74	Available to make grants
Pre-college Fund	\$26,233.48	Purpose undetermined as of this time

FAITH AND PRACTICE COMMITTEE

Throughout the year the Faith and Practice Committee met monthly via Zoom calls which we have found enriching. As we settle into worship and check in, we are usually able to develop a sense of truly being gathered in Spirit. Two new members of our committee have helped inform our work by bringing depth and breadth of understanding of the wider world of Friends, as well as adding historical context from this Yearly Meeting and other Yearly Meetings around the world. We have also been delighted to have visitors to our committee who have added their insight as well. Like other Friends, we have missed the face-to-face communication at Interim Meetings.

Last year, our accomplishment was getting print copies of the *Faith and Practice* of Baltimore Yearly Meeting and the *2013 Resource for Faith and Practice* into the hands of Friends. Digital copies are on the Yearly Meeting website.

During the past year we have considered the Marriage Section of *Faith and Practice*. Two members of our committee revised the Marriage Section, which incorporates content from our current *Faith and Practice* as well as the *2013 Resource for Faith and Practice*. The revision was also informed by the faith and practice documents of other Yearly Meetings. In April, after the March Interim Meeting was cancelled, we sent out a letter asking Meetings and committees to season the document. We received responses from seven groups (Monthly Meetings and a Yearly Meeting committee), and we are very grateful for these comments, most of which we have incorporated into the draft. We will bring the first reading to Annual Session.

At the last Annual Session, we learned about the proposed statement on theological diversity. We have discussed its purpose and have recommended to Advancement and Outreach Committee that a statement such as the one proposed should be based upon what Friends affirm in a revision to *Faith and Practice*.

As the year has progressed we have gotten better at reading and incorporating the use of the anti-racist queries to inform our work but continue to hone our process. Often we have an item or so on the agenda that we don't get to as we consider the implication of certain phrases or concepts. For instance, some of the traditional language such as marriage oversight committee brings up haunting images of overseers on plantations. We have deleted that phrase from our Marriage Section. We are aware of the Kenyan and Tanzanian Friends who worship at Baltimore, Stony Run in their programmed and Christ-centered form of worship and consider how their perspectives on this new marriage section may inform our work. We feel the need to have greater diversity on our committee.

We look forward to engaging with you in our future work.

GROWING DIVERSE LEADERSHIP COMMITTEE

The Growing Diverse Leadership Committee (GDL) meets monthly using virtual technology except in August and December. Eight to 15 people join each call. We begin with a period of worship, followed by reading the queries included in the Declaration of BYM as an Anti-Racist Faith Community. We next hear from our STRIDE Coordinator, Khalila Lomax, followed by the issues of the month, and conclude with silent worship.

Membership: Nominated members are: St. Clair Allmond, David Etheridge, and Peirce Hammond, Clerk. Members representing other committees or ex officio are: Donna Kolaeitis (Working Group on Racism), Nora Swift & Lizzie Kellett (Camping Program Committee), Nikki Richards (STRIDE), Amrit Moore and Thomas Webb (Young Adult Friends), Marcy Seitel (BYM Interim Meeting Clerk), and Ken Stockbridge (BYM Presiding Clerk). In addition the committee has co-opted Jolee Robinson Mackenzie Morgan, and Meg Regal. STRIDE Coordinator, Khalila Lomax, is an essential part of each meeting. We have been unsuccessful in getting the Camping Program Committee and Young Adult Friends representatives to join us.

Resignation: Danielle Green, nominated to the committee at 2019 Annual Session, resigned in November. The committee recommended a replacement. To date, no action has been taken.

GDL's 2020 and 2021 budgets: GDL's 2020 budget was \$2,500. This was used to pay for work done to design workshops concerning reparations and for professional development for the STRIDE Coordinator. For 2021, the clerk made a request for \$10,000 to be shared among the committee, the Working Group on Racism and the Reparations Action Working Group. We expect almost all of this to support training and facilitation in continuing the anti-racism work that these groups are doing. Currently our clerk and BYM's Interim Meeting Clerk are working with Reparation Action Working Group Clerk Nikki Richards and the facilitators to develop workshops to deepen understanding in BYM of reparations place in anti-racist efforts.

STRIDE (STRENGTHENING TRANSFORMATIVE RELATIONSHIPS IN DIVERSE ENVIRONMENTS)

A separate report on STRIDE activities during the past year has been prepared by the STRIDE Working Group. Please review it for details about this remarkable effort to extend the diversity of the BYM campers and services provided in portions of the cities of Baltimore, Philadelphia (where STRIDE originated), and the District of Columbia.

The report, referenced by the STRIDE Working Group, sent to BYM's Supervisory Committee in response to queries it sent to each committee responsible for working with staff employed by BYM, was jointly prepared by the STRIDE Working Group and this committee.

In October, Khalila Lomax was hired by BYM as STRIDE Coordinator. In January we responded to a request from the BYM General Secretary to provide input for Khalila's

required three-month review. We were very pleased to do so. We reported, “Khalila is positive, affirming, and ‘can-do.’ She is a learner who is pleased to add, knowledgeable, attentive, innovative, caring, smart, and well-read. Khalila makes connections and brings items, ideas, and possibilities to our attention. She is generous with her ideas, time, and attention. We find her to be patient and caring.”

We reported that Camping Program staff found that Khalila was good at working with teams, and ready to learn about the camping program. She readily absorbed a lot about how the camping program operates, including subtleties about the values behind the program. She has kept up well with communication. She is excited by STRIDE and has jumped right in. Several of us referred to a movie night held in December at Homewood Friends Meeting in Baltimore. Khalila came up with the idea and asked the STRIDE people to weigh in on her outline of the event and possible movies to show. She then arranged it. After the movie (“When They See Us”) was shown, Khalila led a discussion using questions to draw out discussion, which she facilitated well. The STRIDE members were glad to have someone give them a chance for input, but then take care of the rest of planning, since they were busy. The event served not only as a STRIDE fund-raiser, but also to connect with others in the Yearly Meeting, and spur meaningful conversations. It was such a success that Baltimore STRIDE has continued STRIDE movie nights, as noted elsewhere. This is an example of Khalila’s leadership: create possibilities, try them out, and turn them over to the STRIDE groups.

Khalila assisted the STRIDE groups with fund-raising, completing grants, registration events, and getting campers signed up for camp. Khalila has been leading an anti-racism program at Friends Meeting of Washington.

David Etheridge, clerk, Working Group on Racism, shared his delight in his contacts with Khalila, which “are beyond what her job description says.” For examples, he cited her participation in WGR meetings, as well as the Reparations Action Working Group as it has been forming.

With respect to our recommendations to Khalila, she was encouraged by more than one person to get to know Amanda Kemp, which she has done, as well as others doing good work similar to hers. We also encouraged Khalila to speak with those who began the STRIDE work some years back, especially Dyresha Harris, which she also has done.

REPARATIONS ACTION WORKING GROUP

This group has grown out of the committee to identify the harm that has been done to African-Americans and American Indians over centuries and recommend reparative actions. The working group has prepared its own report, which please read and consider deeply.

BYM DECLARATION AS AN ANTI-RACIST FAITH COMMUNITY:

At its 2019 Annual Session, BYM adopted its Declaration as an Anti-Racist Faith Community. Since this committee was responsible for submitting that document, we were asked to prepare and submit a report to the 2020 Annual Session describing the Yearly Meeting’s experience with the Declaration during the year after its adoption. In response to a recom-

mendation from BYM's Presiding Clerk, we developed a communication to local Meetings and BYM committees, working groups, and STRIDE groups letting them know we are available to discuss next steps with respect to the Declaration. The queries are to be used for decisions made by the Yearly Meeting and its committees. Local Meetings were urged to consider its message and how it applied to them and then to make their own decisions about making use of them. An initial letter was sent in August, thanks to Wayne Finegar, to alert each set of clerks to the adoption of the Declaration, where to locate it, and that a report was required of this committee for the 2020 Annual Session, so a follow-up letter requesting feedback about their experiences should be expected the following spring. In April a second set of letters was sent out, also thanks to Wayne, with a response requested by May 25. As of late-June, we heard from six local Meetings and six BYM committees and working groups. Here is some of what occurred:

- The first meeting of our committee after the 2019 Annual Session began with a discussion of the BYM adoption of the document BYM Declaration as an Anti-Racist Faith Community. Part of the Declaration is this set of queries for our consideration, read at that meeting and each GDL meeting since then:

1. How could this decision affect those who have been harmed by racist behavior?
2. To what degree have privilege, class, stereotypes, assumptions, and our ability to include other perspectives affected this decision? Will this decision promote equity, diversity, and inclusiveness? Will it enable us to be more friendly and whole?
3. How will we provide opportunities for those most likely to be directly affected by our decision to influence that decision?
4. How does this decision support the declaration of our Yearly Meeting that we are an anti-racist faith community?

- At this committee meeting, the Presiding Clerk informed us that the BYM staff had already been engaged with the Declaration. Tent cards setting out the queries were on the conference room table used for committee virtual meetings from the BYM office, where they remain.

- That fall the Interim Meeting Clerk spoke with the clerk of Dunnings Creek Friends Meeting at their request. Two committee members offered to visit that Meeting to discuss the Declaration, but were unable to set a date.

- The Presiding Clerk held a retreat with the local Meeting Clerks on November 9, 2019. The clerk of this committee attended and read and then discussed the Declaration and told the gathered local Meeting clerks that he would be sending them the letter described earlier.

- Friends Meeting of Washington adopted the queries with some minor changes--such as having the word "choice" substituted for the word "decision,"--to make the queries a more dynamic part of the discerning process and not an afterthought.

- Annapolis Meeting reported that after much threshing, their extensive revisions include:

- 1) An introductory Quaker quote; *'Be patterns, be examples in all countries, places... wherever you come...'*;
- 2) Making clear that the queries should be applied *'individually and collectively, in our decisions and practices, our actions and inaction'*; and
- 3) Adding recommended actions *'regularly to seek visits with our African-American*

neighbors and others we perceive as different in their faith communities and elsewhere to listen and understand their lives and their concerns."

- Little Falls Meeting began a series of discussions related to the Declaration in June. They plan to have one Adult First Day program a month dedicated to talking about anti-racist behavior, practices, and decision-making. Their goal is to educate everyone to be as welcoming a Meeting as they can and to either adopt the Declaration as written or to make some minor changes to it.
- The clerk of this committee discussed the Declaration and its queries with Patapsco Monthly Meeting and with the Peace & Social Justice Committee at Bethesda Monthly Meeting. Patapsco then held a listening session followed by a workshop on anti-racism led by member of the Meeting who is a teacher and drew from workshops she leads at her school.
- The STRIDE Coordinator, the clerk of the Working Group on Racism, and the clerk of this committee discussed the Declaration and its queries with Sandy Spring Friends Meeting's Change Group, at their request.
- The Declaration was reported as in use by the Supervisory, Stewardship & Finance, Growing Diverse Leadership, and Program Committees and the Working Groups on Racism and on Reparations, at STRIDE meetings, Interim Meeting, and a few local Meetings, including local Change Groups.
- Various Friends reported reflecting on the queries during meetings and on the efficacy of hearing the queries read by different voices. In one case, the queries were applied to the planning of a meeting location and provided a useful lens through which to consider the next FUM Triennial in Africa.
- We heard that the last query lends itself to becoming a minute: "This decision supports our effort to become an anti-racist community because ____."
- We are now asking BYM committees and working groups to report explicitly to BYM as to how they used the Declaration queries in doing their work.
- These examples were provided in response to inquiries about the Declaration. In addition, there are several other activities that have come to our attention led by Change Groups and individuals in other Meetings.

PROPOSAL CONCERNING YOUTH INVOLVEMENT IN YM LEADERSHIP

When the Earlham School of Religion was developing plans to approach the Lilly Endowment for a grant, they asked BYM to become a partner in its proposed initiative to address intergenerational leadership development in faith communities. The grant would have the school facilitate a discussion about intergenerational leadership and, possibly, build a leadership development program. Our committee was asked to communicate with the school since we work on developing leadership among young adults. Our discernment led us to invite a representative from the school to join one of our meetings, after which we agreed to support their proposal through a letter of support signed by the BYM Presiding Clerk and the clerk of this committee.

RETREAT

We have considered several basic purposes for holding a committee retreat:

- a. To get to know Khalila and for her to get to know each of us
- b. How to further support Khalila's STRIDE efforts

- c. To hone our focus and priorities, envisioning future goals
- d. To consider how to best work with the Reparations Action Working Group
- e. To consider how we interact with the wider Yearly Meeting
- g. To undertake together a cultural assessment of our personal understanding(s) of Quakerism and our personal understanding(s) of whiteness
- h. To build our group so we can rely on each other
- i. To determine how to follow up with and support Meetings and committees in order to make Declaration queries real
- j. To have fun!

Where: Richmond. We will contact that Meeting to request use of space

When: Tentative date: October 10, 2020

Who: The retreat is for committee members. Planning responsibilities must be discussed.

EXPRESSIONS OF GRATITUDE

The committee has been deeply gratified with:

1. The selection of Khalila Lomax as STRIDE Coordinator. BYM's General Secretary included the committee clerk and a STRIDE representative in the selection process. He then made the final selection and chose Khalila Lomax, an African-American woman with spiritual grounding, intelligence, experience and learning in relevant areas, familiarity with outdoor education, strong people skills, determination, and a thoughtful and strong work ethic.
2. The choice of Wayne Finegar as Khalila's supervisor. Wayne has been open, honest, and professional with Khalila. He has encouraged her to let him know immediately of any concerns or issues that she has and has worked to know her personally and to learn about the work of the STRIDE Coordinator.
3. The relationships with the STRIDE groups in Baltimore, the District of Columbia, and Philadelphia that Khalila is developing. The groups respect Khalila and value her thinking, experience, and leadership. She is available to them at any time and always joins their Zoom meetings. Khalila has also begun to hold regular all-STRIDE meetings appropriate to the program's status as a BYM Working Group.
4. The recent unity among our committee, STRIDE, the Reparations Action Working Group, the Working Group on Racism, the BYM Peace and Social Concerns Committee, and others who are committed to anti-racism work. BYM is fortunate to have a group of people who are committed to anti-racism and we look forward to the deepening of relationships and solidarity among these groups and individuals. In lifting up the leadership of young people and people of color, we are witnessing the growth of diverse leadership within our Yearly Meeting; we intend to continue to cultivate such growth during the coming year.
5. As Khalila has told us, "Doing this work feels to some of the core group members like 'doing worship.'"

INDIAN AFFAIRS COMMITTEE

Our year began as usual with a 2019 annual gathering at Hood College, where we conducted a workshop: "Honoring Promises - Justice in Indian Country" showing a DVD "100 years" about Elouise Cobell's successful struggle to have the federal government

account for royalties the government had collected that were due to individual Indians and to tribes from the use of their lands and resources. Cobell, a Blackfoot tribal member and tribal treasurer, filed a class action suit against the federal government which had refused/destroyed/misplaced and generally could not produce records that were required by law to be kept. After several presidential administrations refused to settle the lawsuit, (partly because the amounts due were so high), it was finally settled by the Obama administration for \$3.4 billion, a fraction of what was due, because no accurate accounting could be done. We also held an Interest Group where the DVD "Two Rivers" was shown, a film about a non-native couple, living in Washington state who researched the relatively invisible Native community that lived there. The film ends with a community that celebrates a Pow Wow that continues to this day.

We made plans at our Annual Session meeting to have an event in Richmond, Virginia. in November to coincide with the 2nd Pocahontas Reframed Film Festival. Richmond Friends Meeting graciously offered their Meeting House to us to engage a Virginia tribal speaker and have a light supper before the first film (held elsewhere). Monacan Chief Kenneth Branham accepted our invitation and shared personal experiences of racism growing up as an indigenous person in mid-20th century Virginia. He and the tribe's lawyer explained their efforts to save their ancestral capital, Rassawek from destruction. Background: The Monacan Nation has resided at Rassawek since before Europeans arrived. Their town was mentioned on a map drawn by John Smith in the 1600's. Despite historical artifacts being discovered there and ancestors buried there, the James River authorities purchased the land and plan to build a pumping station and ancillary buildings - effectively flooding both tribal lands and tribal burial grounds - despite being repeatedly told there are other options available. Protests have been ongoing since fall 2015 by numerous groups including the Virginia Department of Historic Resources. Our committee presented our opposition to the selection of the Rassawek site at James River Water Authority meetings in September 2019 and March 2020 which were also attended by members of Charlottesville and Richmond Meetings. Our event raised awareness of the issue at hand, activating many Friends and allies to become involved in the struggle. The Monacan tribe is not wealthy and was only recognized by the federal government in 2018. We are grateful to the members of Richmond Meeting who facilitated the event and took actions to aid the Monacans on this important issue. The Yearly Meeting recently accepted a minute from our committee supporting the Tribe in their opposition to this site.

Then COVID-19 and a pivot to Zoom meetings. In-person meetings were cancelled and most became virtual meetings on line or via phone.

CONTRIBUTIONS

This year we have contributed to: FCNL Native Advocacy program, Baltimore American Indian Center, American Indian Society, Monacan Indian Museum Fund and the Wabanaki program.

FCNL

Friends Committee on National Legislation requested we give them our priorities for their Native American program. We sent a list that included: tribal sovereignty issues, missing

and murdered Native women, violence against women, funding for tribes (health/COVID-19/unemployment), and urban Indians who do not fall under the reservation moniker.

WORKSHOP

Our member Abbey Compton (Herndon) gave a workshop at the Women's Retreat in February on Quakers and Indians that was very well received. She has been asked to repeat it at Annual Session (which will be conducted online). The committee was given a preview and highly recommends it.

COMMITTEE HISTORY

Martha Catlin (Alexandria) and Pat Powers (Sandy Spring) continue their work on the committee history which is titled *Chronicles and History Highlights of Baltimore Yearly Meeting's Indian Affairs Committee*. Almost all of it is written but there is a long way to go before publication due to editing and pre-publication hurdles. The history will be in two volumes. The early history (1795 to 1950) will be a print book. The later history (1959-2020) will be an e-book so the reader can access the links to supplemental material. A table of contents has been given to committee members and several chapters were shared some time ago to give committee members a sense of the type of information that was being assembled. A chapter from the early history was about the early journeys by horseback (1795-1804) to meet with tribes, and a chapter from more recent history was about the 1950s to 1970s.

HISTORIC FUND

Our Historic Fund was established in 1778 by Hopewell Friends. After many years of giving modest donations to benefit Native peoples, such as the Navajo, around the country, in 2010 the committee decided to focus support on the BYM region and did so, again making modest donations. At this time the committee feels compelled to take major action in response to the current financial and health crisis. We agreed to give a major portion of the remaining money to the Mattaponi Tribe, part of the original Powhatan Confederacy located in King William County, Virginia, on one of the first two reservations in the country. This tribe is recognized by England and the Commonwealth of Virginia, but not, ironically, by the U.S. Government. Without federal recognition, that tribe, unlike other long acknowledged Virginia tribes, is ineligible for COVID-19 monies or federal stimulus monies to assist them in this economically difficult time. We are in effect using up our historical funds in a way that honors the original intent of those who created the fund. Past committee members had personal relationships with the Mattaponi people in the 1960's and 1970's with visits and picnics and even sold their crafts at Annual Session.

FILMS AND BOOKS

Our members continue to be involved in personal ways with Native concerns, and we will continue to monitor the laws and regulations affecting Indian nations on Capitol Hill. There is heightened awareness of social injustice these days, including injustice to indigenous people, giving our committee an opportunity to educate those around us. We have films and books (both child-centered and adult) that we are happy to share with Monthly Meetings or individual Friends to help understand the world we live in and its past. Please contact a committee member if you would like to have access to these items.

MANUAL OF PROCEDURE COMMITTEE

The purpose of the Manual of Procedure (Manual) is to describe and record how Baltimore Yearly Meeting (BYM) does its work. It is important that the Manual 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 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 held virtual meetings on Sept 10, 2019, Feb 4 , Feb 25, and June 18, 2020 and we shared many e-mails. We continue to look for ways within the Manual to further the stated BYM goal of increasing cultural, racial and age diversity of committees, which we consider to be critical to BYM's relevance in the coming generations. We strive for open language that clarifies BYM's activities toward including all who want to explore the practical and spiritual framework of BYM within the Manual.

We have asked several committees to review their entries in the Manual for accuracy and completeness. This back-and-forth process continues to take longer than we expect. We hope that committees appreciate the benefits of accurate descriptions in the Manual and will share some responsibility for maintaining that accuracy. We have updated our committee work description to include the elements we want to see in descriptions of committees and organizations:

What is the committee/organization and what is their purpose?

What does the committee/organization offer to Friends or to BYM?

What is the BYM representation to the organization, and what are the organization's expectations from BYM?

We hope these details about how we work will ease each annual committee transition, especially in 2020 when only one current committee member will carry our institutional memory into the new MoP Committee. We have a handful of changes to the Manual under consideration, only one of which needs to take any of the compressed business time during BYM's online 2020 Annual Session.

In the coming year, the Committee intends to meet by electronic means, as needed. We hope to be able to meet face-to-face at least once especially since most of the committee will be new after Annual Session. We will continue to consider changes that increase the accuracy and usefulness of the Manual of Procedure.

MINISTRY AND PASTORAL CARE COMMITTEE

We are very grateful to serve the Yearly Meeting (YM) in support of the rich spiritual life of Baltimore Yearly Meeting (BYM) and in the diverse work of bringing our Quaker values to bear to address the needs of our times. Much of this work is ongoing through the five Working Groups which operate under the care of M&PC: Spiritual Formation, Working Group on Racism, Intervisitation Working Group, The Women's Retreat, and the Pastoral Care Working Group. (See the Annual Reports from each Working Group for a summary of their activities.)

In addition we seek to provide a measure of support to the community of Young Adult Friends whose leadership on many justice issues, particularly in the area of racism, has been crucial to BYM. Among other matters, we are aware that the YM needs to provide a “home” to the YAF community within the YM structure as not all YAFs identify with a Monthly Meeting (MM).

It is also part of our work to invite each MM to reflect on its life in the Spirit through the Spiritual State of the Meeting Report (SSoM). Beyond the usual queries suggested by *Faith and Practice*, we pick a specific theme of inquiry each year and suggest queries for each Meeting to consider as they write their reports. This year the theme was vocal ministry and nurturing varieties of ministry among its members and attenders. Some MMs responded to these queries, others to a more generic type of queries as they made their report. We also sponsored a Connecting Local Meetings (CLM) at Annual Session to inquire about the process of producing the SSoM and barriers to that process Meetings may encounter.

Each SSoM is carefully read by one or more members of the M&PC who serve on a sub-committee tasked with writing the Yearly Meeting’s SSoM. This group then writes a draft of the YM SSoM which is amended and approved by the full committee. The YM SSoM is always a reflection of the diversity of our YM, expressing its gifts and its difficulties and usually contains significant quotes from the MM SSoMs. The SSoM as read at Annual Session and printed in the Yearbook includes, but does not attribute, these quotes. The YM office holds a copy with all of the quotes attributed to the MM reports.

Another significant role of M&PC is to work with the Program Committee in planning Annual Session (AS). A committee liaison works throughout the year with PC on AS planning. We have primary responsibility for planning the Opening Retreat at AS as well as providing for the various worship aspects of AS: open and closing plenary worship, daily worship sharing in a variety of formats, daily Bible study, holding Business meeting sessions in the Light, and Memorial Meeting for Worship. Our Opening Retreat this year was led by Margaret Benefiel on the theme of “Blessings on the Threshold” and Margaret also delivered the Opening Plenary Address. All of this fell under the extraordinary challenges necessitated by the decision to hold AS in a virtual format due to the dangers of in-person gatherings caused by the novel Coronavirus (COVID-19).

NOMINATING COMMITTEE

The work of the Nominating Committee is to invite Friends into opportunities for service to Baltimore Yearly Meeting. Our purpose is not just to find the volunteers needed to carry out the work of the Yearly Meeting, but to recognize and nurture the gifts and leadings of individual Friends, and to strengthen ties between the Yearly Meeting and its worshipping communities. We try to reach out to all our local Meetings, and to bring forward the names not only of well-known Yearly Meeting Friends, but also of those who have not served before and especially of those from small and isolated Meetings.

This year, we began our work by reading and reflecting on the queries provided by the Growing Diverse Leadership Committee, which are directly relevant to our nominating work. We have not been as successful as we would like in finding Friends of color and

younger Friends to serve on BYM committees, in part because many of those we approach are already over-committed. We would love to expand the pool from which we are able to draw, and would be glad to have the names of Friends who have not served before brought to our attention.

Nominating Committee is responsible for nominating members to 18 Yearly Meeting standing committees, as well as representatives to 10 outside organizations and corporations. All told, this amounts to about 220 individuals. Since most serve three-year terms, we need to find more than 70 individuals each year willing to accept appointment or re-appointment in service to BYM.

Nominating Committee normally meets at Interim Meeting, with a conference call in January and an added in-person meeting in the spring. This year, we met in-person at November Interim Meeting, and have been meeting by Zoom ever since. We have found that this is a good way to conduct our business, and we have enjoyed a series of very productive, well-attended meetings on Zoom. We expect to continue to make use of this technology in the coming year to expand the amount of time we have to conduct our business, even as we have the joy of meeting face-to-face again.

PEACE AND SOCIAL CONCERNS COMMITTEE

At our first committee meeting during Annual Session last July we agreed to undertake a strategic planning process to determine our Committee's priorities in relation to BYM's Monthly Meetings, their peace and social concern committees, and all our members and participants, and how we can best serve their interests and needs. We shortly thereafter created a planning sub-committee, clerked by PSC co-clerk Jean Athey with members Marcy Seitel, Bette Hoover, and Barbara Bezcek. Following two sub-committee meeting, they announced their intent to host a day-long planning retreat at Sandy Spring Monthly Meeting on Saturday, April 18th. This intended retreat had to be cancelled because of the COVID-19 pandemic, and was replaced by two Zoom meetings on April 25th and May 23rd with participation by Friends from throughout BYM, and with likely further PSC planning meetings in the future.

Our Committee also planned to conduct our annual Networking Day for members of local peace and social concerns committees and other participants on May 9th at Langley Hill Monthly Meeting. The sub-committee to plan the meeting was PSC co-clerk Bob Rhudy and former PSC clerk Phil Caroom. Phil e-mailed a survey throughout BYM to determine preferred topics for workshops during the day-long gathering, receiving priorities for international peace-keeping; end-of-life topics; refugee and immigration issues; and reparations. We worked with Langley Hill and presenters for Networking Day and these workshops, when we determined that because of the pandemic that we would have to cancel this face-to-face gathering. We have since determined that we would provide some or all of these workshops via Zoom over the next few months, starting with the End-of-Life 2-hour Zoom workshop on Saturday, June 27th, joined by nearly 40 Friends from throughout BYM.

Our Committee has distributed throughout BYM information about and encouraged par-

ticipation in the Ribbon Project to create ribbons encircling the U.S. Capitol on August 8th, the 75th anniversary of the United States' atomic bombing of Hiroshima to oppose the escalating threat of nuclear war. Given the continuing threat of the pandemic and the difficulty of large gatherings, this is now planned as a virtual event.

At our June 9th Committee meeting, we sought to develop a statement to distribute throughout BYM encouraging Meetings and participating Friends to oppose police violence and systemic violence against African Americans and people of color. When we communicated this action to our Interim Meeting Clerk, she asked us to work with BYM's Working Group on Racism, Growing Diverse Leadership Committee, Working Group on Reparations, and STRIDE to seek to develop a joint statement for this purpose. Over the next two weeks we worked with these BYM groups (with former PSC clerk Phil Caroom as draft leader, Clinton Pettus, Lauren Brownlee, and other Friends) to develop, ratify and distribute "A Call for Action from BYM Friends To All Our Monthly Meetings."

Our current PSC Committee includes Jean Athey and Bob Rhudy, co-clerks; Scott Canady, Samantha Magrath, Lucretia, Farago, Peter Farago, Bob Goren, Ann Benner, Andy Conlon, Jamie DeMarco, Bette, Hoover, and Darcy Lane, members.

Our Committee participants from affiliated organizations are Susannah Rose, Prisoner Visitation and Support; Denna Joy, Quaker House in North Carolina; Suzanna O'Hatnick, Interfaith Action and Human Rights; Adrian Bishop, Right Sharing of World Resources; and Bob Rhudy, Friends Peace Teams.

We also include Marcy Seitel (facilitator, End-of-Life Working Group) James Bell (clerk, Working Group on Refugees, Immigrants, and Sanctuary); Phil Caroom (liaison, Quaker Voice of Maryland); Nikki Richards (co-clerk, Working Group on Reparations); and Diane McHale and Sharon Stout (co-clerks, Working Group on Civil and Human Rights of Transgender and Non-Binary People).

PROGRAM COMMITTEE

Program Committee is responsible for planning and arranging the program elements at Annual Session each year. The Committee consists of nine appointed members as well as the Presiding Clerk, the Associate (now Acting) General Secretary, Bookstore Manager, Registrar and representatives of Ministry and Pastoral Care, Junior Yearly Meeting, Young Friends, and Young Adult Friends. We work throughout the year to plan and implement a fun, dynamic and inspiring program. Our goal is to support and strengthen BYM through building community and offering opportunities for fellowship, surrounding our meetings for worship with a concern for business.

Among other things, and with significant staff support, the committee: identifies themes, invites speakers and plans plenary programs, oversees the JYM program, supports those responsible for the retreat and other worship opportunities, supports Young Friends and Young Adult Friends as needed, recruits workshop leaders, oversees the bookstore, plans and manages the Annual Session budget, handles room and board logistics, manages meeting space and audio-visual needs, and put up lots of signs around campus.

In a typical year, the committee meets together in person four times, in addition to meeting daily during Annual Session. This was not a typical year. By March of any year, plans are well in place for the coming summer session, we are finalizing many details, and have started on planning for the following year. In mid-April, however, the committee made the painful but necessary decision to cancel the in-person gathering of our community, and move to an all virtual program, due to the coronavirus pandemic.

Following our last in-person meeting in early March we met 8 times as a full committee over Zoom, and had numerous sub-committee Zoom meetings. In April we set up an online consultation with several other large yearly meetings, and with the Friends General Conference Gathering coordinators, to begin figuring out what the heck it meant to “go virtual.” Several on the committee participated in the call, as well as in two further calls convened by the Friends World Committee for Consultation, Section of the Americas.

This spring we had a lot of hard thinking, many challenges, and difficult decisions to make in a short time period. Every single part of our usual program had to be re-thought, and re-created for a virtual format. Members of the committee dedicated much more time than is typically required to planning for our Annual Session this year.

To address the very real problem of “online fatigue”, our daily program will be much shorter than usual. We have spread some programming into the week prior to Annual Session, a “pre-session” week. We have tried to keep some of everything, from plenaries, to workshops, to Junior Yearly Meeting programs for children and youth.

When Program Committee decided to cancel our in-person gathering, and turn to an all-virtual program, we united quickly on trying Pay as Led financing. This model, which we have been exploring over the last year, is a testament to our faith that there are enough resources to meet our needs.

Over the last year Program Committee began to explore a “Pay as Led” (PaL) method for financing Annual Sessions. A sub-committee of experienced Friends from around BYM met in person and over Zoom, considered budget and financing concerns, developed a FAQ sheet, and held conversations at several local meetings to share the idea and get feedback. Response to the general idea of PaL has been very positive, however, this discernment process was slowed due to the load of other Program Committee work. We look forward to continuing conversations about PaL with Friends in the coming months.

We took the opportunity this year at each meeting to read and reflect on the anti-racism queries. In particular, the second query, which focuses in part on inclusiveness, entered our thinking and decision-making about moving Annual Session online. We know that many Friends, of different ages and backgrounds, either do not have access to technology, or do not have the experience to use it to participate in virtual meetings. We are still considering ways we might support these Friends to join us, either by using cell phones (which allow for partial participation) or by connecting with others near them who could assist with technology use.

As far as we know, 2020 is the first time Annual Session has been cancelled since 1918, when Baltimore Yearly Meeting, Hicksite branch, was cancelled during the Spanish flu pandemic. Taking advantage of modern technology, we have the opportunity to conduct our business and our program online. Although some Friends will not be able to join us, we expect that many who typically don't travel to Annual Session will be able to gather with us this year. Registration is open up to 2 hours before any individual program. Please encourage Friends in your local area to come to part or all of Annual Session this year.

Again this year we have had excellent attendance and participation in our meetings. We take joy in our gatherings and in our service to BYM. Our hope is that you will find at Annual Session some spiritual nourishment and go from Annual Session refreshed to continue the work of BYM. We look forward to meeting again next year – in person.

RELIGIOUS EDUCATION COMMITTEE

Members of the Religious Education Committee have worshipped, worked and grown together over this past year, as we have “begun again” after the committee had a couple years of low membership and inactivity. Our six current members share long term commitments and passion for religious education. Together, as a committee, we strive to find ways to nurture our Monthly Meeting's adult and youth religious education Programs.

During our two face to face meetings and five Zoom meetings, the committee has worked toward three main goals: 1. developing book list and associated “lesson packets” available for Meetings on our webpage, 2. Finding new ways to reach out to and connect to Monthly Meetings and 3. Re-starting the yearly retreat.

We have developed drafts of lessons for different age groups focused on the theme of “Exploring the Light.” As we proceed in the development of lessons and review related books, we will be alert for resources that may include “micro-aggressions.” This effort was wonderfully interrupted by the donation of approximately 650 books by the Peace Study Center in Baltimore to BYM. Thanks to the efforts of a subgroup of the committee, led by Nancy Moore, these books have been cataloged and categorized, including a section on Equality and Diversity. These books are currently stored at Stony Run Monthly Meeting. When the Yearly Meeting again meet in-person, we will bring the books so that Monthly Meetings can take for their own RE libraries. In addition, the list of books will be posted on our committee's webpage so that MM who are not present can view and request books. Of note there are many books dealing with equality and diversity that can serve as a resource to our Monthly Meetings as they deal with these issues.

To expand our outreach to our Monthly Meetings we discussed instituting Zoom meetings with MM clerks. The initiation of the project came to fruition just as “Sheltering in Place” began. 12 Meeting Clerks from across BYM gathered on two different Zoom calls to share their thoughts and concerns about handling RE during this crisis. Resources were shared during and after the call. These Zoom Meetings for Monthly Meeting Clerks will continue on a quarterly basis. (next to occur mid July)

In the past, RE has held an annual retreat and we hope to revive it. This year, we chose the theme “How Do We Plumb the Riches of Our Diverse Spiritual Journeys?” to speak to the

challenges for both youth and adult Religious Education programs. We learned much and were quite excited as we prepared for the retreat. Unfortunately, low registration shortly before Sheltering in Place began, led us to cancel. We look forward to offering it again, as way opens.

The committee rejoices in the fellowship with each other and the work it has done. We know there is much to do to enrich our RE programs; we would warmly welcome input from the whole BYM community, as well as welcome others to join in as we continue this work.

SEARCH COMMITTEE

Search Committee is responsible for finding people to serve as the officers of Baltimore Yearly Meeting and of Interim Meeting. It also finds people to serve on the Supervisory and Nominating Committees. This year that has meant finding three people to serve on Supervisory Committee, four on Nominating, two Recording Clerks (one each for Interim Meeting and for the Yearly Meeting) and two Presiding Clerks (again, one each for Interim Meeting and for Yearly Meeting.) This is a significantly larger search than we have in most years, so we began to work on it well before Annual Session in 2019.

As part of our deliberations to fill these positions we considered many factors, including the anti-racism queries. Our discernment process considered the importance of finding Friends from various Quarters or regions of the Yearly Meeting and who represent a range of age groups and racial identities. We consulted the Growing Diverse Leadership Committee and received a list of names of Friends to consider.

Although every position is important, we feel a special responsibility when we search for a Clerk. We began by talking to the outgoing Clerks and key members of the BYM staff to understand the responsibilities of the two clerk positions, how they relate to each other, how they differ, and, particularly, what qualities we should look for in candidates for each position. Our next step was to worship together, and from that worship we lifted up the names of Friends we could see serving us well in each of the two clerking positions. This experience allowed us discover just how rich our Yearly Meeting is in human resources. We found more Friends in our Yearly Meeting than we had initially expected who have the spiritual grounding, love of the Yearly Meeting, and practical skills to serve us well as clerks. We confirmed our sense of the appropriateness of these potential candidates in conversations with the current Clerks and several members of staff. We then we began a series of conversations, inviting these Friends, one at a time for each Clerk position, to consider this service.

The conversations we had with these Friends were at times deeply spiritual and profoundly moving. Each of them sought carefully to be guided by the Spirit in their response to our invitation. At the time of preparation of this report, a Friend has accepted our invitation to be nominated as Interim Meeting Clerk. As yet, however, no one we have asked has felt clear to accept the Yearly Meeting Clerkship. One factor that is making this search more difficult is the global pandemic caused by the COVID-19 virus. Some Friends have told us that the uncertainty caused by the pandemic makes them unable to take on a major new

responsibility at this time. We expect to continue to search for our next Yearly Meeting Clerk in the weeks to come.

We have also been working in a parallel process to find Friends to fill the other positions we have responsibility for. There, too, some positions have not yet been filled.

The members of Search Committee have shared a rich, deeply spiritual, and frequently inspiring journey together this past year as we have explored with many Friends what leadership of our Yearly Meeting involves. We have also been challenged to try to understand why the process of finding our next Yearly Meeting Clerk has been so prolonged. Typically, the committee meets about five times a year. This year we've met 10 times, so far, and we expect to continue meeting frequently until all the positions we are responsible for are filled. Prior to March, these were face-to-face meetings, but more recently, they have been virtual meetings. We find we are a small enough group and know each other well enough that virtual meetings work well for us. We have had an unfilled vacancy on our committee since the end of Annual Session in 2019 when our previous clerk left the committee.

STEWARDSHIP AND FINANCE COMMITTEE

This year most of the work of the Stewardship and Finance Committee was accomplished by teleconference, meeting 18 times, often in collaboration with members of the Trustees, Supervisory Committee, the Presiding Clerk, and the Clerk of Interim Meeting. Because of pandemic restrictions, the annual apportionment meetings were held by teleconference as well with a record number of participants. The Committee is grateful for the wide participation but also aware that access to teleconference is dependent on reliable internet access and may limit the ability of some Friends to participate.

As the 2019-2020 year began, the Committee identified looming financial problems for the Yearly Meeting. Deferred maintenance at camp sites, balloon payments on Friendly loans, concerns from Monthly Meetings about the value of their apportionment responsibilities and contribution levels below expectations implied a difficult 2021 budget. Underlying these issues were the concerns heard from Friends that the relationship between BYM and its constituent Monthly Meetings was unsatisfactory. Stewardship and Finance worked to address these issues by clarifying the responsibilities and relationships between that committee, Trustees, Supervisory Committee, and staff, and by increasing outreach to Monthly Meetings by appointing liaisons to each Monthly Meeting

As 2019 drew to a close, financial concerns increased as it became clear that there would be a significant shortfall in contributions, eventually generating only a little more than half of the \$632,000 budgeted for contributions in 2019. Even as the committee was beginning work on the 2021 budget, it was becoming clear that there needed to be changes to 2020 expenditures and the 2020 budget was revised downward.

Working with the General Secretary, the Comptroller, the Treasurer and the Trustees arrangements were made to refinance the Friendly Loans for the Catoctin bathhouse over a longer term, to revise the format in which to present the Annual Budget to allow it to more closely mirror the financial statements generated by the accounting software, and to begin the process for the development of a long term strategic plan for BYM.

The onset of the COVID-19 pandemic, with the subsequent necessity to shutter the camping program for the 2020 season, intensified the financial problems to crisis level, requiring significant cuts to 2020 expenditures including reductions in staff, salaries, and benefits. Hard work by staff to obtain pandemic relief loans and grants eased the immediate problem but underlying challenges remain.

As part of the management of the cash flow problem in the Spring, Stewardship and Finance sent a request to Monthly Meetings to pay their 2020 apportionment early. Friends responded generously, for which the Committee is grateful. At the Apportionment and Finance teleconference in April, the Committee heard the concerns of Friends about the value BYM brings to Monthly Meetings, a concern that one Friend explored as the difference in vision of BYM as a “religious service organization” that allows monthly meetings to purchase products, versus a spirit led community that coordinates and leads Friends to deeper appreciation of the inner light and impact in our wider world.

One consequence of the uncertainty generated by the pandemic, especially the question of whether camps will be able to operate next year, and what the impact of the financial slowdown will be on contributions and apportionment is a delay in the production of the 2021 budget. The committee is currently planning on having a draft budget to send electronically to Monthly Meetings in September as a ‘first reading’ with the opportunity for teleconferences in October to gather more information and a ‘second reading’ for approval at Interim Meeting in November. The goal is to have a budget that balances. Eventually we will need to have a budget to rebuild our reserves, but that will likely not be a focus this year; likewise, we do not have reserves to allow a deficit budget.

The Co Clerks of Stewardship and Finance express their gratitude to the members of the committee who participated faithfully in these difficult times, and especially to Rick Post who is completing his term on the committee.

SUE THOMAS TURNER QUAKER EDUCATION FUND

In 2020 the Sue Thomas Turner Quaker Education Fund received 20 requests for funds from schools & organizations for a total of \$34,916. The committee considered the requests and was pleased with the high caliber of programs. We distributed \$19,050 in full or partial grants for 17 uses consistent with the purpose of the fund. Due to the COVID-19 Pandemic, all these grants are contingent on the ability for the uses to happen as planned. If revisions are necessary the Committee can consider them. The recipients were:

Buckingham Friends School, PA	\$1,000	To revise and reissue booklet "Quaker and Spiritual Life"
Cambridge Friends School, MA	\$1,500	3 half-day workshops on Quaker beliefs and education of children, one for parents
Fairville Friends School, PA	\$900	3 workshops (1 each) for staff, Board and parents on Quaker Education
Friends Community School, MD	\$1,000	3 new members of administration to Educators New to Quakerism
Friends School Baltimore, MD	\$1,000	To develop small booklet for families

Friends School Minnesota, MN	\$1,250	"Intro to Quakerism" 2 new teachers to Educators New to Quakerism
Friends School Mullica Hill, NJ	\$600	1 faculty to Educators New to Quakerism, new Head to 2020 Heads Gathering
Friends School of Atlanta, GA	\$1,500	4 faculty and staff to Educators New to Quakerism
Friends School of Portland, ME	\$750	2 new teachers to Educators New to Quakerism
Friends Seminary, NY	\$1,000	Parent Orientation to Quaker Education sessions
Greene Street Friends School, PA	\$1,000	Quaker Collection of books and resources
Tandem Friends School, VA	\$1,500	documenting the process of change to be a convinced Quaker School
UETS, Ukraine	\$1,000	acquisition of Quaker books for college level theology program in Ukrainian Seminary
United Friends School, PA	\$1,500	3 FCE workshops to develop a Quaker Life Committee for the School
West Chester Friends School, PA	\$1,500	2 workshops for families to understand how Quaker principles can be adopted at home
Westfield Friends School, NJ	\$1,500	creation of Middle School leadership program and Meeting for Business
Wichita Friends School, KS	\$550	materials for children to create their own Godly Play figures then use at home

The committee will meet in March 2021 to consider requests. Request deadline will be MARCH 1, 2021. Either paper or e-mailed requests are fine (see details below). Please do not apply for purposes that occur before mid-May so you can be sure to receive grant funding in time.

SUPERVISORY COMMITTEE

Supervisory Committee, 2019 Annual Report to 06 2020 BYM Interim Meeting
Postponed from 03 2020

Committee Members:

Current: Adrian Bishop and Ramona Buck, Co-Clerks; Peirce Hammond; Gulielma Fager, Jim Riley, BYM Treasurer; Marcy Seitel, BYM Clerk of Interim Meeting; Ken Stockbridge BYM Presiding Clerk.

Former members: Josh Riley recently resigned from Supervisory, and Tom Hill, previous BYM Treasurer, completed his time in that position on Dec 31, 2019.

As we noted last year, the essence of the Supervisory Committee's work is direct stewardship of BYM's paid human resources by way of oversight of the General Secretary. This includes responsibility both for appropriate expenditure of BYM's human resources budget and for nurturing the synergy among the staff to carry out the vision of BYM as a whole. We also oversee the care of the BYM office building, and occasionally work as an Executive Committee for BYM as outlined in the Manual of Procedure.

There have been more challenges for the Yearly Meeting this year (2019) and Supervisory has continued to support the General Secretary and the staff as they have engaged with these challenges. The lawsuit regarding Friends Community School which named BYM among other entities was finally resolved in May. That involved significant time and effort on the part of the General Secretary and the Associate General Secretary. A new Development Director was sought and hired this year as well as a part-time Bookkeeping Assistant, and a new STRIDE Coordinator. Though not directly his responsibility, the General Secretary supported the Camp Program Manager in hiring a new Director for Opequon Quaker Camp for 2019 and prior to the 2020 camp season re-assigning and rehiring directors at all camps. Committees and the staff are increasing their focus on exploring additional ways of promoting diversity in the Yearly Meeting and emphasizing our outlook as an anti-racist community, though there has been criticism from some that the General Secretary could do more. Most recently, he has initiated a process of long-range planning for the Yearly Meeting.

Supervisory completed the annual evaluation for the General Secretary after interviewing staff, inviting input from the Yearly Meeting and Monthly Meeting Clerks and talking with committee clerks. The General Secretary completed his self-evaluation and several of us met with him to give feedback and to discuss any issues.

Supervisory noted that the General Secretary visited 13 local Meetings in 2019 and that he regularly attends a number of BYM committee meetings, including Trustees, Development, Stewardship and Finance Committees and the monthly financial call. He has also attended some Camping Program, Camp Property Management and GDL committee meetings.

Supervisory has revised the Supervisory Committee Manual and the Clerk of Interim Meeting initiated a new segment on adding specifics of how Supervisory supports the General Secretary. In 2020, we expect to update our Employee Handbooks, based largely in documents prepared by the General Secretary. We also have included on our agenda "check-ins" from the Presiding Clerk and the Clerk of Interim Meeting, which has enriched our meetings. In October, some of us participated in the office and grounds clean-up day, followed by a fire circle.

We have continued to focus on our own growth in the area of promoting diversity and inclusion in the Yearly Meeting. In each committee meeting we schedule time for study of writings around identifying systemic racism. We completed the article by Clinton Pettus on "A Descriptive Analysis of the Views of People of Color Regarding Building a Bigger and Better Worship Community," and we then had a discussion with Clinton at one

of our meetings. After that, we started and are continuing to discuss the article, “White Supremacy Culture,” by Tema Okun. We now include the anti-racist queries at each of our meetings both by listing them in our agenda and by measuring any decisions against them:

- How could this decision affect those who have been harmed by racist behavior?
- To what degree have privilege, class, stereotypes, assumptions and our ability to include other perspectives affected this decision? Will this decision promote equity, diversity and inclusiveness? Will it enable us to be more friendly and whole?
- How will we provide opportunities for those most likely to be directly affected by our decision to influence that decision?
- How does this decision support the declaration of our Yearly Meeting that we are an anti-racist organization?

We read our goals for the committee at each meeting as a reminder:

- Continuing to support the General Secretary, one of our main tasks
- Continuing to promote healing from any past happenings
- Continuing the review of the documents (Supervisory Committee Manual, Employee Handbook, and coordination with the Camping Program Committee on the Camping Employee Handbook)
- Responding to the diversity needs of the Yearly Meeting and reviewing the anti-racism queries for each decision
- Creating a safe space for different perspectives to be expressed, and responding to any discomfort or conflict as it occurs

Supervisory continues the practice of having a day long retreat in September to consider issues more deeply and to set goals for the year. The committee takes the staff out to lunch twice per year which is a fun event for everyone, we hope, and provides an opportunity to get to know each other better. We do work hard; regular meetings are monthly, and there have been several months with extra sessions. We are thankful for the Spirit’s guidance as we labor for truth and good governance. We say good-bye now to recently retired BYM Treasurer Tom Hill. He has not missed a meeting, either commuting from Charlottesville or very occasionally Zooming in. As Friends know Tom is a stickler for detail. Our Minute numbering system reflects his concern for order among Friends!

It is our practice to share the personnel compensation costs, overall, with this report.

Original 2020 Budget and Human Resources Costs, to be revised 6/13/2020

<u>Original:</u>	<u>Revised:</u> (approximate)
Salaries \$642,513	532,000
FICA Taxes \$49,152	40,697
Benefits \$166,676	137,841
Employee Contribution to Health Insurance (-\$22,646)	(-22,646)
Retirement \$38,551	19,275
Total \$874,246	\$707,167

This is for 12 year-round staff, seven full time, one 0.75 FTE, two 0.6 FTE, and two 0.5 FTE.

TRUSTEES OF BALTIMORE YEARLY MEETING

BYM's Manual of Procedure charges the Trustees to act for the Yearly Meeting in carrying out the Yearly Meeting's responsibilities under the law. The Trustees administer their fiduciary responsibilities in their management of BYM's investments while being sensitive to the spirit of the Meeting community in fulfilling Friends' testimonies. This combined responsibility is both liberating and constraining for the Trustees.

The Trustees have met twice in person during the fall of 2019 (including one time jointly with Stewardship & Finance). During 2020, they have met at least monthly (a total of nine times) via Zoom in response to important fiscal matters and BYM's response to the corona virus pandemic.

BYM has approved the following Trustees: Tom Farquhar, Tom Hill (Co-Clerk), Carlotta Joyner, Susan Kaul (Recording Clerk), Fred Leonard, Rich Liversidge (Co-Clerk), Byron Sandford and Katy Schutz. Serving ex-officio have been Ken Stockbridge (Presiding Clerk) and Jim Riley (Treasurer). Ned Stowe (our former General Secretary) and Wayne Finegar (now Acting General Secretary) also have attended meetings of the Trustees.

Responsibilities of the Trustees include liaison with several working groups and committees. These include the Youth Safety Policy Working Group (Carlotta Joyner and Katy Schutz), Camp Property (Katy Schutz), Development (Byron Sandford), Investments (Tom Farquhar, Fred Leonard and Rich Liversidge), and Stewardship & Finance (Rich Liversidge). Tom Hill has coordinated the monthly BYM financial teleconference calls.

MAJOR SUBJECTS OF CONCERN AND ATTENTION

Financial Needs of BYM through 2020. Especially during the spring and summer of 2020, an important concern of BYM staff and many committees has been the programmatic and financial health of BYM. BYM has faced two different concerns. One was a growing recognition that we have had a structural deficit in operations (i.e., a mismatch between operating revenues and operating expenditures). We have been spending more than we have been receiving from programs and investments. The other was the effect on operations of the coronavirus pandemic. Many programs and activities could not be held safely and were cancelled or deferred.

Many BYM committees addressed aspects of these two concerns, including Camping, Camp Property, Development, Supervisory, Stewardship & Finance, and others. The Trustees also have been involved in finding the best way forward in 2020 during these difficult times. A proposal was made at the May and June Interim Meetings to revise downward BYM's operating budget for the balance of the calendar year 2020. This was approved by the Yearly Meeting.

The Trustees are aware that this has produced disappointment and disruption for BYM's members, staff, programs, and finances. However, it is expected to reduce cash operating losses. It appears that the Trustees will not be called on to access emergency funds from the investment portfolios under our care. Further financial relief was provided by receipt

of \$178,000 in Federal Payroll Protection Program (PPP) funds under the CARES Act and \$10,000 from Montgomery County to offset some effects of the pandemic. A member meeting funded the restructuring of \$40,000 in Friendly loans relating to the Catoctin bathhouse that were maturing in 2020. As a result of these activities, BYM is in better financial condition now than it was earlier in 2020.

Supplemental financing remains possible through Sandy Spring Bank, which continues to make \$125,000 in credit lines available to BYM. The annual cost of these lines of credit is about \$500. These lines of credit are seen by the Trustees as helpful in managing BYM's financial risk. We did not need to draw down on these lines during the past year. However, they remain available should a need arise.

Financial Investments under the Care of the Trustees. BYM maintains investment accounts with two investment managers, each of which follows socially responsible investing (SRI) practices in selecting investments for us. The combined value of our investment portfolios as of the end of June is about \$1.46 million. The portfolio values have fluctuated by as much as 25% during recent market swings and periods of uncertainty. The market swings have reacted in both directions in response to economic and social events as well as to the COVID-19 pandemic and the ensuing economic shutdown.

At present, BYM has a very conservative portfolio mix, reflecting our cautious view of the current investment market. In total, about 35% of our total portfolio assets are in cash, 50% in a diversified blend of equities, and 15% in bonds or the equivalent.

- Friends Fiduciary Corporation (FFC) manages about \$702,000 of our invested funds in its flagship Quaker Growth and Income Fund, a balanced investment portfolio with about \$350 million in assets. As of June 30, the fund is fully invested with 70% of the total in domestic and international equities, 25% in bonds with shorter-term maturities, and 5% in real estate investment trusts. Our investment produces a 4% annual distribution for use by BYM's programs and other activities.
- Morgan Stanley Wealth Management (MSWM) manages about \$758,000 of our investment portfolio. Presently, we have \$492,000 in cash and a portfolio of several SRI mutual funds and ETF index funds with a market value of about \$266,000. The large cash component provides flexibility in the event that BYM needs additional funds during this fiscal year and next. It also allows us to reinvest cautiously over the balance of 2020 if the investments are not needed to fund other BYM needs.

For several years into 2019, our MSWM portfolio was invested in the equities of a relatively small number of large-capitalization companies. Investment returns were high during the bull market through 2018. In mid-2019, the Trustees sold the large-cap equities in our portfolio out of a concern that the markets had become over-priced. In the fall of 2019, we adopted a portfolio strategy to gradually reinvest our funds using a dollar-cost averaging process. This was paused in early 2020 due to the pandemic shutdown and consideration of BYM's possible need for funds from our investments. We expect to return soon to a gradual reinvestment of excess cash in the MSWM portfolio.

REVIEW VS. AUDIT OF FINANCIAL STATEMENTS IN 2020

BYM spent several months assessing our cash requirements and considering many ways to reduce expenditures. The Trustees agreed BYM could save about \$10,000 in 2020 expenses by authorizing a financial review of BYM's financial statements rather than an audit. We discussed this with our audit firm and understand a review provides the oversight we need. The auditors have agreed to audit BYM's Balance Sheet in addition to its Review activities. This will help provide a clear starting point for the full audit we expect to require in 2021.

INSURANCE COVERAGE.

The Trustees and the General Secretary periodically review the insurances carried by BYM for its assets, staff, and programs. In August 2019, BYM and the Lincoln Financial Group restructured our employee retirement plan into an IRS-pre-approved 403(b) plan document. This will reduce our administrative costs and simplify our oversight of our retirement plan for staff.

UNITY WITH NATURE COMMITTEE

During the reporting period of July 2019 to July 2020, the Unity with Nature committee has consisted of 9 members whose commitment has been sustained by our connections to each other and to the natural world. In addition, we have two prospective members and the BYM representative to Quaker Earthcare Witness. After Annual Session, long-term members Debbi Sudduth, Karie Firoozmand and Munro Meyersberg will be rotating off of the committee. Their energy, commitment and fellowship will be sorely missed. Our committee meets monthly by Zoom video conferencing and as needed for sub-committee work.

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. In order to evaluate and affirm our goals as a committee, we held a committee retreat at Sandy Spring Friends in September 2019. We used exercises in Joanna Macy's book "Active Hope" as framework to develop renewed goals:

- Creating a balanced and sustainable carbon cycle

- Focusing on our spiritual commitment to nature

- Working toward a government that supports Right Relationship with Nature

- Working toward a BYM that supports Right Relationship with Nature

The committee agreed to actively support Kallan Benson, Young Friend from Annapolis MM, and the youth climate movement through participation in Sept. 20th Climate Strike and continuing communications support. We echoed Fridays for Future request for "adult allies" for the November 29th Strike at the U.S. Capitol through the committee's environmental contact list.

As BYM representative to the Friends Wilderness Center, Debbi Sudduth helped to organize and several committee members attended the Friends Wilderness Center event on climate change held at Langley Hill Friends Meeting on February 22nd. Kallan Benson, former UWN member Rick Morgan and QEW Representative Barb Adams were featured speakers.

We established a sub-committee on legislation which issued information on Virginia's environmental legislative proposals including Virginia's version of the "green New Deal" and the Virginia Clean Energy Economy Act. The sub-committee will work on the goal "Working toward a government that supports Right Relationship with Nature".

The committee made an "Earth Month" request of Monthly Meetings to "hold the Earth in the Light" each week during the month. We wrote queries and requested that local meetings read one each week in April to help keep us mindful of our duties to the Earth and our future generations.

For Annual Session this year, the committee has prepared a slide presentation around these thoughts about "Unity with Nature":

- *If we find solace in a quiet place in the woods, are we in Unity with Nature?*
- *If we feel a rush of emotion when the early evening sky fills with color, are we in Unity with Nature?*
- *If we feel a kinship with the chipmunk "praying" by the back door, or the birds doing aerobatics around the feeder, are we in Unity with Nature?*
- *If we feel God's presence as we rest in the garden, are we in Unity with Nature?*
- *If we fear for the future and ask for strength to persevere, are we in Unity with Nature?*
- *How difficult is it for people to feel Unity with Nature?*
- *If we were in Unity with Nature, would we know what to do?*
- *A Community in Unity with Nature is a worthy goal and would help promote and support a sustainable and spiritual relationship with Nature.*

We will continue to work toward this worthy goal.

YOUTH PROGRAMS COMMITTEE

No report received.

END OF LIFE WORKING GROUP

The BYM End of Life (EOL) Working Group was formed in Sixth Month 2019 under the care of the Peace and Social Concern Committee with the purpose to create and gather Late-life and End-of-Life resources to share with Friends. Early in the spring of 2020, the working group became more active in response to fears and concerns due to COVID-19. Five Friends began to meet via Zoom regularly to review the charge to the working group and see how we could be responsive to the needs of Meetings and individual Friends. Since starting, we have been joined by two more Friends. Each of us is a professional with collectively many years in hospice, palliative care, elder care law, and personal experience caring for persons in their declining years.

This Working Group had a more limited focus when first formed, but now has expanded to include issues related to aging and care for those who are ill. To that end, the charge of the working group was updated in Fourth Month, 2020 and is enclosed below. It is noted that Peace and Social Concern Committee has suggested that the Working Group would benefit from having a liaison from the BYM Ministry and Pastoral Care Committee.

Recognizing that the coronavirus created an the imminent possibility that Friends and other people we love may die and/or become gravely ill any time during the pandemic, the EOL working group quickly moved to bring together resources that Monthly Meetings and individual Friends might use. One focus is to encourage Friends to have what can be difficult conversations with family and loved ones in anticipation of their deaths and to write an Advanced Directive to record personal preferences for medical treatment at the end of life.

We have now populated the BYM webpage with several links, including the following:

- an extensive list of resources regarding concerns about decline and death;
- a set of queries exploring ways of living and dying well;
- a collection of information about the disposition of the body after death; and
- guidance for planning for the end of life issues.

We have also scheduled an open online forum to invite requests, offer information, and listen to local Meetings and individual Friends regarding their guidance on how to be of assistance, about any late-life and end of life issues. Members of the working group are personally available to individual needs via phone or e-mail. We anticipate the need for more future forums and potential travel to Monthly Meetings as resource persons. We recognize various issues related to burials, graveyard policies, and diversity that will occupy our attentions in the near future.

Working Group Charge (updated 4/21/2020)

- Make resources available to Monthly Meetings that focus on all aspects of preparing for and experiencing the last months of one's life, including resources for those who are care-takers and those who will survive the person at end of life.
- Maintain a webpage where links to resources can be posted.
- Learn what resources local Meetings are finding useful and let other Meetings know about them.
- Organize workshops for BYM Friends to be presented at Annual Session, other gatherings of the Yearly Meeting, Quarterly Meetings, and local Meetings.
- Visit Meetings to provide a “listening ear” for Meetings that are dealing with end-of-life issues among their members and attenders.
- Keep track of and offer statements about end-of-life legislation in Maryland, Pennsylvania, Virginia, and D.C. as appropriate.
- Propose minutes and reports to BYM on areas within its scope of concern as appropriate.

GROWING OUR MEETINGS WORKING GROUP

No report received.

INTERNET COMMUNICATIONS WORKING GROUP

No report received.

INTERVISITATION WORKING GROUP

The Intervisitation Working Group shares a vision of reconnecting and strengthening bonds within the worldwide Quaker fellowship, especially across cultural, theological, and liturgical practices. Our work visiting and connecting to Friends of differences honors the diversity and variety of Friends everywhere. We affirm that the lessons of a ministry of presence apply when connecting to people of all colors and backgrounds.

We meet quarterly as a group, and several Friends share much more frequent F/friendships through support committees, travel and personal sharing. Our gatherings are rich with exploring our individual leadings to ministry that support each other's spiritual growth. In the last year, we have added "Quaker Continuing Education" time for self-learning early on the agenda for each meeting. We note that it has anchored our meetings more deeply in our tradition and opens us to more Spirit-led decisions. Topics have included the new BYM Anti-racism Declaration and the 2013 BYM Minute on Embracing the Ministry of Friends. We had planned on worship sharing about sin and shame issues in our Spring meeting, but deferred to more personal check-in time given that we were newly adjusting to Zoom conferencing at that time.

During our reflections on the Anti-racism Declaration, we recognized a few specific steps that we can take to become more welcoming and inclusive:

- we can lift up the African Friends' ministry both from history and current ministries
- we could invite our Kenyan Friends and Guatemalan Friends living in the Baltimore area to be part of IWG
- we can incorporate this declaration into our training programs for traveling Friends
- we can continue to observe institutional and systemic racism and become more aware of the racism that individuals carry, often unconsciously

Since that discussion, IWG Friends have visited with the Kenyan Friends and the Hispanic Friends Church to invite them, and there was good response.

The year also focused on the use and mechanics of Travel Minutes for Friends traveling in the ministry. We wrote up this process in the First month issue of the Interchange and recommend it for consideration in the Manual of Procedures. We continue to encourage all Friends traveling in the ministry to have a travel minute, or at least a letter of introduction from the monthly meeting for those traveling to visit other Friends more informally.

In 2019 Friends in the working group were able to travel in the ministry to at least 13 other Yearly Meetings sessions, 17-20 different Quaker communities, visiting in 6 countries. Additionally, several Friends have been led to travel more Meetings within BYM, and have visited at least 8 monthly meetings, often offering some sort of prearranged ministry about the learnings of Intervisitation.

There are several other BYM Friends who travel in the ministry who are not affiliated with IWG. Friends elsewhere, notably in FWCC and some FUM communities, have noticed the numbers of BYM' traveling ministers and appreciate the initiative and learning we have amassed.

At 2019 Annual Session, we offered two workshops, hosted the Intervisitation Lounge several nights, offered scholarships to 9 Friends from other yearly meetings to attend, and helped offset expenses for three Friends in their travel ministry. Our clerk shared several spiritual lessons drawn from her traveling ministry at a plenary. During annual sessions, we also joined with United Society of Friends Women International women and men for tea and worship. Out of that came an effort by USFWI at Stony Run to start a new chapter.

We continue to support the work of a Friend called to minister to Quaker families and celebrate that her Monthly Meeting has embraced her ministry. We also celebrate our members' active engagement on the board of FUM and travelling for service work to 2 different FUM affiliated missions.

With the 2020 pandemic forcing worship, study and committees onto an online platform, our ministry has been physically curtailed and challenged to adapt to offer a ministry of presence in new ways. Friends have now worshiped with communities often far beyond their normal environs. Online worship at Pendle Hill, Beacon Hill, Woodbrooke, and Quaker Spring have all been reported as quite spiritually nourishing by many. We recognize the opportunities for sharing worship and fellowship through Zoom have opened doors we did not have access to before. Friends from BYM have been able to attend at least 4 other yearly meetings during the spring 2020, given that virtual gatherings are not limited by travel arrangements.

As we plan for Annual Sessions to be held virtually, we are encouraged to think broadly and widely about how to reach beyond our more familiar Intervisitation gatherings. We will continue to offer intervisitation lounge and the one workshop previously scheduled. We see that we can offer on-line workshops through the year in addition to those at annual sessions. There are numerous topics that are sharable, and we could reach a much larger community. Since our ministry has gone on for 17 years, we know there are many who look to BYM for guidance and practical suggestions. We note that George Fox himself was the first traveling minister and that Quakerism could not have grown had it not been for the ministers who traveled from one community to another preaching and spreading the good news. It is our honor and privilege to be given this leading to re-discover the gifts of traveling in the ministry.

PASTORAL CARE WORKING GROUP

In 2018, the Pastoral Care Working Group (PCWG) was created by the Ministry and Pastoral Care (M & PC) Committee to “work proactively to develop and identify resources for use within Local Meeting communities. Resources might include readings, workshops, or other learning opportunities for individuals in the Local Meeting or for the Meeting as a whole. Resources might also come in the form of experienced individuals (from within or without BYM or the Religious Society of Friends) who can provide direct support or counsel to local Meetings. The PCWG might also host learning or networking opportunities on pastoral care issues at BYM Annual Session or other times throughout the year.”

Then in 2019 M & PC reported that “over the past year our Yearly Meeting faced the painful realization that at times our Meetings and our schools have failed when responding to Friends in crisis. This realization emerged from the memory of a specific case of sexual abuse and a lawsuit that grew out of this case. As we move forward, M&PC and the PCWG will seek to support local Meetings in their work to be open to the needs of all members and attenders, to develop local Meetings' preparedness and their capacity to listen deeply as painful and uncomfortable needs arise.”

In the light of our 2018 charge and the 2019 M & PC report, the PCWG has been seeking to support local Meetings in recognizing and confronting conflict and abuse within their Meetings.

We have planned two workshops for our 2020 Annual Session. The first, “Anger, Shame and Guilt” is based on a course of the same name taught at Earlham School of Religion. The second, “Conflict & Abuse” is a Connecting Local Meetings workshop. To prepare for this second workshop the working group sent out a survey to local meetings inquiring about their current practices.

The working group has read and discussed, *The MeToo Reckoning: Facing the Church's Complicity in Sexual Abuse and Misconduct*, by Ruth Everhart, a Presbyterian minister and sex abuse prevention educator. The PCWG has met with the author and is planning to have her present a day-long workshop soon.

We’ve read and discussed the anti-racism queries. We see recognizing and confronting conflict and abuse in our local meetings as an essential part of our anti-racist work.

In the 2020-2021 school year, PCWG convener and Earlham School of Religion Master of Divinity student Windy Cooler, will be using her PCWG work as her Supervised Ministry project. She will be supervised in this work by Margaret Webb, Pastoral Minister from New Garden Friends in Greensboro, NC.

We recognize that seeking to confront conflict and abuse within our meetings can cause strong emotional reactions in Friends. PCWG members seek to support each other emotionally and spiritually as we do this work. We also appreciate the ongoing support of M & PC and BYM as a whole.

QUAKER VOICE OF MARYLAND WORKING GROUP

Chesapeake Quarterly Meeting met in February 2019 to discern how Friends could enhance the effectiveness of Quaker advocacy in Annapolis on issues of concern to us. Friends at that meeting were in consensus that we should form a working group to help Quakers to work more effectively together on statewide issues in Maryland. The working group is also under the care of the Baltimore Yearly Meeting Peace and Social Concern Committee.

Since then, the working group:

- Met at least monthly, starting in March 2019 - bi-weekly during the legislative session.
- Spoke with a founder of the **Friends Committee on North Carolina Legislation** about how they got started about a year ago and have their mission statement and other founding documents.
- Conducted outreach to Monthly Meetings throughout Maryland to let Friends know about us, to listen to their hopes, suggestions, and concerns, and to develop a database of Quakers who want to be involved in advocacy. We met with 12 of 17 Monthly Meetings.
- Expanded our membership to eight members representing five Monthly Meetings.
- Created a **website!** www.quakervoicemd.org that includes
 - o Our vision
 - o A form people can fill out to get on our contact list and to get involved.
 - o Information on the seven bills we prioritized based on Friends’ feedback and in consultation with Friends knowledgeable about upcoming legislation in each topic

- o Links for more information
- o Information and links for advocacy/lobby days
- o Sent out action alerts.
- We led a workshop at Annual Session about our work.
- In September we asked Monthly Meetings in Maryland and individual Quakers to provide input into legislative priorities. The top priorities were
 - o Climate Justice
 - o Gun Violence Prevention and Peace Building
 - o Immigration and Civil Rights
 - o Criminal Justice and Prison Reform
- Provided testimony in support of legislation related to solitary isolation and criminal justice reform.
- Participated in Lobby Days for the Kirwan Commission and climate justice.
- Developed a logo.
- Hosted a Zoom meeting in June 2020 to summarize our work and encourage others to join us.

REFUGEE, IMMIGRATION, AND SANCTUARY WORKING GROUP

No report received.

REPARATIONS ACTION WORKING GROUP

The Reparations Action Working Group (RAWG) has grown out of the Growing Diverse Leadership Committee to identify the harm that has been done to Black and Indigenous people over centuries. We desire to make the Yearly Meeting aware of our role in the larger system of institutionalized racism, and to push our community to engage in Reparative action. While education is an important component of this work, it is only the first step toward our overall goal to seek Reparations for African American and Native people. As we work toward our goal, we also engage in more modest reparative actions that will increase equity and support the protests following the murders of George Floyd and others, as well as the Movement for Black Lives.

RAWG started as an informal group in May of 2019 and became an official working group in March of 2020. It is our goal to seek Reparations for Black and Indigenous people. Please note that throughout this report, we use multiple terms to talk about groups of people; this is because not everyone who belongs to each identity uses the same terms, and we want to honor some of the most commonly used ways people describe themselves.

We spent most of our first year solidifying our group and building pathways toward racial justice action. We began on 13, May 2019, with a preliminary worship sharing facilitated by a STRIDE Member (Nikki Richards, no Meeting affiliation) and the then Clerks of PSC (Phil Caroom, Annapolis Friends Meeting), GDL (Peirce Hammond, Bethesda Friends Meeting), and WGR (David Etheridge, Friends Meeting of Washington). We asked friends three queries:

- You chose to participate in this conversation. Why are reparations important to you as an individual?
- Why is it important to you that BYM take on this issue as an institutional entity?
- How might we begin?

At the close of the meeting, participants were asked if they were willing to commit to joining a group working to find a path toward Reparations. From those commitments grew the Reparations Action Group (RAG) core members. We have met monthly since. We spent the first few months organizing ourselves and planning a three-part workshop series which has since been postponed due to COVID-19.

On 8, February and 2, March of 2020, two separate groups of RAG core members met to discuss the strategy for our mission, facilitated by Clinton Pettus (Baltimore Monthly Meeting, Stony Run). Through this process we were able to focus and gain clarity on our common goals and understandings of what Reparations could look like and how we might move forward as a community. A report of these sessions is available upon request. Out of this process arose a series of recommendations we might make to the Yearly Meeting for how we can engage with Reparations for Black and Indigenous people. These recommendations will be available and discussed as an Advance Report during Annual Sessions.

In March, we finalized and presented a minute declaring that we are a working group. Our minute was sent out to the body of the Meeting and was acknowledged by the Supervisory Committee and the Yearly Meeting. Thus, RAG became RAWG, an official Working Group under the care of the Growing Diverse Leadership Committee.

Core members and Friends of RAWG have spent June engaging in actions of solidarity with the Movement for Black Lives and the worldwide protests for Racial Justice. We gathered supplies for protestors; participated in a Mutual Aid Network with The Tubman House of Baltimore; collaborated with our STRIDE Coordinator, Khalila Lomax, to create and distribute resources supporting Racial Justice actions; and drafted a letter with a call to action for all of BYM. While none of these actions were official group business, almost all core members participated in them in various ways. Thus, this has become the work of our group, informally. We remain committed to our ultimate goal of Reparations for African American and American Indian people.

The RAWG has not formally considered BYM's Anti-racism queries as much as we should. Even so, we have emphasized within our group the importance of acting in line with these queries. We commit to reading them and considering them deeply, along with the principles we always consider, as we move forward. Our official documents and our actions have emphasized the importance of centering the voices and leadership of those most impacted by racial injustice. For us, that means Black people and Native people. We adhere to this guidance by always distributing resources created by African Americans and Indigenous People and by listening to the experiences of people who have been most impacted by oppression.

Throughout the year, the RAWG has created and collected resources to prompt action in BYM. For Thanksgiving we created a resource document for solidarity actions with Native people. For the holidays we created a list of ways to redistribute funds as Friends made spending choices. Most recently, we compiled lists for action regarding the Black Lives Matter protests and educational resources regarding Juneteenth, including lists of Black-

owned businesses and literature written by African American authors. Our resources are now housed on a page on the Yearly Meeting website, under the “What we do” section, titled *BYM Friends Commitments and Resources for Actions Supporting Racial Justice*.

As we move into the summer and beyond, RAWG will continue to work together with GDL and STRIDE to expand our capacity for Mutual Aid and to strengthen our network of Anti-racist Friends. In collaboration with Khalila Lomax, the STRIDE Coordinator, and members of other working groups and committees, we will facilitate action in the BYM community. We will be sure not to lose sight of our ultimate goal: Reparations for African American and Indigenous people in both our community locally, and in the larger United States. As mentioned above, we will put forward a set of recommendations to BYM during Annual Sessions in the form of an Advance Report. We are asking friends to embrace our process for working with the Yearly Meeting to explore and understand these recommendations. The recommendations will center on action items that will move us closer to our goal of Reparations.

Moving forward, there will be more opportunities to engage. We spent much of the winter working with contractors to design a three-part series of workshops to engage the Yearly Meeting for further action. Unfortunately due to COVID-19 we have postponed these workshops for the Fall. We encourage Friends to attend this three part series when dates are announced. Workshops may be virtual.

We welcome and encourage Friends to become more involved with us. There are two levels of involvement: Core Members, who attend all meetings and are involved in decision making, and Second Circle Friends, who receive resources and invitations for action and education opportunities. Second Circle Friends are kept in the know, while Core Members are expected to have a deeper level of commitment to the group and the work. All are welcome to join, though before choosing a level, we ask Friends to deeply consider their capacity and commitment to both outward facing and more personal, internal, Anti-racism work.

Since one of the main commitments of the Yearly Meeting is to be an Anti-racist faith community, our work relates directly to the life and soul of Baltimore Yearly Meeting. Reparations are central to Anti-racism and to dismantling systemic and institutional oppression. Reparative action is critical in creating a community that is spiritually well and whole. We consider Reparations to be essential to Anti-racism, and we are deeply committed to working together to help Baltimore Yearly Meeting continue on our Anti-racist path.

The RAWG recommends for each of us in the Yearly Meeting to consider: “How have I benefited from racist structures in society, and how can I repair the harms resulting from this unearned benefit?” This is the crux of our work and so we invite Friends to continue considering this query throughout this coming year.

SPIRITUAL FORMATION PROGRAM WORKING GROUP

No report received.

SUPPORTING TRANSFORMATIVE RELATIONSHIPS IN DIVERSE ENVIRONMENTS (STRIDE) WORKING GROUP

OVERVIEW

This year began following the typical STRIDE cycle: in Fall, we met with families to get feedback from the summer and held some small fundraisers (like Ice Cream First-daes!). In the Winter, we held the first of many STRIDE movie nights to raise money and build community over the viewing of social justice related films, as well as applied for grants. We worked to get STRIDE campers registered for camp and recruited new campers through our networks.

When the pandemic hit in March, all in-person events were cancelled, including a phone bank we had scheduled (the phone-a-thons tend to be our biggest fund-raiser of the year). We pivoted to holding all STRIDE meetings exclusively over Zoom, and also figured out a way to hold our movie nights over Zoom. We have continued the movie nights every few weeks; with members of the community we have watched all four episodes of *When They See Us*, *Crip Camp*, and *The Black Power Mixtape 1967-1975*. We plan to continue these into the summer, including family friendly options.

In May, when camp was officially cancelled, we pivoted again. Baltimore STRIDE held a virtual meeting with STRIDE families to talk to them about the announcement, share camp stories, and reflect on what camp means to us. We have since been focusing on mutual aid. For example, we were able to deliver masks to one family, and provide financial assistance to another. Additionally, we have been working closely with the Reparations Group on actions that support racial justice. This includes mutual aid, conversations around mass incarceration and discussions around race and policing.

Finally, we have been planning for how to stay engaged during the summer. We hope to be able to support STRIDE campers in attending other local day camps. Additionally, in conjunction with CPC we are planning camp activities and resources that can help keep the spirit of camp alive for STRIDE campers and the wider community this summer.

CHALLENGES AT CAMP

At the beginning of our year, after the BYM Annual Sessions, we heard that while the STRIDE Program generally went well last summer, there was an incident of racial harassment from a motorist as campers were walking to Camp Opequon from Hopewell Centre Friends Meeting. During the same trip, campers also had an interaction with a grounds person at Hopewell Center (where they were staying that night) that was racially charged and harmful. This brought up feelings of distrust and safety both within the geographical region of camp as well as within our own organizations. One camper found these experiences so unsettling that she did not want to come back in 2020. In November 2019, the committee discussed our role in supporting camp members in healing from racial trauma. Ideas and questions discussed included:

- Whether this incident, which took place on a roadway, was reported to local law enforcement? Do we need to identify a protocol for such situations?
- STRIDE will provide an anonymous online survey to collect feedback about campers' experiences at camp.

- Pre-identify safe people to talk to during camp session. If conversations about experiences take place face-to-face, we are able to find out who needs help and what kind of help.
- A response protocol largely falls to the Camping Program Committee, but this is a good opportunity for our committees to work together.
- We should consider reaching out to law enforcement prior to the start of camp, bearing in mind that, for some of us, calling on law enforcement may not be a safe option.
- We do not know what law enforcement’s reaction to such an incident would be.
- We should draw on resources in the community, such as reaching out to local Black churches, to learn their recommended approach to contacting law enforcement and what they tell their children about encountering hostility.
- STRIDE could provide training for counselors on how to dialogue with campers on these topics and how to create a safe space for campers to process racial traumas, whether they are small episodes or as major incidents. Current training includes discussing racism, but it can be increased to include bystander training.

GOALS AND STRUCTURE OF THE PROGRAM

We responded to questions from the General Secretary about the STRIDE program with which to focus Khalila’s work. These asked about the goals of the STRIDE program, including about diversity and inclusion at our camps. We noted a sub goal integrated in those goals: through education and openness, a community of authentic connection will result, not just more people of color attending. We learned that each STRIDE group holds two main fundraisers (fall and spring) and then sees how much money they have raised before deciding what other fund-raising is necessary. They try to include the campers who attended the previous summer and to send at least as many each year. If time and resources permit, they try to recruit more campers. This is independently decided each year by each STRIDE group.

Khalila has reported a sense that her work at this time will be in Washington DC, Baltimore, and Philadelphia. She has described how group members have asked her to provide more connections across the groups and to update contact information for each person. We learned that, based on past experience, the number of members of the core group in each city should be more than four and fewer than eight. We also learned that grant applications are being written, with each group communicating with the BYM Development Director and money going into funds for diversity and inclusion.

While the STRIDE groups in Baltimore, Philadelphia, and DC are doing well, the former Charlottesville STRIDE is not currently active. There will be a family feedback session in mid-October and a winter fund-raiser after that. GDL members were encouraged to attend fundraisers or practice hikes.

STRIDE LIAISONS

GDLC named liaisons to each of the three active STRIDE groups. Each liaison is in touch with their group and typically joins its regular virtual meetings. Each also helps support fund raising and joins STRIDE “movie night” and other events. When the announcement

came from BYM that in-person camping would not be held in 2020, each STRIDE group began planning other summer activities. That planning is ongoing. Each liaison reports at our GDL monthly meetings.

STRIDE COORDINATOR

In October, Khalila Lomax was hired by BYM as STRIDE Coordinator. She had spent the last few years in work connecting anti-racism to outdoor education with a few different groups and is excited to bring those relevant skills here to BYM.

In June we sent responses to Supervisory Committee to queries that committee sent to BYM committees responsible for working with staff employed by BYM. We emphasized the ongoing, year-round nature of STRIDE work, and the strong value that we have found in Khalila Lomax's employment on behalf of STRIDE campers, STRIDE group members, and GDL. We spoke of Khalila's dedication, initiative, intelligence, work ethic, and availability. We indicated that cuts to her availability threatened the stability of the program (which lost a city the last time staff dedicated to staff was absent) and undermined our commitment to the recently adopted BYM Declaration as an Anti-Racist Worship Community.

WOMEN'S RETREAT WORKING GROUP

No report received.

WORKING GROUP ON CIVIL AND HUMAN RIGHTS OF TRANSGENDER AND NON-BINARY PEOPLE

No report received.

WORKING GROUP ON RACISM

No report received.

WORKING GROUP ON RIGHT RELATIONSHIP WITH ANIMALS

In 2018, BYM adopted this minute:

"In the interest 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 the circle of love to animals, and to consider their welfare when making food choices."

In 2019, our group's Annual Session display was titled, "We are not fringe; we are fundamental," and we encouraged friends to see the connection between our concern for animal welfare and the Peace Testimony by revealing that Dexter King, son of Martin Luther King Jr. and Chair of the King Center for Nonviolent Social Change, eats a vegan diet for reasons of conscience. In his own words, "If you are violent to yourself by putting things into your body that violate its spirit, it will be difficult not to perpetuate that onto something else." Dexter King convinced his mother, civil rights leader Coretta Scott King, to do the same. Rather than seeing animals as separate from and inferior to humans, the Kings, when shifting to veganism decades ago, viewed human rights and animal rights as compatible, and plant-based eating as a natural extension of Martin Luther King Jr.'s position on non-violence.

This year, our Working Group focused on the environmental devastation caused by factory farming through showings of two documentaries: *Cowspiracy* (2014), at Adelphi FM

in November 2019, and *Meat: A Threat to our Planet?* (2019), at Herndon FM in January 2020. We also facilitated discussions with Friends on two books: *Eating Animals*, by Jonathan Safran Foer, and *A Plea for the Animals* by Mathieu Ricard.

“Treat us like humans, not like animals.”

Today, in June 2020, four months into a global pandemic, and four weeks into protests against police brutality and racial injustice in approximately 140 American cities, and across the world, our concern for the welfare of animals remains vital and relevant. Some of the protesters’ messages have included “No Justice, No Peace,” “I can’t breathe,” and “Treat us like humans, not like animals,” a message that resonates because, given the way that animals are treated in our society, there is nothing worse than treating a human *like an animal*.

Harlem Renaissance poet, Claude McKay, expressed this, when, in 1919, in response to widespread attacks that year on black communities by white supremacists, he published a sonnet, which began,

“If we must die, let it not be like hogs
Hunted and penned in an inglorious spot,
While round us bark the mad and hungry dogs,
Making their mock at our accursed lot.”

Last month in the *New York Times*, Ahmaud Arbery’s best friend, Akeem Baker, communicated the inhumanity of Arbery’s killers by saying, “They treated him as if he was game,…”

Excruciating, real-life videos brought the murders of Ahmaud Arbery and George Floyd into plain view all over the world, and now, finally, due to those irrefutable images and to protests notable for their tremendous scale and racial diversity, we are hopeful for authentic and lasting change in the areas of racial injustice and police brutality. But powerful agri-business lobbies, and their Ag-gag legislation, punish people of conscience for filming the cruelty and violence that pervade animal agriculture, which most if not all Americans participate in, by proxy, every single day.

“Two Viruses—COVID-19 and Racism”

Now in light of the COVID-19 crisis and Baltimore Yearly Meeting’s anti-racist initiative, the Right Relationship with Animals Working Group will turn its focus to the social problems associated with the consumption of foods derived from animals. When Anthony Fauci, our nation’s leading expert on infectious disease, was asked why African Americans were being disproportionately impacted by COVID-19, his answer was “pre-existing conditions.” Many pre-existing conditions consist of lifestyle diseases, like heart disease and type-2 diabetes—leading causes of death nationwide, and largely attributable to diet. African American authorities on plant-based eating include cookbook author, activist, and Chef-in-Residence at the Museum of the African Diaspora, Bryant Terry, and Alicia C. Simpson, a cookbook author and dietitian specializing in maternal and pediatric nutrition.

We aim to learn more about the reasons why COVID-19 is taking a heavy toll on the black community, and will make *food insecurity*, *food desert*, and the *hunger-obesity paradox* part of our working vocabulary while seeking ways to effect positive change.

Some of our outreach will involve debunking myths about plant-based eating. For example, some critics charge that a plant-based diet is elitist and costly, when in reality, vegan staples, like grains and beans, are about as democratic, affordable, and nutritious as it gets.

The need to make our concern more racially inclusive calls to mind the history of the Standard American Diet as a product of British colonialism. The colonizing mind-set was informed by racism and rejected the wisdom and nutrition of other cultures' plant-based cuisines in favor of forcing its own narrow and unsustainable vision on non-white populations. Out of our desire to nourish ourselves without causing harm to animals, many of us have turned to non-white cultures for guidance. Options geared toward vegans by Hood College during last year's Annual Session included Moroccan Lentil Chickpea Stew, General Tsao's Tofu, and hummus in the salad bar. Because a vegan diet is racially inclusive by nature, anyone who attends a RRWA event can expect to find hospitality in the diverse culinary offerings, but we will now strive to be more intentionally anti-racist by including the perspectives of people of color on animal welfare and veganism.

Statistically, more people of color identify as vegetarian than whites. Is that because more people of color observe traditional diets that champion plant-based foods? Is it because more people of color work in service and manufacturing industries that put them in touch with the harsh realities of food production? The COVID-19 crisis has helped bring to light the unjust working conditions of slaughterhouse employees, who are mostly people of color. It also provided a glimpse of the poor living conditions for animals raised en masse on factory farms.

“Dream in Color”

This year the Right Relationship with Animals Working Group will be dreaming and eating in color. We will listen, learn, and share, and hope to encourage more people to join us.

YOUTH SAFETY POLICY WORKING GROUP

The Youth Safety Policy Working Group, under the care of Trustees, meets at least once a year to remind ourselves of the Youth Safety Policy (YSP) and how it applies, consider how well the YSP and related processes are working, and identify any improvements to the policy and related processes that might be needed. The policy can be found in Appendix D of the Manual of Procedure (<https://www.bym-rsf.org/publications/mop/youthsafety.html>).

The Working Group consists of ex officio staff and members of committees with knowledge about the BYM programs that serve youth (Camping Program Committee, Religious Education Committee, Junior Yearly Meeting, Youth Programs Committee, Camping Program Manager, and Youth Programs Manager); Yearly Meeting leaders (BYM Presiding Clerk and General Secretary); and representatives from Trustees and Supervisory Committee.

This year, we met over the Internet twice (in November and May) and conducted other business by e-mail. We decided the policy would be improved by adding some introductory language to state more clearly the purpose of the policy. We proposed adding the following language to the first paragraph of the policy statement.

“The purpose of this document is to establish a policy to keep children and youth in Baltimore Yearly Meeting (BYM) programs safe from abuse, procedures for ensuring that safety, and mechanisms for reporting any instance of suspected abuse.”

This addition was approved by Supervisory Committee, in the absence of a Third Month Interim Meeting. It was reported to Sixth Month Interim Meeting and will be reflected in subsequent revisions of the Manual of Procedure.

The Working Group is considering the need for additional language to address BYM-sponsored online activities. That language might describe the risks uniquely associated with this medium, and BYM’s responsibility and plans to mitigate them. We are considering that it might be useful to indicate the need for more detailed guidance and to highlight key components of it, such as adult permission for youth participation, the number of adult participants needed in online meetings, software-specific program settings to protect against inappropriate access to online events and behavior of participants, and recordings and photographs.

During this year, the Working Group did not specifically consider the BYM anti-racism queries in our deliberations. We expect to do so in the future.

YOUNG ADULT FRIENDS

No report received.



BYM Representatives to 2014 FWCC World Gathering

REPORTS OF AFFILIATED ORGANIZATIONS

AMERICAN FRIENDS SERVICE COMMITTEE CORPORATION

No report received.

FRIENDS COMMITTEE ON NATIONAL LEGISLATION

No report received.

FRIENDS GENERAL CONFERENCE

No report received.

FRIENDS HOUSE RETIREMENT COMMUNITY

No report received.

FRIENDS MEETING SCHOOL

Friends Meeting School (FMS) ended its fiscal year with a small deficit. Fund-raising also fell short of its goal. We are grateful for the leadership of Mara Nicastro, Head of School, and the generosity of all those who have supported FMS over the years. We graduated nine seniors this year, with seven college-bound. We hope to have between 70 and 80 students next year, from kindergarten through twelfth grade. The school was able to acquire new lower school science books at no cost.

Due to COVID-19, the school began on-line teaching in March and continued it through the balance of the school year.

Quaker testimonies are central to the mission of FMS. The overall theme chosen by the teachers for the coming year is “Equity/Equality.” Our “Student Peace Awards of Frederick County” program, now in its sixth year, honored students from 13 public and private high schools who have played a leading role in community building and peace making in their respective schools and communities. This year we invited all the awardees to a “Pizza for Peace” party, where they had a chance to meet and connect with each other. It was a wonderful event, and we are looking into more ways to encourage this kind of networking among high school students in Frederick County.

This past year was centered on selecting a new Head of School as Mara Nicastro returns to head her former school, and our neighbor, the Nora School, located in Silver Spring, MD. Mara has been exceptional in her leadership and spirit. The latter has taken a decidedly Quaker turn, with Mara now attending Bethesda Friends Meeting fairly regularly. FMS has hired as our new head, Christopher Kimberly. He is a deeply experienced Quaker educator and comes to us from Moorestown (NJ) Friends School, where he served as Associate Head of School and Academic Dean. He begins his tenure on July 1.

The Friends Meeting School Board of Trustees now numbers ten, including five members of the Religious Society of Friends. The Board is deeply committed to Quaker values, and seeks to ensure that FMS offers an education that nurtures mind, body and spirit.

FRIENDS PEACE TEAMS

No report received.

FRIENDS UNITED MEETING

Friends United Meeting is a significant resource and support for traditional Christian Orthodox Friends in our consolidated Yearly Meeting. Its online bookstore provides ready access to Christian Quaker classics, the writings of similar-minded writers from other Christian traditions such as Howard Thurman, and Spanish language Quaker titles. Friends United Meeting is 85% Friends of Color, most substantially in eastern Africa. Through FUM, BYM Friends from across the theological spectrum:

- support the creation and development of new Quaker faith and life opportunities among the urban poor in Belize City and Nairobi and among indigenous pastoralist communities pressured by political ascendancy of larger tribal ethnicities in semi-arid Turkana and Samburu, Kenya;
- provide world-class education in occupied Palestine;
- prepare and support leadership for local and yearly meetings in Cuba and Jamaica; and
- support local peacemaking in ethnic clashes in western Kenya.

Our shared connection with Friends United Meeting has drawn immigrant African Friends to become members of Baltimore Yearly Meeting. Our participation in Friends United Meeting provides us a vibrant expression of our anti-racist commitment.

1. Like most non-profit organizations, Friends United Meeting is challenged by a decrease in financial support and an increase in the needs of its partners. The international Triennial Conference, scheduled for Kisumu, Kenya, in July, 2020 was postponed until 2021. Postponing the Triennial was a financial loss. FUM has offered to refund registration fees, but at the same time we must forfeit deposits to our vendors in Kisumu.

2. In Belize schools were closed on March 20. Students of Belize Friends School lost both their classroom education and their only regular meals. But education continued at home with paper packets provided by BFS teachers. Learning was augmented by a local telecommunications company (Smart!) which gave our school discounts on phones, SIM cards, and internet access. Six determined students were able to graduate this spring! In addition the staff assembles and distributes weekly food packages for students and other members of the Belize Friends Center community. With both sorrow and gratitude, last fall the staff said good-bye to Adrian Bishop and Rosalie Dance (Baltimore, Stony Run). They had been coming to Belize Friends Center several times a year to work on the building that houses the center and the school and the school's educational programs. (Enjoy the photos at <https://www.facebook.com/belifriendsschool/>)

3. In Kenya classroom education was suspended at Friends Theological College and gradually shifted to internet learning. Understandably tuition income is down. The College struggled to meet payroll for April and May. However things are not looking good for June and July. Here's a link to an interview with Georgia Fuller and Robert Wafula, head of FTC: <https://mailchi.mp/fum/fum-e-news-fejtvmalci-2315011?e=2142a4e410>

The FUM-African Ministries Office, Friends Church Kenya, and Friends World Committee on Consultation-African Section have collaborated on projects through the COVID-19

Solidarity Relief Fund, <https://donorbox.org/COVID-19-solidarity-fund> Here are two examples of their work:

- Keep the Quaker-run hospitals and clinics open, such as the hospital in Lugulu. A special priority is supplying PPEs (Personal Protective Equipment) to staff members treating COVID-19 patients.
- Distribute food and soap on war-torn Mt. Elgon to 25 households that were in danger of starvation. Our contact person is Getry Agizah, Coordinator of Friends Church Peace Teams.

4. In Palestine, Ramallah Friends Schools finished a year-long celebration of their 150th anniversary in December. After the pandemic caused the schools to close, students were able to complete the year by successfully switching to remote learning. Their senior class graduated and is receiving offers to enroll in colleges and universities once travel bans are lifted. Adrian Moody, Head of Ramallah Friends School wrote: “Much has been asked of our students in the last few months. They have shouldered massive changes and disappointments and yet transitioned quickly to our collective effort of fighting the spread of COVID-19. RFS is more than a physical sanctuary. It is a community which, through these most difficult times, has shown itself to be strong.” (Enjoy the photos at <https://www.facebook.com/FriendsRamallah/>)

5. The FUM Executive Board has been meeting regularly by Zoom. The Executive Board has asked that all officers and General Board representatives remain in place for an extra year. (Officers’ terms are for three years and normally expire after the Triennial, which was postponed to the summer of 2021. FUM normally asks yearly meetings and associations to name or rename the Governing Board representatives who will begin serving after the Triennial.) The Governing Board is expected to endorse this request at its mid-August Zoom meeting. Your representatives have agreed. They are: Georgia Fuller (Langley Hill), who is also on the Executive Board; Walt Fry (West Branch), who is also on the Board of Trustees; and Ann Riggs (Annapolis), who also serves on the Nominations Committee.

FRIENDS WILDERNESS CENTER

No report received.

FRIENDS WORLD COMMITTEE FOR CONSULTATION

No report received.

INTERFAITH ACTION FOR HUMAN RIGHTS

No report received.

MILES WHITE BENEFICIAL SOCIETY OF BALTIMORE CITY

There have been astounding changes in our world since the Miles White Beneficial Society of Baltimore City shared its annual report with the Baltimore Yearly Meeting in the summer of 2019. Early in the winter of 2020, we received reports of a highly contagious novel coronavirus capable of infecting huge numbers of the population and causing fatal respiratory illnesses in vulnerable members of our communities. By March, as the Society was implementing its annual funding cycle, it became clear that the COVID-19 pandemic would change the way we conducted the business of the organization and indeed the way we lived our everyday lives.

The Miles White Board of Trustees began the year 2020 with what seemed like remarkable promise and high expectations. We had allocated \$180,000 in funding, a significant increase from the previous year, to (a) provide support for non-profit organizations that serve individuals who need support in daily living, (b) fund scholarships for students for undergraduate studies, (c) support educational programs and institutions that enhance the lives of children, and (d) fund summer programs for children in the Greater Baltimore area.

Also, the Board committed itself to the practice of consistently funding programs even in times of crisis and concern rather than reducing funding and retreating in engagement. It is now the formal position of the organization that in times of crises non-profits and the people they serve need support most.

The pandemic would not be the only crisis that our communities would face. Because of the shelter-in-place method to combat community spread of the virus, an economic crisis became apparent with the reduction of commerce and the loss of a significant number of jobs. Then, on May 25 the death of George Floyd in Minneapolis, Minnesota, brought dismay and unrest that has been manifested in protests across the country and heightened calls for racial and social justice.

Throughout crises and concerns, continuing the work of the organization has become our focus. Technology has been an essential tool as committee and board meetings have been held on virtual platforms. The work continues. In May and June, the Education Committee and the Special Projects for Summer Programs Committee presented recommendations to the Board for approval. The Charities Committee is currently receiving proposals for funding and is scheduled to present recommendations to the Board in September. The Miles White Beneficial Society is encouraged and pleased that our work moves forward on schedule. It is also encouraged by our willingness to be patient and forgiving in our work, our readiness to recognize creativity and innovation to address circumstances in changing times, and our ability to ask meaningful questions in searching for pertinent information before making decisions.

Challenges and Goals

The year 2020 has challenged the Society in a variety of ways. Although conducting business through the use of virtual platforms for video conferencing has enabled the Board to continue its work, it has become apparent that we must exercise care to work with and relate to others in the manner of the Religious Society of Friends. We must resist the tendency to rush to conclude business in a designated amount of time. We must remind ourselves that in our quest for unity all voices must be heard. We must commit ourselves to be worshipful in our deliberations and open to hearing the Spirit in our discernment.

Another challenge for Miles White has been to continue to clarify its relationship to the Baltimore Yearly Meeting (BYM) since becoming a supporting organization for the Yearly Meeting in 2011. What responsibilities or obligations does a supporting organization have to the organization that it supports? What are the reasonable and appropriate expectations of both the supported organization and the supporting organization? Progress continues in the quest. The Society will review the Declaration by Baltimore Yearly Meeting as an

Anti-Racist Faith Community and seek to apply its principles and guidelines to our decision-making processes. Moreover, the Society is appreciative of the response of the BYM Nominating Committee in identifying new board members who will become engaged in the life and work of our organization as three of our long-serving members complete their tenures of service in October 2020.

The third challenge for the Society is to fully engage the Board in the process of anticipating and preparing for changes in our world and consequently changes in the work of our organization. Through visioning and strategic planning, we will reflect on how the Miles White Beneficial Society can make the greatest impact on our communities and best serve individuals, families, and children. Members of the Board will envision the possibilities that lie ahead, determine how we will address challenges that will rise, and find solutions to meet those challenges. Finally, we will identify goals to guide our work, define a plan and a path to ensure that the Society continues to positively impact the wellbeing of people we serve and to ensure that the organization remains viable and strong into the years that follow.

PRISONER VISITATION AND SUPPORT

It has been an honor to represent BYM on the Board of Prisoner Visitation and Support. I have been moved and impressed by the work of this organization, with its tiny staff and its hundreds of nationwide visitors, many of whom drive for hours to visit prisoners who would otherwise see no one outside the prison.

PVS continues to be authorized to visit all federal and military prisons in the U.S. Its visitors are volunteers who (in normal times) 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/>

As I write, PVS is facing the challenge of weathering a period in which an organization dedicated to visiting prisoners cannot visit due to the COVID-19 crisis. Instead, our visitors have been given permission to maintain their support to prisoners by writing letters (which visitors are ordinarily not allowed to do). Letters from prisoners are scanned at our national office and sent on to keep visitors' addresses confidential. These letters tell us how much our prisoners value this connection, especially in such a stressful time.

It is a difficult time for some visitors who have come to know prisoners on Death Row who will now be executed. In a gesture of kindness, one prison official reached out to a PVS visitor to offer a chance for a last visit.

For over a year, Eileen Gilkenson, longtime National Recruiter for PVS, has stepped up to serve as our Executive Director. She has done a marvelous job but never wanted to continue in this role. We are hoping to hire a new Executive Director shortly! Those of you on our mailing list may be hearing the news first.

In the fall of 2019, a special appeal to Baltimore Yearly Meeting was very helpful to PVS in meeting its small budget. We extend our thanks to all the generous BYM members who responded.

We have never been able to build a substantial amount of backup money to help us through a crisis, and fund-raising will be increasingly difficult as long as the COVID-19 emergency continues and visiting cannot proceed. We appreciate all the help we can get to make sure this organization, long supported by BYM and co-founded by a Quaker, does not go under! To help them out, I am donating all proceeds from a new website that sells my jewelry to PVS. Please check out <https://susannahmakes.com/> and pass on the information to anyone you think might enjoy some unique, one-of-a-kind, lovingly made jewelry.

Lastly, BYM's Peace and Social Concerns Committee is looking for a new BYM representative. If you are interested, please contact them. Your time and skills will be well used.

QUAKER EARTHCARE WITNESS

No report received.

QUAKER HOUSE

No report received.

QUAKER RELIGIOUS EDUCATION COALITION

No report received.

RIGHT SHARING OF WORLD RESOURCES

No report received.

SANDY SPRING FRIENDS SCHOOL

Sandy Spring Friends School strives to occupy a niche among independent schools in DC/MD/VA by being a welcoming, inclusive, respectful school community for its students and their families. We will be a school that values every student regardless of the language they speak at home, the religion that they practice, their color, gender or background. We also seek to be a challenging, encouraging, and exciting school where every student finds a way to reach beyond what they find to be comfortable to achieve academic, creative, artistic, and athletic experiences that will give them new understandings, deeper connections and a love of ideas.

We compete to be kind, to find ways to perform service in our community and for our neighbors, to learn about and appreciate the traditions that families not our own love and perpetuate. We also compete to be our best selves; we do this by trying our best, showing grit, having an attitude, taking our studies seriously, and being proud of our school.

There is a balance to be found where we are welcoming, inclusive, humble, and, at the same time, proud of what we can accomplish, how we support each other, how well we write, debate, solve problems, and work together. There is room for improvement in all that we do because, happily, this is the time before our golden age where we are optimistic not because we have arrived but because of the trajectory that we are on.

We wish to be the school where we would want to go, where we would want to send our children and grandchildren, and where we would want other people's children to find us and have a transformational experience. We recognize that there is no magic formula, no substitute for

hard work born from serious questioning, serious reflection, serious action. We are building the school we want to be a brick a day, some days two, some days none. But we are building; we are undeterred, and we are delighted that clearly illuminated in front of us, as well as behind us, are the guide rails that were forged by the early Quakers who first arrived on this continent on a ship called “The Welcome” with simple instructions passed from George Fox to William Penn: “Tend the Garden in your Heart and by Walking in the Light your Vines and Lilies will thrive”.

We have some specific goals that are important for our sustainability.

We want to be affordable to as many families as possible; therefore, we want to limit tuition increases to Consumer Price Index.

We have stated in writing our goal to compensate teachers at the 75th percentile of NAIS mid-Atlantic schools. In the past few years we have gone from 50th to about 66th. We have more wood to chop, but we will get there.

We must maintain our campus so that it is safe day and night, reflects our value of simplicity, and truly is a laboratory for learning. We do not defer maintenance.

We have a mission statement and brand pillars that describe us at our best. We are determined to deliver on these promises as individuals and as a collective.

We are committed to develop professionally; particularly through an improved understanding of how the mind/brain works and how children learn.

We want to raise an endowment through future campaigns and will do so if we deserve to be the destination for gifts from alumni and others such that, in ten years, our endowment is at least \$20 million.

We should operate at the size that is optimal for us balancing financial needs with a capacity to develop the strongest learning community possible. We are exploring what that number is but it seems that we are getting close; certainly within 90-95%.

Following the completion of the new Upper School building, our next priority is to expand the Meeting House. Decisions regarding repurposing other spaces on campus will be made in a timely way.

This report describes a vision of an extraordinarily welcoming Quaker school that meets students where they are (the late bloomers and the precocious ones alike) such that we all feel that we belong and find no contradiction in also wanting students to strive and to experience more than they thought possible. It then sketches out some of the things that we have been working on and that are important for us to do in order to deliver on the Sandy Spring promise.

Now, let’s dive a little deeper into what we have learned over the past few months.

One of the lovely buildings on our campus is also the oldest building on our campus. The old folks in Sandy Spring call it the Ashton Meeting House because that it is where it was built about one hundred years before it was moved here and became our Meeting House. And, as everyone here knows, it is where we go for Meeting for Worship; to sit quietly, expectedly, patiently, hopefully to experience a stillness that can lead us to a deeper understanding.

The early Quakers called these places Meeting Houses; the Quakers had churches too, but the church was not a building, it was the people.

When the coronavirus came here and we stopped gathering together at 16923 Norwood Road, we did that so that we could all be safe since the virus is contagious. When things are disrupted, turned upside down, often, it becomes a time when we can learn a lot about ourselves and what is important. What have we learned? We now understand that “school” is not the noun we thought it was. It is not a building or even a place. When we stopped coming to school, we had to reinvent what school means.

It was a little stressful. And the grown ups didn’t always agree; which, did you know, is a good thing because it made us think and caused us to consider ideas that we thought we understood in new ways. We also had to consider other ideas which we had never really thought we needed to consider before.

So we put school back together again and it stopped being a place, there were no buses, no car pool line, no bells, no café, no homeroom, no Moore Hall. And since there were none of these things, the teachers had to learn to teach in new ways and the students had to learn to learn in new ways and the whole idea of going to a Friends school was put to the test.

So it turns out that just like the early Quakers figured out that the church is the people not the building; we have figured out that school is not a place or, perhaps, not just a place. School happens when we care for each other, listen to each other, see the light within each other, teach each other, learn from each other. When we find our great natural talent and share it with joy and humility and recognize the great natural talent in others and share in it with joy and humility. School is our rec room, our driveway, our kitchen, our bedroom, and where we plug in our device. School is where we go to laugh and cry and, sometimes, throw a pity party before getting up, dusting ourselves off and getting done what needs to get done.

School is our community where we go because it is where we belong, where you belong.

WILLIAM PENN HOUSE

No report received.



Annual Session 2019 photo by Skip Duncan

MEETING COMMUNITY STATISTICS

Meeting	2018			2019			Total (+/-)
	Full	Associate	Estimated Attender	Full	Associate	Estimated Attender	
Adelphi Friends Meeting*	222	140	0	222	140	0	362
Alexandria Friends Meeting*	156	0	52	156	0	52	208
Annapolis Friends Meeting*	69	11	71	69	11	71	151
Baltimore, Stony Run	426	0	160	377	0	140	517
Bethesda Friends Meeting	228	127	420	231	52	397	680
Blacksburg Friends Meeting	31	13	23	32	12	30	74
Buckhannon Friends Meeting	0	0	0	0	0	0	0
Carlisle Quaker Meeting*	27	5	34	27	5	34	66
Charlottesville Friends Meeting**	128	3	34	129	3	34	166
Deer Creek Meeting	42	9	38	42	9	26	77
Dummings Creek Friends Meeting	36	5	5	34	5	47	86
Floyd Friends Meeting*	16	9	20	16	9	20	45
Frederick Friends Meeting	61	16	42	59	12	53	124
Friends Meeting of Washington	282	5	531	277	63	453	793
Gettysburg Monthly Meeting	12	0	6	11	0	6	17
Goose Creek Friends Meeting	170	14	64	174	15	76	265
Gunpowder Friends Meeting	107	0	41	107	0	48	155
Herndon Friends Meeting	79	26	61	78	27	65	170
Homewood Friends Meeting	84	24	61	87	24	76	187
Hopewell Centre Monthly Meeting	63	0	24	64	0	25	89
Langley Hill Friends Meeting*	143	36	51	143	36	51	230
Little Britain Monthly Meeting	68	0	0	66	0	0	66

Meeting	2018			2019			Total (+/-)
	Full	Associate	Estimated Attender	Full	Associate	Estimated Attender	
Little Falls Friends Meeting	50	9	18	51	4	20	75 -2
Mattaponi Friends Meeting*	10	0	6	10	0	6	16 0
Maury River Friends Meeting*	33	5	42	33	5	42	80 0
Menallen Monthly Meeting*	45	5	18	45	5	18	68 0
Midlothian Friends Meeting*	79	0	36	79	0	36	115 0
Monongalia Friends Meeting*	12	0	15	12	0	15	27 0
Nottingham Friends Meeting	29	3	4	26	3	4	33 -3
Patapsco Friends Meeting**	33	10	28	35	10	27	72 -9
Patuxent Friends Meeting*	29	2	15	29	2	15	46 0
Pipe Creek Friends Meeting*	25	2	25	25	2	25	55 0
Richmond Friends Meeting*	165	24	67	16	24	67	256 0
Roanoke Friends Meeting*	23	0	68	23	0	68	91 0
Sandy Spring Friends Meeting**	377	70	105	314	42	213	569 57
Shepherdstown Friends Meeting*	15	0	13	15	0	13	28 0
State College Friends Meeting	89	8	0	91	5	0	96 -1
Valley Friends Meeting	25	7	36	26	7	35	68 0
Warrington Monthly Meeting*	27	0	2	27	0	2	29 0
West Branch Friends Meeting*	91	0	0	91	0	0	91 0
Williamsburg Friends Meeting	10	0	16	15	0	29	44 18
York Friends Meeting*	36	3	39	36	3	39	78 0
Totals	3,613	591	2,294	3,549	535	2,381	6,465 -43

* No report this year

**Revised last year's report

2021 APPORTIONMENTS

Meeting	2019	2020	2021
Adelphi Friends Meeting and Takoma Park Preparative Meeting	33,136	34,484	34,030
Alexandria Friends Meeting	11,114	8,149	7,950
Annapolis Friends Meeting	14,576	14,889	14,370
Baltimore Monthly Meeting, Stony Run	69,565	75,815	70,340
Bethesda Friends Meeting	34,519	29,967	37,390
Blacksburg Friends Meeting	9,268	2,900	10,090
Buckhannon Friends Meeting	-	-	175
Carlisle Quaker Meeting	5,499	5,553	5,500
Charlottesville Friends Meeting	16,493	17,227	16,980
Deer Creek Friends Meeting	5,279	5,374	5,400
Dunnings Creek Friends Meeting	2,267	3,140	3,150
Floyd Friends Meeting	1,442	1,091	1,370
Frederick Friends Meeting	7,011	7,791	7,800
Friends Meeting of Washington	66,685	67,000	67,000
Gettysburg Monthly Meeting	579	700	440
Goose Creek Friends Meeting	15,194	13,869	16,850
Gunpowder Friends Meeting	14,471	15,117	15,320
Herndon Friends Meeting and Fauquier County Worship Group	14,586	12,671	15,000
Homewood Friends Meeting	19,499	22,654	22,020
Hopewell Centre Monthly Meeting	5,959	6,472	6,870
Langley Hill Friends Meeting	32,504	33,207	32,390
Little Britain Monthly Meeting	520	300	380
Little Falls Friends Meeting	4,823	3,376	5,800
Mattaponi Friends Meeting	495	500	500
Maury River Friends Meeting	4,069	3,929	3,980
Menallen Friends Meeting	2,412	2,436	1,830
Midlothian Friends Meeting	4,135	1,680	1,680
Monongalia Monthly Meeting	1,734	1,504	1,640
Nottingham Friends Meeting	3,121	3,106	3,410
Patapsco Friends Meeting	3,804	5,033	5,500
Patuxent Friends Meeting	5,004	4,842	5,440
Pipe Creek Friends Meeting	1,202	1,214	1,350
Richmond Friends Meeting	19,084	18,700	19,500

Meeting	2019	2020	2021
Roanoke Friends Meeting and Lynchburg Indulged Meeting	6,861	6,927	6,660
Sandy Spring Friends Meeting	51,684	51,700	54,000
Shepherdstown Friends Meeting	3,139	2,743	3,240
State College Friends Meeting	4,941	2,239	2,250
Valley Friends Meeting and Augusta Worship Group	4,448	4,491	4,460
Warrington Monthly Meeting	1,634	1,493	1,260
West Branch Monthly Meeting	4,722	1,000	1,000
Williamsburg Friends Meeting and Norfolk Worship Group	2,389	1,035	1,050
York Friends Meeting	4,489	5,611	3,950
Total	514,353	501,926	519,285

Note: Total amounts may not match sum of rows due to rounding.



2019 Catoctin Quaker Camp photo by Jennifer Domenick

2021 BALTIMORE YEARLY MEETING

FINANCIAL REPORT

2021 BUDGET NOTES

Preparation of the 2021 budget has been especially difficult because of the twin challenges of the failure of contributions to BYM to meet expectations and the stresses of the pandemic, especially with the inability to operate the camping program this year. Stewardship and Finance committed to presenting a realistic and achievable plan for 2021. Limitation on resources has forced BYM to focus on our shared values and priorities as we endeavor to “let our lives speak.”

Notes on the Operating Budget

The presentation of the budget differs from previous years. The current budget format draws directly from our accounting software so that we will be able to provide updates on a regular basis. It is hoped that this consistent presentation, along with the Treasurer’s standardized reports, will allow Friends to more confidently assess the Meeting’s finances. It will also make it possible for the Yearly Meeting to monitor our financial condition and make adjustments if actual performance does not match projections.

Both the expenses and projected fee income from the camping program are based on being able to operate all three camps at capacity in 2021. If the COVID-19 pandemic affects the ability for camps to go forward, it is expected that camps will balance fees and expense so as not to adversely affect the budget

The information for staff wages, taxes, and benefits includes the compensation for all of the Yearly Meeting's full-year positions. For 2021, those are:

General Secretary	Stride Coordinator
Bookkeeping Assistant	Youth Programs Manager
Camping Program Manager	Development Director
Camp Property Manager	Catoctin Quaker Camp Caretaker
Shiloh Quaker Camp Caretaker	

Notes on the Capital Budget

The capital budget as presented here was not considered or approved by the Yearly Meeting. It reports details of the plans based on the expectations included in the operating budget. For 2021, we anticipate than any necessary capital expenditures will be funded by contributions or previously restricted funds.

2021 OPERATING BUDGET: SUMMARY

Description	2019 Actual	2019 Budget	Amended 2020 Budget	2021 Budget
Total Income	2,089,808	2,100,351	1,204,782	2,077,815
Total Expenses	2,057,532	2,100,351	1,204,782	2,077,220
Net Operating Budget	32,276	0	0	595
Income Summary				
General Fund Income	827,547	668,600	596,650	669,503
Annual Session Income	97,523	114,000	4,510	98,500
Camping Program & Property Income	959,497	1,112,651	151,387	1,109,100
All Other Program Income	0	1,000	0	0
Released Funds	131,016	85,000	116,000	194,512
Spiritual Formation Income	14,975	16,000	2,000	15,200
STRIDE Income	0	0	78,635	26,000
Women's Retreat Income	35,901	40,000	39,500	0
Youth Programs Income	23,349	63,100	28,100	43,100
COVID-19 Emergency Grants	-	-	188,000	-
Total Income	2,089,808	2,100,351	1,299,272	2,077,815
Expense Summary				
Staff Wages	631,427	594,336	556,722	504,434
Staff Taxes and Benefits	194,122	189,696	202,679	223,216
Administrative Expenses	131,440	136,300	87,795	145,550
Annual Session Expenses	82,977	112,725	4,050	94,500
Camp Program and Property Expenses	832,633	863,354	203,693	958,413
Committee Expenses	22,491	24,200	6,850	10,950
Contributions to Major Organizations	27,000	27,000	3,000	3,000
Contributions to Other Organizations	4,725	4,725	0	0
Development Expenses	30,070	42,950	42,950	55,900
Educational Grants	13,000	10,000	12,000	12,000
Indian Affairs Historical Fund	600	600	1,000	2,200
Other Program Expenses	0	1,000	1,000	0
Spiritual Formation Program Expenses	17,066	15,900	400	15,500
STRIDE Program Expenses	9,644	0	8,143	7,282
Sue Thomas Turner Education Fund	15,400	19,400	22,000	25,000
Women's Retreat Expenses	34,266	40,000	40,000	0
Youth Programs Expenses	10,671	18,165	12,500	19,275
Total Expenses	2,057,532	2,100,351	1,204,782	2,077,200

2021 OPERATING BUDGET: INCOME DETAILS

Description	2019 Actual	2019 Budget	Amended 2020 Budget	2021 Budget
<i>General Fund</i>				
Apportionment	494,444	515,000	501,926	519,285
Allowance For Unpaid Apportionment	69,090	(19,400)	(1,926)	(11,282)
Unrestricted Contributions	221,307	161,500	81,150	150,500
Book Sales	983	1,500	1,500	1,000
Interest and Dividends	41,723	10,000	14,000	10,000
Total General Fund Income	827,547	668,600	596,650	669,503
<i>Annual Session</i>				
Annual Session Contributions	3,817	5,000	2,000	4,000
Annual Session Bookstore	3,656	4,000	0	3,500
Annual Session Released Funds	0	0	0	0
Annual Session Fee Income	90,050	105,000	2,510	91,000
Total Annual Session Income	97,523	114,000	4,510	98,500
<i>Camping Program and Property</i>				
Camp Program Contributions	63,182	165,000	85,000	133,000
Program Fee Income	861,176	907,751	0	889,500
Property Rental Income	14,248	11,000	12,500	12,200
Vehicle Rental Income	2,781	1,200	700	3,000
Clothing Sales	10,187	17,900	0	12,000
Family Camp Weekend Income	3,407	4,500	0	6,900
Gain on Sale of Fixed Assets	332	5,000	5,000	5,000
Other Sales & Releases	4,184	300	48,187	47,500
Total Camping Program and Property Income	959,497	1,112,651	151,387	1,109,100
<i>All Other Programs</i>				
All Other Program Income	0	1,000	0	0
Total All Other Program Income	0	1,000	0	0

Description	2019 Actual	2019 Budget	Amended 2020 Budget	2021 Budget
<i>Released Funds</i>				
Camp Property	101,016	55,000	81,000	155,312
Educational Grant Fund	13,000	10,000	12,000	12,000
Indian Affairs Historical Fund	2,000	600	1,000	2,200
Sue Thomas Turner Education Fund	15,000	19,400	22,000	25,000
Total Released Funds	131,016	85,000	116,000	194,512
<i>Spiritual Formation Program</i>				
Spiritual Formation Contributions	565	2,000	2,000	700
Spiritual Formation Fee Income	14,410	14,000	0	14,500
Total Spiritual Formation Income	14,975	16,000	2,000	15,200
<i>STRIDE Program</i>				
STRIDE Contributions	0	0	0	26,000
STRIDE Released Funds	0	0	78,635	0
Total STRIDE Income	0	0	78,635	26,000
<i>Women's Retreat</i>				
Women's Retreat Contributions	2,643	4,000	2,000	0
Women's Retreat Fee Income	33,258	36,000	37,500	0
Total Women's Retreat Income	35,901	40,000	39,500	0
<i>Youth Programs</i>				
Youth Programs Contributions	6,998	36,000	1,000	3,800
Youth Programs Fee Income	15,971	27,100	27,100	39,300
Clothing Sales	380	0	0	0
Total Youth Programs Income	23,349	63,100	28,100	43,100

2021 OPERATING BUDGET: EXPENSE DETAILS

Description	2019 Actual	2019 Budget	Amended 2020 Budget	2021 Budget
Total Income	2,006,191	2,039,851	2,160,694	2,077,815
<i>Office Administrative Expenses</i>				
Employee Development	4,962	8,000	3,000	8,050
Staff Travel	3,471	17,350	5,145	12,500
Accounting and Audit	14,500	16,000	5,000	17,000
Legal and Background Checks	445	5,550	5,050	5,000
Bank & Credit Card Fees	9,481	3,650	4,400	4,500
Payroll Processing	2,101	2,000	1,500	2,100
Computer Equip., Supplies, Maint.	14,611	13,500	5,500	13,500
Web Access	8,376	8,500	8,500	8,500
Equipment Purchase and Maintenance	2,393	3,500	1,500	2,700
Insurance	9,938	12,000	9,500	10,000
Office Supplies, Postage, Printing	23,979	16,350	11,000	26,100
Depreciation of Office and Equipment	7,023	0	0	6,500
Building and Ground Maintenance	4,161	7,600	9,000	6,500
Telephone and Utilities	8,268	8,500	8,500	8,600
Clerks' Expenses	3,206	5,000	3,500	3,500
Dues and Subscriptions	2,328	1,600	2,000	2,500
Representative Travel	3,050	3,000	0	3,200
Miscellaneous Expenses	9,147	4,200	4,700	4,800
Total Administrative Expenses	131,440	136,300	87,795	145,550
<i>Annual Session Expenses</i>				
Background Checks	70	0	0	50
Speakers	2,356	1,025	2,250	3,000
Bank & Credit Card Fees	2,121	0	1,800	2,200
Equipment Rental	1,412	2,500	0	2,000
Office Supplies, Postage, Printing	6,711	14,200	0	7,250
Site Costs	400	6,000	0	1,000
Food	16,753	21,000	0	13,000
Lodging	48,996	64,000	0	65,000
Bookstore Supplies	4,158	4,000	0	1,000
Total Annual Session Expenses	82,977	112,725	4,050	94,500

Description	2019 Actual	2019 Budget	Amended 2020 Budget	2021 Budget
<i>Camp Program & Property Expenses</i>				
Camp Program Wages & Taxes	334,041	366,059	20,000	386,902
Other Employee Expenses	18,276	18,360	1,000	5,415
Consultants	7,600	9,745	0	9,400
Bank and Credit Card Fees	27,823	28,075	20,000	25,750
Computer Equip/Supply/Repair/Web	13,119	11,790	10,975	12,350
Equipment Purchase/Maint./Rental	18,637	17,520	16,770	21,700
Office Supplies/Printing/Postage	10,588	10,135	4,580	9,065
Insurance	34,624	54,475	19,500	43,284
Telephone & Utilities	30,445	37,955	20,908	43,602
Food	80,899	91,975	0	88,000
Building and Grounds Maintenance	27,496	23,150	5,600	26,000
Depreciation	101,016	0	0	107,330
Vehicle Maintenance/Fuel/Permits	65,468	65,750	38,590	65,150
Vehicle Insurance	15,790	25,080	18,000	24,000
Purchases for Resale	10,934	0	0	6,985
Workshop and Program	7,655	6,000	0	8,600
Opequon Lease	6,500	6,500	6,500	6,500
Teen Adventure Space Rental	0	5,000	5,000	5,000
Taxes & Fees	4,401	5,760	5,170	4,725
Transfer for Friendly Loan Principal	0	59,405	0	40,000
Advertising	100	1,700	1,000	4,200
Travel/Parking/Meetings/Entert.t	3,435	3,085	200	5,100
Site Costs	6,959	950	0	2,125
Medical	2,174	2,275	0	2,680
Laundry	680	1,110	0	750
Work Weekends	3,615	3,500	2,500	3,500
Miscellaneous Expenses	358	8,000	7,400	300
Total Camp Program & Property Expenses	832,633	836,354	203,693	958,413
<i>Contributions to Major Organizations</i>				
Friends General Conference	10,260	10,260	1,000	1,000
Friends United Meeting	8,910	8,910	1,000	1,000
Friends World Committee for Consulta- tion	7,830	7,830	1,000	1,000
Total Contributions to Major Orgs	27,000	27,000	3,000	3,000

Description	2019 Actual	2019 Budget	Amended 2020 Budget	2021 Budget
Contributions to Other Organizations				
American Friends Service Committee	200	200	0	0
Friends Committee on National Legislation	200	200	0	0
Friends House (Sandy Spring)	200	200	0	0
Friends Meeting School	200	200	0	0
Friends Peace Teams	200	200	0	0
Interfaith Action for Human Rights	200	200	0	0
Nat. Religious Coalition Against Torture	0	0	-	-
Prison Visitation & Support	200	200	0	0
Quaker Earthcare Witness	200	200	0	0
Quaker House	200	200	0	0
Quaker Religious Education Collaborative	0	0	0	0
Sandy Spring Friends School	200	200	0	0
Washington Quaker Workcamps	200	200	0	0
William Penn House	200	200	0	0
Church councils, SS Fire Department				
Interfaith Center of Metro Washington	225	225	0	0
National Council of Churches	200	200	0	0
World Council of Churches	200	200	0	0
Virginia Council of Churches	200	200	0	0
Sandy Spring Volunteer Fire Department	100	100	0	0
Other organizations				
Center on Conscience and War	200	200	0	0
Earlham School of Religion	200	200	0	0
Friends Council on Education	200	200	0	0
Friends House, Moscow	200	200	0	0
Friends Journal	200	200	0	0
Pendle Hill	200	200	0	0
Right Sharing of World Resources	200	200	0	0
Total Contributions to Other Orgs.	4,725	4,725	0	0
Committee Expenses				
Advancement & Outreach Committee	0	300	100	0
Faith & Practice Committee	138	500	250	250
Growing Diverse Leadership Comm.	8,000	8,000	2,500	500

Description	2019 Actual	2019 Budget	Amended 2020 Budget	2021 Budget
Indian Affairs Committee	1,751	1,000	750	500
Intervisitation Working Group	6,100	5,000	0	500
Ministry & Pastoral Care Committee	500	2,000	250	0
Peace & Social Concerns Committee	0	200	200	0
Reparations Action Working Group	0	0	0	1,000
Religious Education Committee	0	500	250	0
Trustees - Youth Safety	1,737	0	250	500
Unity with Nature Committee	475	1,500	500	0
Working Group on Racism	0	500	100	500
Young Adult Friends	3,720	3,700	1,700	1,700
Committee Overage Contingency	70	1,000	0	5,500
Total Committee Expenses	22,491	24,200	6,850	10,950
Development Expenses				
Consultants	0	2,000	2,000	750
Bank & Credit Card Fees	5	250	250	250
Computer Equip/Supplies/Web Access	2,377	2,100	2,100	2,600
Offices Supplies, Postage, Printing	23,524	34,100	34,100	35,150
Advertising	339	500	500	2,000
Dues and Subscriptions	2,055	0	0	2,500
Travel, Meetings, Entertainment	1,770	4,000	4,000	2,400
Miscellaneous Expenses	1,852	0	0	250
Total Development Expenses	30,070	42,950	42,950	55,900
Other Program Expenses				
Bank & Credit Card Fees	0	1,000	1,000	0
Site Costs	0	0	0	0
Total Other Program Expenses	0	1,000	1,000	0
Spiritual Formation				
Bank & Credit Card Fees	358	400	400	500
Food	0	5,000	0	0
Lodging	0	9,000	0	0
Workshops and Program	0	500	0	0
Site Costs	16,708	1,000	0	15,000
Total Spiritual Formation Expenses	17,066	15,900	400	15,500

Description	2019 Actual	2019 Budget	Amended 2020 Budget	2021 Budget
<i>Strengthening Transformative Relationships in Diverse Environments (STRIDE)</i>				
Consultants	0	0	0	1,500
Bank and Credit Card Fees	327	0	0	0
Computer Equip/Supplies/Repair	1,876	0	1,200	0
Food	293	0	0	0
Workshop and Program	796	0	0	1,000
Transportation/Parking/Meetings	6,602	0	2,400	1,782
Miscellaneous Expenses	50	0	4,543	3,000
Total STRIDE Expenses	9,644	0	8,143	7,282
<i>Women's Retreat</i>				
Speakers	1,000	500	500	0
Bank & Credit Card Fee	1,014	750	1,000	0
Office Supplies/Printing	0	400	400	0
Workshop and Program	0	200	100	0
Site Costs	32,252	38,150	38,000	0
Total Women's Retreat Expenses	34,266	40,000	40,000	0
<i>Youth Programs</i>				
Consultants	1,900	2,600	2,350	2,600
Site Costs	630	1,550	1,300	1,550
Food	4,487	5,925	2,000	5,925
Workshop and Program	1,353	1,440	1,400	2,450
Transportation	617	1,750	1,000	1,500
Medical	64	0	0	0
Purchases for Resale	845	0	0	0
Scholarship	0	4,500	3,500	4,500
Bank & Credit Card Fees	647	0	450	450
Miscellaneous Expenses	128	400	500	300
Total Youth Programs Expenses	10,671	18,165	12,500	19,275

2021 OPERATING BUDGET: CAPITAL BUDGET

Description	2019 Actual	2019 Budget	2020 Budget	2021 Budget
Camp Property				
Opening temporarily restricted funds	89,237	100,339	64,689	63,656
Restricted Contributions	66,551	250,000	155,500	150,000
Camp Property Capital Expenditures				
Catoctin	8,445	62,300	40,007	25,600
Shiloh	25,511	31,700	60,919	107,700
Opequon	21,493	87,300	0	0
Vehicles	0	35,000	55,607	35,000
Other camp capital expenditures	0	19,350	0	22,300
Total Camp Property Capital Expenditures	55,449	235,650	156,533	190,600
Transfer to designated Fund for Friendly Loan repayment	0	50,000	0	50,000
Ending temporarily restricted funds				
	100,339	64,689	63,656	23,056
Designated Fund for Friendly Loan repayment				
Opening balance in designated fund	0	25,253	126,983	78,996
Transfer from Camping Program	37,300	59,405	0	40,000
Transfer from Camp Property temporarily restricted fund	0	50,000	0	50,000
Total Additions	37,300	109,405	0	90,000
Ending Friendly Loan Designated Fund				
	25,253	126,983	78,996	110,684
*Balance owed on principal in 2022 is \$133,649				
Office Property				
Transfer from Operating Budget	0	20,500	13,000	6,500
Expenditures				
Anticipated	0	17,500	10,000	0
Contingency fund	0	3,000	3,000	3,000
Total expenditures	0	20,500	13,000	3,000
Note: Transfer any unspent Office Property funds to PPRRSM Designated Fund				
PPRRSM Designated Fund				
Transfer from Operating Budget	0	2,000	0	0

INVESTMENT PORTFOLIO

AS OF 12/31/2019

Institution	Type of Investment	Earnings	Cost	Market Value
Consolidated Fund				
Friends Fiduciary	Consolidated Fund	24,605	414,749	716,202
Total Consolidated Funds Investments		24,608	414,749	716,202
Stocks & Bonds				
Morgan Stanley	Stock	8,657	545,226	773,946
Sandy Spring Bancorp	30 Shares	35	Gift	1,136
Total Stocks & Bond		8,693	545,226	775,082
Grand Totals				
		33,300	959,975	1,491,285

2019 FUNDS ACTIVITY

	Balance 1/1/2018	Gifts or Fees	Disbursed	Transfers	Investment Income/(Loss)	Balance 12/31/2018
Permanently Restricted Funds/Endowment Funds [Note A]						
Education Fund Endowment	86,512					86,512
Yearly Meeting Endowment	7,877	1,150				9,027
Barry Morley Camper Endowment	302,483	2,992				305,475
Total of Endowed Funds	396,872	4,142	0	0	0	401,014
Temporarily Restricted Funds [Note B]						
Education Fund Income	218,536	0	(14,000)		49,360	253,896
Fair Hill/Griest Education Fund	74,443					74,443
Barry Morley Scholarship Income	54,317		(12,000)		58,087	100,404
Sue Thomas Turner QEF	91,019	25	(23,156)		12,644	80,532
Pre-College Fund	26,233					26,233
Indian Affairs Fund	9,056	0	(1,250)			7,806
Carey Memorial	0		0		0	0
BYM Meeting House Fund	12,440					12,440
Camp Diversity Fund	73,469	46,337	(31,000)		12,984	101,790
Warren CQC Scholarship Fund	25,444		(10,000)		3,244	18,688
Camp Capital Reserves	98,648	55,610	(157,984)	79,430	5,062	80,766
Camp Property Pledges	25,200			(20,025)		5,175
Shoemaker Grant	39,163		(35,888)			3,275
Unrestricted 5 yr. member pledge	20,000			(5,000)		15,000
Yearly Meeting Endowment Income	1,163				1,434	2,597
Total Temporarily Restricted Funds	769,132	101,972	(285,278)	54,405	142,815	783,046
BYM Designated Funds [Note C]						
Camp Property Designated Funds	0					0
Bush Creek Fund	500					500
Total of Designated Funds	500	0	0	0	0	500
Custodial Funds [Note D]						
Mathews Fund	653					653
Total of Custodial Funds	653	0	0	0	0	653
TOTAL OF ALL FUNDS	1,141,800	106,114	(285,278)	54,405	142,815	1,185,213

Note A: Permanently Restricted Funds are endowment funds. The income is spent as the donor specifies. It 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.

Note E: Transfers into the Camp Capital Reserves come from pledge payments and a transfer from Camping Program.

INDEPENDENT AUDITOR'S REPORT

In response to anticipated shortfalls, the Yearly Meeting decided to forego the annual audit in 2020. We have budgeted to complete the rigorous audit in 2021.



2019 Catoctin Quaker Camp photo by Jennifer Domenick

CALENDAR OF MEETINGS

YEARLY MEETING

Presiding Clerk: Stephanie “Steph” Bean

Annual Session 2021 be held at
Hood College, Frederick, Maryland
if possible in light of the COVID-19 pandemic
August 2 - 8, 2021

INTERIM MEETING

Clerk: Margaret “Meg” Boyd Meyer

- September 26, 2020 Virtual Session due to pandemic
- November 7, 2020..... Virtual Session due to pandemic
- December 5, 2020 Virtual Session due to pandemic
- March 6, 2021 Virtual Session due to pandemic
- June 2021 Date and Location to be announced
- October 2021 Date and Location to be announced

QUARTERLY MEETINGS

CENTRE

Clerk: Walter Fry

No Meetings have been scheduled.

-Dunnings Creek Friends Meeting
- State College Friends Meeting
- West Branch Monthly Meeting

CHESAPEAKE

Clerk: Janet Abrams

(Meetings held 2nd First Day of 3rd and 6th months,
Last First Day of 9th month)

Sessions being held virtually due to pandemic

- Annapolis Friends Meeting
- Homewood Friends Meeting
- Baltimore Monthly Meeting, Stony Run
- Gunpowder Friends Meeting
- Little Falls Friends Meeting
- Patapsco Friends Meeting
- Patuxent Friends Meeting
- Sandy Spring Friends Meeting

NOTTINGHAM

Clerk: Mark Brabson

(Meetings held 1st First Day of 3rd, 6th, 9th, and 12th months)

- Oxford Meeting House
- The Brick Meeting House
- Eastland Preparative Meeting
- Penn Hill Preparative Meeting

WARRINGTON

Clerk: Christopher “Chris” Fowler
(Meetings held 3rd First Day of 2nd, 5th, 8th, and 11th months)
Sessions being held virtually due to pandemic

-Carlisle Quaker Meeting
-Frederick Friends Meeting
- Gettysburg Monthly Meeting
- Menallen Monthly Meeting
- Pipe Creek Friends Meeting
- Shepherdstown Friends Meeting
- Warrington Monthly Meeting
- York Friends Meeting

INTERCHANGE DEADLINES

WINTER 2021 EDITION: DECEMBER 7, 2020

SPRING 2021 EDITION: APRIL 5, 2021

FALL 2021 EDITION: JULY 26, 2021

WINTER 2022 EDITION: DECEMBER 6, 2021

FIRECIRCLE DEADLINE

SEPTEMBER 15, 2021

2021 APPORTIONMENT MEETINGS

TO BE ANNOUNCED

2021 WOMEN'S RETREAT

CANCELLED DUE TO PANDEMIC

JUNIOR YOUNG FRIENDS CONFERENCES

NOVEMBER 21 - 22, 2020: VIRTUAL EVENT

JANUARY 9 - 10, 2021: HOMEWOOD FRIENDS MEETING (IF POSSIBLE)

MARCH 13 - 14, 2021: LOCATION TO BE ANNOUNCED

APRIL 30 - MAY 2, 2021: LOCATION TO BE ANNOUNCED

YOUNG FRIENDS CONFERENCES

SEPTEMBER 18 - 20, 2020: VIRTUAL EVENT

NOVEMBER 27 - 29, 2020: VIRTUAL EVENT

FEBRUARY 26 - 28, 2021: CHARLOTTESVILLE FRIENDS MEETING (IF POSSIBLE)

APRIL 16 - 18, 2021: GUNPOWDER FRIENDS MEETING (IF POSSIBLE)

MAY 28 - 30, 2021: LOCATION TO BE ANNOUNCED

FAMILY CAMP WEEKENDS

CANCELED DUE TO PANDEMIC

YEARLY MEETING ANNOUNCEMENTS

SENT ON MONDAY AND FRIDAY MORNINGS

OFFICERS YEARLY MEETING

Presiding Clerk.....	Stephanie “Steph” Bean, Adelphi.....	2020-2022
Recording Clerk.....	Anna McCormally, Herndon	2020-2022
Treasurer	James “Jim” Riley, Hopewell Centre ...	01/01/2020-12/31/2021
Assistant Treasurer.....	Arthur Meyer Boyd, Baltimore, Stony Run	01/01/2020-12/31/2021

INTERIM MEETING

Clerk.....	Margaret “Meg” Boyd Meyer, Baltimore, Stony Run	2020-2022
Recording Clerk.....	Rebecca Richards, Gunpowder.....	2020-2022

TRUSTEES

Co-Clerks: Thomas “Tom” Hill and Richard “Rich” Liversidge

Thomas “Tom” Farquhar, Sandy Spring	2019-2022
Thomas “Tom” Hill, Charlottesville.....	2020-2022
Susan Kaul, Bethesda.....	2018-2021
Carlotta Joyner, Frederick.....	2019-2022
Richard “Rich” Liversidge, Sandy Spring	2018-2021
Byron Sandford, Friends Meeting of Washington	2018-2021
Kathryn “Katy” Schutz, Charlottesville.....	2019-2023

Ex-officio

Stephanie “Steph” Bean, Adelphi.....	Presiding Clerk
James “Jim” Riley, Hopewell Centre.....	Treasurer

YEARLY MEETING STAFF

Acting General Secretary.....	Wayne Finegar
Associate General Secretary	Vacant for 2021
Administrative Assistant.....	Vacant for 2021
Bookkeeping Assistant.....	Harriet Dugan
Camp Program Manager	Brian Massey
Camp Property Manager	David Hunter
Comptroller	Vacant for 2021
Catoctin Quaker Camp Caretaker	
Development Director.....	Mary Braun
Shiloh Quaker Camp Caretaker	Michael “Mike” Reed
STRIDE Coordinator	Khalila Lomax
Youth Programs Manager.....	Alexis “Sunshine” Klein
Archivist.....	(this is a volunteer position)Sheila Bach, Langley Hill



2019 Camp Directors Meeting

COMMITTEE MEMBERSHIP

ADVANCEMENT AND OUTREACH COMMITTEE

aando@bym-rsf.org

Clerk: Mackenzie Morgan

2021

Michael Cronin Washington (15)
Steven "Steve" Tatum Blacksburg (18)

2022

Laura Goren Richmond (19)
Carl Johnson Homewood (19)
Mackenzie Morgan Adelphi (16)

2023

Yarrow First-Hartling Frederick (20)
Damaris Kifude Baltimore, Stony Run (20)

CAMPING PROGRAM

COMMITTEE

cpc@bym-rsf.org

Clerks: Brooke Davis and
Julie Taylor

2021

JoAnn Coates Hunter Frederick (15)
Elizabeth "Betsy" Krome
Williamsburg (18)
Elizabeth "Betsy" Roush
Sandy Spring (18)

2022

Anna Best Richmond (19)
Jennifer Collins-Foley Annapolis (19)
Brooke Davis Richmond (19)
Robert Finegar Sandy Spring (19)
Elizabeth "Lizzie" Kellett Frederick (19)
Brian Massey Shiloh (19)
Julie Taylor Sandy Spring (19)

2023

Rebecca "Becca" Bacon Young Adults (20)
Deirdre Citro Patapsco (20)
Donald "Don" Crawford Opequon (20)
Karen Daniel Frederick (20)
Corinne "Cory" Joseph Goose Creek (17)
Jacalyn "Jackie" Kosbob Goose Creek (17)
Nicole "Nikki" Richards Young Adults (20)

Nora Swift Shiloh (17)
Justin Sykes Shiloh (20)

Ex-officio

Jesse Austell Teen Adventure Director
Rosalie "Rosie" Eck
Teen Adventure Director
Dyresha Harris Catoctin Director
Khalila Lomax STRIDE Coordinator
Camp Program Manager
Jesse Miller Opequon Director
Hope Swank Shiloh Director

CAMP PROPERTY

MANAGEMENT COMMITTEE

cpmc@bym-rsf.org

Clerks: Christine "Chris" DeWilde and
Gary Gillespie

2021

Gary Gillespie Homewood (18)
Katherine "Kate" Meaker
Sandy Spring (18)

2022

Judith "Judy" Cahill Charlottesville (16)
Christine "Chris" DeWilde Catoctin (19)
Anne Honn Sandy Spring (19)
Richard "Rick" Honn Sandy Spring (19)
Lamar Matthew York (19)

2023

Heather Carter Adelphi (20)
Sage Garrettsen Catoctin (20)
Elizabeth "Lizzie" Givens
Charlottesville (20)
Richard "Rick" Post
Langley Hill (20)
Gregory "Greg" Tobin Frederick (20)

Ex-officio

Anna Best Camping Program
David Hunter Camp Property Manager
Stewardship and Finance
Kathryn "Katy" Schutz Trustees

Messages sent to listed e-mail addresses will be received by all members of the group.

DEVELOPMENT COMMITTEE

develop@bym-rsf.org

Clerk: Marion Ballard and
Byron Sandford

2021

Frances “Frannie” Taylor

Goose Creek (18)

2022

Marion Ballard

Bethesda (16)

Andrei Isreal

Adelphi (16)

Harry Tunis

Herndon (19)

2023

Gretchen Hall

Alexandria (20)

Harry “Scotty” Scott

York (19)

Ex-officio

Victor Thuronyi

Stewardship & Finance

Byron Sandford

Trustees

Mary Braun

Development Director

EDUCATIONAL GRANTS

COMMITTEE

edgrants@bym-rsf.org

Clerks: Katherine “Katie” Caughlan and
Betty Smallwood

2021

Katherine “Katie” Caughlan

Sandy Spring (19)

Betty Smallwood

Langley Hill (15)

2022

Genevieve Oei

Richmond (19)

Elizabeth “Betsy” Tobin

Frederick (16)

2020

Matthew Higgins

Washington (20)

FAITH AND PRACTICE

COMMITTEE

fandp@bym-rsf.org

Clerks: Davis Balderson and Helen Tasker

2021

Davis Balderston

Alexandria (18)

Diane Bowden

Richmond (18)

Sarah Bur

Homewood (18)

Arthur David Olson

Takoma Park (18)

Helen Tasker

Frederick (18)

2022

James “Jim” Fussell

Langley Hill (19)

Ann Riggs

Annapolis (19)

2023

Ann Marie Moriarty

Adelphi (20)

GROWING DIVERSE

LEADERSHIP COMMITTEE

gdl@bym-rsf.org

Clerk: Peirce Hammond

2021

David Etheridge

Washington (19)

2022

St. Clair Allmond

Richmond (10)

2023

Rashid Darden

Washington (20)

Peirce Hammond

Bethesda (19)

Ex-officio

Elizabeth “Betsy” Roush Camping Program
Working Group on Racism

Caroline “Amrit” Moore

Young Adult Friends

Nicole “Nikki” Richards

STRIDE

Stephanie “Steph” Bean

Presiding Clerk

Khalila Lomax

STRIDE Coordinator

Margaret “Meg” Meyer

Clerk of Interim Meeting

INDIAN AFFAIRS COMMITTEE

indianaffairs@bym-rsf.org

Clerk: Dellie James and

Susan “Sue” Marcus

2021

Daniel “Dan” Cole

Frederick (18)

Sara Horsfall

Patapsco (15)

Dellie James

Baltimore, Stony Run (18)

Susan “Sue” Marcus

Alexandria (18)

2022

Jimi Ayodele

Patapsco (19)

Abbey Compton

Herndon (19)

Jana McIntyre

Sandy Spring (13)

2023

Normalee “Norm” Fox

Alexandria (17)

Mary Kearns

Langley Hill (20)

Patricia “Pat” Powers

Sandy Spring (20)

Messages sent to listed e-mail addresses will be received by all members of the group.

Frances Schutz Charlottesville (20)
 Sharon Stout Adelphi (20)

Deborah Haines Alexandria (16)
 Ollie Moles Langley Hill (16)
 Marilyn Rothstein Gunpowder (19)
2023

**MANUAL OF PROCEDURE
 COMMITTEE**

mop@bym-rsf.org
 Clerk: Clinton Pettus

2023
 Munro Meyersburg Sandy Spring (20)
 W. Clinton Pettus
 Baltimore, Stony Run (17)
 Susan "Sue" Williams Roanoke (20)

Janet Eaby Nottingham (20)
 Melissa Meredith Bethesda (20)
 Deborah "Debbi" Sudduth
 Goose Creek (20)
 Herbert "Chip" Tucker Charlottesville (17)

**NUTS AND BOLTS COMMITTEE
 OF YOUNG FRIENDS**

Clerks

Robert Finegar Sandy Spring
 Meghan Roush Sandy Spring

Assistant Clerk

Tzipporah "Tzippi" Harker Homewood
 Avin Newswanger Gunpowder

Recording Clerks

Hope Craven Homewood
 Aidan Lyon Adelphi
 Henry "Sonny" Kennison Homewood

Treasurer

Christina Rutherford Adelphi
 Lucas Vitullo Adelphi

Assistant Treasurer

Severin Elbich Frederick
 Riley Woodward Catoctin

Youth Programs Committee

Nathaniel Lehman Opequon
 Rebecca Megginson Opequon
 Mary Jean "MJ" Moran Shepherdstown

Members-at-Large

Serena Gonder-Leach State College
 Isaac Moles Langley Hill
 Matthew "Matt" Roome Shiloh
 Lia Worth Homewood

Annual Session Planners

Ben Domenick-Urbansky Sandy Spring
 Caroline Hill Charlottesville
 Miles Hudson Sandy Spring

Web Master

Emmett Caswell Catoctin
 Corinne Hess Catoctin

MINISTRY AND

PASTORAL CARE COMMITTEE

mandpc@bym-rsf.org

Clerks: Gregory "Greg" Robb and
 Gary Sandman

2021
 Windy Cooler Sandy Spring (18)
 Timothy "Tim" Hunt Langley Hill (15)
 Gregory "Greg" Robb Washington (18)

2022
 Walter Brown Langley Hill (19)
 Rebecca "Rep" Pickard Gunpowder (19)
 Gary Sandman Roanoke (19)
 Thomas "Tom" Webb Young Adults (19)
 Rita Willett Richmond (19)

2023
 Henry Apencha Baltimore, Stony Run (20)
 Betty McCormick Hopewell Centre (20)
 Martin Melville State College (20)
 Eileen Stanzione Patapsco (20)

NOMINATING COMMITTEE

nominating@bym-rsf.org

Clerk: Deborah Haines
 and Jolee Robsinson

2021
 Kevin Caughlan Sandy Spring (18)
 Rebecca Gardner Rhudy Deer Creek (15)
 Jolee Robsinson Adelphi (18)
 Eugene "Gene" Throwe Washington (18)

2022
 Karie Firoozmand
 Baltimore, Stony Run (19)

Messages sent to listed e-mail addresses will be received by all members of the group.

Floater

Irene Denniston Sandy Spring
Hazel Key Catoctin

PEACE AND SOCIAL CONCERNS

COMMITTEE

peace@bym-rsf.org

Clerk: Jean Athey and
Robert “Bob” Rhudy

2021

Jean Athey Homewood (18)
Martha Baer Annapolis (20)
Lucretia Farago Midlothian (18)
Peter Farago Midlothian (18)
Robert “Bob” Goren
Baltimore, Stony Run (15)

2022

Ann Benner Charlottesville (19)
Andrew “Andy” Conlon Goose Creek (16)
James “Jamie” DeMarco Homewood (19)
Bette Hoover Sandy Spring (19)
Darcy Lane Sandy Spring (16)
Robert “Bob” Rhudy Patapsco (19)

2023

Barbara Bezdek Homewood (20)
Philip “Phil” Caroom Annapolis (20)
Joy Sylvester-Johnson Roanoke (20)

PROGRAM COMMITTEE

program@bym-rsf.org

Clerk: Barbara Thomas

2021

Jennifer DeLorge-McKeown
Annapolis (18)
Martha Gay Adelphi (15)
Margaret Stambaugh Gettysburg (18)

2022

Linda Coates Eastland (19)
Devin Gillespie Homewood (19)
Erik Hanson Sandy Spring (19)
Barbara Thomas Annapolis (16)

2023

Jason Eaby Nottingham (17)
Kathy Spaar Charlottesville (20)

Ex-officio

Alexandra “Alex” Bean
Junior Yearly Meeting Clerk
Stephanie “Steph” Bean Presiding Clerk
Ben Domenick-Urbansky Young Friends
Nathaniel “Nate” Dorr

Young Adult Friends

Wayne Finegar
Acting General Secretary

Barbarie Hill Registrar
Caroline Hill Young Friends
Miles Hudson Young Friends

Alexis “Sunshine” Klein
Youth Programs Manager

Steve Morse Bookstore Manager
Gary Sandman Ministry and Pastoral Care

Caroline “Amrit” Moore
Junior Yearly Meeting Clerk

RELIGIOUS EDUCATION

COMMITTEE

recommittee@bym-rsf.org

Clerk: Ellen Arginteanu

2021

Ellen Arginteanu Richmond (18)
Nancy Moore Baltimore, Stony Run (14)
Ana Phillips Baltimore, Stony Run (20)

2022

Joanne Fitzick Homewood (19)
Margaret “Peg” Hansen State College (19)
Susanna Laird Frederick (19)
Susan Williams Dunnings Creek (19)

2023

Michael “Mike” Hansen State College (20)
Charlotte “Rory” Kennison
Homewood (20)
John Stephens Alexandria (20)

SEARCH COMMITTEE

search@bym-rsf.org

Clerk: Rebecca Rawls

2021

Richard Broadbent Frederick (18)

2022

Anne Bacon Hopewell Centre (19)
Rebecca Rawls Langley Hill (16)

Messages sent to listed e-mail addresses will be received by all members of the group.

2022

William “Bill” Mims Langley Hill (17)
Catharine “Cathy” Tunis Herndon (16)

**STEWARDSHIP AND
FINANCE COMMITTEE**

sandf@bym-rsf.org
Clerks: Susan Griffin and
Terence McCormally

2021

Susan Griffin Washington (15)
Howard Zuses Sandy Spring (18)

2022

Karen Cunnyingham Annapolis (16)
Linda Pardoe Patapsco (19)
Nicolaus “Nic” Tideman Blacksburg (16)

2023

Joan Clippinger Warrington (20)
Allen Cochran Goose Creek (20)
Melanie Gifford Adelphi (20)
Otis Kenny Roanoke (20)
Terence McCormally Herndon (17)
Catherine Tall Monongalia (20)
Victor Thuronyi Adelphi (17)
Timothy “Tim” Yeane Langley Hill (20)
John Yost Eastland (20)

Ex-officio

James “Jim” Riley Treasurer
Arthur Boyd Assistant Treasurer

**SUE THOMAS TURNER
QUAKER EDUCATION FUND**

sttqef@bym-rsf.org
Clerk: Rosalind Zuses

Ongoing

Howard Zuses Sandy Spring
Rosalind Zuses Sandy Spring

Ex-officio

Advancement & Outreach
Religious Education

SUPERVISORY COMMITTEE

supervisory@bym-rsf.org
Clerks: Adrian Bishop and
Ramona Buck

2021

Adrian Bishop Baltimore, Stony Run (17)
Gulielma “Guli” Fager
Baltimore, Stony Run (20)

2022

Ramona Buck Patapsco (18)
Rosemary Davis Patapsco (20)

Ex-officio

Stephanie “Steph” Bean Presiding Clerk
Margaret “Meg” Meyer
Clerk of Interim Meeting
James “Jim” Riley Treasurer

**UNITY WITH NATURE
COMMITTEE**

unitywithnature@bym-rsf.org
Clerk: Ralph Hutton

2021

B. Eli Fishpaw Maury River (18)

2022

Susan “Sue” Hunter Deer Creek (16)
Selena Leary Herdon (19)
Timothy “Tim” McDermott Herndon (19)
Alan Swanson Langley Hill (19)

2023

Carl Benson Annapolis (20)
Ralph Hutton Mattaponi (17)
Jean Pfefferkorn Patapsco (20)
Julia Storberg-Walker
Hopewell Centre (20)

**YOUTH PROGRAMS
COMMITTEE**

ypc@bym-rsf.org

Clerk: Annalee Flower Horne and
Rebecca “Becka” Haines Rosenberg

2021

Shawn Bishop Adelphi (18)
Annalee Flower Horne Takoma Park (15)
James Key Adelphi (18)
Caroline “Amrit” Moore Maury River (18)

Messages sent to listed e-mail addresses will be received by all members of the group.

2022

Katherine “Kat” Darnell Frederick (16)
Megan Donohue Adelphi (19)
Susan Gonder Adelphi (19)
Rebecca “Becka” Haines Rosenberg
Alexandria (15)

Peter Lauten Goose Creek (19)
Mark Roush Sandy Spring (16)
Andrew “Drew” Sommers Adelphi (19)

2023

Hannah Brown Homewood (20)
Thomas “Tom” Horne Takoma Park (17)
Julie Odland Frederick (17)
Maggie Willow Sandy Spring (20)

Ex-officio

Alexis “Sunshine” Klein
Youth Programs Manager
Nathaniel Lehman Young Friends
Rebecca Megginson Young Friends
MJ Moran Young Friends

AD HOC 350TH ANNIVERSARY

COMMITTEE

350th@bym-rsf.org

(established 2019)

Clerk: Katherine Smith

Sheila Bach Langley Hill
Marion Ballard Bethesda
Patricia Barber Goose Creek
Mary Braun Patuxent
Sara Brown Goose Creek
Wayne Finegar Sandy Spring
Karie Firoozmand Baltimore, Stony Run
James “Jim” Fussell Washington
Rebecca “Becca” Gardner Rhudy
Deer Creek

Thomas “Tom” Hill Charlottesville
Denna Joy Richmond
Elizabeth “Lizzie” Kellett Frederick
Richard “Rich” Liversidge Sandy Spring
David McClelland Bethesda
Robert “Bob” Rhudy Patapsco
James “Jim” Riley Hopewell Centre
Byron Sandford Washington
Harry “Scotty” Scott York
Katherine Smith Maury River

Sharon Stout Adelphi
Frances “Frannie” Taylor Goose Creek
John Yost Eastland

END OF LIFE

WORKING GROUP

endoflife@bym-rsf.org

(Peace and Social Concerns)
(established 2019)

Clerk: Patricia “Patti” Nesbitt

Lisa Allen Midlothian
Patricia LaNoue Baltimore, Stony Run
Patricia “Patti” Nesbitt Sandy Spring
Robert “Bob” Rhudy Patapsco
Martha “Marcy” Seitel Adelphi
Patricia Sepulveda Charlottesville
Eileen Stanzione Patapsco
John Surr Charlottesville

GROWING OUR MEETINGS

WORKING GROUP

growing@bym-rsf.org

(Advancement and Outreach)
(established 2019)

Clerk: Victor Thuronyi

Eileen Stanzione Patapsco
Victor Thuronyi Adelphi

INTERNET COMMUNICATIONS

WORKING GROUP

netcomm@bym-rsf.org

(Advancement and Outreach)
(established 2015)

INTERVISITATION WORKING

GROUP

intervisitation@bym-rsf.org

(Ministry and Pastoral Care)
(established 2013)

Clerk:

Jason Eaby Nottingham
Jade Eaton Adelphi
Georgia Fuller Langley Hill
James “Jim” Fussell Langley Hill
Elizabeth “Beth” Gorton New England YM

Messages sent to listed e-mail addresses will be received by all members of the group.

Erik Hanson	Sandy Spring	Peirce Hammond	Bethesda
Patricia “Patti” Nesbitt	Sandy Spring	Khalila Lomax	Yearly Meeting Staff
Rebecca “Rep” Pickard	Gunpowder	Karen Moore	Patapsco
Jolee Robinson	Adelphi	Nicole “Nikki” Richards	
Kenneth “Ken” Stockbridge	Patapsco		Young Adult Friends

PASTORAL CARE WORKING GROUP

pastoralcare@bym-rsf.org
 (Ministry and Pastoral Care)
 (established 2018)
 Clerk: Windy Cooler

Windy Cooler	Sandy Spring
Michael DeHart	Sandy Spring
Peirce Hammond	Bethesda
Erik Hanson	Sandy Spring

QUAKER VOICE OF MARYLAND WORKING GROUP

quakervoicemd@bym-rsf.org
 (Peace and Social Concerns)
 (established 2020)
 Clerk: Molly Mitchell

Molly Mitchell	Homewood
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REFUGEE, IMMIGRATION, AND SANCTUARY WORKING GROUP

refugees@bym-rsf.org
 (Peace & Social Concerns)
 (established 2017)
 Clerk:

Annette Breiling	Frederick
Roselle Clark	Midlothian

REPARATIONS ACTION WORKING GROUP

reparations@bym-rsf.org
 (Growing Diverse Leadership)
 (established 2020)
 Clerk: Nicole “Nikki” Richards

St. Clair Allmond	Richmond
Ellen Arginteanu	Richmond
Joanne “Jo” Brown	Homewood
Philip “Phil” Caroom	Annapolis
David Etheridge	Washington

Jolee Robinson	Adelphi
Martha “Marcy” Seitel	Adelphi

SPIRITUAL FORMATION

PROGRAM WORKING GROUP

spiritform@bym-rsf.org
 (Ministry & Pastoral Care)
 (established 2009)
 Clerk:

Alan Evans	Gunpowder
David “Dave” Fitz	York
Ruth Fitz	York
Rebecca Richards	Gunpowder
Marilyn Rothstein	Gunpowder
Alan Schmaljohn	Gunpowder
Amy Schmaljohn	Gunpowder

STRENGTHENING

TRANSFORMATIVE

RELATIONSHIPS IN DIVERSE ENVIRONMENTS (STRIDE)

WORKING GROUP

stride@bym-rsf.org
 (Growing Diverse Leadership)
 (established 2014)

Ex-officio

Khalila Lomax	STRIDE Coordinator
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Baltimore STRIDE

Clerk: Hannah Brown and
 Rosalie “Rosie” Eck

Hannah Brown	Shiloh
Rosalie “Rosie” Eck	Homewood
Laura Grothaus	Teen Adventure
Isabel “Izzy” Lott	Catoctin
Nicole “Nikki” Richards	Adelphi

District of Columbia STRIDE

Clerk: James “Jamie” DeMarco
 James “Jamie” DeMarco Homewood

Messages sent to listed e-mail addresses will be received by all members of the group.

Philadelphia STRIDE

Clerk: Sam McCormick

Maria Adamson Opequon
Sara Hunsberger Catoctin
Samuel "Sam" McCormick Herndon

**WOMEN'S RETREAT
WORKING GROUP**

womensretreat@bym-rsf.org

(Ministry & Pastoral Care)

(established 2010)

Clerk: Inga Erickson

Inga Erickson Herndon
Dana Mitra State College
Yuri Plowden State College

**WORKING GROUP ON CIVIL
AND HUMAN RIGHTS OF
TRANSGENDER AND
NON-BINARY PEOPLE**

transgender@bym-rsf.org

(Peace and Social Concerns)

(established 2018)

Clerk: Darcy Lane

Darcy Lane Sandy Spring

WORKING GROUP ON RACISM

wgr@bym-rsf.org

(Ministry & Pastoral Care)

(established 2001)

Clerk: David Etheridge

Tronette Anochie Sandy Spring
Barbara Bezdek Homewood
Jane Meleney Coe Bethesda
Ellen Cronin Sandy Spring
Mary Dadone Annapolis
Louisa Davis Homewood
Elizabeth DuVerlie Baltimore, Stony Run
David Etheridge Washington
Donna Hamilton Sandy Spring
Peirce Hammond Bethesda
William "Tad" Jose Alexandria
Susan Joyce Langley Hill
Donna Kolaetis Menallen

Donna McKusick Homewood
Robbin Phelps Washington
Jolee Robinson Adelphi
Patience "Pat" Schenck Annapolis
Julia Storberg-Walker Hopewell Centre

**WORKING GROUP ON
RIGHT RELATIONSHIP WITH
ANIMALS**

rightanimals@bym-rsf.org

(Unity with Nature)

(established 2015)

Clerks: Dayna Baily and Margaret Fisher
Dayna Baily Penn Hill
Mary Campbell Washington
Margaret Fisher Herndon
Stuart Greene Patapsco
Edith "Edie" Silvestri Langley Hill

YOUTH SAFETY POLICY

WORKING GROUP

youthsafety@bym-rsf.org

(Trustees)

(established 2013)

Convenor: Carlotta Joyner

Ellen Arginteanu
Religious Education Representative
Alexandra "Alex" Bean
Junior Yearly Meeting Co-Clerk
Stephanie "Steph" Bean
Presiding Clerk of the Yearly Meeting
Adrian Bishop Co-Clerk of Supervisory
Ramona Buck Co-Clerk of Supervisory
Brooke Davis
Co-Clerk of Camping Program
Wayne Finegar
Acting General Secretary
Annalee Flower Horne
Co-Clerk of Youth Programs
Rebecca "Becca" Haines Rosenberg
Co-Clerk of Youth Programs
Carlotta Joyner
Trustees of the Yearly Meeting
Alexis "Sunshine" Klein
Youth Programs Manager

Messages sent to listed e-mail addresses will be received by all members of the group.

Camp Program Manager

Caroline “Amrit” Moore

Junior Yearly Meeting Co-Clerk

Kathryn “Katy” Schutz

Trustees of the Yearly Meeting

Julie Taylor

Co-Clerk of Camping Program

YOUNG ADULT FRIENDS

yafs@bym-rsf.org

Co-Clerks

Rebecca “Becca” Bacon

Hopewell Centre (20)

Thomas “Tom” Webb Bethesda (19)

Treasurer

Alexis “Sunshine” Klein Shiloh (20)

Recording Clerk

Jennifer Vekert Sandy Spring (20)

Annual Session Planner

Nathaniel “Nate” Dorr Sandy Spring (20)

Communications Coordinator

Alexandra “Alex” Bean Adelphi (17)

Nicole “Nikki” Richards

Young Adult Friends (20)

Community Coordinator

Maggie Willow Sandy Spring (19)

Growing Diverse Leadership

Representative

Caroline “Amrit” Moore Maury River (20)



REPRESENTATIVES TO ORGANIZATIONS AFFILIATED WITH THE YEARLY MEETING

AMERICAN FRIENDS SERVICE COMMITTEE CORPORATION

2021

Bethanne Bruning-Socular Annapolis (19)

2022

Sean Beeny Langley Hill (19)

2023

Sara Dean Adelphi (20)

David Robinson Alexandria (17)

FRIENDS COMMITTEE ON NATIONAL LEGISLATION

GENERAL COMMITTEE

2021

Marion Ballard Bethesda (15)

Thomas "Tom" Gibian Sandy Spring (15)

2022

Susan Griffin Washington (16)

Walter Brown Langley Hill (19)

2023

Jesse Greer Adelphi (20)

William "Tad" Jose Alexandria (20)

FRIENDS GENERAL CONFERENCE,

CENTRAL COMMITTEE

2021

Katherine "Kat" Darnell Frederick (18)

David Etheridge Washington (18)

Robert "Bob" Goren
Baltimore, Stony Run (18)

Rebecca "Becka" Haines Rosenberg
Alexandria (15)

Bette Hoover Sandy Spring (18)

Donna Kolaetis Menallen (18)

Sabrina McCarthy Washington (18)

Nancy Moore Baltimore, Stony Run (18)

Danielle Ziegler Hopewell Centre (18)

2022

Anthony "Tony" Martin Roanoke (19)

Patricia "Patsy" Martin Roanoke (19)

2023

Folajimi "Jimi" Ayodele Patapsco

Sarah Bur Homewood (20)

Ruth Fitz York (20)

Gary Gillespie Homewood (20)

Kelli Moore Alexandria

Dorothy "Dot" Walizer Annapolis (17)

Ex-officio

Stephanie "Steph" Bean Presiding Clerk

FRIENDS HOUSE RETIREMENT COMMUNITY

2021

William "Bill" Foskett Washington (18)

2022

Margaret "Meg" Meyer
Baltimore, Stony Run (19)

2023

Elizabeth "Liz" Willson Herndon (20)

FRIENDS MEETING SCHOOL

2021

Peirce Hammond Bethesda (15)

2022

Linda Sepe Sandy Spring (19)

FRIENDS PEACE TEAMS

2021

Robert "Bob" Rhudy Patapsco (16)

2022

Richard "Rich" Thayer
Baltimore, Stony Run (19)

FRIENDS UNITED MEETING

GENERAL BOARD

2023

Walter Fry West Branch (14)

Georgia Fuller Langley Hill (14)

Damaris Kifude Baltimore, Stony Run (20)

Ann Riggs Annapolis (17)

**FRIENDS WILDERNESS
CENTER**

(Appointed on advice of
Unity with Nature)

2021

Deborah “Debbi” Sudduth
Goose Creek (19)

**FRIENDS WORLD COMMITTEE
FOR CONSULTATION**

SECTION OF THE AMERICAS

2021

Michael Doo Baltimore, Stony Run (15)
Jason Eaby Nottingham (15)

2022

Adrian Bishop Baltimore, Stony Run (19)
Rosalie Dance Baltimore, Stony Run (19)

**INTERFAITH ACTION
FOR HUMAN RIGHTS**

(Appointed on advice of
Peace and Social Concerns)

2023

Jack Lahr Annapolis (17)
Suzanne O’Hatnick
Baltimore, Stony Run (17)

**MILES WHITE BENEFICIAL
SOCIETY OF BALTIMORE CITY**

President: Kathryn Pettus

2021

Gulielma “Guli” Fager
Baltimore, Stony Run (19)

Phillip “Phil” Fratesi
Baltimore, Stony Run (15)

Elizabeth “Beth” Harlan Little Falls (15)

Deepti Scharf Baltimore, Stony Run (18)

2022

Kathryn Munnell Homewood (19)

Kathryn Pettus Baltimore, Stony Run (13)

Amy Schmaljohn Gunpowder (16)

2020

Alexandra “Alex” Bell Bethesda (20)

Heidi Blalock Homewood (20)

Alison Duncan Adelphi (20)

**PRISONER VISITATION
AND SUPPORT**

(Appointed on advice of
Peace and Social Concerns)

**QUAKER EARTHCARE
WITNESS**

(Appointed on advice of
Unity with Nature)

2021

Barbara Adams Richmond (18)

QUAKER HOUSE

Fayetteville, NC
(Appointed on advice of
Peace and Social Concerns)

2021

Denna Joy Richmond (15)

**QUAKER RELIGIOUS
EDUCATION COALITION**

2023

Marsha Holliday Washington (20)

**RIGHT SHARING OF WORLD
RESOURCES**

2021

Adrian Bishop Baltimore, Stony Run (18)

SANDY SPRING

FRIENDS SCHOOL

2021

Kathrin Gilbert Catocin (18)

2022

Barbara Andrews Sandy Spring (16)

Sara Dean Adelphi (19)

2023

Mary Grady Sandy Spring (20)

LOCAL MEETINGS

ADELPHI FRIENDS MEETING

- Mailing address: 2303 Metzertott Road, Adelphi, Maryland 20783
 Meeting place: 2301 Metzertott Road, Adelphi, Maryland 20783
 Wheelchair accessible
 Hearing assistance system available
- Telephone: 301-445-1114 – Meeting House telephone
 Web site: adelphifriends.org
- First Day schedule: Worship: 10:00am
 First Day School: 10:20am except Junior Meeting fourth First Day at 10:00am
- 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: Carole Hoage; Assistant Clerk: Martha "Marcy" Seitel; Treasurer: Reuben Snipper; Assistant Treasurer: John Stith; Recording Clerk: Amy Greene and Ann Marie Moriarty; Recorder: Carol Beigel; Finance: Debra Bassert; First Day School: Robert "Rob" Duncan; Ministry & Worship: Cheryl Morden and Karen O'Brien; Nominating: Nicole Cintas; Outreach and Fellowship: Vacant; Pastoral Care: Wendy Eck; Peace & Social Concerns: Margaret Vitullo; Yearly Meeting Representative: Ann Marie Moriarty.

ALEXANDRIA FRIENDS MEETING

- Mailing address: 8990 Woodlawn Road, Fort Belvoir, Virginia 22309
 Meeting place: 8990 Woodlawn Road, Fort Belvoir, Virginia 22309
 Wheelchair accessible
 Hearing assistance system is available
- Telephone: 571-409-1761 – Meeting House voice mail
 Web site: 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: Meredith Stewart and Karen Hansen-Kuhn; Assistant Clerk: Susan “Sue” Marcus; Treasurer: Ann “Annie” Maccubbin and Robert “Rob” Maccubbin; Recording Clerk: Deborah Haines and Jerry Allen; Recorder: Rachel Pharr; Adult Religious Education: Judy Elvington; Children’s Religious Education: Kelli Moore; Communications: Katherine Spivey; Ministry & Nurture: Carrie Rothenbacher; Nominating: John Allder-Stephens; Peace & Social Concerns: Davis Balderston; Trustees: James “Jim” Nations; Newsletter Editor: Deborah Haines; Yearly 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: annapolisfriends.org/

E-mail: info@annapolisfriends.org

First Day schedule: Worship: 11:00am and 8:00am on 2nd, 3rd, and 5th First Days

First Day School: 11:00am

Adult Religious Education: 9:15am on 2nd and 4th 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 North Bestgate Road. Take first left onto Dubois Road. Go to the end. Meeting House is on the left.

Contacts: Clerk: Martha Baer; Assistant Clerk: Karen Cunyningham; Treasurer: Dorothy “Dot” Walizer; Assistant Treasurer: Julie Rouhi; Recording Clerk: Ellen McBride; Recorder: Karen Cunyningham; Ministry & Worship: Thomas “Tom” Wolfe; Nominating: Weston “Wes” Jordan; Outreach: Margaret Holmes; Pastoral Care: Barbara “Barb” Thomas; Peace & Social Concerns: Philip “Phil” Caroom; Religious Education: Jennifer “Jenn” DeLorge McKewon and Timothy “Tim” Mullady; Stewardship & Finance: Weston “Wes” Jordan; Trustees: Jack Lahr; Newsletter Editor: Vacant; Yearly Meeting Representative: Barbara “Barb” Thomas.

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/

E-mail: tabstevejean@gmail.com

First Day schedule: Worship: 10:00am

Travel directions: Call for directions.

Contacts: Clerk: Jeanne Tabscott; Yearly 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
E-mail: info@stonyrunfriends.org
- First Day schedule: Worship: 9:30am (scent-free) and 11:00am (in July and August at 8:30am & 10:00am)
First Day School: 11:20am (in July and August 10:20am)
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: Carole Schreck; Recording Clerk: Margaret “Meg” Boyd Meyer; Recorder: Brian Gamble; Giving: Janet Daley; Community, Care & Clearness: Brian Gamble; Finance: Eugene “Gene” Baron; Indian Affairs: Vacant; Ministry & Counsel: Suzanne O’Hatnick; Nominating: Maria Brown; Baltimore Quaker Peace & Justice (joint with Homewood): Marc Oliver; Religious Education: Annemiek Wilms Floet and Martha Johnson; Trustees: Winfield “Win” Cain; Yearly Meeting Representative: Margaret “Meg” Boyd Meyer, Adrian Bishop, and Karie Firoozmand.

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
E-mail: 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: Elizabeth “Lee” Ingram and Jabez McClelland; Treasurer: Gregory “Greg” Ingram; Assistant Treasurer: Marion Ballard; Recording Clerk: Ronald “Ron” Akins; Recorder: Margaret Plank; Ministry & Worship: Eric Sterling; Nominating: Ronald “Ron” Akins and France Pruitt; Outreach and Communications: DiAnne Moore Fishel and Daniel “Dan” White; Pastoral Care: David Whitford and Marika Cutler; Peace & Social Justice: Deborah Friese and Alexandra “Alex” Bell; Religious Education: Susan Maniatis; Stewardship & Finance: Barbara Fichman; Newsletter Editor: Jane Meloney Coe, Sontao Liu, and Jing Han; Yearly Meeting Representatives: dAvid McClelland 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
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. (south-bound) 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: Thuja Jameson; Recorder: Jesse “Jay” Wilkins; Adult Education: Janet Donahue; Hospitality & Outreach: Vacant; Ministry & Oversight: Andrea Kavanaugh; Nominating: Michelle Wilkins; Peace and Social Concerns: Steven “Steve” Tatum; Religious Education: Michelle Wilkins; Stewardship & Finance: Jesse “Jay” Wilkins; Yearly Meeting Representative: Vacant.

BUCKHANNON FRIENDS MEETING (WARRINGTON)

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/jseaman1@frontier.com
 E-mail: 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; Assistant Clerk: Grace Harris; Treasurer: Judith “Judy” Seaman and Grace Harris; Recording Clerk: Grace Harris; Advancement and Outreach: Susan Hock; 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; Yearly 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
 : 717-249-8899 – Meeting House
 site: carlislequakers.org
 E-mail: 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; Assistant Treasurer: Fred Baldwin; Record-

ing 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; Yearly 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.charlottesvillefriends.org
E-mail: charlottesvillefriends@gmail.com

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: Steve Ganong; Recording Clerk: Susan Beers; Recorder: Richard Balnave; Care and Clearness: John Surr; Communications: Jennifer “Robin” Albertson-Wren; Finance: Laura Lockledge; Ministry & Worship: Anne Becker; Nominating: Jon Nafziger; Peace & Social Concerns: Kathryn “Katy” Schutz and Kianne Bearer; Religious Education: David “Dave” Lockledge; Newsletter Editor: Linda Goldstein; Yearly Meeting 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.fgcquaker.org/cloud/deer-creek-friends-meeting-quaker
E-mail: 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 Meeting House is on the left shortly after you pass the Darlington Pharmacy.

Contacts: Clerk: Pamela “Pam” Cohen and Mary McLean; 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 Corrdry; Newsletter Editor: Margaret Scarborough; Yearly Meeting Representative: Mara Walter.

DUNNINGS CREEK FRIENDS MEETING (CENTRE QUARTER)

Mailing address: c/o Susan Williams, 2049 Valley Road, Schellsburg, Pennsylvania 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

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 I99 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; Yearly Meeting Representative: Susan Williams.

EASTLAND PREPARATIVE MEETING (LITTLE BRITAIN)

Mailing address: c/o Linda Coates, 126 South Fulton Street, Strasburg, Pennsylvania 17579

Meeting place: 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

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 US 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: John Yost; Treasurer: Linda Coates; Yearly Meeting Representative: See Little Britain Monthly Meeting.

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
Web site: www.bym-rsf.org/who_we_are/meetings/va_meetings/fauquier
Facebook: [Fauquier Friends Worship Group-Quaker](https://www.facebook.com/Fauquier-Friends-Worship-Group-Quaker)
E-mail: fauquierfriends@gmail.com
First Day schedule: Usually on Third First Day, check Meeting website for specific dates
Worship: 1:30pm; First Day School: 1:45pm
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 Drive. Turn left on Station Drive and proceed to Willow Drive. Turn left on Willow Drive, then immediately turn right into the Bealeton Library parking lot.
Contacts: Convener: Bonnie Stockslager; Yearly 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
First Day schedule: Worship: 10:00am
First Day School: 10:00am
Business Meeting: First First Day, 12:00pm, preceded by potluck.
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: Sharon Custer-Boggess; Recording Clerk: Nancy Jo “Jo” Parr; Adult Religious Education: Marcia Winters; First Day School: Marcia Winters; Ministry & Worship: Lee Henkel; Outreach: Vacant; Peace & Social Concerns: Edna Whittier; Yearly Meeting Representative: Sharon Custer-Boggess.

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
 E-mail: clerk@frederickfriends.org
 First Day schedule: Worship: 10:30am
 First Day School: 10:45am – 11:30am (mid-September to mid-June) (supervised play mid-June to mid-September)
 Business Meeting: Second First Day of the month. 9:00am.
 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 Elizabeth “Betsy” Tobin; Treasurer: Gregory “Greg” Tobin; Recording Clerk: Elizabeth “Betsy” Tobin; Recorder: Carlotta Joyner; First Day School: Susanna Laird; Ministry & Counsel: Isaac Smith; Nominating: Victoria “Tori” Bolton; Peace & Social Concerns: Ann Payne and Annette Breiling; Stewardship & Finance: Annette Breiling; Trustees: JoAnn Coates-Hunter; Yearly Meeting Representative: Elizabeth “Betsy” Tobin.

FRIENDS MEETING OF WASHINGTON

Mailing address: 2111 Florida Avenue NW, Washington, DC 20008
 Meeting place: 2111 Florida Avenue NW, Washington, DC 20008
 Wheelchair accessible
 Hearing assisted equipment available in Meeting Room
 Telephone: 202-483-3310 – Meeting office
 Web site: quakersdc.org
facebook.com/FriendsMeetingofWashington
 E-mail: admin@quakersdc.org
 First Day schedule: Worship: 9:00am (Quaker House Living Room; 10:30am (Library with special welcome to gays, lesbians, bisexuals, and transgenders); 10:30am (Meeting House Meeting Room)
 First Day School: 10:30am
 Weekly Worship: Tuesday, 6:00pm (Meeting House Library)
 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 between 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: Deborah “Debby” Churchman and Rebecca Nelson; Assistant Clerk: Vacant; Treasurer: David Miller; Assistant Treasurer: Martha Solt; Recorder: Barbara Briggs; Recording Clerk: Amanda Nadeau Mayer; Finance & Stewardship: Daniel “Dan” Dozier; Marriage & Family Relations: James “Jim” Bell; Membership: Robert “Rob” Farr; Ministry & Worship: Marsha Holliday; Nominating: Martha Solt; Peace & Social Concerns: Elaine Wilson and Barbara Briggs; Religious Education: Ja-

cob Ritting and Allen Fawcett; Trustees: Daniel “Dan” Dozier, Christopher “Chris” Wickham, and Mark Haskell; Yearly 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
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; Yearly 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
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-Eleven 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: Richard “Rich” Weidner; Assistant Clerk: Allen Cochran; Treasurer: Brian Burgher; Assistant Treasurer: Anne “Annie” Carlson; Recording Clerk: Catherine Cox; Recorder: Nancy Uram; Finance: Edward “Ed” Devinney; Ministry & Worship: Margaret “Peggy” King and Carolyn Unger; Nominating: Anne “Annie” Carlson; Peace & Social Concerns: Sheila Kryston and Will McCabe; Religious Education: Maria Nicklin and Cameron Hughes; Trustees: John Unger; Unity with Nature: Martha Mason Semmes and Suellen Beverly; Newsletter Editor: Catherine Cox; Yearly Meeting Representative: D. Charles “Chuck” Hedges.

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
E-mail: 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: Kerensa “Kerry” Zimmerman; Recording Clerk: Alan Schmaljohn and Claire Twose; Recorder: Meredith van den Beemt; Care and Oversight: Louise “Lou Anne” Smith; Finance: Adair Clarke; Ministry & Counsel: Amy Schmaljohn and Rebecca “Rep” Pickard; Nominating: Amy Schmaljohn; Trustees: Stephen “Steve” Rives; Newsletter Editor: Claire Hartman; Yearly 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
Hearing assistance available
- Telephone: 703-736-0592 – Meeting House
Web site: www.fgcquaker.org/cloud/herndon-friends-meeting
E-mail: m.elizabeth.willson@gmail.com
- 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: Inga Erickson; Assistant Clerk: Stacey LaRoy; Treasurer: Terence McCormally; Recording Clerk: Catharine “Cathy” Tunis and Mary Brandon; Recorder: Catharine “Cathy” Tunis; Communications and Outreach: Jay McClendon; Finance: Harry Tunis; Ministry & Oversight:

Stacey LaRoy; Nominating: Catherine “Cat” Wilkins; Peace & Social Concerns: Kimberle “Kim” Glazer; Religious Education: Abbey Compton and Jolene Smith; Trustees: Vacant; Newsletter Editor: Jay McCleendon; Yearly 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

E-mail: homewoodfriends@verizon.net

First Day schedule: Worship: 10:30am

First Day School: 10:50am

Business Meeting: First 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: Sarah Bur; Assistant Clerk: Kathryn Munnell; Treasurer: Megan Shook; Assistant Treasurer: Edward “Ned” Worth; Recording Clerk: Barbara Bezdek; Recorder: Susan Russell Walters; Green Organizing and Action Team (GOAT): Gary Gillespie; Indian Affairs: joint with Stony Run; Ministry & Counsel: Donna McKusick; Nominating: Mina Brunyate; Baltimore Quaker Peace & Justice: joint with Stony Run; Religious Education: John McKusick; Trustees: Bess Keller and Susan Russell Walters (finance matters); Newsletter Editor: Mina Brunyate; Yearly 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, VA

Wheelchair accessible

No hearing assistance system

Telephone: 540-667-9114 – Hopewell Meeting House

Web site: hopecentre.quaker.org

E-mail: hopecentre@yahoo.com

First Day schedule: Worship: 10:00am

First Day School: 11:30am

Fourth First Day meeting is at Centre Meeting House

Business Meeting: Second First Day: 11:30am

Travel directions: Hopewell Meeting House: 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: Downtown Winchester at 203 North Washington Street at the corner of Washington and Piccadilly Streets.

Contacts: Clerk: Richard “Dick” Bell; Assistant Clerk: Donna Knight; Treasurer: James “Jim” Riley; Assistant Treasurer: Anne Bacon; Recording Clerk:

Daniel “Dan” Riley; Assistant Recording Clerk: Vacant; Advancement & Outreach: Margaret “Margie” Riley and Rebecca “Becky” Ebert; Ministry & Counsel: Vacant; Pastoral Care: John Guiser; Peace and Social Concerns: Julia Storberg-Walker; Religious Education: Vacant; Finance: James “Jim” Riley; Newsletter Editor: Michele Christopher; Yearly Meeting Representative: James “Jim” Riley.

LANGLEY HILL FRIENDS MEETING

Mailing address: 6410 Georgetown Pike, McLean, Virginia 22101
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
E-mail: 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: Sean Beeny; Finance: Jessica Mott; Ministry & Worship: Rebecca Rawls; Nominating: Ann Delorey; Outreach: Oliver “Ollie” Moles and Richard “Rick” Post; Peace & International Outreach: Donna Williams; Religious Education: Alan Swanson; Social Concerns: Elaine Williams and Barbara “Babs” Williams; Newsletter Editor: Sheila Bach; Yearly Meeting Representative: Jeanette Smith.

LITTLE BRITAIN MONTHLY MEETING (NOTTINGHAM QUARTER)

Mailing address: c/o Linda Coates, Clerk, 126 South Fulton Street, Strasburg, PA 17579
Meeting places: See listings for Eastland and Penn Hill Preparative Meetings
Hearing assistance available-microphone and speaker

Telephone: 717-696-7914 – Clerk
Web site: www.bym-rsf.org/who_we_are/meetings/pa_meetings/littlebritain

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: Linda Coates; Treasurer: Edward “Ed” Kelley; Membership Clerk: Mary Kirk; Ministry & Pastoral Care: Mark Brabson; Yearly 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: 410-941-9796 – Meeting House
Web site: littlefallsfriends.org
E-mail: littlefalls.clerk@gmail.com
- First Day schedule: Worship: 10:30am
First Day School: 10:45am
Adult First Day: 11:15am
First 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 Road) 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: Elizabeth “Beth” Harlan and Christen Sullivan; Treasurer: William “Bill” Clark; Recording Clerk: Christen Sullivan; Care and Concerns: Beth Babikow; Peace & Social Concerns: Vacant; Religious Education: Alice Remsberg (adult) & Elizabeth “Beth” Harlan (children); Board of Trustees: Edwin Remsberg and John Sullivan; Communications: Alice Remsberg; Yearly 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
- First Day schedule: Worship: 10:30am
- Travel directions: Call convener.
- Contact: Convener: Heidi Koring; Yearly Meeting Representative: Jacquelyn “Jackie” O’Neill.

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: www.bym-rsf.org/who_we_are/meetings/va_meetings/mattaponi/dayspringfarm@aol.com
- E-mail: 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 Dayspring 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: Ralph Hutton; Treasurer: Charles "Charlie" Maloney; Recording Clerk: Sarah Lavicka; Yearly 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

E-mail: 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: Philip Hyre; Recording Clerk: Daphne Raz; Records Clerk: Catherine "Cate" Grove; Advancement & Outreach: John White; Finance & Stewardship: Eric Sheffield; Ministry and Counsel: Somer Knight; Nominating: Daphne Raz; Peace & Justice: Kathleen "Kathy" Fox; Religious Education: Kathleen "Kathy" Fox; Yearly 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: 717-677-6781

Web site: www.menallenfriends.org

First Day schedule: Worship: 10:30am

First Day School: 10:30am

Redlands Meeting House: Worship every third First Day from April through September

Huntington Meeting House: Worship every first First Day from April through October

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: Vacant; Treasurer: Vacant; Ministry & Pastoral Care: Barclay Brooks; Religious Education: Allison Singley-Fee; Stewardship & Finance: Vacant; Yearly 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

E-mail address: 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; Treasurer: Ann Duncan; Recording Clerk: Stephen Long; Financial Stewardship/Trustees: Ann Duncan; Peace and Social Action: Roselle Clark; Religious Education: Laura Clark and Olivia Duncan; Email notifications: Howard Brod; Yearly 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

E-mail address: monquakers@gmail.com

First Day schedule: Worship: 11:00am

First Day School: 11:00am

Business Meeting: Third First Day: 9:30am

Contacts: Clerk: James “Jim” Syphers and Keith Fullerton; Assistant Clerk: Vacant; 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; Yearly Meeting Representative: Vacant.

NORFOLK WORSHIP GROUP (WILLIAMSBURG)

Mailing address: 522 Spotswood Avenue, Apt A2, Norfolk, Virginia 23517
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: www.bym-rsf.org/who_we_are/meetings/va_meetings/norfolk/
E-mail address: 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; Yearly 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
E-mail: 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: Douglas “Doug” Eaby; Treasurer: Gail Pietrzyk; Recording Clerk: Janet Eaby; Recorder: Anna Stanton; Communications and Outreach: Vacant; Ministry and Counsel: Vacant; Nominating: Committee of the whole; Religious Education: Committee of the whole; Stewardship and Finance: Vacant; Newsletter Editor: Vacant; Yearly Meeting Representative: Douglas “Doug” Eaby.

PATAPSCO FRIENDS MEETING (CHESAPEAKE QUARTER)

Mailing address: PO Box 2282, Ellicott City, Maryland 21041-2282
Meeting place: 2331 Calvin Circle, Ellicott City, Maryland 21042
Wheelchair accessible
No hearing assistance system
Telephone: 410-465-6554

Web site: www.patapscofriends.com
E-mail: 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: Folajimi "Jimi" Ayodele; Assistant Treasurer: Stephen McGovern; Recorder: Kenneth "Ken" Stockbridge and Robert "Rob" Schoberlein; Recording Clerk: Bethanne Kashkett; Advancement & Outreach: Phillip Capon; Environmental Concerns: Jeffrey "Jeff" Soulen and Jean Pfefferkron; Ministry & Care: Karen Moore and Bethanne Kashkett; Nominating: Linda Pardoe; Peace & Social Concerns: Vacant; Religious Education: Deidre Citro-Foley; Newsletter Editor: Ramona Buck; Yearly Meeting Representative: Karen Moore.

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
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: Timothy "Tim" Keck; Treasurer: Constance "Connie" Little-Trent; Recording Clerk: Richard "Dusty" Rhoades and Cynthia Gonzalez; Recorder: Bruce Perrygo; Budget & Finance: Vacant; Ministry & Counsel: Vacant; Nominating: Vacant; Peace & Social Action: Vacant; Religious Education: Vacant; Trustees: Vacant; Yearly Meeting Representative: Vacant.

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

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; Yearly 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
E-mail: frankandei1913@gmail.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 and Anita Virkus; Treasurer: Theodore "TR" Wailes; Recording Clerk: Lisa Mowers; Assistant Recording Clerk: Wilbur Wright; Recorder: William "Bill" Powel; Peace & Social Concerns: Frank Reitemeyer; Yearly 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
E-mail: clerkofmeeting@richmondfriends.org
First Day schedule: Worship: 9:30am and 11:00am
First Day School: 11:20am
Business Meeting: Third First Day: 11:00am - 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: Rita Willett; Assistant Clerk: Daniel "Dan" Shaw; Treasurer: Laura Goren; Assistant Treasurer: Scott Morrison; Recorder: Clarisse Harton; Recording Clerks: Catherine Roseberry and Diane Bowden; Adult Spiritual Education: Diane Bowden; Care & Counsel: Kelly Kennedy-DiPasquale; Financial Stewardship: John Cain; Ministry & Worship: Donald "Don" Miller; Nominating: Clarisse Harton;

Peace & Social Concerns: Roni Kingsley; Religious Education: Julia Hebner; Newsletter Editors: Diane Bowden and Don Miller; Yearly 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

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: Vacant; Stewardship & Finance: Letty Collins; Newsletter Editor: Virginia “Jenny” Chapman; Yearly 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

E-mail: office@sandyspring.org

First Day schedule: Worship: 9:00am and 11:00am (except first First Day), Fifth Day 7:30pm

First Day School: 11:20am (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: Samuel “Sam” Garman; Assistant Clerk: Eleanor “Nora” Fisher; Treasurer: Howard Zuses; Recording Clerk: Anna Marsh; Recorder: Susan Brown; Advancement & Outreach: David Blaufarb; Finance: Gerald “Gerry” Hurley; Friends in Unity with Nature: Munro Meyersburg; Marriage & Family Relations: Vacant; Membership & Spiritual Care: Kevin Caughlan; 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; Yearly 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
E-mail: 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; First Day School: Janet Harrison; Ministry & Oversight: Caroline McLeod and William “Zakee” McGill; Peace and Social Concerns: Garrett Moran and William “Zakee” McGill; Stewardship and Finance: Kristin Loken; Yearly 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
E-mail: 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: Margaret “Margy” Frysinger; Advancement & Outreach: Vacant; Care & Concern: Martin Melville and Lynne Grutzeck; Finance: Kerry Wiessmann; Nominating: Gary Fosmire and Lynne Grutzeck; Peace & Social Action: Rotates among committee members; Religious Education: Vilmos Misangyi; Newsletter Editor: Marianne Stevens, Deryn Verity, and Renee Crauder; Yearly Meeting Representative: Vacant.

TAKOMA PARK PREPARATIVE MEETING (ADELPHI)

Mailing address: PO Box 11365, Takoma Park, Maryland 20913
Meeting place: 310 Tulip, Takoma Park, Maryland 20912
Wheelchair accessible
No hearing assistance system
Telephone: 301-588-2724 – messages only
Web site: www.takomaparkfriends.org
First Day schedule: Worship: 11:30am (second hours occasionally follow Meeting)
Business Meeting: ThirdFirst Day (except Fifth Month), following meeting for worship.

Contacts: Clerk: Arthur David Olson; Treasurer: Anna Patricia “Tricia” Crocker; Recording Clerk: Victor Thuronyi; Religious Education: John Knight; Yearly 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

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: Rose Longworth; Assistant Clerk: Pamela “Pam” Cooke; Treasurer: Zachary “Zack” Bortolot; Assistant Treasurer: Samuel “Sam” Moore; Recording Clerk: Doris Martin; Assistant Recording Clerk: Vacant; Recorder: Beverly “Bev” Moore; Carbon Reduction: Vacant; Finance & Property: Samuel “Sam” Moore; In-reach/Outreach: Lois Crawford; Ministry, Worship, Care, and Religious Education: Doris Martin; Nominating: Vacant; Newsletter Editor: Lois Crawford; Yearly Meeting Representative: 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

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; Yearly 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: 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
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 and Ronald "Ron" 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; Yearly 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.bym-rsf.org/who_we_are/meetings/va_meetings/williamsburg/clerk@williamsburgfriends.org
E-mail: 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 Road exit off Route 199. Once on Longhill Road going away from Williamsburg, the school is two miles on the right.
Contacts: Clerk: Thayer Cory; Treasurer: Susan van Dyke; Recording Clerk: Margaret "Maggie" DeTar-Lavellee; Recorder: Pamela "Pam" Tyng; Ministry & Worship: Elizabeth "Betsy" Krome; Nominating: Thayer Cory; Outreach: Elizabeth Miller and Melissa Moss; Peace & Social Concerns: Keith Robinson; Religious Education: Deanna Rote; Trustees: Pamela "Pam" Tyng; Newsletter Editor: Susan van Dyke; Yearly 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 17401
Wheelchair accessible
No hearing assistance system
Telephone: 717-814-8437
Web site: www.yorkquakermeeting.org
E-mail: 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: Committee of the whole; Assistant Clerk: David “Dave” Fitz; Treasurer: Harry “Scotty” Scott; Assistant Treasurer: Matthew “Matt” Schultheis; Recorder: Stephen “Steve” Baker; 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; Yearly Meeting Representative: Vacant.

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 A minute in memory of Theodore H. Mattheiss, former Executive Secretary of Baltimore Yearly Meeting was read. (YM, pp2-3, #8).

1979 Thomas Jeavons was introduced as the new Executive Secretary of Baltimore Yearly Meeting. (YM, pp4, #14).

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** Thomas Jeavons announced his resignation as Executive Secretary of Baltimore Yearly Meeting. (YM, p21, #80).
- 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 Sec-

retary 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).
- 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).

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 Catoctin 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
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- 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, #88, #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 it 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 Catocin 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)
- 2018** There was approval for revisions to the Youth Safety Policy. (IM, p79, #10)
- 2018** There was approval for a Minute on the Civil and Human Rights of Transgender People. (IM, p128, #27)
- 2018** There was approval for the formation of the Pastoral Care Working Group under the care of the Ministry and Pastoral Care Committee. (IM, p129, #31)
- 2018** There was approval for a renewed charge for the ad hoc Growing Diverse Leadership Committee. (YM, p168, #39)
- 2018** There was approval for a revised Minute on the Civil and Human Rights of Transgender and Non-Binary People. (YM, p181, #74)
- 2018** There was approval for the formation of the Civil and Human Rights of Transgender and Non-Binary People Working Group under the care of the Peace and Social Concerns Committee. (YM, p181, #74)
- 2018** There was approval for a Minute on Food Choices. (YM, p187, #83)
- 2018** There was approval for laying down of the Right Sharing of World Resources Working Group (IM, p14, #44)
- 2018** There was approval for adding Rights Sharing of World Resources an affiliated organization of the Yearly Meeting and appointing a liaison to the group. (IM, p14, #44)
- 2018** There was approval of a Minute on Immigration (IM, p14, #44)

- 2019** There was approval for adding the Quaker Religious Education Collaborative an affiliated organization of the Yearly Meeting and appointing a representative to the group. (IM, p45, #03)
- 2019** There was approval of a letter to President Donald Trump regarding a proposed policy on transgender people in the military. (IM, p46, #4)
- 2019** There was approval for creation of the Growing Diverse Leadership Committee as a standing committee of the Yearly Meeting. (IM, p48, #11)
- 2019** There was approval for bringing the Strengthening Transformative Relationships in Diverse Environments (STRIDE) Working Group under the care of the Growing Diverse Leadership Committee, (IM, p48, #11)
- 2019** There was approval for a full-time STRIDE Coordinator position on the Yearly Meeting staff, (IM, p48, #11)
- 2019** There was concurrence with the formation of an End of Life Working Group under the care of Peace and Social Concerns Committee, (IM, p80, #24)
- 2019** There was concurrence with the formation of a Growing Our Meetings Working Group under the care of the Advancement and Outreach Committee, (IM, p82, #37)
- 2019** There was approval of a Declaration of Baltimore Yearly Meeting as an Anti-Racist Faith Community. (YM, p128, #72)

MANUAL OF PROCEDURE

**BALTIMORE YEARLY MEETING
OF THE
RELIGIOUS SOCIETY OF FRIENDS**

UPDATED THROUGH AUGUST 2020

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 following:

- a) its relations to other Friends' bodies;
- b) the committee, officer, or staff person the Yearly Meeting has designated to carry out certain tasks;
- c) the parameters within which the committee, officer, or staff person should function;
- d) whether recommendations from the committee, officer, or staff person should ultimately go to Annual Session, to Interim Meeting, or elsewhere; and
- e) the rationale for the process or method.

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 is designed to assist the Yearly Meeting community to handle matters which are entrusted to it.

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. Reading Clerks are appointed by the Presiding Clerk as needed at Annual Session. 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.

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 an ex-officio 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 (Appendix D to this Manual) Policies. 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. The Working Group 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 Nuts and Bolts 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 consider recommendations from standing committees and working groups as needed between Annual 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. In order to fill these positions with Friends well qualified to best serve the Yearly Meeting, the committee not only strives to consider each individual's experience and spiritual gifts, but also strives to draw these gifted Friends from diverse age groups, genders, racial identities, ethnicities, and geographical regions. 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 Annual Session.

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 ensure that any necessary staff and volunteer training is provided and 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 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.

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 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 (Appendix D to this Manual) Policies. 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 or delegate another member of the committee to attend.

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 or working group; the members select themselves. The names of members and the dates of establishment of ad hoc committees and working groups are listed in the Yearbook after committee rosters.

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. The Growing Our Meetings Working Group (GOMWG) is under the care of Advancement and Outreach.

CAMP PROPERTY MANAGEMENT COMMITTEE

The Camp Property Management Committee (CPMC) 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 Committee 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 ensure that programs and events are carried out 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.

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.

GROWING DIVERSE LEADERSHIP COMMITTEE

The Growing Diverse Leadership Committee is a standing committee that consists of ten people. It includes four nominated by the Nominating Committee and appointed by the Yearly Meeting, a person appointed by the Strengthening Transformative Relationships in Diverse Environments (STRIDE) Working Group, a person appointed by the Camping Program Committee, a person appointed by the Working Group on Racism, and a person

appointed by the Young Adult Friends Special Group, plus the following, ex-officio: the Presiding Clerk of the Yearly Meeting and the Clerk of Interim Meeting. The work of the Committee connects with these other committees of the Yearly Meeting and therefore encourages open communication with them: Advancement and Outreach, Indian Affairs, Ministry and Pastoral Care, Peace and Social Concerns, and also the Working Group on Civil and Human Rights of Transgender and Non-Binary People.

The Committee discerns ways that the Yearly Meeting's committees, local Meetings, and staff can welcome and encourage participation and leadership among all Friends. There is a focus on cooperating to promote equity, outreach, inclusion, friendship, and wholeness to all persons in order to build an anti-racism, multi-cultural faith community. This includes the encouragement and sustained participation of younger Friends and development of their leadership skills and experiences throughout BYM.

There is a Strengthening Transformative Relationships in Diverse Environments (STRIDE) Working Group which is under the care of the Committee. It is comprised of Core Groups, one for each of four cities within the area which the Yearly Meeting serves. They are composed of young adults and work to extend the camping program to people of diverse backgrounds who might not otherwise find it or participate in it.

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 working support groups 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 Committee, as appropriate, one person to be approved by the Board of Direc-

tors 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 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.

As appropriate, Peace and Social Concerns recommends to Nominating Committee 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 Working Group for Refugees, Immigrants, and Sanctuary is under the care of the Peace and Social Concerns Committee. The Working Group on Civil and Human Rights of Transgender and Non-Binary People is under the care of Peace and Social Concerns.

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 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 ensure that any necessary staff and volunteer training is provided and that programs and events are carried out 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 Working Group on Right Relationship with Animals 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 out 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; and 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 Nuts and Bolts 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 Nuts and Bolts Committee Clerk is expected to participate in Interim Meeting. Details of the procedures of the Young Friends Nuts and Bolts 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):

- End of Life Working Group (Advancement and Outreach)
- Growing our Meetings Working Group (Advancement and Outreach)
- Internet Communications Working Group (Advancement and Outreach)
- Intervisitation Working Group (Ministry and Pastoral Care)
- Pastoral Care Working Group (Ministry and Pastoral Care)
- Quaker Voice of Maryland (Peace and Social Concerns)
- Reparations Action Working Group (Growing Diverse Leadership)
- Spiritual Formation Program Working Group (Ministry and Pastoral Care)
- STRIDE Working Group (Growing Diverse Leadership)
- Women's Retreat Working Group (Ministry and Pastoral Care)
- Working Group on Civil and Human Rights of Transgender and Non-Binary People (Peace and Social Concerns)
- 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 (FGC), Friends United Meeting (FGC), and Friends World Committee for Consultation (FWCC). 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 can be found on their web site, 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 can be found on their web site, 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, formed in 1937, is a worldwide association of Yearly Meetings and affiliated groups. It is a consultative body whose purpose is to provide links among 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 1,001 and 3,000 members, four representatives for Yearly Meetings with between 3,001 and 5,000 members, and one additional representative for each additional 5,000 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 Latinamericanos (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 1,000 members of the Yearly Meeting and one for each additional 2,500 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, Inc. 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 OF BALTIMORE CITY

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 reappointed 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. 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 three-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 (AFSC) carries out service, development, social justice, and peace programs throughout the world. It was 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, <https://fcnl.org>.

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 Committee on National Legislation Education Fund (FCNLEF) assumed responsibility for the governance and management of William Penn House on September 1, 2019.

William Penn House will remain a separate 501(c)(3) charitable organization, but Yearly Meetings no longer appoint representatives to the consultative committee. When the building re-opens after renovation, the house will strengthen and expand the Quaker presence on Capitol Hill by providing accommodation in four dormitory rooms and three private bedrooms, as well as daytime rentals of the conference room accommodating 30 people. For more information, e-mail wph@fcnl.org.

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, peace-building, healing, 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. 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 Committee 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 Committee, 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, NORTH CAROLINA

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

QUAKER RELIGIOUS EDUCATION COLLABORATIVE

Quaker Religious Education Collaborative (QREC) is a network of Quakers from all branches of the Religious Society of Friends, who share a commitment to support Quaker faith development across all ages. QREC began in 2015 and since that time both the number of participants and initiatives continue to expand. Currently they offer online conversations, a searchable database of resources, and a partnership to preserve Quaker history in Africa.

To learn more about QREC and access their resources, visit their website: <https://www.quakers4re.org/> BYM appoints one representative to QREC for a term of three years and provides financial support.

RIGHT SHARING OF WORLD RESOURCES

Right Sharing of World Resources (RSWR) is a Quaker non-profit organized to address the

burdens of materialism and poverty, and celebrate the practice of stewardship of resources. They cultivate partnerships with marginalized women in several developing countries and make small grants to help improve their communities in a sustainable and self-determined way. RSWR is currently working with organizations in Kenya, India, and Sierra Leone. It is governed by a Board of Trustees. BYM appoints one person to serve a three year term as a liaison between RSWR and Baltimore Yearly Meeting. 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 2013 Resource for *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*. The Manual of Procedure Committee is not responsible for making changes to entries in XII. Appendices.

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. Wellens
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

The purpose of this document is to establish a policy to keep children and youth in Baltimore Yearly Meeting (BYM) programs safe from abuse, procedures for ensuring that safety, and mechanisms for reporting any instance of suspected abuse.

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 over-arching 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 D.1 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 D.1 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.

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 day-care 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
gensecc@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
10211 Wincopin Circle | Suite 600
Columbia, Maryland 21044
410.995.5800 | 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.

APPENDIX F

GRANTS APPLICATION AND MANAGEMENT POLICY

Approved at Tenth Month 11th 2014 Interim Meeting

Baltimore Yearly Meeting nourishes Friends ways of worship and service and supports and upholds Quaker values. It offers its constituent Monthly Meetings a wide range of services and support through its programs. To accomplish this, the Yearly Meeting relies on the financial resources provided through the apportionment process, through gifts from individuals and Monthly Meetings and through fees from its programs and activities. Where appropriate, it also seeks grants from outside sources, both Quaker and non-Quaker, whose mission and values are aligned with Baltimore Yearly Meeting. The Development Program is charged with oversight of all funding requests made to foundations and other outside organizations. This grants policy details the research, application, approval and acceptance, and management policies to be followed with regard to any such grants.

(NOTE: For grants awarded by BYM, see Educational Grants Committee and Sue Thomas Turner Quaker Education Fund Committee.)

Overview

The use of grants to fund BYM programs or activities may be considered as a sequence of distinct phases:

Grant Research. When and how is it appropriate to seek a grant for a program or activity? This section of the policy identifies issues for discernment.

Grant Application. When it discerns that grant funding is appropriate, a BYM standing committee (referred to herein as a program committee) prepares a grant application based, in part, on the response to a series of considerations, with assistance from the Development Program.

Grant Approval and Acceptance. This is a quality assurance phase designed to ensure that BYM submits complete, high-quality grant applications and can comply with the terms and conditions of grant awards. The Development Program reviews each grant application. After

the Development Director and General Secretary approve the application, it is submitted to the granting organization. If the grant is awarded, the Development Director reviews the final terms and conditions with others as appropriate before the General Secretary accepts the award on behalf of BYM.

BYM Consultation Process. This process draws on the knowledge and experience of bodies of the Yearly Meeting that have responsibilities related to a grant.

Grant Management. The program committee and staff and volunteers identified in the grant application carry out the program or activity, with assistance from other BYM staff, as appropriate.

Grant Research

The Development Program is responsible for seeing that assistance is available to Yearly Meeting grant seekers as needed and, along with the General Secretary and possibly others, for determining the appropriateness of grant sources. All parties must be responsive to the time sensitivities of any grant processes.

- The Development Program maintains a grantor criteria document and a list of previous grantors to BYM. Grantors must have priorities and policies that are in harmony with BYM Faith and Practice.
- The Development Director identifies grants resources that could be helpful for the Yearly Meeting and serves as a resource to BYM on these issues.
- From time to time the Director may make recommendations to BYM programs about possible opportunities.
- Anyone seriously considering applying for a grant notifies the Development Director about this as soon as possible.
- The Development Director keeps the Development Committee and General Secretary informed of potential applications.

Grant Application

A program committee, in consultation with the Development Program (the Development Director and the Development Committee), may initiate grant applications for a proposed program or activity of the committee that is already under its charge. During this phase, the Development Program considers how the proposal relates to other current or anticipated fund-raising activities.

This program committee, with the assistance of the Development Director, drafts the grant application. In preparing the request, this committee needs to consider the information and questions below.

Grant requests

- Proposed program or activity description and reason for the grant request.
- Why is this program or activity needed?
- What individual(s) or group(s) would benefit?
- Is any Quaker testimony or concern addressed by this proposal? Which one(s)?
- List of events and activities planned, with timetable for implementation and completion.
- Expected duration of the proposed program or activity.
- List of key staff /volunteers involved and their roles, qualifications and BYM committee or meeting membership where applicable.
- Explanation of interactions with other organizations, if relevant.
- Description of the grant for which BYM is applying, including grant purpose and conditions.
- Whether the mission and values of the granting organization are aligned with those of BYM.
- Does acceptance of the grant create any conflict of interest or appearance of conflict of

interest for BYM?

- Are there considerations that might weigh against pursuing the particular grant?
- Which BYM individuals or committees have been consulted, and what is their feedback?

Evaluation

- If this grant is awarded, how will the use of the funds be defined as successful in the short term?
- How will the use of funds be defined as successful over the long term?
- By what measures will the funds use be gauged in a final report?

Finances

- A budget for the proposed program or activity project with all potential or actual funding sources indicated, including a list all sources applied to, amount requested, and status (pending, granted or refused).
- The dollar amount of funds for the proposed program or activity in the BYM budget. Why is this project not fully covered by the BYM budget?
- Does the program committee have any existing funds that can support the proposed program or activity? Please explain.
- Are there any matching requirements? If yes, how will they be addressed?
- Are there any ongoing budget commitments? If yes, how will they be addressed?

BYM Consultation Process

- Any committees that have responsibility for specific grant-related activities must approve of the grant application before it goes forward.
- Trustees must be informed of any grant applications before they go forward and may review them for potential legal, fiduciary, safety or other concerns.
- The Treasurer, Comptroller, and Stewardship and Finance Committee must be notified of the likely financial management requirements before the grant application can go forward.
- If the grant involves possible staff changes, Supervisory Committee must be notified of this possibility before the grant application goes forward.

Grant Approval and Acceptance

The Development Program and General Secretary approve the submission of the grant application if the above questions and considerations have been fully addressed and the proposal meets the criteria of the granting organization. If the grant is awarded, the Development Director approves acceptance of the funds and determines whether BYM is able to comply with the reporting requirements and final terms and conditions of the award. All grants are made in BYM's corporate name, Baltimore Yearly Meeting of the Religious Society of Friends. The signature of the General Secretary is required on grant submissions and award acceptances.

Grant Management

Under the direction of the responsible program committee, the BYM staff and volunteers identified in the grant application carry out the program or activity funded by the grant, with assistance from other BYM staff as appropriate. BYM is responsible for:

- Assuring that the funds awarded are spent in accordance with the goals and objectives as stated in the grant proposal.
- Maintaining adequate records for the funded program or activity, including records of the evaluation measures specified in the grant proposal.
- Maintaining adequate accounting records for the grant funds.

The Development Director will review any required report(s) prepared by the relevant program committee and submit the report to the granting organization.

Once the grant has been awarded, if any unforeseen significant adjustments in expenditures appear to be required for the funded project, then the responsible program committee must immediately notify the Development Director, who will consult as needed with the granting organization and any responsible parties as named in the consultative application process to address the changes.

At the conclusion of any grant, those in BYM responsible for the grant write a report to the Meeting for Business on issues, outcomes and lessons learned. This may be included as part of an annual committee or staff report.

The Development Director provides the Development Committee with a report on the status of all current grants once a year at a time designated by the Committee.

APPENDIX G

DECLARATION BY BALTIMORE YEARLY MEETING AS AN ANTI-RACIST FAITH COMMUNITY

In struggling with how to ensure that our Yearly Meeting is an anti-racist faith community, we have come to some convictions.

WE ASPIRE TO RECOGNIZE AND AFFIRM DIVERSITY AS A MEANS TO TRUTH

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 are all seeking the Spirit's presence in our lives, and in our life together. We recognize that some of us have experienced oppression and marginalization in ways that others have not. We aspire to live as members of the blessed community, which is one of liberation, equity, and great diversity across all differences.¹

WE APPROACH RACISM AS A VIRUS TO BE HEALED

Simply "addressing" racism is too weak. Believing that we can simply end racism is too optimistic. Our response to racism must be to challenge it, to confront it, to correct it, and to heal this societal infection.²

WE ARE COMMITTED TO BECOMING MORE INCLUSIVE AND WELCOMING TO ALL

We are committed to discerning 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.³

WE STRIVE TO DO MORE TO BUILD AND MAINTAIN TRUST

We will focus upon being more authentic (sharing the real me), logical (being rigorous in my thinking), and empathic (my being in it for others).⁴

WE SEEK TO ENSURE THAT WE DO NOT BENEFIT SOME AT THE EXPENSE OF OTHERS

We are encouraged by a practice that was adopted by the Board of Trustees at Pendle Hill Conference and Retreat Center several years ago to vet each decision using the following queries:

How might this decision affect people from other cultures or those within the same culture who have different experiences, perceptions, belief systems, and perspectives from our own?

To what degree have privilege, class, stereotypes, assumptions, and our ability to include other perspectives affected this decision? Will this decision promote inclusiveness, allow equal access, and

welcome those we perceive as different from ourselves?

How might this decision advance Pendle Hill's goals of promoting diversity, fostering justice, and creating the Beloved Community for all people?

A MAJOR STEP TOWARD BECOMING MORE ANTI-RACIST IS TO TEST DECISIONS WE MAKE

Using queries to examine how our decisions may promote inclusiveness, allow equal access, and welcome those we perceive as different from ourselves could, we believe, guide us in our deliberations. It will also make us more accountable for our actions and less likely to be satisfied with a statement that sounds laudatory, but proves empty or even harmful. In that regard, we seek to always be able to answer the following queries:

How could this decision affect those who have been harmed by racist behavior?

To what degree have privilege, class, stereotypes, assumptions, and our ability to include other perspectives affected this decision? Will this decision promote equity, diversity, and inclusiveness? Will it enable us to be more friendly and whole?

How will we provide opportunities for those most likely to be directly affected by our decision to influence that decision?

How does this decision support the declaration of our Yearly Meeting that we are an anti-racist faith community?

IN LOVE AND PEACE, WE CAN LIVE AS FRIENDS

We will reach out to and welcome others we do not yet know, but who are God's children, as we are. This must be done with warmth, compassion, love, and truth so it is rightly ordered (has integrity) and reciprocated in love and peace.

Further, we will include friends-to-be in our activities and welcome their questions and differences in understanding and action so as to develop friendships and become a whole community, richer due both to our more diverse composition, perspectives, and strengths and to the truth and love we have grown and used in the process.



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). Enter rotary and exit at second road to stay on Quaker Lane. Remain on Quaker Lane past Friends House. 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 I-70, I-270, and US Route 340: take US Route 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 US 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 US Route 15: take US 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 MD 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 3 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 US 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 6 miles to Hood, turn right on VA 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 (VA 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.

From Richmond: Take I-64 west 71 miles to Charlottesville. Turn north on US Route 29 and go 18 miles to Ruckersville. Turn left on 33 West. After 4.8 miles you will turn right at a stoplight for VA 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 QUAKER CAMP

The camp street address is 495 Snakefoot Lane, Lexington, VA 24450.

From I-81 South: take Exit 195 (US 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.

2020 YEARBOOK INDEX

Symbols

- 21-Day Racial Justice Challenge 123
 2013 draft Faith and Practice. *See* 2013 Resource for Faith and Practice
 2013 Resource for Faith and Practice 237, 392

A

- Acting General Secretary. *See* General Secretary
 Adelphi Friends Meeting 13, 102, 169
 apportionment 286
 change group 19, 40, 186
 community statistics 284
 contact information 319
 information 319
 officers and clerks 319
 telephone number 319
 travel directions 319
 web address 319
 worship schedule 319
 ad hoc 350th Anniversary Committee 235
 committee members 312
 creation 21, 191
 proposal for 52
 ad hoc Committee on Strategic Planning 252
 approval of 59, 63, 79
 ad hoc Faith and Practice Process Clarification Committee. *See also* Faith and Practice Committee
 ad hoc Growing Diverse Leadership Committee. *See also* Growing Diverse Leadership Committee
 Administrative Assistant 170, 305, 502
 e-mail address 502
 unfilled in 2021 144
 Advancement and Outreach Committee 139, 237, 375, 383
 annual report 231
 budget 295
 committee members 121, 136, 307
 description in Manual of Procedure 371
 e-mail address 307
 ex-officio service
 Sue Thomas Turner Quaker Education Fund 372, 380
 functional committee 371
 affiliated organizations. *See* individual organization
 American Friends Service Committee 388
 contact information inside front cover
 description in Manual of Procedure 362, 387
 Friends Committee on National Legislation 389

- Friends General Conference 384
- Friends House Retirement Community 387
- Friends Meeting School 387
- Friends Peace Teams 390
- Friends United Meeting 384
- Friends Wilderness Center 390
- Friends World Committee for Consultation 386
- Interfaith Action for Human Rights 390
- Miles White Beneficial Society of Baltimore City 388
- Prisoner Visitation and Support 390
- Quaker Earthcare Witness 391
- Quaker House 391
- Sandy Spring Friends School 388
- AFSC. *See* American Friends Service Committee
- Alexandria Friends Meeting 169
 - apportionment 286
 - change group 40, 115
 - community statistics 284
 - contact information 319
 - information 319
 - officers and clerks 320
 - phone number 319
 - travel directions 319
 - web address 319
 - worship schedule 319
- American Friends Service Committee
 - annual report 275
 - contact information inside front cover
 - contributions to 295
 - description in Manual of Procedure 388, 389
 - phone number inside front cover
 - public statement on racial justice 186
 - representatives to 317, 389
 - South Region
 - contact information inside front cover
 - phone number inside front cover
 - web address inside front cover
 - term of service 389
 - Washington Office
 - contact information inside front cover
 - phone number inside front cover
 - web address inside front cover
 - web address inside front cover
- American Indian Society 243
- Amnesty International 17
 - Ambassador of Conscience Award 17
- Annapolis Friends Meeting 169, 240, 303

-
- apportionment 286
 - change group 115, 186
 - community statistics 284
 - contact information 320
 - e-mail address 320
 - information 320
 - officers and clerks 320
 - phone number 320
 - travel directions 320
 - web address 320
 - worship schedule 320
 - Announcements of Yearly Meeting
 - dates 304
 - Annual Session 248, 361, 362, 363, 364, 376, 379, 392
 - description in Manual of Procedure 361
 - Spiritual State of the Yearly Meeting Report 377
 - Annual Session 2019 58, 94, 138, 240, 262
 - Annual Session 2020 1, 97, 264
 - Carey Lecture 8, 174
 - dates 303
 - Memorial Meeting for Worship 173, 221
 - minutes 159
 - Friday, July 31 167
 - Saturday, August 1 173
 - Thursday, July 30 163
 - Tuesday, July 28 159
 - Wednesday, July 29 161
 - Opening Retreat 173
 - pay as led 114
 - plenary sessions
 - Saturday plenary 8, 174
 - Wednesday plenary 7, 174
 - Registrar
 - report to Annual Session 177
 - Roll Call of Meetings 169
 - theme 4, 7, 113
 - Annual Session 2021 177
 - dates 177, 303
 - theme 177
 - anti-racism. *See* Declaration of Baltimore Yearly Meeting as an Anti-Racist Organization
 - anti-racist Declaration. *See* Declaration of Baltimore Yearly Meeting as an Anti-Racist Organization
 - apportionment. *See also* Finances of Baltimore Yearly Meeting: apportionment
 - 2021 Apportionment 121, 144, 166, 206
 - Apportionment meetings
 - dates 304
 - Archivist 305
-

Assistant Treasurer of Yearly Meeting 305, 366
description in Manual of Procedure 363
ex-officio service
Stewardship and Finance Committee 363, 380
term of service 363

Associate General Secretary 190, 305, 502
e-mail address 502
unfilled in 2021 144

Augusta Worship Group 170
contact information 320
e-mail address 320
information 320
officers and clerks 320
phone number 320
web address 320
worship schedule 320

B

Baker Seitel, Martha "Marcy". *See* Clerk of Interim Meeting

Baltimore American Indian Center 243

Baltimore Monthly Meeting, Homewood. *See* Homewood Friends Meeting

Baltimore Monthly Meeting, Stony Run 12, 17, 169, 237, 250, 303

apportionment 286
change group 187
community statistics 284
contact information 321
e-mail address 321
information 321
officers and clerks 321
phone number 321
travel directions 321
web address 321
worship schedule 321

Baltimore Yearly Meeting

Articles of Consolidation 393
revisions 394, 395
contact information 425, sj
e-mail address back cover
finances. *See* Finances of Baltimore Yearly Meeting
functions
description in Manual of Procedure 361
phone number back cover
structure
description in Manual of Procedure 361
travel directions
Catoctin Quaker Camp 425
office 425

-
- Opequon Quaker Camp 425
 - Shiloh Quaker Camp 426
 - Teen Adventure Quaker Camp 426
 - Vision Statement 18, 31
 - web address 231, sj
 - Baltimore Yearly Meeting of Friends (Orthodox) 388, 393
 - Baltimore Yearly Meeting of Friends, Stony Run 102, 393
 - Barry Morley Camper Endowment 300
 - Bean, Stephanie "Steph". *See* Presiding Clerk of Yearly Meeting
 - Belize Friends School 276
 - Bellingham Monthly Meeting 173
 - Benefiel, Margaret. *See* Annual Session 2020: plenary sessions: Wednesday plenary
 - Bethesda Friends Meeting 169, 241
 - apportionment 286
 - change group 40, 186
 - community statistics 284
 - contact information 321
 - e-mail address 321
 - information 321
 - officers and clerks 322
 - phone number 321
 - travel directions 321
 - web address 321
 - worship schedule 321
 - Blacksburg Friends Meeting 169
 - apportionment 286
 - community statistics 284
 - contact information 322
 - information 322
 - officers and clerks 323
 - phone number 322
 - travel directions 322
 - web address 322
 - worship schedule 322
 - Bookkeeping Assistant 97, 144, 170, 305, 502
 - e-mail address 502
 - search 255
 - Boyd Meyer, Margaret "Meg". *See* Clerk of Interim Meeting
 - Boys Allowed Meeting 169
 - Braun, Mary. *See* Development Director
 - Broadmead
 - contact information inside back cover
 - phone number inside back cover
 - web address inside back cover
 - Buckhannon Friends Meeting 169
 - acceptance as a Monthly Meeting 95, 169, 191
 - apportionment 286
-

- community statistics 284
- contact information 323
- e-mail address 323
- information 323
- officers and clerks 323
- phone number 323
- travel directions 323
- web address 323
- worship schedule 323

Buckhannon Preparative Meeting. *See* Buckhannon Friends Meeting

Bush Creek Fund 300

Butler, Laura. *See* Administrative Assistant

BYM Camps 372, 375

- Catoctin Quaker Camp
 - contact information inside back cover

- closure 86

- contact information inside back cover

- Opequon Quaker Camp

- contact information inside back cover

- rentals 372

- Shiloh Quaker Camp

- contact information inside back cover

- Teen Adventure Quaker Camp

- contact information inside back cover

C

Calendar of meetings

- Annual Session 2021 303

- Apportionment Meetings 304

- Centre Quarterly Meeting 303

- Chesapeake Quarterly Meeting 303

- Family Camp Weekends 304

- Firecircle 304

- Interchange 304

- Junior Young Friends conferences 304

- Nottingham Quarterly Meeting 303

- Women's Retreat 304

- Yearly Meeting announcements 304

- Young Friends conferences 304

Camp. *See* BYM Camps

Camp Capital Reserves 300

Camp Diversity Fund 300

Camping Program Committee 86, 124, 269, 368, 372, 374

- annual report 232

- anti-racist statement 139

- committee members 121, 136, 307

- description in Manual of Procedure 373

-
- e-mail address 307
 - ex-officio members
 - camp directors 373
 - Camp Program Manager 373
 - ex-officio service
 - Camp Property Management Committee 372, 373
 - Growing Diverse Leadership Committee 374
 - Youth Safety Policy Working Group 364
 - functional committee 371
 - Camping Program Manager 144, 170, 305, 372, 373, 502
 - annual report 18, 23, 120, 130
 - contact information inside back cover
 - e-mail address 502
 - ex-officio service
 - Camping Program Committee 373
 - Youth Safety Policy Working Group 364
 - Minute of Appreciation for Jane Megginson 120, 131
 - phone number inside back cover
 - Camp Program Manager. *See* Camping Program Manager
 - Camp Property Management Committee 30, 124, 129, 374
 - administrative committee 371
 - annual report 234
 - committee members 307
 - description in Manual of Procedure 372
 - e-mail address 307
 - ex-officio members
 - Camping Program Committee 372, 373
 - Camp Property Manager 372
 - Stewardship and Finance Committee 372, 380
 - Trustees of Baltimore Yearly Meeting 257, 372
 - Family Camp Weekends 372
 - Camp Property Manager 144, 170, 305, 372
 - annual report 18, 24, 120, 123
 - e-mail address 502
 - ex-officio service
 - Camp Property Management Committee 372
 - Camp Property Pledges 300
 - Carey Memorial Lecture Fund 300
 - Carlisle Quaker Meeting 169, 304
 - apportionment 286
 - community statistics 284
 - contact information 323
 - e-mail address 323
 - information 323
 - officers and clerks 323
 - phone number 323
 - travel directions 323
-

- web address 323
- worship schedule 323
- Catoctin Quaker Camp 16, 25, 27, 123, 124, 125, 170, 233
 - bath house 87
 - contact information 425, si
 - phone number inside back cover
 - travel directions 425
- Catoctin Quaker Camp Caretaker 30, 128, 305
- Center on Conscience and War
 - contact information inside front cover
 - contributions to 295
 - e-mail address inside front cover
 - phone number inside front cover
 - web address inside front cover
- Centre Quarterly Meeting
 - clerk 303
 - dates 303
- change groups. *See* Working Group on Racism: change groups
- Charlottesville Friends Meeting 169
 - apportionment 286
 - change group 40
 - community statistics 284
 - contact information 324
 - information 324
 - officers and clerks 324
 - phone number 324
 - travel directions 324
 - web address 324
 - worship schedule 324
- Chesapeake Quarterly Meeting 264
 - clerk 303
 - dates 303
- Clerk of Interim Meeting 252, 366
 - contact information back cover
 - description in Manual of Procedure 362
 - e-mail address back cover
 - ex-officio service
 - Growing Diverse Leadership Committee 375
 - Supervisory Committee 362
 - minute of appreciation for Marcy Baker Seitel 178
 - phone number back cover
 - report to Annual Session 162, 165
 - report to Interim Meeting 96
 - term of service 95, 164, 192, 305, 362
- Committees of Interim Meeting
 - description in Manual of Procedure 366
 - Search Committee 366

-
- Supervisory Committee 367
 - Committees of Yearly Meeting 366, 375
 - ad hoc committees
 - description in Manual of Procedure 370
 - service on 371
 - time limits 371
 - administrative committees 370
 - list of 371
 - appointments to
 - description in Manual of Procedure 369
 - clerks
 - description in Manual of Procedure 370
 - co-opted members
 - description in Manual of Procedure 369
 - description in Manual of Procedure 361, 368, 369
 - executive session
 - description in Manual of Procedure 370
 - functional committees 370
 - list of 371
 - position papers 370
 - statements on behalf of Yearly Meeting 370
 - procedure for creating new committee
 - description in Manual of Procedure 369
 - special groups
 - description in Manual of Procedure 371
 - terms of service 377
 - description in Manual of Procedure 369
 - working groups 383
 - description in Manual of Procedure 371
 - Comptroller 97, 190, 305
 - Minute of Appreciation for Margo Lehman 98, 191
 - unfilled in 2021 144
 - Conflict of Interest Policy 364, 368
 - description in Manual of Procedure 396

D

- Declaration of Baltimore Yearly Meeting as an Anti-Racist Organization 10, 11, 17, 20, 95, 115, 122, 138, 141, 160, 161, 172, 176, 185, 186, 190, 193, 196, 197, 236, 238, 239, 240, 241, 246, 266, 267, 271, 422
 - Growing Diverse Leadership Committee
 - report to Annual Session 160, 181
 - Deer Creek Meeting 169
 - apportionment 286
 - community statistics 284
 - contact information 324
 - e-mail address 324
 - information 324
-

- officers and clerks 325
- phone number 324
- travel directions 324
- web address 324
- worship schedule 324
- Development Committee 140
 - annual report 235
 - committee members 308
 - description in Manual of Procedure 373, 374
 - e-mail address 308
 - ex-officio members
 - Stewardship and Finance Committee 373, 380
 - Trustees of Baltimore Yearly Meeting 257, 373
 - functional committee 371
 - report to Annual Session 166
 - Yearly Meeting mailing list 373
- Development Director 144, 170, 305, 373
 - e-mail address 502
 - report to Interim Meeting 20, 50, 96, 104, 120, 134, 140, 145
 - search 255
- Dowling, Jocelyn "Jossie". *See* Youth Programs Manager
- Dugan, Harriet. *See* Bookkeeping Assistant
- Dunnings Creek Friends Meeting 169, 240, 303
 - apportionment 286
 - community statistics 284
 - contact information 325
 - information 325
 - officers and clerks 325
 - phone number 325
 - travel directions 325
 - web address 325
 - worship schedule 325

E

- Earlham College Friends Collection
 - contact information inside back cover
 - phone number inside back cover
 - web address inside back cover
- Earlham School of Religion
 - contact information inside front cover
 - contributions to 295
 - phone number inside front cover
 - web address inside front cover
- Earth Day 17
- Eastland Preparative Meeting 170, 303
 - contact information 325
 - information 325

-
- officers and clerks 326
 - travel directions 325
 - web address 325
 - worship schedule 325
 - Educational Grants Committee
 - annual report 236
 - committee members 308
 - description in Manual of Procedure 374
 - e-mail address 308
 - functional committee 371
 - Education Endowment Income Fund 236, 300, 374
 - Elders at Balby 31
 - End of Life Working Group 383
 - annual report 260
 - charge 261
 - e-mail address 312
 - working group members 312
 - Epistle Committee
 - committee members 160, 162, 165, 178
 - description in Manual of Procedure 362
 - report to Interim Meeting 119
 - Epistles 177, 362
 - Friends General Conference Virtual Pre-Gathering of Friends of Color and Their Families 179
 - Women's Retreat
 - 2020 Epistle 14, 119, 177
 - Yearly Meeting 362
 - 2020 Epistle 7, 119
 - Young Adult Friends
 - 2020 Epistle 8, 119
 - Young Friends
 - 2020 Epistle 12, 119, 178
- F**
- Fair Hill/Griest Education Fund 236, 300, 374
 - Faith and Practice 18, 237, 363, 376
 - 2013 Resource for Faith and Practice 237
 - changes in Manual of Procedure 375
 - procedure 375, 392
 - marriage
 - first reading of proposed changes 98, 172, 209, 210, 237
 - preface
 - second reading of proposed changes 171, 209
 - Faith and Practice Committee
 - administrative committee 371
 - annual report 237
 - budget 295
-

- committee members 308
- description in Manual of Procedure 375, 392
- e-mail address 209, 308
- report to Annual Session 171, 209, 210
- report to Interim Meeting 18, 30, 98
- responsibility for Style Manual 139
- revision of preface
 - second reading 209
- revision to marriage section
 - first reading 209, 210
- Faith and Practice Revision Committee. *See* Faith and Practice Committee
- Family Camp Weekends 16, 29, 126, 234, 372
 - dates 304
- FAP. *See* Friendly Adult Presence
- Fauquier Friends Worship Group 169
 - contact information 326
 - e-mail address 326
 - information 326
 - officers and clerks 326
 - travel directions 326
 - web address 326
 - worship schedule 326
- FCNL. *See* Friends Committee on National Legislation
- FGC. *See* Friends General Conference
- Finances of Baltimore Yearly Meeting
 - 2019 apportionments 286
 - 2019 funds activity 300
 - 2020 apportionments 253, 286
 - 2020 operating budget 293
 - changes to 60, 61, 88, 91, 92, 257
 - contributions to other organizations 295
 - 2021 apportionments 121, 166, 206, 286
 - 2021 budget 62, 93, 140, 143, 166, 205, 252
 - 2021 budget notes 289
 - 2021 capital budget 289, 298
 - 2021 operating budget 140, 143, 289, 290, 291
 - apportionment 380
 - description in Manual of Procedure 362
 - budget 380
 - description in Manual of Procedure 362
 - independent audit 259, 301, 364
 - investment portfolio
 - as of 12/31/18 299
- Finegar, Wayne. *See also* Acting General Secretary; *See* Associate General Secretary
- Firecircle
 - submission deadline 304
- Five Years Meeting of Friends 384

-
- Floyd Friends Meeting 169
 - apportionment 286
 - change group 40
 - community statistics 284
 - contact information 326
 - information 326
 - officers and clerks 326
 - phone number 326
 - travel directions 326
 - web address 326
 - worship schedule 326
 - Foxdale Village
 - contact information inside back cover
 - phone number inside back cover
 - web address inside back cover
 - Frederick Friends Meeting 169, 304
 - apportionment 286
 - community statistics 284
 - contact information 326
 - e-mail address 327
 - information 326
 - officers and clerks 327
 - phone number 326
 - travel directions 327
 - web address 327
 - worship schedule 327
 - Fridays for Future 17
 - Friendly Adult Presence 103, 382
 - Friends Committee on National Legislation 159, 173, 243
 - annual report 275
 - contact information inside front cover
 - contributions to 295
 - description in Manual of Procedure 164, 184, 389
 - e-mail address inside front cover
 - phone number inside front cover
 - representatives to 317, 389
 - term of service 389
 - web address inside front cover, 389
 - William Penn House
 - responsibility for 389
 - Friends Community School
 - contact information inside back cover
 - phone number inside back cover
 - web address inside back cover
 - Friends Council on Education
 - contributions to 295
-

- Friends General Conference 20, 380
 - 2020 Gathering 18, 22, 96, 104, 249
 - theme 18, 22
 - access to Yearly Meeting mailing list 373
 - affiliation with
 - description in Manual of Procedure 384
 - annual report 275
 - contact information inside front cover
 - contributions to 93, 294
 - description in Manual of Procedure 384
 - Gathering 384
 - phone number inside front cover
 - report to Interim Meeting 22, 96, 104
 - representatives to 121, 136, 317, 362, 384
 - web address inside front cover, 22, 384
- Friends General Conference Virtual Pre-Gathering of Friends of Color and Their Families
 - 2020 Epistle 137, 160, 161, 179
- Friends Historical Collection at Guilford College
 - contact information inside back cover
 - e-mail address inside back cover
 - web address inside back cover
- Friends historical collections
 - contact information inside back cover
 - Earlham College Friends Collection
 - contact information inside back cover
 - Friends Historical Collection at Guilford College
 - contact information inside back cover
 - Friends Historical Library at Swarthmore College
 - contact information inside back cover
 - Quaker Collection at Haverford College
 - contact information inside back cover
- Friends Historical Library at Swarthmore College
 - contact information inside back cover
 - phone number inside back cover
 - web address inside back cover
- Friends House, Moscow
 - contributions to 295
- Friends House Retirement Community 170
 - affiliation with 387
 - annual report 275
 - contact information inside back cover
 - contributions to 295
 - description in Manual of Procedure 387
 - phone number inside back cover
 - representatives to 317, 387
 - term of service 387
 - web address inside back cover

-
- Friends Journal 34
 contact information inside front cover
 contributions to 295
 phone number inside front cover
 web address inside front cover
- Friends Meeting of Washington 12, 102, 169, 240
 apportionment 286
 change group 41, 187
 community statistics 284
 contact information 327
 e-mail address 327
 information 327
 officers and clerks 327
 phone number 327
 travel directions 327
 web address 327
 worship schedule 327
 Young Adult Friends 9, 11
- Friends Meeting School
 affiliation with 387
 annual report 275
 contact information inside back cover
 contributions to 295
 description in Manual of Procedure 387
 phone number inside back cover
 report to Annual Session 165
 representatives to 317, 387
 term of service 387
 under spiritual care of Yearly Meeting 387
 web address inside back cover
- Friends Non-Profit Housing
 contact information inside front cover
 phone number inside front cover
- Friends organizations. *See* affiliated organizations
- Friends Peace Teams
 annual report 275
 contact information inside front cover
 contributions to 295
 description in Manual of Procedure 390
 e-mail address inside front cover
 phone number inside front cover
 representatives to 317, 390
 term of service 390
 web address inside front cover, 390
- Friends retirement communities. *See* individual communities
- Broadmead
 contact information inside back cover
-

- contact information inside back cover
- Foxdale Village
 - contact information inside back cover
- Friends House Retirement Community
 - contact information inside back cover
- Kendal at Lexington
 - contact information inside back cover
- Friends School of Baltimore
 - contact information inside back cover
 - phone number inside back cover
 - web address inside back cover
- Friends schools. *See* individual schools
 - contact information inside back cover
 - Friends Community School
 - contact information inside back cover
 - Friends Meeting School
 - contact information inside back cover
 - Friends School of Baltimore
 - contact information inside back cover
 - Menallen Friends Preschool
 - contact information inside back cover
 - Sandy Spring Friends School
 - contact information inside back cover
 - School for Friends
 - contact information inside back cover
 - Sidwell Friends School
 - contact information inside back cover
 - State College Friends School
 - contact information inside back cover
 - Tandem Friends School
 - contact information inside back cover
 - Virginia Beach Friends School
 - contact information inside back cover
- Friends Theological College 276
- Friends United Meeting 19, 262, 263, 380
 - 2020 Triennial 19, 241, 276
 - access to Yearly Meeting's mailing list 373
 - affiliation with
 - description in Manual of Procedure 384
 - annual report 276
 - contact information inside front cover
 - contributions to 93, 294
 - description in Manual of Procedure 384
 - e-mail address inside front cover
 - phone number inside front cover
 - report to Interim Meeting 19, 35
 - representatives to 317, 384

-
- Triennial 35, 385
 - web address inside front cover, 385
 - Friends Wilderness Center 381
 - annual report 277
 - contact information inside front cover
 - description in Manual of Procedure 390
 - phone number inside front cover
 - representatives to 121, 136, 259, 318, 390
 - term of service 390
 - web address inside front cover
 - Friends World Committee for Consultation 262
 - access to Yearly Meeting mailing list 373
 - affiliation with
 - description in Manual of Procedure 384
 - annual report 277
 - contributions to 93, 294
 - description in Manual of Procedure 386
 - Section of the Americas 249, 386
 - contact information inside front cover
 - e-mail address inside front cover
 - phone number inside front cover
 - representatives to 318, 384, 386
 - web address inside front cover
 - triennial 386
 - FUM. *See* Friends United Meeting
 - FWCC. *See* Friends World Committee for Consultation

G

- Gann, Donald Stuart 173
 - General Secretary 62, 144, 190, 305, 365, 368, 373, 374, 502. *See also* Acting General Secretary
 - Acting General Secretary
 - appointment of 97, 112, 140, 147, 191
 - introduction letter to community 207
 - job description 165, 199
 - report to Annual Session 207
 - ex-officio service
 - Program Committee 379
 - Youth Safety Policy Working Group 364
 - job description 140, 147, 367
 - Minute of Appreciation for Ned Stowe 98, 118, 191
 - report to Annual Session 171
 - report to Interim Meeting 21, 53, 59, 82, 86, 88, 91, 92, 120, 132
 - responsible to Supervisory Committee 367
 - General Secretary Search Committee 147
 - Gettysburg Monthly Meeting 169, 304
 - apportionment 286
-

- change group 116
- community statistics 284
- contact information 328
- information 328
- officers and clerks 328
- phone number 328
- travel directions 328
- web address 328
- worship schedule 328
- Goose Creek Friends Meeting 102, 169, 234
 - apportionment 286
 - community statistics 284
 - contact information 328
 - information 328
 - officers and clerks 328
 - phone number 328
 - travel directions 328
 - web address 328
 - worship schedule 328
- Grants Application and Management Policy 419
 - changes to 140
- Growing Diverse Leadership Committee 19, 63, 95, 176, 191, 241, 246, 248, 251, 265, 267, 383
 - annual report 238
 - budget 295
 - committee members 238, 308
 - description in Manual of Procedure 374, 375
 - e-mail address 308
 - ex-officio members
 - Camping Program Committee 374
 - Clerk of Interim Meeting 375
 - Presiding Clerk of Yearly Meeting 375
 - Strengthening Transformative Relationships in Diverse Environments Working Group 374
 - Working Group on Racism 374
 - Young Adult Friends 375
 - report to Annual Session 160, 181
 - report to Interim Meeting 19
- Growing Our Meetings Working Group 232, 383
 - annual report 261
 - description in Manual of Procedure 372
 - e-mail address 312
 - working group members 312
- Guidelines for Embracing the Ministry of Friends 262, 377
 - description in Manual of Procedure 415
- Gunpowder Friends Meeting 13, 102, 169, 303
 - apportionment 286

- community statistics 284
- contact information 329
- e-mail address 329
- information 329
- officers and clerks 329
- phone number 329
- travel directions 329
- web address 329
- worship schedule 329

H

- Hagen, Caroline Esther Cole Kirk 173
 - Memorial Minute 222
- Half-Yearly Meetings
 - description in Manual of Procedure 361
- Health Equity Resource Communities Resolution 195
 - endorsement 165, 195
- Herndon Friends Meeting 169
 - apportionment 286
 - change group 42, 116
 - community statistics 284
 - contact information 329
 - e-mail address 329
 - information 329
 - officers and clerks 329
 - phone number 329
 - travel directions 329
 - web address 329
 - worship schedule 329
- Hill, Thomas "Tom". *See* Treasurer of Yearly Meeting
- Hiroshima 248
- Historical collections
 - Friends
 - contact information inside back cover
- Homewood Friends Meeting 169, 303, 388
 - apportionment 286
 - change group 42, 116, 187
 - community statistics 284
 - contact information 330
 - e-mail address 330
 - information 330
 - officers and clerks 330
 - phone number 330
 - travel directions 330
 - web address 330
 - worship schedule 330
- Hood College 177, 303

- Hopewell Centre Monthly Meeting 21, 169, 244
 - apportionment 286
 - change group 42
 - community statistics 284
 - contact information 330
 - e-mail address 330
 - information 330
 - officers and clerks 330
 - phone number 330
 - travel directions 330
 - web address 330
 - worship schedule 330
- Hunter, David. *See* Camp Property Manager

I

- Important Minutes of Baltimore Yearly Meeting 392
- Indian Affairs Committee 375
 - annual report 242
 - budget 296
 - committee history 244
 - committee members 308
 - description in Manual of Procedure 376
 - e-mail address 308
 - functional committee 371
 - Rassawek Minute 63, 67, 68
 - report to Interim Meeting 17, 67
- Indian Affairs Fund 244, 300, 376
- Interchange 199
 - submission deadlines 304
- Interfaith Action for Human Rights 379
 - annual report 277
 - contributions to 295
 - description in Manual of Procedure 390
 - representatives to 318, 390
 - term of service 390
- Interfaith Center of Metro Washington
 - contributions to 295
- Interim Meeting 361, 362, 363, 369, 392
 - description in Manual of Procedure 365
- Eleventh Month 2019 191
 - minutes 17
- Eleventh Month 2020 206, 303
 - minutes 139
- Fifth Month 2020 57, 192
 - minutes 59
 - functions
 - description in Manual of Procedure 365

-
- Ninth Month 2020 303
 - minutes 119, 139
 - report to Annual Session 164, 188
 - representatives to
 - description in Manual of Procedure 365
 - Sixth Month 2020 191
 - minutes 95
 - Sixth Month 2021 303
 - Tenth Month 2021 303
 - Third Month 2020 59
 - minutes 57
 - Third Month 2021 303
 - Twelfth Month 2020 303
 - Intermountain Yearly Meeting 32, 33, 34
 - Internet Communications Working Group 232, 383
 - annual report 261
 - description in Manual of Procedure 372
 - e-mail address 312
 - working group members 312
 - Intervisitation Working Group 245, 377, 383
 - annual report 261
 - budget 296
 - e-mail address 312
 - report to Interim Meeting 36
 - working group members 312
 - Israel
 - annexation of West Bank
 - Quaker statement 193
- J**
- Junior Yearly Meeting 248, 249, 379, 382
 - ex-officio service
 - Youth Safety Policy Working Group 364
 - Program Committee 379
 - Junior Young Friends 102
 - conferences 382
 - dates 304
 - handbook 382
 - Junior Young Friends Assistant 103
 - e-mail address 502
 - JYF. *See* Junior Young Friends
 - JYM. *See* Junior Yearly Meeting
- K**
- Kendal at Lexington
 - contact information inside back cover
-

phone number inside back cover

web address inside back cover

Klein, Alexis "Sunshine". *See* Youth Programs Manager

L

Langley Hill Friends Meeting 19, 102, 169, 247

apportionment 286

change group 187

community statistics 284

contact information 331

e-mail address 331

information 331

officers and clerks 331

phone number 331

travel directions 331

web address 331

worship schedule 331

Lehman, Margo. *See* Comptroller

Little Britain Monthly Meeting 170

apportionment 286

community statistics 284

contact information 331

information 331

officers and clerks 331

phone number 331

travel directions 331

web address 331

worship schedule 331

Little Falls Meeting of Friends 170, 241, 303

apportionment 286

change group 43, 116

community statistics 285

contact information 332

e-mail address 332

information 332

officers and clerks 332

phone number 332

travel directions 332

web address 332

worship schedule 332

Lomax, Khalila. *See* STRIDE Coordinator

Lynchburg Indulged Meeting 170

contact information 332

information 332

officers and clerks 332

phone number 332

travel directions 332

web address 332
worship schedule 332

M

- Manual of Procedure 62, 199
 changes in Manual of Procedure 164, 361, 366, 376, 392
 procedure 392
 introduction 361
 purpose 361
- Manual of Procedure Committee
 administrative committee 371
 annual report 245
 committee members 309
 description in Manual of Procedure 376, 392
 e-mail address 309
 report to Annual Session 164, 184
- Maryland Alliance For Justice Reform 235
- Mattaponi Friends Meeting 170
 apportionment 286
 community statistics 285
 contact information 332
 e-mail address 332
 information 332
 officers and clerks 333
 phone number 332
 travel directions 332
 web address 332
 worship schedule 332
- Mattheis, Ruth Naomi Miles 173
- Mattheiss, Ruth Naomi Miles
 Memorial Minute 221
- Maury River Friends Meeting 170
 apportionment 286
 community statistics 285
 contact information 333
 e-mail address 333
 information 333
 officers and clerks 333
 travel directions 333
 web address 333
 worship schedule 333
- Meeting House Fund 300
- Megginson, Jane. *See* Camp Program Manager
- Memorial Meeting for Worship. *See* Annual Session 2020: Memorial Meeting for Worship
- Menallen Friends Preschool
 contact information inside back cover
 phone number inside back cover
 web address inside back cover

Menallen Monthly Meeting 170, 304

- apportionment 286
- community statistics 285
- contact information 333
- information 333
- officers and clerks 334
- phone number 333
- travel directions 334
- web address 333
- worship schedule 333

Meyer, Margaret "Meg" Boyd. *See* Clerk of Interim Meeting

Midlothian Friends Meeting 170

- apportionment 286
- community statistics 285
- contact information 334
- e-mail address 334
- information 334
- officers and clerks 334
- phone number 334
- travel directions 334
- web address 334
- worship schedule 334

Mid-Ohio Valley Friends Meeting 231

Miles White Beneficial Society of Baltimore City

- affiliation with 388
- annual report 277, 388
- description in Manual of Procedure 388
- representatives to 318, 388
- term of service 388

Ministry and Pastoral Care Committee 1, 9, 260, 375, 383

- annual report 245
- budget 296
- committee members 309
- description in Manual of Procedure 376
- e-mail address 309
- ex-officio service
 - Program Committee 376, 379
- functional committee 371
- Guidelines for Embracing the Ministry of Friends
 - description in Manual of Procedure 377
- Travel minutes 377

Minutes policy

- description in Manual of Procedure 364, 369

Moix, Bridget. *See* Annual Session 2020: plenary sessions: Saturday plenary

Monacan Nation 63, 75

- Monacan Indian Museum Fund 243

-
- Monongalia Friends Meeting 95, 99, 169, 170
 apportionment 286
 community statistics 285
 contact information 334
 e-mail address 334
 information 334
 officers and clerks 334
 phone number 334
 web address 334
 worship schedule 334
- Morningside Monthly Meeting 159
- mutual aid 97, 114, 122, 266
- N**
- Naming Committee 139, 366
 description in Manual of Procedure 365, 366
 term of service 366
- National Campaign for a Peace Tax Fund
 contact information inside front cover
 e-mail address inside front cover
 phone number inside front cover
 web address inside front cover
- National Council of Churches
 contributions to 295
- National Religious Coalition Against Torture
 contributions to 295
- New England Yearly Meeting 32, 33, 34
- New York Yearly Meeting 32, 33, 159
- Noblesville Monthly Meeting 159
- Nominating Committee 165, 365, 366, 369, 384, 388, 389, 390, 391, 392
 administrative committee 371
 annual report 246
 committee members 95, 164, 192, 251, 309
 description in Manual of Procedure 377, 378
 e-mail address 158, 309
 report to Annual Session 164, 185
 report to Interim Meeting 121, 136, 141, 157
- Norfolk Preparative Meeting. *See* Norfolk Worship Group
- Norfolk Worship Group 170
 contact information 335
 e-mail address 335
 information 335
 officers and clerks 335
 phone number 335
 travel directions 335
 web address 335
 worship schedule 335
-

- North Pacific Yearly Meeting 32, 33, 34, 173
- Nottingham Monthly Meeting 170
 - apportionment 286
 - community statistics 285
 - contact information 335
 - e-mail address 335
 - information 335
 - officers and clerks 335
 - Oxford Meeting House 303
 - phone number 335
 - The Brick Meeting House 303
 - travel directions 335
 - web address 335
 - worship schedule 335
- Nottingham Quarterly Meeting
 - clerk 303
 - dates 303
- Nuts and Bolts Committee of Young Friends 382
 - committee members 309
 - ex-officio service
 - Program Committee 379, 382
 - Youth Programs Committee 381

O

Officers

- description in Manual of Procedure 361
- Interim Meeting
 - Clerk of Interim Meeting 305
 - description in Manual of Procedure 362
 - Recording Clerk of Interim Meeting 305
- Yearly Meeting
 - description in Manual of Procedure 362
 - Presiding Clerk of Yearly Meeting 305
 - Recording Clerk of Yearly Meeting 305
- Ohio Yearly Meeting 159
- Opequon Quaker Camp 6, 26, 27, 28, 127, 170, 268
 - contact information 425, si
 - director search 21, 233, 255
 - phone number inside back cover
 - travel directions 425
- Orange Grove Monthly Meeting 159, 173
- Organizations
 - Friends
 - contact information inside front cover

P

- Pacific Yearly Meeting 159, 173
- Parachutes For The Planet 17

-
- Pastoral Care Working Group 245, 377, 383
 - annual report 263
 - e-mail address 313
 - working group members 313
 - Patapsco Friends Meeting 170, 235, 303
 - apportionment 286
 - change group 117
 - community statistics 285
 - contact information 335
 - e-mail address 336
 - information 335
 - officers and clerks 336
 - phone number 335
 - travel directions 336
 - web address 336
 - worship schedule 336
 - Patuxent Friends Meeting 170, 235, 241, 303
 - apportionment 286
 - change group 117
 - community statistics 285
 - contact information 336
 - information 336
 - officers and clerks 336
 - phone number 336
 - travel directions 336
 - web address 336
 - worship schedule 336
 - Payroll Protection Program 258
 - Peace and Social Concerns Committee 192, 242, 260, 375, 383, 391
 - annual report 247
 - budget 296
 - committee members 121, 136, 248, 310
 - description in Manual of Procedure 378
 - e-mail address 310
 - functional committee 371
 - Health Equity Resource Communities Resolution 165, 195
 - Networking Day 19, 247
 - Quaker Statement on Potential Israeli Annexation of the West Bank 164, 193
 - Quaker Voice of Maryland Working Group
 - creation 197
 - report to Annual Session 164, 193, 195, 197
 - report to Interim Meeting 19
 - request to endorse Heath Equity Resource Communities Resolution 195
 - request to endorse "Quaker Statement on Potential Israeli Annexation of the West Bank"
 - 193, 195, 197
 - statements of pacifism 378
 - Pearlstone Retreat Center 14
-

Pendle Hill

- contact information inside front cover
- contributions to 295
- e-mail address inside front cover
- phone number inside front cover
- web address inside front cover

Penn Hill Preparative Meeting 170, 303

- contact information 336
- information 336
- officers and clerks 337
- travel directions 337
- web address 336
- worship schedule 337

Personnel policies 367

Persons of Color 137, 138, 246

Philadelphia Yearly Meeting 14

Pipe Creek Friends Meeting 170, 304

- apportionment 286
- community statistics 285
- contact information 337
- e-mail address 337
- information 337
- officers and clerks 337
- phone number 337
- travel directions 337
- worship schedule 337

Piscataway Indians 17

Pre-College Fund 236, 300

Presiding Clerk of Yearly Meeting 252, 303, 366

- contact information back cover
- description in Manual of Procedure 362
- e-mail address back cover
- ex-officio service
 - Friends General Conference 362
 - Growing Diverse Leadership Committee 375
 - Program Committee 362, 379
 - Supervisory Committee 362
 - Trustees of Baltimore Yearly Meeting 362
 - Youth Safety Policy Working Group 364

listener 362

Minute of Appreciation for Ken Stockbridge 178

- phone number back cover
- report to Annual Session 168
- report to Interim Meeting 20, 139, 141, 362
- retiring clerk 362
- term of service 160, 164, 305, 362

-
- Prisoner Visitation and Support 379
 - annual report 279
 - contact information inside front cover
 - contributions to 295
 - description in Manual of Procedure 390
 - e-mail address inside front cover
 - phone number inside front cover
 - representatives to 318, 391
 - term of service 391
 - web address inside front cover, 279
 - Program Committee 241
 - administrative committee 371
 - annual report 248
 - committee members 248, 310
 - description in Manual of Procedure 379
 - e-mail address 310
 - ex-officio members 362
 - General Secretary 379
 - Junior Yearly Meeting clerk 379
 - Ministry and Pastoral Care Committee 376, 379
 - Nuts and Bolts Committee of Young Friends 379, 382
 - Presiding Clerk of Yearly Meeting 379
 - Registrar 379
 - Youth Programs Manager 379
 - reforms of Annual Session
 - pay as led 18, 32, 33, 114, 249
 - report to Annual Session 159, 177
 - report to Interim Meeting 18, 32, 97, 113

Q

- QEW. *See* Quaker Earthcare Witness
 - QREC. *See* Quaker Religious Education Collaborative
 - Quaker Collection at Haverford College
 - contact information inside back cover
 - phone number inside back cover
 - web address inside back cover
 - Quaker Earthcare Witness 295, 381
 - annual report 280
 - contact information inside front cover
 - description in Manual of Procedure 391
 - e-mail address inside front cover
 - phone number inside front cover
 - representatives to 259, 318, 391
 - term of service 391
 - web address inside front cover
 - Quaker House 379
 - annual report 280
-

- contact information inside front cover
 - contributions to 295
 - description in Manual of Procedure 391
 - phone number inside front cover
 - representatives to 318, 391
 - term of service 391
 - web address inside front cover
- Quaker Men 35
- Quaker Religious Education Collaborative 295
- annual report 280
 - contact information inside front cover
 - description in Manual of Procedure 164, 184, 391
 - e-mail address inside front cover
 - representatives to 318
 - web address inside front cover, 391
- Quaker Statement on Potential Israeli Annexation of the West Bank
- endorsement 164, 193
- Quaker Voice of Maryland Interest Group. *See* Quaker Voice of Maryland Working Group
- Quaker Voice of Maryland Working Group 19
- annual report 264
 - charge 165, 198
 - creation 165, 197
 - description in Manual of Procedure 383
 - report to Annual Session 171
 - web address 264
 - website 165
- Quarterly Meetings 361, 375, 377
- description in Manual of Procedure 361
- R**
- Ramallah Friends School 19, 277
- Recorded Minister 377
- Recording Clerk of Interim Meeting 366
- description in Manual of Procedure 362
 - Minute of Appreciation for Arthur David Olson 141, 157
 - term of service 95, 164, 192, 305, 362
- Recording Clerk of Yearly Meeting 119, 366
- description in Manual of Procedure 362, 363
 - term of service 305, 362
- Reed, Michael. *See* Shiloh Quaker Camp Caretaker
- Refugee, Immigration, and Sanctuary Working Group 192, 379, 383
- annual report 265
 - change of name 19
 - e-mail address 313
 - working group members 313
- Registrar
- ex-officio service

-
- Program Committee 379
 - report to Annual Session 177
 - Religious Education Committee
 - annual report 250
 - budget 296
 - clerk
 - ex-officio service
 - Youth Safety Policy Working Group 364
 - committee members 121, 136, 310
 - description in Manual of Procedure 379
 - e-mail address 310
 - ex-officio members
 - clerk of local Meeting committees 379
 - ex-officio service
 - Sue Thomas Turner Quaker Education Fund 380
 - functional committee 371
 - retreat 250
 - Reparations Action Working Group 8, 63, 97, 123, 239, 241, 242, 248
 - acceptance 63, 77, 192, 266
 - budget 296
 - description in Manual of Procedure 383
 - recommendations for engagement with reparations 226
 - report to Annual Session 176, 226
 - report to Interim Meeting 20
 - Reparations Interest Group. *See* Reparations Action Working Group
 - Representatives to other organizations
 - description in Manual of Procedure 388
 - Retirement communities
 - Friends
 - contact information inside back cover
 - Richmond Friends Meeting 17, 170, 243
 - apportionment 286
 - change group 44
 - community statistics 285
 - contact information 337
 - e-mail address 337
 - information 337
 - officers and clerks 337
 - phone number 337
 - travel directions 337
 - web address 337
 - worship schedule 337
 - Riggin, Judith Marie 173
 - Memorial Minute 225
 - Right Sharing of World Resources
 - annual report 280
 - contact information inside front cover
-

- contributions to 295
- description in Manual of Procedure 164, 184, 391
- phone number inside front cover
- representatives to 318
- representative to 392
- web address inside front cover

Riley, James "Jim". *See* Treasurer of Yearly Meeting

Roanoke Friends Meeting 170

- apportionment 287
- change group 44, 117
- community statistics 285
- contact information 338
- information 338
- officers and clerks 338
- phone number 338
- web address 338
- worship schedule 338

S

Sandy Spring Friends Meeting 13, 170, 247, 259, 303

- apportionment 287
- change group 45, 139, 187, 241
- community statistics 285
- contact information 338
- e-mail address 338
- information 338
- officers and clerks 338
- phone number 338
- travel directions 338
- web address 338
- worship schedule 338

Sandy Spring Friends School 295

- annual report 280
- contact information inside back cover
- description in Manual of Procedure 388
- e-mail address inside back cover
- phone number inside back cover
- representatives to 318, 388
- term of service 388
- web address inside back cover

Sandy Spring Volunteer Fire Department

- contributions to 295

School for Friends

- contact information inside back cover
- phone number inside back cover
- web address inside back cover

-
- Search Committee 192, 366
 - annual report 251
 - committee members 96, 162, 164, 192, 310
 - description in Manual of Procedure 366
 - e-mail address 310
 - report to Annual Session 160, 164, 366
 - report to Interim Meeting 59, 82, 95, 119, 366
 - term of service 366
 - Seitel, Martha Baker "Marcy". *See* Clerk of Interim Meeting
 - Seneca Valley Preparative Meeting 387
 - Shepherdstown Friends Meeting 170, 304
 - apportionment 287
 - community statistics 285
 - contact information 339
 - e-mail address 339
 - information 339
 - officers and clerks 339
 - phone number 339
 - web address 339
 - worship schedule 339
 - Shiloh Quaker Camp 26, 27, 127, 170
 - contact information 426, si
 - phone number inside back cover
 - travel directions 426
 - Shiloh Quaker Camp Caretaker 30, 128, 170, 305
 - Shoemaker Grant 300
 - Sidwell Friends School
 - contact information inside back cover
 - phone number inside back cover
 - web address inside back cover
 - Smithsonian Conservation Biology Institute 28
 - Special Groups
 - creation of 382
 - description in Manual of Procedure 382
 - Spiritual Formation Program Working Group 245, 377, 383
 - annual report 267
 - e-mail address 313
 - working group members 313
 - Spiritual State of the Meeting reports 246, 376
 - Spiritual State of the Yearly Meeting 1, 376
 - queries 1, 3, 4
 - Staff of Yearly Meeting 305, 367, 502
 - description in Manual of Procedure 368
 - hiring process
 - description in Manual of Procedure 368
 - introductions 170
 - procedure for proposing new staff
-

- description in Manual of Procedure 368
- reductions 60, 61, 62, 97, 110, 144
- State College Friends Meeting 170, 303
 - apportionment 287
 - community statistics 285
 - contact information 339
 - e-mail address 339
 - information 339
 - officers and clerks 339
 - phone number 339
 - travel directions 339
 - web address 339
 - worship schedule 339
- State College Friends School
 - contact information inside back cover
 - phone number inside back cover
 - web address inside back cover
- Statements of pacifism 378
- Stewardship and Finance Committee 241, 257, 372, 374
 - administrative committee 371
 - annual report 252
 - committee members 311
 - corresponding members 380
 - description in Manual of Procedure 380
 - e-mail address 311
 - ex-officio members
 - Assistant Treasurer of Yearly Meeting 363, 380
 - Treasurer of Yearly Meeting 363, 380
 - ex-officio service
 - Camp Property Management Committee 372, 380
 - Development Committee 373, 380
 - report to Annual Session 166, 205
 - report to Interim Meeting 62, 93, 121, 140, 143
- Stillwater Meeting 159
- Stockbridge, Kenneth "Ken". *See* Presiding Clerk of Yearly Meeting
- Stony Run Friends Meeting. *See* Baltimore Monthly Meeting, Stony Run
- Strengthening Transformative Relationships In Diverse Environments Working Group 23, 238, 241, 242, 248, 267, 375, 383
 - annual report 268
 - e-mail address 313
 - ex-officio service
 - Growing Diverse Leadership Committee 374
 - report to Annual Session 162
 - report to Interim Meeting 19, 97, 114
 - working group members 313
- STRIDE. *See* Strengthening Transformative Relationships In Diverse Environments Working Group

-
- STRIDE Coordinator 18, 19, 24, 144, 170, 191, 242, 266, 270, 305
 annual report 119, 122
 e-mail address 502
- Style Manual 139, 209
- Sue Thomas Turner Quaker Education Fund 300, 372
 annual report 253
 committee members 311
 description in Manual of Procedure 380
 e-mail address 311
 ex-officio members
 Advancement and Outreach Committee 380
 Religious Education Committee 380
 functional committee 371
 procedure 381
 term of service 380
- Supervisory Committee 60, 61, 62, 191, 241, 252, 273, 365, 366, 368, 374
 annual report 97, 110, 254
 clerk
 ex-officio service
 Youth Safety Policy Working Group 364
 committee members 59, 62, 95, 119, 164, 192, 251, 254, 311
 description in Manual of Procedure 62, 367
 e-mail address 311
 executive function
 description in Manual of Procedure 368
 ex-officio members 362, 367
 Clerk of Interim Meeting 362
 Treasurer of Yearly Meeting 363
 office property 367
 relationship to General Secretary 367
 report on decisions made between Interim Meetings 63, 64, 65, 66, 67, 77, 79, 191
 report to Annual Session 165, 198
 report to Interim Meeting 59, 63, 64, 65, 66, 67, 77, 79, 97, 110, 112, 118, 140
 , 147
 staff salaries 367
 term of service 367
- Sutton, Richard Lee 173
 Memorial Minute 223

T

- Takoma Park Preparative Meeting 169, 339
 contact information 339
 officers and clerks 340
 phone number 339
 web address 339
 worship schedule 339

Tandem Friends School

- contact information inside back cover
- phone number inside back cover
- web address inside back cover

Taylor, Tonya Thames. *See* Women's Retreat: 2020 keynote speaker

Teen Adventure Quaker Camp 170

- contact information 426, si
- phone number inside back cover
- travel directions 426

The Week For The Future 17

Thunberg, Greta 17

Travel Minute 192, 262, 362

- Boyd, Arthur Meyer 19, 36, 192
- description in Manual of Procedure 377
- Eaton, Jade 63, 65, 192
- Meyer, Meg 36
- Meyer, Meg Boyd 19, 192
- Morgan, Mackenzie 63, 64, 192
- Robinson, M. Jolee 95, 101, 192

Treasurer of Yearly Meeting 305, 366

- authority to sign forms 364
- contact information back cover
- description in Manual of Procedure 363
- e-mail address back cover
- ex-officio service
 - Stewardship and Finance Committee 363, 380
 - Supervisory Committee 363
 - Trustees of Baltimore Yearly Meeting 363

Minute of Appreciation for Tom Hill 20

- phone number back cover
- report to Annual Session 165, 200
- report to Interim Meeting 20, 45, 96, 105, 140
- term of service 363

Trustees of Baltimore Yearly Meeting 62, 252, 372, 374, 380, 383

- annual report 257
- clerk
 - authority to sign forms 364
- ex-officio service
 - Camp Property Management Committee 365
 - Development Committee 365
 - Youth Safety Policy Working Group 364
- description in Manual of Procedure 363, 364
- ex-officio members 362
 - Treasurer of Yearly Meeting 363
- ex-officio service
 - Camp Property Management Committee 372
 - Development Committee 373

Friendly Loans 87, 91, 141, 252, 258
members 257, 305
report to Interim Meeting 150
term of service 364
working groups 383
youth safety
 budget 296

U

United Nations 17
United Society of Friends Women International 35, 262
 contact information inside front cover
 phone number inside front cover
 web address inside front cover
Unity with Nature Committee 383, 390, 391
 annual report 259
 budget 296
 committee members 311
 description in Manual of Procedure 381
 e-mail address 311
 functional committee 371
 report to Interim Meeting 120
Unrestricted 5 yr. member pledge 300

V

Valley Friends Meeting 170
 apportionment 287
 community statistics 285
 contact information 340
 information 340
 officers and clerks 340
 phone number 340
 travel directions 340
 web address 340
 worship schedule 340
Virginia Beach Friends School
 contact information inside back cover
 e-mail address inside back cover
 phone number inside back cover
 web address inside back cover
Virginia Council of Churches
 contributions to 295
Virginia Interfaith Center 187
Vision Statement 18, 30, 31, 171, 172, 209

W

- Wabanaki 243
- Warren CQC Scholarship Fund 300
- Warrington Monthly Meeting 170, 304
 - apportionment 287
 - community statistics 285
 - contact information 340
 - information 340
 - officers and clerks 340
 - travel directions 340
 - web address 340
 - worship schedule 340
- Warrington Quarterly Meeting
 - clerk 304
 - dates 304
- Washington, Friends Meeting. *See* Friends Meeting of Washington
- Washington Quaker Workcamps
 - contributions to 295
- West Bank
 - Israeli annexation
 - statement on 193
- West Branch Monthly Meeting 170, 303
 - apportionment 287
 - community statistics 285
 - contact information 340
 - information 340
 - officers and clerks 341
 - phone number 340
 - travel directions 341
 - web address 341
 - worship schedule 341
- Western Yearly Meeting 159
- Whistle Blower Policy 364, 368
 - description in Manual of Procedure 396
- William Penn House
 - annual report 282
 - contact information inside front cover
 - contributions to 295
 - description in Manual of Procedure 164, 184, 389, 392
 - e-mail address 390
 - phone number inside front cover
 - representatives to 390, 392
 - term of service 392
 - web address inside front cover
- Williamsburg Friends Meeting 170
 - apportionment 287
 - community statistics 285

-
- contact information 341
 - e-mail address 341
 - information 341
 - officers and clerks 341
 - phone number 341
 - travel directions 341
 - web address 341
 - worship schedule 341
 - Women's Retreat 244
 - 2020 Epistle 14, 177
 - 2020 keynote speaker 14
 - 2020 theme 14
 - dates 177, 304
 - Women's Retreat Working Group 245, 377, 383
 - annual report 270
 - e-mail address 314
 - working group members 314
 - Working Group on Civil and Human Rights of Transgender and Non-binary People 375, 379, 383
 - annual report 270
 - e-mail address 314
 - working group members 314
 - Working Group on Racism 187, 239, 241, 242, 245, 248, 377, 383
 - annual report 270
 - budget 296
 - change groups 19, 40, 98, 115, 164, 176
 - e-mail address 314
 - ex-officio service
 - Growing Diverse Leadership Committee 374
 - report to Annual Session 164, 186
 - report to Interim Meeting 40, 98, 115
 - update on change group and local Meeting racial justice work 139, 186
 - working group members 314
 - Working Group on Refugees, Immigrants, and Sanctuary. *See* Refugee, Immigration, and Sanctuary Working Group
 - Working Group on Right Relationship with Animals 381, 383
 - annual report 270
 - e-mail address 314
 - working group members 314
 - Working Groups
 - description in Manual of Procedure 382, 383
 - World Council of Churches
 - contributions to 295

Y

YAF. *See* Young Adult Friends

Yearly Meeting

Baltimore. *See* Baltimore Yearly Meeting

- Yearly Meeting Announcements 304
- Yearly Meeting Endowment 300
- Yearly Meeting mailing list 373
- Yearly Meeting Staff. *See also* individual job titles; *See* Staff of Yearly Meeting
- York Friends Meeting 304
 - apportionment 287
 - community statistics 285
 - contact information 341
 - e-mail address 341
 - information 341
 - officers and clerks 342
 - phone number 341
 - travel directions 341
 - web address 341
 - worship schedule 341
- Young Adult Friends 8, 139, 165, 248, 375
 - 2020 Epistle 8
 - annual report 273
 - budget 296
 - conferences 9
 - description in Manual of Procedure 382, 383
 - e-mail address 315
 - executive members 315
 - ex-officio service
 - Growing Diverse Leadership Committee 375
 - Friends Meeting of Washington 9, 11
 - open letter to Yearly Meeting 121, 137
 - special group 382
 - worshiping community 9, 121, 170
- Young Friends 102, 170, 248, 375
 - 2020 Epistle 178
 - conferences 382
 - dates 304
 - handbook 382
- Young Friends Executive. *See also* Nuts and Bolts Committee of Young Friends
- Youth Programs Committee 103, 374
 - annual report 260
 - clerk
 - ex-officio service
 - Youth Safety Policy Working Group 364
 - committee members 311
 - description in Manual of Procedure 381, 382
 - e-mail address 311
 - ex-officio members
 - Nuts and Bolts Committee of Young Friends 381
 - Youth Programs Manager 381
 - functional committee 371

-
- Youth Programs Manager 13, 61, 97, 144, 170, 178, 305, 382
 - annual report 96, 102
 - e-mail address 502
 - ex-officio service
 - Program Committee 379
 - Youth Programs Committee 381
 - Youth Safety Policy Working Group 364
 - Minute of Appreciation for Jossie Dowling 96, 103, 178, 191
 - Youth Safety Policy 59, 63, 66, 364, 367, 368, 372, 373, 379, 381
 - acknowledgement form 414
 - Authorization form 406
 - changes to 191, 273
 - description in Manual of Procedure 397
 - important contact information 413
 - pertinent laws regarding child abuse 408
 - Youth Safety Policy Working Group 257, 383
 - annual report 272
 - committee members 364
 - description in Manual of Procedure 364
 - e-mail address 314
 - working group members 314

Z

- Zuses, Howard 380
- Zuses, Rosalind 380

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Youth Programs Manager.....	Alexis “Sunshine” Klein sunshineklein@bym-rsf.org

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Foxdale Village, 500 East Marilyn Avenue, State College, PA 16801; 814-238-3322;
foxdalevillage.org

Friends House, 17340 Quaker Lane, Sandy Spring, MD 20860; 301-924-5100;
friendshouse.com

Kendal at Lexington, 160 Kendal Drive, Lexington, VA 24450; 540-463-1910;
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

Friends Meeting School, 3232 Green Valley Road, Ijamsville, MD 21754;
301-798-0288; friendsmeetingschool.org

Friends School of Baltimore, 5114 North Charles Street, Baltimore, MD 21210;
410-649-3200; friendsbalt.org

Menallen Friends Preschool, PO Box 29, Biglerville, PA 17307;
717-677-6078; menallenfriends.org/preschool

Sandy Spring Friends School, 16923 Norwood Road, Sandy Spring, MD 20860;
301-774-7455; sfsf.org; info@sfsf.org

School for Friends, 2201 P Street NW, Washington, DC 20037;
202-328-1789; schoolforfriends.org

Sidwell Friends School, 3825 Wisconsin Avenue NW, Washington, DC 20016;
202-537-8100; sidwell.edu

State College Friends School, 1900 University Drive, State College, PA 16801;
814-237-8386; scfriends.org

Tandem Friends School, 279 Tandem Lane, Charlottesville, VA 22902;
434-296-1303; tandemfs.org

Virginia Beach Friends School, 1537 Laskin Road, Virginia Beach, VA 23451;
757-428-7534; friends-school.org; vbfsmail@friends-school.org

FRIENDS HISTORICAL COLLECTIONS

Earlham College Friends Collection, 801 National Road West, Richmond, IN 47374;
765-983-1287; earlham.edu

Friends Historical Collection at Guilford College, 5800 West Friendly Avenue,
Greensboro, NC 27410; guilford.edu; archives@guilford.edu

Friends Historical Library at Swarthmore College, 500 College Avenue, Swarthmore,
PA 19081; 610-328-8496; swarthmore.edu

Quaker Collection at Haverford College, 370 Lancaster Avenue, Haverford, PA 19041;
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