

Baltimore Yearly Meeting – Religious Society of Friends
Interim Meeting for Business with a Concern for Business
BYM-IM 19th Third Month 2022
Held at Stony Run Friends Meeting and on Zoom

MINUTES

We began in a period of Silent Worship and then heard a welcome from Blaine Keener, Clerk of Stony Run. Blaine recalled the last time IM was hosted at Stony Run when the room was packed and then reminded Friends that wherever we are we are in the same Spirit.

Clerk, Margaret “Meg” Boyd Meyer (Baltimore, Stony Run), reminded us to remain in worship as we proceed. Meg gave instructions as to how we will operate in the hybrid format, including cautions that the Clerk will call on speakers and leave time between messages to let them be fully heard in the Spirit in which they are given.

12022-01 Treasurer’s Report. Jim Riley (Hopewell Center) gave a report on our financial status from the unaudited records ending December 31, 2021. Highlights include: the camps were held and extremely well attended; more Monthly Meetings are now being held in person as well as many Yearly Meeting functions. A written report is attached.

In response to query, Jim reports that the Payroll Protection Plan loan from 2021 has been forgiven (as of January 2022) so will move from a liability to income.

12022-02 Report of the General Secretary. Sarah Gilloly updated Friends in four area of Yearly Meeting activity: camps, hiring processes, office changes, and 2023 budget season.

As of this week, registration at camps for 2022 season are at 87% capacity. Since camps reopened last summer, camp fees have been structured on a “pay as led” basis. Additionally, we are adding mental health support for campers and staff as well as hiring three full-time year-round camp site directors. Friends will be happy to know that we are on track to hit the revenue goal which will allow all of these changes to be fully funded.

Brian Massey, our Camp Program Manager, and the camp directors have recently standardized all camp job descriptions allowing us to increase diversity by posting jobs in more external places. Also, while applications for camp volunteers have been steady, there are positions still vacant at all of the camps.

Two hiring processes are underway, one for our first year-round camp site directors and an administrative coordinator for the Yearly Meeting office. Sarah is pleased to report that the applicant pools for these positions are more diverse and previous searches. Also, we are piloting several recommendations made to the Supervisory Committee by an ad hoc hiring equity group including posting in different places than have be used previously.

Sarah has now served the Yearly Meeting as our General Secretary for 8 months and in that time has identified their primary role is to supervise and manage the staff and resources of the Yearly Meeting. In that role it has been important to listen for the “pain points” of staff, programs, committees and Monthly Meetings and, with that in mind, has implemented several changes.

- In consultation with Supervisory Committee and Stewardship and Finance, staff have been granted an additional 1.9% cost of living adjustment (over 4% set in budget) for a total of 5.9% COLA for 2022.
- We have revised the formal annual reviews for staff to a year-round feedback cycle, in addition to the end of year review.
- a new automatic time keeping system has been launched in order to, in part, help our organizational culture better value boundaries, rest, work/life balance, and truth-telling/truth-listening about where we are stretched too thin.
- We will be adding a secure Google Workplace next month which will allow staff, programs and committees to share documents in a secure space rather than having BYM documents created and owned by individuals and floating all over the GoogleSphere. This will be phased in over the summer.
- Sarah also shared that they are working with a Black management coach to provide reflective space and an “accountability partner to help me support all of our staff in their complex and demanding roles.”

Finally, concerning the budget, the 2023 budget season is well underway, so all committees and programs who have not yet submitted budget requests should do so immediately. Sarah is looking forward to the Apportionment & Budget Meeting on April 9th with the understanding that a budget is a moral document hopes to hear about the values which drive our budgeting process. Sarah also notes that one classic mistake made by non-profits is to grow program without adjusting administration. They hope that BYM places a value on treating all staff with equity and their work on as sacred.

12022-03 *Presiding Clerk’s Report.* Stephanie Bean (Adelphi) expressed gratitude for meeting again in person and for the technology which allows inclusion of Friends who are unable to travel to the site of today’s meeting. Stephanie called on Friends to give each other grace when a reaction is not what one might expect. Friends should be aware that we are still holding the intention for a racial equity audit. We are also undertaking work to move forward together with deep listening and intention to heal hurt between the STRIDE community and some aspects of the YM leadership. We are working toward being a more whole community.

12022-04 *Annual Development Director’s Report.* Mary Braun (Patuxent) gave a report of activities. The report is attached.

12022-05 *Letter of Introduction for Wayne Finegar.* Ken Stockbridge (Patapsco) read a letter of introduction to Friends in North Carolina for Wayne Finegar where he has moved to be the Director of Quaker House. Friends united with the letter. The Letter is attached.

12022-06 *Indian Affairs Committee Minute.* Dellie James (MM) and Pat Powers (MM) presented a Minute in Support of a Truth and Healing Commission for Native Peoples. They opened their

presentation by giving recognition to the original users of this land and the land on which the Yearly Meeting offices and camps stand today. The minute supports the establishment of a national commission. Friends **APPROVED** in uniting with this Minute. The Minute is attached.

I2022-07 *Supervisory Committee Annual Report*. Romana Buck (Patapsco) and Adrian Bishop (Stony Run) encouraged Friends to have patience as changes are rolled out and to work together as we adapt to different levels of staffing at the Yearly Meeting office. Ramona has volunteered to be the Volunteer Coordinator for Friends who would like to volunteer to help with office functions. There are many and varied tasks ready for volunteer assistance, e.g. Susan Griffin (MM) will be distributing links for Zoom meetings which come into the office. The full report is attached.

I2022-08 *Development Committee. Committee Clerk*. Harry Tunis (Herndon), presented a revised Grant Policy. This was developed in consultation with several members of STRIDE to improve the grant process to make it more consistent with our commitment to be an Anti-Racist Faith Community. Friends **APPROVED** the Grant Policy. The revised Grant Policy is attached.

I2022-09 *Manual of Procedure Committee*. Clinton Pettus (Stony Run) submitted three recommendations on behalf of the Manual of Procedure Committee for discernment.

- I. On behalf of the Youth Safety Policy Working Group, adding the Strengthening Transformative Relationships in Diverse Environments (STRIDE) Coordinator as an ex officio member of the Youth Safety Policy Working Group. Friends **APPROVED** this addition.
- II. On behalf of the Faith and Practice Committee, deleting Section X of the *Manual of Procedure*. Section X described the procedures for revision of the Faith and Practice that were in place before the standing committee of Faith and Practice was established in 2017. With the establishment of the standing committee, the procedures for making changes are in Section V of the *Manual of Procedure*. Friends **APPROVED** this deletion.
- III. On behalf of the Stewardship and Finance Committee, a description of what would happen if (a) the Yearly Meeting did not approve the annual budget during an Annual Session and (b) amendments needed to be made to the budget during a year for which it had been approved.

Friends asked to lay this matter over until the next meeting with the request that the new description would address two concerns as follows:

- A. Clarify what actions the general secretary should take if a budget was not approved by the beginning of the new calendar year.
- B. Provide steps that would be taken to assure that approval of the proposed budget would occur at Annual Session.

I2022-10 *Naming Committee*. Meg Meyer (Stony Run) asks for two nominations to the Naming Committee who will nominate members for the Search Committee. The names of Donna Kolaetis and David French (both of Menallen) were suggested and **APPROVED**.

I2022-11 *Working Group on Racism*. Donna Kolaetis, of the WGR, suggests the book, "Caste," by Isabel Wilkerson for the Yearly Meeting's One Book. The WGR will encourage Meetings to undertake study and discussion of this book over the coming year and will lead at least one on-line discussion for Yearly

Meeting wide participation. They will also provide other resources for consideration and further study. Friends expressed appreciation for and encourages this project.

I2022-12 *Ministry and Pastoral Care.* Co-Clerk Greg Robb (FMW) presented the charge of a new Working Group to operate under the care of this committee: The Addressing Conflict Working Group. Friends **APPROVED** the formation of this new Working Group. The WG charge is attached.

I2022-13 *Nominating Committee.* Chip Tucker (Charlottesville) reported on the following resignations:

Camp Property: Sage Garretson

Camping Program: Julie Taylor

Development: Harry Scott

Program: Jennifer DeLorge-McKeown

Religious Education: Mike Hansard, Susanna Laird

Friends General Conference: Lauren Brownlee, Sarah Bur, Gary Gillespie

Friends World Committee for Consultation: Sabrina McCarthy

At the last Annal Session Friends approved adding two more individuals to the Growing Diverse Leadership Committee. The following persons are nominated, and request is made to waive the second reading so that they can join the committee without delay.

Chester McCoy (Adelphi)

Michael Wallace (Bethesda)

These nominations were **APPROVED** and the second reading waived.

I2022-14 *Peace and Social Concerns.* Phil Caroom (Annapolis) provided information concerning a request from New York Yearly Meeting to sign an amicus brief in support of a *writ of certiorari* for a case that is going to the Supreme Court involving the work of Green Haven Preparative Meeting's prison ministry and limits put upon it by a new warden. Though several other Yearly Meetings signed on but the time has expired to do so. There might be another opportunity if the case moves forward and Friends expressed interest in doing so.

I2022-15 *Epistle from the Women's Retreat.* Rep Pickard (Gunpowder) read the Epistle. Friends expressed appreciation. The Epistle is attached.

I2022-16 *Annual Session Program Committee and Site Search Committee.* Barbara Thomas (Annapolis) reported that Annual Session will be held in person, August 1-7, 2022 with opportunities for on-line participation to include Plenaries, Business Sessions and some workshops. The Opening Retreat will be led by Clinton Pettus on the subject of "Trust Circles."

Jennifer DeLorge-McKeown (Annapolis) reported that the site search committee is researching locations for Annual Session in 2023 and beyond and is looking at HBCUs as a way to reinforce our commitment to being an Anti-Racist Faith Community.

Following various announcements, this session of Interim Meeting closed with an extended period of silent worship.

Margaret (Meg) Boyd Meyer (Stony Run), Clerk
Rebecca Richards (Gunpowder), Recording Clerk