

YEARBOOK

OF

BALTIMORE YEARLY MEETING

OF THE

RELIGIOUS SOCIETY OF FRIENDS

INCLUDING MINUTES OF ANNUAL SESSION 2021

July 27 — August 8, 2021

INCLUDING MINUTES OF INTERIM MEETING

September 26, 2020

November 7, 2020

December 5, 2020

March 6, 2021

May 18, 2021

June 12, 2021

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**, quakerrecollaborative.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
- Friends Place on Capitol Hill**, 515 East Capitol Street SE, Washington, DC 20003; 202-543-5560; friendsplacedc.org

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2021 YEARBOOK CONTENTS

The Spiritual State of the Yearly Meeting	1
The Epistles	
Epistle of the Yearly Meeting.....	3
Epistle of Young Friends.....	5
Epistle of 2021 Women's Retreat	7
Minutes of Baltimore Yearly Meeting Interim Meeting	
Called Ninth Month 26, 2020 Interim Meeting	9
Attachment I2020-28:STRIDE Coordinator's Annual Report	12
Attachment I2020-29:Camp Property Manager's Annual Report.....	13
Attachment I2020-30A:Camp Program Manager's Annual Report	20
Attachment I2020-30B:Minute of Appreciation for Jane Megginson	21
Attachment I2020-32A:Acting General Secretary's Report.....	22
Attachment I2020-32B:Development Report	24
Attachment I2020-34:Nominating Committee Report	26
Attachment I2020-36:Open Letter to the Yearly Meeting from the Young Adult Friends Community.....	27
Eleventh Month 7, 2020 Interim Meeting.....	29
Attachment I2020-39:Presiding Clerk's Report.....	31
Attachment I2020-44:Stewardship and Finance Committee Report	33
Attachment I2020-45:Development Director's Report	35
Attachment I2020-46:Supervisory Committee Report.....	37
Attachment I2020-47:Treasurer's Report.....	40
Attachment I2020-48:Minute of Appreciation for Arthur David Olson	47
Attachment I2020-49:Nominating Committee Report	47
Called Twelfth Month 5, 2020 Interim Meeting.....	49
Attachment I2020-51A:Minute of Appreciation for Laura Butler	51
Attachment I2020-51B:Acting General Secretary's Report to Interim Meeting	51
Attachment I2020-52:Proposed General Secretary Job Description	54
Third Month 6, 2021 Interim Meeting.....	57
Attachment I2021-04:Acting General Secretary's Report.....	60
Attachment I2021-04A:Acting General Secretary's Report: Letter from Jesse Miller	62
Attachment I2021-04B:Acting General Secretary's Report: Letter of Yearly Meeting Clerks to Jesse Miller.....	66
Attachment I2021-04C:Acting General Secretary's Report: Letter of Supervisory Committee to Jesse Miller	67
Attachment I2021-04D:Acting General Secretary's Report: Letter of Growing Diverse Leadership Committee to Jesse Miller	68
Attachment I2021-06:Minute of Appreciation to Jesse Miller	70
Attachment I2021-07:Youth Safety Policy Working Group Report	70
Attachment I2021-08:Treasurer's Report.....	72

Attachment I2021-09:Development Report.....	78
Attachment I2021-11A:Peace and Social Concerns Committee Report: Minute on Migration.....	81
Attachment I2021-11B:Peace and Social Concerns Committee Report:Treaty on the Prohibition of Nuclear Weapons	85
Called Fifth Month 18, 2021 Interim Meeting.....	95
Attachment I2021-12:General Secretary Search Committee Report.....	95
Sixth Month 12, 2021 Interim Meeting	99
Attachment I2021-14:Ministry and Pastoral Care Committee Statement and Query On Use of Preferred Pronouns	103
Attachment I2021-15A:Travel Minute for Jolee Robinson.....	104
Attachment I2021-15B:Travel Minute for Jade Eaton	105
Attachment I2021-16:Search Committee Report.....	106
Attachment I2021-18:Nominating Committee Report	107
Attachment I2021-19A:Letter from West Branch Monthly Meeting	108
Attachment I2021-19B:Ministry and Pastoral Care Committee Response to Letter from West Branch Monthly Meeting.....	108
Attachment I2021-21:Manual of Procedure Committee Report.....	109
Attachment I2021-22:Trustees Minute to Clear Title of Bald Eagle Friends Burial Ground	111
Attachment I2021-23:Treasurer's Report.....	112
Attachment I2021-25:Development Report.....	118
Attachment I2021-26:Youth Programs Manager's Annual Report.....	120
Attachment I2021-27:Stewardship and Finance Committee Report	121
Attachment I2021-28:Acting General Secretary's Report	123

Minutes of Baltimore Yearly Meeting Annual Session 2021

Tuesday, August 3, 2021	125
Wednesday, August 4, 2021	127
Thursday, August 5, 2021	129
Friday, August 6, 2021.....	130
Saturday, August 7, 2021.....	133
Attachment Y2021-18:Growing Our Meetings Working Group Report:Frequently Asked Questions	136
Attachment Y2021-19:Growing Diverse Leadership Committee Report.....	137
Attachment Y2021-29:Treasurer's Report.....	138
Attachment Y2021-31:Development Committee Report	141
Attachment Y2021-32:Development Committee Report: Proposed Grants Policy.....	143
Attachment Y2021-39:Supervisory Committee Report.....	146
Attachment Y2021-51A:Opening Plenary Report.....	147
Attachment Y2021-51B:Closing Plenary Report	147
Attachment Y2021-53:Memorial Minutes.....	148
Attachment Y2021-54:Reparations Action Working Group Report.....	155

Committee Annual Reports

Advancement and Outreach Committee	159
Camping Program Committee	159

Camp Property Management Committee.....	160
Development Committee	162
Educational Grants Committee	162
Faith and Practice Committee.....	164
Growing Diverse Leadership Committee	166
Indian Affairs Committee	168
Manual of Procedure Committee	171
Ministry and Pastoral Care Committee.....	172
Nominating Committee.....	173
Peace and Social Concerns Committee.....	174
Program Committee	175
Religious Education Committee	176
Search Committee.....	177
Stewardship and Finance Committee.....	177
Sue Thomas Turner Quaker Education Fund.....	178
Supervisory Committee	179
Trustees of Baltimore Yearly Meeting	181
Unity with Nature Committee.....	184
Youth Programs Committee	184
End of Life Working Group.....	185
Growing Our Meetings Working Group.....	185
Internet Communications Working Group	185
Intervisitation Working Group.....	185
Pastoral Care Working Group.....	185
Quaker Voice of Maryland Working Group.....	185
Refugee, Immigration, and Sanctuary Working Group	185
Reparations Action Working Group	185
Spiritual Formation Program Working Group.....	188
Supporting Transformative Relationships in	188
Diverse Environments (STRIDE) Working Group.....	188
Women's Retreat Working Group.....	190
Working Group on Civil and Human Rights of	190
Transgender and Non-binary People	190
Working Group on Racism	191
Working Group on Right Relationship with Animals	193
Youth Safety Policy Working Group.....	194
Young Adult Friends.....	196

Reports of Affiliated Organizations

American Friends Service Committee Corporation.....	197
Friends Committee on National Legislation.....	197
Friends General Conference	197
Friends House Retirement Community	197
Friends Meeting School	198
Friends Peace Teams.....	198
Friends United Meeting	198
Friends Wilderness Center.....	198
Friends World Committee for Consultation	199
Interfaith Action for Human Rights	199
Miles White Beneficial Society of Baltimore City	199

Prisoner Visitation and Support.....	201
Quaker Earthcare Witness.....	202
Quaker House.....	202
Quaker Religious Education Coalition	202
Right Sharing of World Resources	202
Sandy Spring Friends School.....	202

Meeting Community Statistics.....	204
--	------------

2022 Apportionments.....	206
---------------------------------	------------

2021 Baltimore Yearly Meeting Financial Report

2022 Budget Notes.....	209
2022 Operating Budget:Summary	210
2022 Operating Budget:Income Details.....	211
2022 Operating Budget:Expense Details	213
Investment Portfolio as of 12/31/2020.....	219
2020 Funds Activity.....	220

Independent Auditor's Report.....	221
--	------------

Calendar of Meetings

Yearly Meeting	241
Interim Meeting	241
Interchange Deadlines.....	241
Firecircle Deadline.....	241
2022 Apportionment Meetings	241
2022 Women's Retreat	241
Junior Young Friends Conferences.....	241
Young Friends Conferences.....	241
Family Camp Weekends.....	241
Yearly Meeting Announcements	241
350 th /100 th Anniversary Events	242
Quarterly Meetings	243

Officers

Yearly Meeting	245
Interim Meeting	245
Trustees.....	245
Yearly Meeting Staff.....	245

Committee and Working Group Membership

Advancement and Outreach Committee	247
Camping Program Committee	247
Camp Property Management Committee.....	247
Development Committee	247
Educational Grants Committee	248
Faith and Practice Committee.....	248
Growing Diverse Leadership Committee	248

Indian Affairs Committee	248
Manual of Procedure Committee	249
Ministry and Pastoral Care Committee.....	249
Nominating Committee.....	249
Nuts and Bolts Committee of Young Friends.....	249
Peace and Social Concerns Committee.....	249
Program Committee	250
Religious Education Committee	250
Search Committee.....	250
Stewardship and Finance Committee.....	250
Sue Thomas Turner Quaker Education Fund.....	251
Supervisory Committee	251
Unity with Nature Committee.....	251
Young Adult Friends.....	251
Youth Programs Committee	252
ad hoc 350 th Anniversary Committee.....	252
End of Life Working Group.....	252
Growing Our Meetings Working Group.....	252
Internet Communications Working Group	252
Intervisitation Working Group.....	253
Pastoral Care Working Group.....	253
Quaker Voice of Maryland Working Group.....	253
Refugee, Immigration, and Sanctuary Working Group	253
Reparations Action Working Group	253
Spiritual Formation	253
Program Working Group	253
Strengthening Transformative Relationships in Diverse	
Environments (STRIDE) Working Group.....	254
Women’s Retreat Working Group	254
Working Group on Civil and Human Rights of Transgender and Non-binary People	254
Working Group on Racism	254
Working Group on Right Relationship With Animals	255
Youth Safety Policy Working Group.....	255

Representatives to Organizations Affiliated with the Yearly Meeting

American Friends Service Committee Corporation.....	257
Friends Committee on National Legislation General Committee.....	257
Friends General Conference, Central Committee.....	257
Friends House Retirement Community	257
Friends Meeting School	257
Friends Peace Teams.....	257
Friends United Meeting General Board.....	257
Friends Wilderness Center.....	258
Friends World Committee for Consultation Section of the Americas.....	258
Interfaith Action for Human Rights.....	258
Miles White Beneficial Society of Baltimore City	258
Prisoner Visitation and Support.....	258
Quaker Earthcare Witness.....	258
Quaker House.258	
Quaker Religious Education Coalition	258

Sandy Spring Friends School..... 258

Local Meetings of the Yearly Meeting

Adelphi Friends Meeting 259
Alexandria Friends Meeting 259
Annapolis Friends Meeting..... 260
Augusta Worship Group 260
Baltimore Monthly Meeting, Stony Run 260
Bethesda Friends Meeting..... 261
Blacksburg Friends Meeting 261
Buckhannon Friends Meeting..... 262
Carlisle Quaker Meeting 262
Charlottesville Friends Meeting..... 263
Deer Creek Meeting..... 263
Dunnings Creek Friends Meeting 264
Eastland Preparative Meeting 264
Fauquier Friends Worship Group 264
Floyd Friends Meeting..... 265
Frederick Friends Meeting..... 265
Friends Meeting of Washington..... 265
Gettysburg Monthly Meeting..... 266
Goose Creek Friends Meeting 266
Gunpowder Friends Meeting 267
Herndon Friends Meeting 267
Homewood Friends Meeting..... 268
Hopewell Centre Monthly Meeting 268
Langley Hill Friends Meeting..... 269
Little Britain Monthly Meeting..... 269
Little Falls Meeting of Friends 269
Lynchburg Indulged Meeting 270
Mattaponi Friends Meeting..... 270
Maury River Friends Meeting..... 270
Menallen Monthly Meeting 271
Midlothian Friends Meeting 271
Monongalia Friends Meeting..... 272
Nottingham Monthly Meeting 272
Patapsco Friends Meeting 272
Patuxent Friends Meeting 273
Penn Hill Preparative Meeting..... 273
Pipe Creek Friends Meeting..... 274
Richmond Friends Meeting..... 274
Roanoke Friends Meeting 274
Sandy Spring Friends Meeting..... 275
Shepherdstown Friends Meeting..... 275
State College Friends Meeting..... 276
Takoma Park Preparative Meeting..... 276
Valley Friends Meeting..... 276
Warrington Monthly Meeting..... 277
Williamsburg Friends Meeting 277
York Friends Meeting..... 278

Important Minutes of Baltimore Yearly Meeting	279
Manual of Procedure of Baltimore Yearly Meeting	295
The Spiritual Basis for Unity	296
I. Introduction	297
II. Structure of Baltimore Yearly Meeting of the Religious Society of	
Friends Sessions.....	297
Functions.....	297
Officers.....	298
Trustees	299
III. Interim Meeting	301
Committees of Interim Meeting.....	302
Search Committee.....	302
Supervisory Committee	303
IV. Staff..	304
V. Committees of the Yearly Meeting.....	304
Advancement and Outreach Committee	307
Camp Property Management Committee.....	308
Camping Program Committee	309
Development Committee	309
Educational Grants Committee	310
Faith and Practice Committee.....	311
Growing Diverse Leadership Committee	311
Indian Affairs Committee	312
Manual of Procedure Committee.....	312
Ministry and Pastoral Care Committee.....	312
Nominating Committee.....	313
Peace and Social Concerns Committee.....	314
Program Committee	315
Religious Education Committee	316
Stewardship and Finance Committee.....	316
Sue Thomas Turner Quaker Education Fund Committee.....	316
Unity with Nature Committee.....	317
Youth Programs Committee	318
VI. Special Groups and Working Groups	318
Young Adult Friends.....	319
VII. Affiliation with Friends General Conference, Friends United	
Meeting, and Friends World Committee for Consultation	320
Friends General Conference	320
Friends United Meeting	321
Friends World Committee for Consultation	322
VIII. Corporations Affiliated with Baltimore Yearly Meeting	323
Friends House Retirement Community	323
Friends Meeting School, Inc.	323
Miles White Beneficial Society of Baltimore City	324
Sandy Spring Friends School, Inc.....	324
IX. Representatives to Other Organizations	325
American Friends Service Committee	325
Friends Committee on National Legislation.....	325

Friends Peace Teams.....	326
Friends Wilderness Center.....	326
Interfaith Action for Human Rights.....	326
Prisoner Visitation and Support.....	327
Quaker Earthcare Witness.....	327
Quaker House, Fayetteville, North Carolina.....	327
Quaker Religious Education Collaborative	327
Right Sharing of World Resources	328
X. Changes in Faith and Practice.....	328
XI. Changes in the Manual of Procedure.....	328
XII. Appendices	329
Appendix A.....	329
Articles Of Consolidation	329
Revisions to the Articles of Consolidation	331
Revision to the Articles of Consolidation.....	332
Appendix B.....	332
Whistleblower Protection Policy	332
Appendix C.....	332
Conflict of Interest Policy	332
Appendix D: Youth Safety Policy	333
Youth Safety Appendix D.1.....	342
Youth Safety Appendix D.2.....	344
Youth Safety Appendix D.3.....	349
Youth Safety Appendix D.4.....	350
Appendix E: Guidelines for Embracing the Ministry of Friends.....	351
Appendix F: Grants Application and Management Policy	355
Appendix G: Declaration by Baltimore Yearly Meeting as an Anti-Racist Faith Community.....	358
Directory.....	361
Index	403
Yearly Meeting Office Staff Contacts	444

THE SPIRITUAL STATE OF THE YEARLY MEETING

REPORTED TO ANNUAL SESSION

8TH MONTH, 2021

It is difficult to find the words to truly capture the experiences of our meetings this year. While many meetings spoke of finding hidden strengths and new ways to care for each other during the pandemic, they also mentioned loss, worries, and struggles. A sense of woundedness co-existed with expressions of “making do” and pluckiness.

Maury River’s trepidation spoke for many. “Everything has changed for Maury River. Once the pandemic is less of a threat, we don’t know if we will be able to return to our pre-pandemic ways, or if our lives and Meeting will be very different.”

We find no Meeting was alone in its struggles and worries. Every Meeting seemed to have uncovered a deeper understanding of themselves.

Friends were often pleasantly surprised in unexpected ways. Gettysburg Friends told of how their outdoor, socially-distanced summer gatherings lasted much longer because no one had other activities to go to.

We all learned, as a Friend at Gunpowder said that encountering God or Spirit “is not about the steeple house, but it is about the community.”

As a Friend at Sandy Spring said: “We are experiencing the Light differently, but it is the same Light.”

Almost all of our Meetings’ reports took advantage of Zoom to create this “meetings without meeting houses” that was a practical necessity during the year. Many Friends welcomed the virtual meetings, enjoying seeing each other’s faces, pets, and homes.

Charlottesville: “What is the Meeting when we can’t meet? The sentiment that emerged from our examination of this question was this: The community is present. It needs us and we need it, and we’re maintaining and finding new ways to connect.”

At the same time, Meetings also reported many members did not find Zoom conducive to their worship.

Some Friends at the Annapolis Meeting created an early morning Meeting from home without using any technology.

All Meetings suffered from the lack of shared activity. First Day schools were hit hard.

There were no shortage of difficult days and conflict.

Langley Hill: “The cumulative trauma of the events of 2020 impacted each of us differently, but the meeting as a whole is still recovering and likely changed because of it. Healing is a slow process and can be incomplete leaving scars that will linger. We need to remain attentive to this trauma and lift it up together even though it may be uncomfortable so we can apply some spiritual treatments and medicines. This is the work of our committees as well as all of us.”

Charlottesville: "In the words of one present at Connections that day, 'If I were the Spirit of this Meeting, I would be looking for a doctor. I'm alive but not well'."

In the year of the pandemic, health and a wonderful sense of caring for each other pervaded the reports.

Annapolis: "We have seen each other through illness, personal loss, the movement to new locations even across the country, and Spirit has been evident in the unseen as well as the seen and very practical ways we have remained connected with one another. Meals, transportation, financial support, phone calls, shared at-distance walks."

Hopewell Center: "Spirit is bigger, better, and more present than ever. How has Spirit filtered through our Meeting in 2020? "When everything else is falling apart, we have our faith, and each other." Spirit gives us an affirmation to "send out as much Light as we can create."

Work to understand and eliminate systemic racism gained new urgency following the May 25th murder of George Floyd and served to strengthen the foundations of many meetings.

Sandy Spring Friends meeting reports: "The work is often uncomfortable; however the unguarded open discussions around race have allowed authentic relationships to develop."

Meetings also found good ways to build community:

Adephi: A Thanksgiving weekend online "coffee house" talent show, which demonstrated that humor can lift hearts even in turbulent times.

Herdon: Fortnight Friends, which are random one-to-one pairings for two weeks of connections.

Gunpowder started weekly friendship nights, while Richmond started Wednesday night worship sharing.

Friends Meeting of Washington organized Zimmers - dinners on Zoom.

Patapsco's Ministry and Care Committee sent out "care packages" to people as a symbol of caring.

Milestones were reached this year.

Buckhannon celebrated its first year as a full Meeting while Augusta Worship Group marked the 25th year of its formation.

Despite the pandemic, Friends continued their essential work in the wider community, from Midlothian's thrift store to Frederick's support for Palestinian farmers through the purchase of olive oil and soap.

We have a deep respect and appreciation for everyone who participated in preparing reports this year. We know the reports will be of historical value one day as Friends look back on our turbulent year.

The reports show ways we can build solid foundations in our Monthly Meetings for our work, in the words of the Epistle of the World Gathering of Young Friends in 1985 "to heed the voice of God and let it send us out in truth and power to rise to the immense challenge of our world today"

In the end, perhaps an old favorite hymn paraphrased by York Friends provides the best words for this year: "Twas Grace that brought us safe thus far, and Grace will lead us home."

THE EPISTLES

ACCEPTED BY TENTH MONTH INTERIM MEETING

10TH MONTH 9TH DAY, 2021

To Friends Everywhere,

Baltimore Yearly Meeting (BYM) started our 350th year together as we gathered in Spirit for annual sessions under the theme “Seeking Wholeness: Knowing Our Shadow and Our Light.” This was our second annual session held virtually under the threat of the ongoing global pandemic. However, in this year of our Jubilee, we gathered in celebration and we centered upon reflection, forgiveness, and justice. We seek courage and honesty to acknowledge the shadows of our history and our present and we embrace the Light that reveals not only our flaws but also our potential.

In our opening retreat with Lynn Domina, we reflected on the nature of forgiveness. We considered hurts that rest in the shadows and insights that lie beside them, and we were challenged to bring them all into the Light. We explored forgiveness and reconciliation in close personal relationships, then expanded our focus to consider cultural and national relationships. We were challenged to consider how faith-based organizations can bring about change and, finally, to identify one way in which we as individuals can intervene to bring about forgiveness, reconciliation, and change.

At our first plenary session, Lauren Brownlee shared the mantras of Love that guide her work as Upper School Head at Carolina Friends School. She presented a series of queries that urged us to hold ourselves accountable for our shadows, to learn from our mistakes, and to forgive ourselves and each other. She encouraged us to listen with love to that still, small voice within and to also make space for other important voices. Celebrating the benefits of diversity through which we learn from each other in a beloved community, Lauren challenged us to extend grace lavishly, recognize the Light in others, to believe that there is good in the world, and to lead first with love.

We began each Meeting for Worship for the Conduct of Business with an acknowledgement of the native peoples whose lands we occupy. Friends were encouraged to not only learn about these peoples but to act for the wholeness of indigenous people. The text of these land acknowledgements is attached. In our sessions, we found ourselves walking amidst our shadows as we labored toward wholeness. We grieved the disaffiliation of our Friends at West Branch Monthly Meeting. We grappled with the legacy of racism that still lives in us, and several items for business were left to season while we work to heal relationships and live into our anti-racism queries. We ached for Black and brown Friends, exhausted and alienated by our community. In these grueling times of pandemic and tumult, we struggle with our limited capacity to achieve the fullness of our vision. We felt encouraged by the many revisions to the marriage section of our Faith & Practice that reflect our practices today. Friends expressed a desire to soon minute our affirmation of marriage equality for same-sex couples. Even when we struggled together, we marveled at the wonder of dappled sunlight in the forest - where light peeks through the shadows and our vision is transformed, allowing us to see the ferns and moss that thrive beneath the sun-seeking canopy. We felt gratitude for something deeper - a willingness for not knowing and a faith that we will find our way as, side-by-side, we put our hands to the plow of the

continuous movement toward Truth.

On Thursday evening, we launched a year of activities commemorating the 350th Anniversary of the BYM and the 100th Anniversary of our camping program. We heard joy in music composed in honor of the occasion. We felt pride in historical accounts of the founding and development of the Meeting, the sorrow of conflict and schism, and the comfort of reunification and transformation. We listened to Friends whose lives have connected with grace to the Meeting in worship and service. In this joyful kickoff to our Jubilee year we remembered the past, celebrated the present, and embraced our work as we now seek to envision the future for both the Yearly Meeting and the BYM Camps.

We attended 25 workshops, with topics ranging from spiritual deepening and care of our Monthly Meetings to reparations and death and dying. Amidst the distance of large Zoom meetings, we found deep connections and powerful sharing in the smaller workshop gatherings. Connecting across local meetings to rejoice, think, learn, and grieve together was a highlight for Friends.

BYM invited Friends of Color everywhere to our Annual Session and to our BIPOC Hang-Out Space. BIPOC Friends from outside BYM blessed our Annual Session by broadening our conversations and transforming our experience of community. BYM Friends of Color particularly express gratitude for the BIPOC Hang-Out Space, which gave an opportunity for them to meet with Friends of Color from across the country for deep sharing and communion.

Throughout the week, we filled spaces for worship sharing, and Bible study, which we found especially helpful, and found ways to reflect and connect with Friends. Often, we were invited to linger after the completion of workshops to continue sharing time and ideas. Drop-in lunch, Intervisitation, and the BIPOC Hangout provided safe and inviting places to sit and share with others.

A small and joyful group of youth participants and adult volunteers met on three occasions for our Junior Yearly Meeting (JYM) activities. We played games, did “normal” things, and talked about our lives; there was community there. In our closing worship we shared queries and learned from each other, appreciating being in the present moment together. Young Friends (YFs) was delighted to hold a small in-person conference (mostly outdoors and with masks) the weekend preceding most of the Annual Session events. Young Adult Friends (YAFs) were sparsely present this year at Annual Session, and it was a stretch to attend both BYM and YAF business meetings and find time for community; for many it was not possible. YAF has decided to move more important community decisions to a time other than Annual Session as much of their community engages in work with summer programs and is therefore unable to participate as thoroughly. They hope to see more of their community at the upcoming YAF Winter Conference.

We remembered 15 individuals in our Memorial Meeting who shared their lives in worship and support of monthly meetings as they followed individual paths of care of the community, care of others, peace and justice, education, and humanitarian services. We were grateful that Carol Monchick, Hugh Fuller, Nic Storey, Avtar Moore, Beth Garrettson, Virginia Schurman, Joshua Humphries, Denny Hartzell, Harry Massey, CJ Swet, Lee Lougée, Laurel Kassoff, Josie Shotts, Gladys Kamonya, and David Zarembka had lived among us. At our closing plenary, Carey Lecturer Carl McGruder shared a wide-ranging message that began with acknowledging trauma and the need for healing before turning to the les-

sons of faith, hope, and love of 1 Corinthians 13:13. Carl observed that ours is a mystical faith available to all. However, seeing this mystical faith as perfect even as we live on land seized by the genocide of indigenous peoples and built our wealth through the enslavement of people of African descent is a primary error. Our culture has been built like a poorly constructed house, and there is no easy way to fix it. Carl urged us to hold up a mirror and see the embarrassment of our riches. He challenged us to wrestle with a society that is fading and dysfunctional to see that new things are possible. He encouraged us to decenter whiteness, to get out of our comfort zone so that we may rise out of the chaos to work towards truth, reconciliation, and restoration. We were reminded that even if love is perfect, living love is imperfect. We must, therefore, go forward to do our work with humility, sincerity, love, and courage.

As we sat in our closing worship reflecting on the events of the Annual Session and then spoke out of the silence to acknowledge both the richness of the experience of sharing time together and working together to achieve common goals, we acknowledged that there are concerns with which we must wrestle. Even in the joy and expectation of our Jubilee year celebration, we recognized that we must continue to seek clarity about what we are called to do and what we have the courage to do in our search for social justice.

As we enter this Jubilee of our 350th anniversary year, our attention will remain on our shadows and our light. In our Society devoted to Truth, we know our wholeness relies on both. That wholeness arises from the courage to walk in the Light with care for our shadows. This Annual Session brought us together to rekindle our love for one another and the Spirit, giving us the nourishment to continue our journey.

EPISTLE OF YOUNG FRIENDS

ACCEPTED 8TH MONTH 7TH DAY, 2021

The Young Friends space is for all High School aged Friends to come together in a self governed community. Friends gathered for our first conference of the 2020-2021 year virtually. Our September Conferences are normally our chance to start the year for our group, and get to know each other. While the virtual format provided many changes to our normal routine, we focused on welcoming new members of the community. On Friday night we watched Pirates of the Caribbean together, and ended the night with some online get-to-know you games. Saturday was filled with catching up with old friends, playing more virtual games together, until we settled down for a business meeting. As always at September con, we outlined our self governing principles and gathering expectations, as well as crafted new online gathering expectations to lead our way forward. Sunday morning we joined together for Meeting for Worship before ending our September Conference.

Our November Conference was another virtual conference, allowing our community to gather safely. We continued to play virtual games together, which proved to be a strong and fun way to connect over this past year. On Saturday we attended a workshop on Mental Health, particularly focused on living through a pandemic. After that, we held a business meeting, where we made an important update to our pricing model. Early registration for conferences is now \$60, and registrations within the two weeks leading up to con are \$75. For this conference, we decided to try baking together virtually, which proved an amazing activity to bring people together. Two Friends drove all over delivering brownie mix (in

a safe and sanitized way) to those who registered for con early, and then on Sunday over zoom we all baked and enjoyed brownies together after our Meeting for Worship.

Our third conference of the year was held in February, and started with some more get to know each other virtual games. On Saturday we attended a workshop on the current events at the time, primarily political and pandemic related news from February of 2021, with a focus on hope and remaining organized. We then had a meeting with the new Camping Program Manager Brian Massey, which was a fantastic chance for our community to talk and discuss ideas with the new CPM. Young Friends have always been closely tied to the Camping Program, and we greatly appreciate Brian joining us and connecting with YF. At our Business meeting on Saturday, Friends agreed to add the BYM Anti-Racist queries to our opening messages at every Business Meeting. This decision was made from an understanding of the importance of keeping these queries and the commitment of Anti-Racism in mind when making any and all decisions for our community. The Young Friends community has committed itself to be an Anti-Racism community, and wishes to use these queries to judge our decisions and their possible effect. We ended the day with a nice Virtual Prom event, before waking up on Sunday to join together in Meeting for Worship.

At our April conference we once again began with virtual games and activities to reconnect as a community and have fun. On Saturday we attended an incredible workshop from the Baltimore Cease Fire group, about their incredible and important work to help reduce violence in the city, before we joined together to make some recycled paper. Some Young Friends again drove all over and delivered the materials to make paper from recycled fibers, so Friends could gather together and enjoy making crafts. We filled out the rest of our day with fun games and catching up before settling down into a business meeting. On Sunday we gathered for Meeting for Worship before saying goodbye.

Young Friends were able to hold our Final conference of the year in person together, similar to our normal conference schedule. We shortened it to just one and a half days, and followed social distancing guidelines, wore masks and required negative tests to attend. After all the online conferences of the year, we were finally able to meet together in person and talk without staring at a screen. Friends talked, played games and caught up in the field before the BYM office after a difficult year. Committees met and Friends joined for a Business meeting, and then we enjoyed a burger cookout for dinner. Finally, it was time for the sad part of our Graduation Conferences, when we hold Senior Circles. Senior Circles are a chance for the whole community to focus on each graduating senior one at a time and share messages, memories and kind words with this senior. These are always a bittersweet moment at con, as we get to celebrate our time with each senior but also have to say goodbye. We thank all the 2021 graduating seniors for their time in our community, and wish them the best in their lives ahead. On Sunday we all joined together to clean up the space, and finished writing messages and goodbyes in the Senior Books before leaving.

It has been an extremely tough year, and the pandemic placed a great deal of strain upon our community. The heart of the Young Friends Community has always been our Conference gatherings; We join together to laugh, play, learn and connect with each other and local Meetings all over BYM. We have been separated from each other and from all of the

Meeting communities we always love to visit every year. While it has been a tough year, we are excited at the prospect of returning to regular gatherings next year. Finally, we want to thank the wider BYM community for all of its support over the past year, and its continuing support as we return to normal conferences. Our community, which is an incredibly important and impactful space for our High School Aged Friends, would not be possible without all the support Young Friends receive. Thank you all

Love and Light,
Young Friends

EPISTLE OF 2021 WOMEN'S RETREAT

February 6, 2021

Greetings to Friends Everywhere,

On Saturday morning, February 6th, 2021, sixty-eight women gathered together virtually via Zoom to share worship and fellowship. We represented approximately 25 Meetings from within Baltimore Yearly Meeting, plus other Meetings farther afield. This entire weekend was to be our annual Women's Retreat, which usually has around 150 women sharing meals, worship, workshops and worship sharing in a residential setting. With the global pandemic preventing us from our much-loved, in-person retreat, we were grateful for even this limited, two-hour opportunity.

After a welcome from the three "grandmothers" of the Working Group, the attendees were divided into virtual breakout rooms for worship sharing around the query "How are you creating peace and connection in these times?"

Returning to the main room, we sang along to a multi-voiced recording of the chant "We are Strong" and settled into silent worship. Several deep messages spoke to the losses of this year; the work to be done in anti-racism; transgender marginalization and the healing needed after the last four years; and John Woolman's awareness of his ability to "see but a little way at a time"; as well as celebrations of the Virginia legislature's vote to abolish the death penalty; the joy of having a female, bi-racial Vice President, and a First Lady who holds a doctorate. We were reminded of John Woolman's wisdom that "the first motion is love" as we listen and learn from those who are different from us. We held many in the Light whose names were lifted up silently and aloud.

At rise of Meeting, we shared several announcements. As we look to the formation of a retreat for 2022, we must trust the uncertainty: will we meet in person? who will plan the retreat? and asked women to remain open to the call to serve as plans unfold throughout the year.

In the Light,
The Women's Retreat Working Group
on behalf of The Baltimore Yearly Meeting Women's Retreat

CALLED INTERIM MEETING

NINTH MONTH 26, 2020

VIRTUAL EVENT DUE TO PANDEMIC

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 2020 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 2020 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 2020 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 Baltimore Yearly Meeting?
- 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 Baltimore Yearly Meeting'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, "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/Reparations Action Working Group 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 the Growing Diverse Leadership Committee.

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; cicadas 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 look 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 cancellation 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 Meeting's 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 and no 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 at 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! (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 quarters 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 (Young Adults)
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 DUE TO PANDEMIC

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 Committee published an anti-racism 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 Baltimore Yearly Meeting 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 Friends Schools 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 Baltimore Yearly Meeting (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 Young Adult Friends 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 Meetings' 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

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 shown in a different 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 shown 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

	Current Year	
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)

CALLED INTERIM MEETING

TWELFTH MONTH 5, 2020

VIRTUAL EVENT DUE TO PANDEMIC

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).

12020-50 Naming Committee. Nicholas “Nic” Tideman (Blacksburg) reported for the Naming committee to put forward the name of Nathaniel “Nate” Dorr (Sandy Spring, YAF) for nomination to the Search Committee for Interim Meeting. This nomination was **APPROVED**.

12020-51 Acting General Secretary’s Report. Wayne Finegar (Sandy Spring) highlighted the recent work of the Yearly Meeting staff in attending to both end of year activities and planning for next year.

A minute of appreciation was heard for Laura Butler who has served as the Administrative Assistant. This minute was **APPROVED** and a written copy is attached.

The camping program has proposed a new fee structure based on a sliding scale for next year in order to make camp more available to a wider and more diverse community of campers. There is, as yet, no decision on whether the camps will be able to open in person next summer. A new camping program manager has been hired following a comprehensive process of assessing 125 applications. Brian Massey (Shiloh Quaker Camp) accepted the offer to fill this position.

Wayne briefly thanked Friends for the outpouring of support for and gratitude for his work. He also shared that he believes it is important for the Yearly Meeting to move ahead soon with the search for a new General Secretary and not delay this process as previously suggested.

A written copy of this report is attached.

12020-52 Supervisory Committee. Ramona Buck (Patapsco) offered a Position Description for General Secretary with changes as suggested at the Eleventh Month 2020 Interim Meeting. Following some comments and clarifications, we affirmed that the position description emphasizes the administrative functions of the role, a mention of the Trustees as a committee with which the General Secretary works closely was added, and the category of experience was expanded to be “desired.” A Friend reminded us of the scriptural reference in 1st Corinthians 12:28 that names administration as a spiritual gift. We also affirmed that Interim Meeting has ultimate authority, through the Spirit of gathered Friends, for major decisions. Friends then **APPROVED** this amended position description. A written copy of the original proposed text is attached.

12020-53 *Search Committee for General Secretary.* The Clerk of Interim Meeting offered the following names to serve as a Search Committee for our new General Secretary:

- Clinton Pettus (Baltimore, Stony Run)
- Annalee Flower Horne (Takoma Park)
- Linda Garrettson, (Sandy Spring)
- David Ethridge (Friends Meeting of Washington)
- Rosemary Davis (Patapsco)
- Guli Fager (Baltimore, Stone Run)

Guli will serve as staff to this committee as Wayne has stated his intention to apply for the position.

The slate of names was **APPROVED** with the addition of a Friend to be named from a more rural part of the Yearly Meeting. Friends are asked to send names for consideration to the Clerk of Interim Meeting within two weeks. The Clerk will make and advise Friends of this appointment.

12020-54 *Camping Program Committee.* Brooke Davis (Richmond) reported on the committee's plan to change the fee structure for camp next year to one based on a sliding scale. She reports that there was great unity among committee members on this change. Jane Megginson (Frederick), current Camp Program staff, spoke eloquently about the deep faith that this decision reflects, that even with the fiscal challenges they present, their discerned commitment was clear. They highlight that this will necessitate a change in how Monthly Meetings allocate their camp scholarship funds. They ask for these funds to be sent directly to the Yearly Meeting so that support can be offered in a fairer way that is intended to make it much easier for a more diverse group of campers to participate. Their idea is to open the gates wider resulting in fuller and more diverse camps.

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 I2020-51A

MINUTE OF APPRECIATION FOR LAURA BUTLER

Minute of Appreciation for Laura Butler

Laura joined the Yearly Meeting staff as the Administrative Assistant in 2018. Since then she has been a vital part of the behind-the-scenes work necessary to keep the Yearly Meeting office functioning properly. Among her accomplishments has been completing the migration of data from our prior database, an effort that began in 2014 and required manually coding information in over 10,000 individual records; updating the camp alumni database with the information of over 500 camp families each fall; and the never-ending effort of keeping up with changes of address and other contact information. Her careful attention to detail and cheery attitude about work that many would find difficult and tedious have been a benefit to the entire staff. We thank Laura for her service to the Yearly Meeting and wish her great success in the future.

ATTACHMENT I2020-51B

ACTING GENERAL SECRETARY'S REPORT TO INTERIM MEETING

Acting General Secretary's Report Twelfth Month 2020 Called Interim Meeting

Much has happened in the Yearly Meeting office since my last written report for the Ninth Month 2020 Called Interim Meeting. The highlights include:

- The search for the next Camping Program Manager was initiated, with over 120 applications received. With the wonderful support of the interview committee of Sam McCormick, Betsy Roush, Guli Fager, Dyresha Harris, and Robert Finegar, we narrowed that list to first 40, then 12, then 4 candidates. At the time of my writing this report, we are not yet ready to announce who has been hired. However, it is my hope that I will update this report in person at Interim Meeting to introduce Jane Megginson's successor.
- The difficult decisions required to bring the 2021 budget into balance in a way that is conservative but hopeful about what we can do as a community were made, and approved.
- The 2020 Yearbook finally went to the printer just after Thanksgiving. I expect that we will be able to mail copies to those who will be receiving printed volumes shortly before Christmas.
- David Hunter and volunteers have prepared the Infirmary at Catoctin Quaker Camp to be able to be rented out over the winter. We have had a surprising level of interest in the Caretaker's cabin since it began to be listed on AirBnB, and we look forward to similar popularity with the Infirmary.
- Mary Braun and the Development Committee have become even more busy than usual. The Winter Appeal letter may already have arrived in your mailboxes, and you probably have received information about #GivingTuesday and the challenge grant. If you enjoyed the staff's Thank You video last week, the credit goes to Mary and Sunshine. It is through their work and the support of everyone that the Yearly Meeting has been able to work through the challenges of 2020. Mary's

imagination and innovation in finding new ways to inspire all of us to support the Yearly Meeting in 2021 will continue to be key to our being able to move ahead.

- Khalila Lomax and members of STRIDE have begun a series of discussions with the rest of the staff to better educate all of us on what the program has been doing in recent months and how they are beginning to plan for 2021. This is an exciting idea that I know all of the staff are benefiting from. In the future, we are going to look at having each member of the staff do something similar. With all of the changes that every program has faced, this framework creates a new opportunity to share our work with each other.
- In the last few weeks, Sunshine Klein has led the first Junior Young Friends conference, the second Young Friends conference, and a Friendly Adult Presence training. Both the JYF and YF conferences were virtual, but they are finding new ways to build and support their communities despite not being able to be physically together. The Young Friends who registered early for the conference even had boxes of brownie mix and other treats delivered to their door!
- Jane Megginson and the Camping Program Committee have continued to work on planning for the 2021 camp season. This is always a massive project that requires dedicated work in more “normal” times. For 2021 we face a seemingly infinite range of possible scenarios depending on what happens with the COVID-19 pandemic. Questions range from “will there be camp at all” to “will any campers come” and so many more. They have taken the opportunities of the unknown to consider new ideas including introducing a sliding scale for registration fees similar to the Pay as Led being considered for Annual Session. We think that a sliding scale will make coming to camp possible for more families inside and outside the Yearly Meeting. Many of these decisions will have to be finalized very soon, and we hope to be including the new Camping Program Manager in those choices.

I mentioned the approval of the 2021 budget in my list of highlights, because it absorbed much of my time and energy since September. It is also a useful reference for looking back at what has happened in 2020 and what the Yearly Meeting is looking forward to in 2021. We learned in 2020 that assuming things would work out if we just kept doing what had always worked in the past isn't a good system. We learned that it is sometimes easier to make a promise to ourselves than to actually live up to the implications of that promise, but that failing to keep the promise can have severe and long lasting results.

In the past, we have approved budgets that included promises of fund-raising that then weren't kept. The 2021 budget is the result. Similarly, in the past we have promised ourselves, and most importantly our younger (or newer even if not chronologically younger) Friends that everyone is equal, that we try to always act with integrity, and that we are in community with everyone else. In recent months we have heard members of our community express pain and anger. Some reported feeling excluded and ignored as things were happening to react to the closure of the camps and the Yearly Meeting's fiscal crisis this spring. Others described feeling that they felt less equal because of issues of membership that didn't seem to fit with our deeper testimonies. Yet others have questioned our willingness to live up to the promises we have made to ourselves in being an anti-racist community.

I believe that when Friends approved budgets with bigger promises of financial support, they thought they were acting with good stewardship. I also believe that when decisions were made and actions taken in the last months that no one intended to cause the pain and anger we have seen. A Young Adult Friend who I deeply respect has been talking with me. I shared my certainty that none of the sources of pain being reported were intentional. They used the analogy of having your toe stepped on by accident and noted that the fact of the accident doesn't remove the pain of the sore toe. Their analogy makes a point. But it fails to go to the next step, that we must first apologize for the unintended harm, and then work to learn to not do it again.

Our entire Yearly Meeting community has seen that we can find new solutions to difficult problems when it is needed. We learned how to worship, do business, and build community while physically apart from each other. Many have begun thinking about how to adapt our traditional practices from non-pandemic times to include the benefits of the new solutions even when many of us are able to return to being together. We are beginning to apply that same energy to find new solutions to our deeper problems. The Faith and Practice Committee has been asked to consider the meaning of membership in the modern day. The Manual of Procedure Committee has been asked to consider the implications of the provisions of our procedure in light of our commitments. The Camping Program Committee is rethinking many elements of how the camps operate. The Youth Programs are finding new ways to serve our children who can't be together.

All of these changes, and so many more, are needed and important. But we must learn from what we have heard in the recent months. Through the hard work and generosity of many Friends, the Yearly Meeting isn't in the kind of crisis we faced last spring. We have the time to do what should have been done then, but wasn't. We must include everyone in the conversations and decisions to come. When someone says they feel ignored or excluded, we must make sure that we take the time to hear them and make sure they know they have been heard, and valued. The Yearly Meeting can grow and become the valuable connection that we all desire only when every person knows that they are loved and accepted.

During Eleventh Month 2020 Interim Meeting, there was a discussion that grew out of the proposed new job description for the General Secretary. Included in that discussion were a number of very kind comments about Friends' appreciation for my service over the years. I want to thank everyone for those comments, and for all of the other messages of support that I have received in recent months. They mean a great deal to me. Another element of that discussion was suggestions that the search for the next General Secretary be delayed. I didn't speak during the meeting, as it felt inappropriate at the time. But I want to be clear that I am fully in support of the current plan to proceed with the search process immediately. Whomever the next General Secretary is, they deserve the opportunity to be fully engaged in the conversations and discernment that the entire Yearly Meeting need to have. Doing the search now while we are just beginning our work gives the new General Secretary the best chance to succeed in their service.

The discussion last month emphasized the general desire for a "truly open national search process." This desire, and many of the deeper feelings that were raised, should be part of

an understanding of the wider changes that the Yearly Meeting is being asked to consider. The General Secretary Search Committee being proposed is made up of Friends who have a range of experience of our community. They need the guidance, and support, of us all as they take up their work.

ATTACHMENT I2020-52

PROPOSED GENERAL SECRETARY JOB DESCRIPTION

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, 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
- Serves as a voice for and about Baltimore Yearly Meeting
- 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
- Supports individual Meetings and Worship Groups of Baltimore Yearly Meeting

FUNDRAISING AND MANAGING RESOURCES

- Manages fiscal resources in keeping with the articulated vision of the Yearly Meeting
- Helps to develop the budget each year in conjunction with appropriate committees
- 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

- Active involvement as a member or attender in the Religious Society of Friends as well as experience working on Quaker Committees, organizations, or other Quaker activities
- Experience of Quaker decision-making such as in committees or business meetings
- Completion of at least 5 years of staff supervision, fiscal oversight, and program administration
- Demonstrated success working within an organizational structure that includes committee decision-making and consultative processes
- Experience in building relationships across ethnocultural groups
- Experience 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

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.

INTERIM MEETING

THIRD MONTH 6, 2021

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).

12021-1 Information. Clerk brought attention to several items of information of interest to all Friends.

- A workshop will be presented on Saturday 13 Third Month 2021 on the subject of working with members who are aging and experiencing changes in cognition and capacity.
- The Working Group on Racism has compiled a report from local Meeting Change Groups. That report is available on the Yearly Meeting Announcement page.
- The Faith and Practice Committee has posted a revised “Marriage Section” on the Yearly Meeting website. Friends are asked to send comment by 15 Fifth Month. A new draft will be presented at Sixth Month 2021 Interim Meeting.
- Ted Heck (Richmond) has been appointed to the General Secretary Search Committee.
- The ad hoc 350th/100th Anniversary Committee has posted a report on the website.
- Workshop proposals for this year’s Annual Session are due by 15 Third Month and more are welcome.

12021-2 Naming Committee. The Spring Interim Meeting appoints two individuals to serve as a Naming Committee to make nominations for the Search Committee. Laura Goren (Richmond) and Phil Caroom (Annapolis) are proposed to this role. These names were **APPROVED**.

12021-3 Supervisory Committee. Adrian Bishop (Baltimore, Stony Run) submitted the Supervisory Committee’s Annual Report and from that drew attention to the request to increase, by two, the number of at-large members of the Supervisory Committee. This request was considered and **APPROVED**. The written report is included in the Committee Reports section of the *Yearbook* on page 179.

12021-4 Report of the General Secretary. Acting General Secretary, Wayne Finegar (Sandy Spring), shared highlights from his written report including several recent hires: Jared Wood (Catoctin) as the Director of Opequon Quaker Camp, and Dylan Phillips (Baltimore, Stony Run) as the caretaker at Catoctin. Wayne also discussed the issues raised by the letter of resignation sent to the Yearly Meeting by Jesse Miller as Opequon Quaker Camp Director. Wayne expressed sorrow at this loss but also excitement about the changes that are already under consideration and the challenges embraced in response to this letter which highlighted the ongoing concerns around addressing racism in the Yearly Meeting. A written report is attached.

12021-5 *Camping Program Manager Report.* Brian Massey (Shiloh) says that he feels very gratified by the early stages of stepping into this work, and by the people who have taken on the changes and challenges ahead. He gave some background on the new Director for Opequon, Jared Wood, and shared that there has been a great deal of excitement about this appointment.

Brian reports that a planning retreat is scheduled for camping program leadership with a great deal of effort concentrated on establishing core policies and protocols in order to create the basis for safe and successful camping experience for all, to increase diversity and free our camps of racism in any form.

Friends asked about concerns previously raised about the Shiloh Camp Caretaker. These have been addressed by Yearly Meeting and Camp staff as a personnel matter. A plan of correction is in place.

Friends expressed appreciation for and concern about the ongoing work to address racism and racial diversity within the Yearly Meeting and wondered about a previously discussed diversity assessment. Clerk reported that a proposal for such an assessment will come to the Sixth Month 2021 Interim Meeting. She also asked Yearly Meeting committees to consider what part they may play in this effort.

12021-6 *Camp Program Committee Minute of Appreciation for Jesse Miller.* A letter of appreciation for Jesse Miller, former director of Opequon Quaker Camp, was read by Julie Taylor (Sandy Spring). The proposed minute is attached.

After considerable discernment, extended worship seeking guidance on this matter, and the surfacing of many insights and helpful suggestions, Friends were unable to unite around a way forward. Friends expressed unity in deep appreciation for Jesse's years of service to the community and his deep devotion to it. Friends expressed appreciation for Jesse's letter of resignation and the courage he demonstrated in identifying persistent racism in a spirit of love for Baltimore Yearly Meeting and its camping program. The concern is commended to Friends across the Yearly Meeting for continued labor as to how we will express, as a community, our commitment to deal with both our failings around racism and our intentions to address these concerns as they continue to wound members of our community. The minute brought forward by Camp Program Committee is sent back to them for further review.

12021-7 *Youth Safety Policy Working Group Report.* Carlotta Joyner (Frederick) presented proposed changes to the policy to cover on-line gatherings. The proposed change is attached. The change was **APPROVED**.

12021-8 *Treasurer's Report.* Jim Riley (Hopewell Center) presented the unaudited financial report for 2020. Jim highlighted the extraordinary circumstances of the year, the significant rewriting of the budget mid-year, and the fact that we actually ended the year in a strong position. The full report is attached.

Jim reviewed the balance sheet and the statement of activities. He reassured Friends that there will be a full audit of the 2020 financial statements. In response to a question, it was reported that Stewardship and Finance and Supervisory Committees approved restoration of contributions to staff retirement accounts which had been withheld in the midst of crisis last year. These accounts were repaid in 2020. Furthermore, there is consideration being given to bringing back some staff positions cut last year.

12021-9 *Development Report.* Mary Braun (Patuxent) expressed deep gratitude for this past year and the outpouring of an awe-inspiring generosity by Friends, both individuals and Meetings, demonstrated by an increase in contributions and other forms of support. The report is attached.

Mary also said that planning is unfolding for two concurrent celebrations in the coming year: Baltimore Yearly Meeting's 350th Anniversary and the 100th Anniversary of our camping program.

12021-10 *Manual of Procedure Committee Report.* Due to concerns for the lateness of the hour, this report was postponed until the Sixth Month 2021 Interim Meeting.

12021-11 *Peace and Social Concerns Committee.* Two items were brought forward for consideration to endorse and commend to Friends across the Yearly Meeting.

Bette Hoover (Sandy Spring) read part of "A Quaker Statement on Migration" developed by AFSC, endorsed by FCNL and others. The statement is attached. After an overview, Friends **APPROVED** endorsing this statement and recommends it to local Meetings and individual Friends for further education and endorsement.

Bob Rhudy (Patapsco) reviewed a Minute supporting the United Nations Treaty on the Prohibition of Nuclear Weapons. The statement is attached. Bob offered an overview of the treaty and the cost of building and maintaining our nuclear arsenal. Friends **APPROVED** the minute of support and encouraged local Meetings to consider their support.

Jim Fussell (Washington) read a minute adopted in November 1945 in response to our country's use of the atomic bomb in Japan. It states in part, "We have a keen consciousness of sorrow and guilt over our failure to alter our nation's reliance upon force..." But it also speaks to the belief "that God's love is an infinite source of spiritual power through which [God] has promised to redeem and transform the world."

Margaret "Meg" Boyd Meyer, presiding
Rebecca Richards, recording

ATTACHMENT I2021-04 ACTING GENERAL SECRETARY'S REPORT

Acting General Secretary's Report Third Month 2021 Interim Meeting

We are one-day shy of being exactly three months since our last gathering to consider the business of the Yearly Meeting. In that time, many things have happened that have changed the work of the staff, the Acting General Secretary, and the entire community. There is an urgency for us to consider how to rise to these new challenges and opportunities.

Staff updates:

At the Twelfth Month 2020 Called Interim Meeting, I had the pleasure of introducing **Brian Massey** as the new Camping Program Manager. I am pleased to say that he has done a fabulous job stepping into a big job just as we opened registration for the 2021 camp season with a whole new sliding scale for fees and all of the uncertainties of the ongoing pandemic. Not only has Brian navigated these challenges, he has also successfully led the effort to find a new director for Opequon Quaker Camp. He and **Jared Wood**, the new Director, are working to develop new procedures for Opequon to help the community develop and grow.

Mary Braun brought 2020 to a fabulous close as she will detail in her own report today. She rightly gives credit to everyone who gave their support to the Yearly Meeting to help us successfully weather the financial challenges we faced in 2020. Her unending energy, innovative ideas, and constant optimism was the driving force behind that success. And in the middle of trying to close out 2020, she worked with Brian to develop an unprecedented winter campaign asking the camping alumni to support for the sliding scale. The generosity of that community has been another sign of support for our leap of faith.

Khalila Lomax finished 2020 with the second successful series of the 21-day Challenge and then jumped into 2021 and the accelerating work of supporting the STRIDE camper and their communities in Philadelphia, Baltimore, and the District throughout the pandemic. At the same time, they are working to generate excitement for camp and developing new ways to prepare the campers for the camp season.

Sunshine Klein continues to support our middle-school and high-school students as they try to build their community without the ability to gather together for conferences. The JYFs met together in January (and are meeting again next weekend) and the Young Friends had their LoveCon last weekend. Sunshine is working with Brian to find new ways to proselytize the Youth Programs to camp families this summer and we know that everyone is looking forward to the day they can all be together in person.

David Hunter and many volunteers completed the work of updating the Infirmary at Cactoin Quaker Camp and we are now pleased to have it generating income in the middle of winter. David has been working with Brian to identify what work will need to be done at the camps to recover from not being open in 2020 as well as what changes need to be made to assure that our campers and staff will be as safe as possible during the 2021 season. In

the middle of all of this, he also led the search for a new Caretaker at Catocin, and we are thrilled that **Dylan Phillips** will be joining us in the middle of March. Dylan's energy and excitement for the camp will be a great addition.

Harriet Dugan continues to work hard to single-handedly master all of the skills and jobs of our financial department that have required two people to manage in the past. In February she took on the work of preparing our records for the audit that will be starting this week. What is always a challenging project was made doubly complex since the Yearly Meeting skipped the 2019 audit last year, so she has had to prepare two years of records and reports.

Finally, in December we marked our appreciation for the work of Administrative Assistant **Laura Butler**. We were sorry to have to see her leave her service to the Yearly Meeting at the New Year, but I am thrilled to report that she has found new employment. We miss her in the office and wish her all of the best. At the end of January, we said good-bye to **Jane Megginson** as she ended her service to the Yearly Meeting. She is also greatly missed.

Departure of Jesse Miller as Director of Opequon Quaker Camp:

On January 3, Jesse Miller sent an email resigning as the Director of Opequon Quaker Camp. In addition to this, Jesse took the time and energy to share deep and painful thoughts about his experiences over many years with the BYM Camps. A copy of Jesse's letter has been provided as an attachment to this report, and many Friends across the Yearly Meeting have had the opportunity to read and reflect on it over the past two months.

Jesse speaks mainly to his experiences with our camps, the part of our community that he grew up in and where he became a valued and beloved leader. Personally, I was excited for him and for Opequon Quaker Camp when he was named as the Director of the camp for the 2020 season. I am certain that his wisdom, passion, and sensitivity for that community would have been a gift. All of us, especially Jesse, were robbed of that opportunity by the closure of the camps last spring. Jesse's wisdom and passion can be seen in his letter, even as he brings forth painful and worrisome comments about his experiences with us.

Since Jesse's letter was received, I have had the privilege of participating in conversations among the Camping Program Committee, the Camp Property Management Committee, the Growing Diverse Leadership Committee, the Supervisory Committee, and others about the concerns that Jesse raises. While some of the specific events Jesse relates have required specific and direct response, the systemic issues he describes cannot be solved quickly. In all the conversations I have listened to, I have heard Friends mirror the pain and sadness that I felt. But I have been heartened by how many Friends have then taken the next step of recognizing the duty the entire Yearly Meeting has to take the opportunity that Jesse, and others, have given us.

We have heard many times in the past months of the need for the entire Yearly Meeting to consider how we have failed to live up to our promises to be an anti-racist community. We have heard it from the Young Adult Friends, from the Young Friends, from the STRIDE community, and now from a leader of our camping program. Friends are recognizing the

power of the messages from these Friends, and we are beginning to seek ways to make the real and necessary changes to live into our promises.

As examples of the responses I have seen, I have attached copies of letters from the Clerks who give guidance and structure to our Yearly Meeting, and from the Growing Diverse Leadership Committee that were sent directly to Jesse himself. Additionally, on the agenda for Third Month 2021 Interim Meeting there is a request from the Supervisory Committee to increase its membership which would allow more Friends to participate in the work to guide and advise the General Secretary and staff. There is also a report from the Youth Safety Policy Working Group on their discernment that the obligation of making a safe environment for children goes well beyond “just sexual abuse.” They are looking at how to seek to develop processes to help prevent “emotional harm from any source.” The camping program is working with Brian and the Directors to deepen and strengthen the policies and training for all camp staff, including work grant volunteers, to improve their ability to create and maintain the safe space we promise our camps will be.

In the coming months I am certain that we will hear about more work being done by others across the Yearly Meeting. There is a rising energy and commitment to be better than we have been, to learn from our past mistakes, and to support new leadership at multiple levels of the Yearly Meeting who are dedicated to finding new solutions. Jesse ended his letter by saying “I still believe in BYM. I still believe in the mission.” We owe him, and everyone in our community who has been harmed by our mistakes, to do the hard work needed to justify his belief in us. It is work for everyone, in every worshipping community, in every committee, at every camp.

ATTACHMENT I2021-04A
ACTING GENERAL SECRETARY’S REPORT:
LETTER FROM JESSE MILLER

From: Jesse Miller V

Sent: January 3, 2021 6:22 AM

To: Elaine; David Hunter; JoAnn Coates Hunter; Brian Massey; BYM Administration; Wayne Finegar; Linda Garrettson; Jane Megginson; Harry Scott; Jules Skloot; Sara Brigham; Damon Cory-Watson; Silas Gordon Brigham; Sean Hickey; Hope Swank; Dyre-sha Harris; Jesse Austell; Rosalie Eck; Steph Bean; Betsy Roush

Subject: On Blackness and BYM

Dear friends,

I’m sending this message out to those of whom I feel I worked with the closest as well as other “immediate chosen” family. Please forgive my lack of communication these many months. This past year has been occupying to say the least. I’ve mostly been caught up with building a new life in the Bay Area while trying to navigate the many, many, messy emotions I have about this world and my place in it.

I know that camp is already chugging along toward summer 2021, and thank God for that.

I wish I could figure out a way to take part, but I don't see how I can be involved with camp for a while. Much of it is logistical: I currently can't afford the time, mindspace, or the financial juggling to make that possible. If these were my only reasons, I would have made that clear as soon as I could; I know that folks were waiting to hear back from me. In many ways, I imagine the hope was that I would return to direct Opequon. Mine was too. My heart sang at the possibility. Me, after all my years there, assembling a team to run that place? Get outta here, that would have been awesome!

But I can't. And it's not the logistics of life. It's because my heart's not aligned. I don't think it can be right now.

Feel free to share this message with anyone who is interested.

BYM is my family. There can't be that many people for whom that is more true than me. Lacking solid support structures and caught up in the deep and dysfunctional trauma of my own immediate family (thanks slavery!), I grabbed hold of camp and built my own. And it was there for me. And it made me who I am. It wasn't always easy, but that made sense to me. In what family is it always easy? The primary feeling I felt was love—coming and going—so little else mattered, as far as I was concerned.

Throughout my 20s and now into my 30s a few major things happened for me: I rose higher in the organization, and I became a bona fide youth development professional. This new vantage point gave me new insights into BYM and began deeply changing my experiences. In reflection of my last four years as director, I'm going to share some hard truths I felt and observed and why I can't return. These observations are directed toward BYM as a whole.

It's cultural. It's at the heart of lamenting a lack of diversity, yet failing to properly consider those who show up. Here are some concrete examples.

Let's talk about the caretaker at Shiloh. I love that guy. The people who know him best know what a sweet and caring person he is. They also know he holds views that are straight up racist and sexist. This is known. When I have interacted with him, I've initiated the most gentle and patient of conversations to delicately attempt to spell out why his views are painful to me. Did his views ever change with all that patience and space I gave? Nah. But he stuck around because he's pretty good in his position, problematic views and all. Heck, I never complained, good soldier that I am. But I also never hid how I felt from anyone.

There's that of God in everyone, right? BYM and camp try to hold space for all people. The practice is to show love and patience with whom we disagree. To come together in community and see our way to coexistence. I really do love Mike. But the very last time I saw that man he was making wildly offensive comments about my Asian girlfriend who he was meeting for the first time that I won't repeat. My love for him doesn't make me want to be around him anymore, is what I'm saying.

I bring Mike up because he's an example of how difficult it is to share space with someone who has views you disagree with when those views are opposition to your own oppressed

identity. “Holding space” is not an equal exercise. You can be the leftiest radical in the nation who sheds an honest to goodness tear every time you witness oppression, but that is going to land differently for you every single time if you’re white. I bring up Mike, a white man who believes black people are inherently criminal and told me so in Trumpian rhetoric, because as much as many of us agree that people like him in the community who have challenging views are difficult to work with, it is always going to be harder for people like me—a person of color.

And, by the way, the “challenging views” that we’re talking about here are white supremacy. Just to name that.

Ya’ll, when you’re running a mostly white summer program in rural, politically conservative areas, with a mostly white staff, and you claim to want people of color in your program, you can’t also let people with racist ideas share that community with them. That’s not a tricky situation to navigate. That’s open hostility against the minority portion of your population you claim to value.

This is my overall experience at BYM when it comes to race. For fifteen years I’ve been held up in the community as an ideal because of my identity; heavily visible for the obvious reasons, but also heavily featured in BYM promotional materials as people of color in the camp community always are. For fifteen years I’ve simultaneously assisted white people bring people of color into their community while also constantly trying to softly—ever so softly—pull and push that community to be more accomodating. At this point, it grieves me to say that I feel I’ve spent most of my time trying to help white people be less racist, rather than actually building a safer space for people of color. And I don’t feel those efforts to have been successful.

To be fair, I believe this is a primary problem with mostly white organizations in general in this country. That the intention is to be more diverse and inclusive, but that the work falls to the few POC folks, and that true movement in culture is slow if at all. Yet my experience is that BYM as a spiritual, Quaker, organization often leans on its intentions rather than direct action.

I think about the practices. I think about the slideshow of campers of color of whom white families complained about, again and again. How often there is outside pressure from families who demand we take disciplinary actions against these campers and how these campers negatively impacted their experience. I think about how we have all clearly seen the phenomenon of black campers receiving harsher reactions and punitive measures from our mostly white staff. I think about all the black kids who were viewed as problem campers. I think about how often directors have to justify and defend ourselves to the broader community when we teach and train on social justice.

I think about Dyresha and everything she’s had to endure over the years. There were so many who were vocal about the issues they had with her leadership; including her own direct supervisor. She was then placed on a co-director team with me, the only other black director at BYM with the explicit intention of being balanced. I could feel myself becom-

ing the “good” director which—due to historical racial undertones—was more than uncomfortable. I continued to watch with unease as I increasingly felt set-up to oppose and correct her leadership.

You can say what you will about it, but anyone familiar with the issue knows very well how difficult it was on her and I, and you can’t avoid the reality that the only two black leaders in the organization were intentionally placed in conflict with one another.

For four years.

And we still ran the hell out of that camp too. Despite these difficulties; again a theme for POC folks in the community. Bearing it for the greater good. Bearing it for you.

I think about the Brighams. Good Lord, I think about the Brighams; particularly Sara and Elaine and how much they fought (fought, fought, fought!) for racial equity with their campers and staff and the resistance I saw them face. They were never afraid to ruffle feathers and push the community to face itself for people who look like me. I understand that the circumstances around Elaine’s departure are complicated. It’s just that—once more—many of the conflicts centered around the community’s discomfort with her navigation around issues of race with our black campers; issues BYM is too quick to turn away from.

I think about all those black kids we hauled in from Philly, Baltimore, and DC. How jarring and terrifying it was for them to come into our community, and how much we failed them when—all too often—their fears came true out on the trail with strangers, or even in the cabin with fellow campers, or our own staff. If the breach was loud enough the community would rightfully reel, but we’re too quick to forget who it hurts the most.

As a director, I spent time in communication with black families convincing them that the experience was worth it. I would smooth over their concerns. “I know,” I found myself saying multiple times, “But they’re good white people. Give them a chance. We’re working on it.”

My heart’s heavy, ya’ll. I don’t feel angry or hostile toward anyone. Or bitter. You know me. That’s not in my character. What I feel is love. And exhaustion. My love tells me that I must be truthful about my experiences. That I’ve watched POC folks like myself come and go and face a lot of challenges as we carry weight for you. That I’ve watched white allies depart for the same reasons. And finally—most alarmingly—that while the mostly white BYM community no doubt receives some cultural value and benefit from having POC folks around...I’m just no longer sure if the difficulties these same POC people face in the community justifies that experience. That, right now, if a black family asked me if they should send their black child to be a camper or staff member at a BYM camp I’d have to give a long, hard, sigh, and—in this moment—I don’t know if I would say yes. If I did, there’d have to be a lot of qualifying statements, that much is certain.

My love tells me to say that I hope BYM can find it in itself to be more comfortable with being uncomfortable on issues of race. That it can notice when it feels tense and inflex-

ible. That it can lean in and allow itself to stumble. That it can be courageous enough to be messy with itself. But my exhaustion wants me to say that asking us to show up isn't enough anymore. People like me are too tired to show up, and will always become too tired to keep showing up if BYM doesn't face itself and become intolerant of intolerance. You can't build a safe space for people of color unless you do. But you can't expect us to pull you through it.

And BYM must stop saying, "Please show up."

Followed by, "We have issues with how you came."

I understand that some of these statements may arouse questions, and I can imagine the desire for further elaboration. However, these are all the words I have to share. I still believe in BYM. I still believe in the mission.

You got this.

Much love and peace,
Jesse

ATTACHMENT I2021-04B
ACTING GENERAL SECRETARY'S REPORT:
LETTER OF YEARLY MEETING CLERKS TO JESSE MILLER

Dear Jesse,

On January 3, 2021 you sent a letter to about 20 people in Baltimore Yearly Meeting. That letter has been very widely shared.

We are writing, as Clerks of BYM, with appreciation for your candor and directness. Thank you for your love and your long participation in BYM. Thank you for believing in us, and for caring enough to point out how our racism as an institution has injured you and so many others in our care.

You name that, although true for many mostly-white organizations in this country, BYM in particular has been guilty of leaning on "good intentions" rather than "direct action." You remind us that direct action cannot rely on POC who have long been doing more than their share, and thereby are exhausted and discouraged. Your call for us as an organization to find our courage and step out in faith that we can, indeed, do this work is being heard.

Parts of what you are naming are being addressed by those caring for the camps, other parts by those caring for the staff, and all of what you have shared is being used to foster discussions in committees, Meetings, and among those of us tasked with leadership in an organization with both many moving parts, and much inertia.

We hear that our good intentions have not prevented harm—for that we apologize and

pledge to right the wrongs where possible and prevent future harm as much as we are able.

We recognize that you are building a new life in the Bay Area, and wish you deep joy as Way Opens for you. We hear that you have no more words for us right now, but please know that we are willing to listen if you have more to share at any time.

As a member of our family, Jesse, you will always be welcome among us. With work and healing, our wish is that someday soon the gifts of our community will outweigh our failings and you will find this community a safe and joyful place to be, even if only to visit.

Steph Bean, Presiding Clerk
(they/them or she/her)
ymclerk@bym-rsf.org

Meg Boyd Meyer, Clerk of Interim Meeting
(she/her)
imclerk@bym-rsf.org

ATTACHMENT I2021-04C

ACTING GENERAL SECRETARY'S REPORT:

LETTER OF SUPERVISORY COMMITTEE TO JESSE MILLER

From: Ramona Buck

Date: January 8, 2021 at 4:16:23 PM EST

To: Jesse Miller

Cc: Adrian Bishop

Subject: Thank you for your letter

Hello Jesse,

I am writing on behalf of the BYM Supervisory Committee to say that your letter was forwarded to us so we could benefit from your thoughts and experiences regarding the camping program. We deeply appreciate the fact that you took the time and effort to write and send the letter. It is apparent that you care deeply about the BYM camp programs and that you have given a great deal to them. I know that the staff of the Yearly Meeting and the camping programs will continue to be affected by your experiences and ideas, and hopefully can continue to make positive changes in order that campers will be safe and supported and will have a wonderful experience at the camps. Thank you for your service to Baltimore Yearly Meeting, and best wishes for your future endeavors.

I am cc'ing Adrian Bishop, the Co-Clerk of Supervisory. He has had surgery recently so can't be fully active on this committee right now, but I know he joins with me in this appreciation, and we both wish you all the best.

Sincerely,

Ramona

Ramona Buck
Co-Clerk, BYM Supervisory Committee

ATTACHMENT I2021-04D
ACTING GENERAL SECRETARY’S REPORT:
LETTER OF GROWING DIVERSE LEADERSHIP
COMMITTEE TO JESSE MILLER

Dear Jesse,

February 25, 2021

The Growing Diverse Leadership Committee of Baltimore Yearly Meeting offers many thanks for the remarkably powerful letter “for reflection and action” addressing the subject: “On Blackness and BYM” that you sent to those with whom you felt that you had worked closest and other “immediate chosen” family.

We hear you.

We acknowledge that BYM has harmed not only you, but many other Black People in our community. We can only imagine how many others have been harmed that have not come forward. Your courage is commendable, and particularly acknowledged by other Black friends. It is imperative that our community respond.

We also acknowledge that the organizational structure of BYM lacks accountability and thus affords minimal protection to those in our care. Often no one is held responsible for causing harm or for failing to take steps to prevent similar harm in the future.

We appreciate the time you took and spent sifting, sorting, listening, and loving. All the while, you were adjusting, beginning, ending, and continuing; amid emotion and confusion plus wishing, planning, saving, and deciding.

There is more. You tell us of hearing music, feeling pain, glorying in opportunity. But then, you came to understand that “way” was not open as you had hoped and could not be when your heart, head, gut, and spirit are not in sync (aligned, as you named it). At least your heart was not aligned for now. Even for family. Even for what you have been building. And loving. Still loving...

The profession you have made and are making into your identity is just too fraught right now, right here. It is marred in a manner unsuitable in your current circumstances because it is specific to a given place, family, and set of cultural contradictions that manifest in individuals, a Quaker organization, and Quaker values until that combination has become unbearable.

Diversity is what is at the heart. What passes for its practice at BYM is so out of alignment with what is required that it is, effectively, not being practiced and is missing. Diversity requires understanding of and belief in “that of God in everyone.” Its absence, especially given Quaker rhetoric, is too much to hold, especially when it has become personal and becomes lost due to characteristics you cannot change. That point is made still sharper and more painful when we of BYM can change our portion and do not choose to do so. A

choice we make by refusing to become educated so we understand the pain we are imposing on people who love us, like you.

You tell us that you experience us “as a spiritual, Quaker organization [that] often leans on its intentions rather than direct action.” Our wish fulfillment efforts won’t cut it. Grown-ups should understand this. And we must recognize that wishful thinking leads to blaming the victim when those with power don’t get our way. And that is wrong spiritually, morally, and logically, no matter how much we declare that our intentions are good. Plus, we even found a way to compound that, by placing Dyresha and you in antagonistic roles with you being asked to “correct” and “fix” her while Dyresha was being punished for making the “wrong” choice when she was forced to select one job and to do it as her supervisor/boss wanted. Thanks are owed to both of you for how well you ran Catocin Quaker Camp. We must learn about choosing and being grown-ups from what you two did, the character you each showed and that you showed as a team.

It is imperative that we as the Growing Diverse Leadership Committee rebuke the idea that intentions alone are adequate. Instead, we demand actions and outcomes.

We as a committee plan to work with the rest of BYM to adequately address your concerns. Here are several steps we will take in the next 90 days to respond. We will:

- Investigate a program evaluation/diversity audit, including a recommendation for funding sources.
- Lead BYM in revisiting our Anti-Racist Declaration in such a way that every staff member, committee member, and other members of the BYM community have an opportunity to understand its spirit and application in a practical way.
- Advocate for the Anti-Racist Declaration being applied in such a way that it results in a more racial diverse staff and leadership positions, including, but not limited to, Supervisory, Search, and other Committee Clerks
- Continue to raise with CPC the issue of what happened to and with the camper at Opequon. Since we have yet to receive a satisfactory answer to this matter, we will continue to press the issue with Brian Massey, Camping Program Manager.

We want to honor your boundaries around discussing this issue further. Would you like to hear about our progress and conclusions, or would you like to stay away from any follow-up and updates? If you choose not to respond at all, we understand, and will take that as a desire to opt out of that conversation moving forward. Please know that if you select that option, we will be willing for you to re-open discussion with us at a time of your choice.

We appreciate your metaphor of family and share it. You are our brother. We hold you in love and in the Light.

Peirce Hammond, Clerk
BYM Growing Diverse Leadership Committee

ATTACHMENT I2021-06

MINUTE OF APPRECIATION TO JESSE MILLER

With deep appreciation and thanks, the Baltimore Yearly Meeting Camping Program Committee recognizes Jesse Miller for his many years of service to our organization. One of Jesse's outstanding qualities is his willingness to serve where needed. Over Jesse's long tenure with the camping program, he has served as a counselor, staff member, assistant director, caretaker and director for our camps.

Jesse has brought light and love into each role he has served in BYM. His infectious laugh, sense of humor, and joy-filled smile will be missed greatly. The tone that he set at camps was open, centered, and creative as he set his goal to see the Light and bring out the Light in staff, campers, families, and camp neighbors. The camping program is richer thanks to Jesse's commitment to youth development and building strong relationships with the families of campers.

In his letter of resignation Jesse made clear that the persistence of racism in our community has made it too painful for him to continue his work in it. We are particularly grateful that he shed light on this painful truth in a spirit of love. We receive this feedback in the same spirit of love. His insight gave us much to reflect on, and much to work on. We commit to strengthening anti-racism training for our staff, better supporting BIPOC campers, and using Jesse's feedback to foster more inclusive camps for all participants.

With deep sincerity and appreciation, we wish Jesse the best in all of his future endeavors.

ATTACHMENT I2021-07

YOUTH SAFETY POLICY WORKING GROUP REPORT

To: BYM Trustees (approved for forwarding to Interim Meeting)

From: Youth Safety Policy Working Group (YSPWG)

Carlotta Joyner, Clerk

Subject: Recent activity and plans of YSPWG

Date: February 18, 2021

At the YSPWG meeting on February 3, 2021, we discussed two matters that I wish to highlight to Trustees: (1) a proposed policy revision and (2) proposed addition to the ex officio membership of the working group.

Proposed revision

Our primary agenda item was a concern raised at the previous meeting, namely that there might be "emotional harm from any source and whether the policy should be expanded to address that risk. An example of such possible harm was the impact on youth of an incident at camp that might have been disturbing to them while they had no clear way to express how they felt."

After much rich discussion, it was our sense that the policy should be expanded, or clari-

fied, to ensure that it addresses child abuse more broadly than just sexual abuse. Existing language in the policy in the section on “responding to allegations of child abuse” reads, in part, as follows [bold emphasis is added to highlight language considered relevant at our meeting]:

“Notwithstanding these various definitions [in different political jurisdictions in which BYM operates], 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 though writing, phone calls, texting, instant messaging, via any form of social media or other form of communication or interaction. ...“

As a first step in proposing a policy revision, four working group members agreed to draft an introductory statement that would lay out the broadened scope of the policy. That group (Alex Bean, Adrian Bishop, Becca Haines Rosenberg, and Sunshine Klein) will bring suggested language to our next meeting, which is scheduled for April 7. We will bring this proposed language to Trustees when it is ready.

Membership of the working group

Membership is defined in the Manual of Procedures as follows:

“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.”

It was our sense that we could better accomplish our mission with addition of the STRIDE coordinator as an ex officio member. At the Trustees meeting, Wayne Finegar will present the rationale for this addition and describe the next steps to make this change, if Trustees approve.

ATTACHMENT I2021-08

TREASURER'S REPORT

Treasurer's Report Baltimore Yearly Meeting Interim Meeting March 2021

I am presenting and reporting on the unaudited financial statements of Baltimore Yearly Meeting for the year ended December 31, 2020. As we all know, this has been a tumultuous and unpredictable year, both for BYM programs and finances. Because of the pandemic, BYM amended its budget in midyear and drastically reduced expenses. Camps, as well as most other in-person programs were cancelled, and several administrative staff positions were suspended.

As a result of reduced expenses and increased donations, BYM ended 2020 in a strong financial position. Our unaudited statement of activities shows an excess of revenues over expenses of \$241,693. More explanation about this to follow. Our cash and investments also showed increases over recent previous years.

Balance Sheet

The balance sheet or statement of financial position shows the unaudited balances in our various asset, liability and net asset accounts as of December 31, 2020. In our asset accounts, BYM shows total cash of \$597,004. On December 31, 2019, our total cash balance was \$379,314. Our total property and equipment net of depreciation is \$2,661,034 which is just a little less than the previous year. Our investments total \$1,675,960 which is an increase of about \$184,000 from December 31, 2019.

Under liabilities, we are still showing the PPP (Paycheck Protection Program) loan of \$178,000 as deferred income. We have applied for forgiveness of this loan and should know soon whether we are approved. Our friendly loan balance is \$213,355, down from about \$240,000 the previous year.

Our unaudited total net assets (difference between total assets and total liabilities) on December 31, 2020 are \$4,450,987, which includes the 2020 income of \$241,693.

Statement of Activities

The statement of activities shows the total revenue and expenses for the year ending December 31, 2020. It is presented in five columns. The first column shows the unrestricted activity. The next three columns show restricted activity, and the fifth column shows the total of all activities.

Under revenues, BYM collected \$499,374 in apportionment. Our total contributions were \$731,552. This total includes unrestricted contributions of \$537,247 and restricted contributions of \$194,305. For comparison, our unrestricted contributions in 2019 were \$212,409 and our restricted contributions were \$105,113.

Investment income was \$163,944 which includes unrealized gains of \$124,648. In 2019, the total investment income was \$12,517. Total revenues were just over \$1.5 million. In previous years, this total is about \$2 million, the decrease due mainly to the cancellation of camps.

The expenditures are listed next which total \$1,294,390, all unrestricted.

The bottom line shows an excess of revenues over expenditures of \$241,693 of which a little over \$214,000 was unrestricted. In 2019, our unaudited excess of revenues over expenditures was \$102,666.

Keep in mind that, of the \$214,000 unrestricted surplus, approximately \$124,000 was unrealized gains. This gain could be reduced or eliminated depending on changes in the value of our investments. However, we are encouraged to end the year with in a stronger financial position. According to my calculations, our unaudited unrestricted reserves on December 31, 2020 are approximately \$398,000. It may be slightly less as some of the investment income will most likely be allocated to restricted activities.

We are going to have an audit of the books for 2020, something which we did not do for 2019. So, all these amounts are subject to change as a result of the audit.

Respectfully submitted,
James Riley
BYM Treasurer
Hopewell Centre Meeting

Baltimore Yearly Meeting

Balance Sheet
As of 12/31/2020

	<u>Current Year</u>	
Assets		
Current Assets		
Cash & Cash Equivalents		
Operating Account	577,979.55	1001
Payroll Acct	4,034.66	1002
Camp Property Manager	10,943.06	1004
Catoctin Caretakers Account	1,935.34	1005
Shiloh Caretakers Account	1,177.21	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	597,003.58	
Accounts Receivable		
Apportionment Receivable	2,856.00	1200
Student Loans Receivable	17,577.87	1300
Allowance for Doubtful Accts	(50,000.00)	1302
Pledges Receivable	10,260.00	1400
Camp Property Receivables	395.00	1502
Harford Friends School Note	40,000.00	1512
Other Receivables	<u>7,750.00</u>	1599
Total Accounts Receivable	28,838.87	
Prepaid Expenses		
Prepaid Rent	32,500.00	1711
Deposits	<u>8,152.26</u>	1715
Total Prepaid Expenses	<u>40,652.26</u>	
Total Current Assets	666,494.71	
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	(1,040,509.82)	2039
Furniture, Fixtures & Equipment	254,467.35	2050
Accum. Depr. FF&E	(179,623.37)	2059
Vehicles	185,384.22	2060
Accum. Depr. Vehicles	(142,142.48)	2069
Projects in Progress	<u>6,712.42</u>	2900
Total Property & Equipment	2,661,033.89	
Long-term Investments		
Friends Fiduciary	821,730.77	1110
Sandy Spring Bancorp Stock	965.70	1111
Morgan Stanley Smith Barney	<u>853,263.64</u>	1113
Total Long-term Investments	<u>1,675,960.11</u>	
Total Long-term Assets	<u>4,336,994.00</u>	
Total Assets	<u><u>5,003,488.71</u></u>	
Liabilities		
Short-term Liabilities		
Accounts Payable		
Account Payable	<u>55,277.76</u>	3000
Total Accounts Payable	55,277.76	
Deferred Revenue		
Prepaid Apportionment	2,000.00	3130
Prepaid Donations	11,152.00	3131

Baltimore Yearly MeetingBalance Sheet
As of 12/31/2020

	<u>Current Year</u>	
Deferred Apportionment	2,856.00	3200
Other Deferred Income	178,241.00	3201
Camp Rental Deposits	<u>1,250.00</u>	3202
Total Deferred Revenue	195,499.00	
Other Short-term Liabilities		
Wages Payable	56,961.12	3010
Payroll Taxes Payable	11,240.75	3020
Pension Payable	22,030.48	3030
FSA Payable	<u>(1,862.82)</u>	3060
Total Other Short-term Liabilities	<u>88,369.53</u>	
Total Short-term Liabilities	339,146.29	
Long-term Liabilities		
Friendly Loans	<u>213,355.05</u>	3510
Total Long-term Liabilities	<u>213,355.05</u>	
Total Long-term Liabilities	<u>213,355.05</u>	
Total Liabilities	<u>552,501.34</u>	
Net Assets		
Beginning Net Assets		
Net Assets	<u>4,209,294.29</u>	4099
Total Net Assets	<u>4,209,294.29</u>	
Total Beginning Net Assets	4,209,294.29	
Current YTD Net Income		
	<u>241,693.08</u>	
Total Current YTD Net Income	<u>241,693.08</u>	
Total Net Assets	<u>4,450,987.37</u>	
Total Liabilities and Net Assets	<u><u>5,003,488.71</u></u>	

Baltimore Yearly Meeting
Statement of Activities
From 1/1/2020 Through 12/31/2020

	Unrestricted	Designated	Temp Restricted	Perm Restricted	Total
Operating Revenue					
Apportionment Income					
Apportionment	499,374.00	0.00	0.00	0.00	499,374.00
Apportionment Adjustments	9,546.04	0.00	0.00	0.00	9,546.04
Total Apportionment Income	508,922.04	0.00	0.00	0.00	508,922.04
Program Revenue	107,451.56	0.00	0.00	0.00	107,451.56
Contributions					
Contributions	521,987.39	0.00	0.00	0.00	521,987.39
In Kind Contributions	4,259.52	0.00	0.00	0.00	4,259.52
Bequests	0.00	0.00	0.00	0.00	0.00
Restricted Contributions	0.00	0.00	187,633.84	6,671.20	194,305.04
Grants Received	11,000.00	0.00	0.00	0.00	11,000.00
Total Contributions	537,246.91	0.00	187,633.84	6,671.20	731,551.95
Revenue Released from Restriction					
Released Funds	166,861.65	(12,981.00)	(153,880.65)	0.00	0.00
Total Revenue Released from Restriction	166,861.65	(12,981.00)	(153,880.65)	0.00	0.00
Investment Income					
Interest & Dividends	39,296.26	0.00	0.00	0.00	39,296.26
Unrealized Gain (Loss)	124,647.82	0.00	0.00	0.00	124,647.82
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	163,944.08	0.00	0.00	0.00	163,944.08
Property & Vehicle Rental					
Property Rental Income	19,092.26	0.00	0.00	0.00	19,092.26
Vehicle Rental Income	0.00	0.00	0.00	0.00	0.00
Total Property & Vehicle Rental	19,092.26	0.00	0.00	0.00	19,092.26
Gain(Loss) on Sale of Assets	(1,059.47)	0.00	0.00	0.00	(1,059.47)
Revenue from Sale of Goods					
Book Sales	541.74	0.00	0.00	0.00	541.74
Clothing Sales	722.97	0.00	0.00	0.00	722.97
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	1,726.71	0.00	0.00	0.00	1,726.71
Other Income	4,454.03	0.00	0.00	0.00	4,454.03
Total Operating Revenue	1,508,639.77	(12,981.00)	33,753.19	6,671.20	1,536,083.16
Total Revenue	1,508,639.77	(12,981.00)	33,753.19	6,671.20	1,536,083.16

Baltimore Yearly Meeting
Statement of Activities
From 1/1/2020 Through 12/31/2020

	Unrestricted	Designated	Temp Restricted	Perm Restricted	Total
Expenditures					
100 Admin	447,898.40	0.00	0.00	0.00	447,898.40
200 Camp Program Administration	120,729.22	0.00	0.00	0.00	120,729.22
210 Catoctin Program	16,191.36	0.00	0.00	0.00	16,191.36
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	12,368.31	0.00	0.00	0.00	12,368.31
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	76,759.75	0.00	0.00	0.00	76,759.75
300 Camp Property Administration	171,719.49	0.00	0.00	0.00	171,719.49
310 Catoctin Property	77,360.73	0.00	0.00	0.00	77,360.73
320 Shiloh Property	64,280.38	0.00	0.00	0.00	64,280.38
330 Opequon Property	33,985.76	0.00	0.00	0.00	33,985.76
410 Young Friends	519.15	0.00	0.00	0.00	519.15
415 Young Friends Exec.	1,715.95	0.00	0.00	0.00	1,715.95
420 Jr. Young Friends	2,627.42	0.00	0.00	0.00	2,627.42
430 Youth Programs Committee	790.33	0.00	0.00	0.00	790.33
440 Youth Secretary	42,532.43	0.00	0.00	0.00	42,532.43
501 Advancement & Outreach	0.00	0.00	0.00	0.00	0.00
502 Ministry & Pastoral Care	500.00	0.00	0.00	0.00	500.00
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	35.00	0.00	0.00	0.00	35.00
518 Growing Diverse Leadership	4,423.86	0.00	0.00	0.00	4,423.86
519 Reparations Action Working Group	6,761.45	0.00	0.00	0.00	6,761.45
610 Annual Session	5,594.64	0.00	0.00	0.00	5,594.64
632 Spiritual Formation	2,108.09	0.00	0.00	0.00	2,108.09
633 Women's Retreat	42,961.22	0.00	0.00	0.00	42,961.22
635 Other BYM Programs	16.82	0.00	0.00	0.00	16.82
920 Development	142,709.64	0.00	0.00	0.00	142,709.64
Total Expenditures	1,294,390.08	0.00	0.00	0.00	1,294,390.08
Net Revenue over Expenditures	214,249.69	(12,981.00)	33,753.19	6,671.20	241,693.08

ATTACHMENT I2021-09

DEVELOPMENT REPORT

Interim Meeting: March 6, 2020

Development Report

This development report, above all else, is about gratitude. How else can we possibly describe last year, 2020? G.K. Chesterton observed that “gratitude is happiness doubled by wonder.”

So please wonder with me as we trace the journey of this past year.

We embarked in January 2020 finishing the prior year with \$328,700 in contributions. Our first quarter ran smoothly, until March. In March the pandemic precipitated a harsh decline in BYM assets and in giving overall to nonprofits in the United States and Canada. By May, BYM had limited reserves and just one month of operating revenue. At the same time, the pandemic also triggered camp closures, cutbacks in staff, and suspended or re-designed programming.

What we encountered next in this journey was unlike the experience of many other mid-size nonprofits in the country. While our nonprofit peers finished the year with a decrease of 5.5% in contributed revenue, BYM gratefully realized an incredible 122% increase over the prior year. How this happened is the story of many Friends in our extended BYM family. Did you know that:

- Quaker contributions rose from donors residing in 36 states
- Sustaining Quakers maintained their steadfast monthly and quarterly giving and new Sustaining Quakers joined them—increasing their ranks by 25%
- Many gifts arrived attached to notes of encouragement and affection—what light you shared!

Total revenue for FY2020 amounted to \$728,935. The cost to raise \$1 dollar in revenue was 20 cents or for every dollar spent, \$5 dollars was raised

It is the sum of Friends’ collective gifts—large and small—that together sustain the Yearly Meeting. What we witnessed is our community recognizing the need to connect, holding up the value of our bond as Friends, and enjoying the realization of what we share. Across the Mid-Atlantic States, we witnessed this on a level that transcends financial proportions.

The impact of our communities’ generosity is demonstrated by the ability of our Yearly Meeting to continue making vital connections between Friends across the Mid-Atlantic and beyond. Together, you foster stability for the Yearly Meeting and its continued services and communications. Because of this stability, happily we also now anticipate re-opening camps this summer.

Some unique aspects of the journey in 2020, include:

- The benevolence of 96 camp families who gave a collective \$84,400 to help offset

\$463,000 in fixed costs at camps (costs that endured despite the closure of camps.)

- The timely and generous additional revenue, above and beyond apportionment, sent by local Meetings who saw the urgency to bolster the resources of their Yearly Meeting.
- The magnanimity of one Shiloh family who with appreciation for the generative experience of camp made a transformative gift to improve the facilities and afford better equity in gear for scholarship campers

This journey in 2020 shows that we are indeed in this together. Gratitude and wonder accompany the joy of this realization. Truly, we are a blessed community bound together by what we hold dear.

Thanks to the sustainability that you provided, we now stand poised to prepare for our anniversary year ahead in 2022. We have the next nine months to envision how, as individuals and as local Meetings, we will commemorate a very special time. Our anniversary will be a confluence of our past and our future. Our story as Friends is still unfolding – thanks to you.

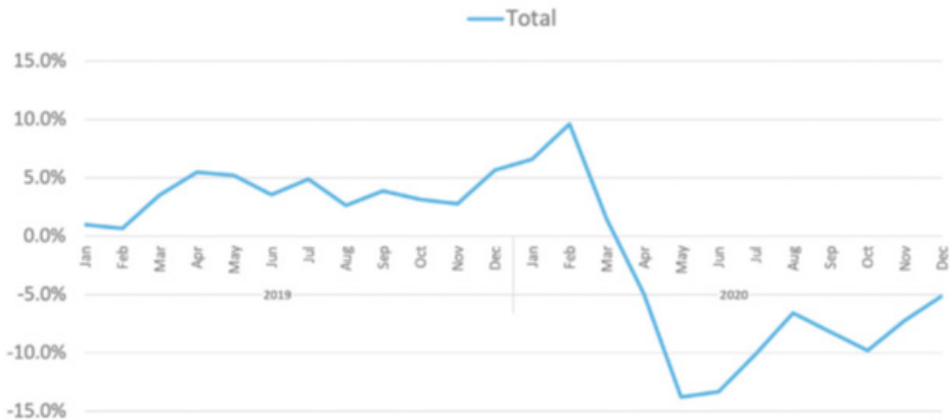
FY2020 by the numbers:

- Total giving reaches \$728,935
- 939 total donors made almost 3,000 gifts
- The average gift size rose by \$86 over the prior year
- Giving Tuesday on 12/1 was very successful – and the \$32,000 challenge match was met with \$91,000 donated.
- Generous gifts from 45 local Meetings (and Yearly Meetings), above and beyond apportionment, total \$105,442
- The year ended with 142 Sustaining Quakers, a 25% increase
- Camping Program realized \$208,000 in revenue/\$84,000 of which came from camp fees that were donated back to BYM despite the closure of camps in 2020
- The Barry Morley Fund grew in Memory of Stephen Gilbert, which earmarks scholarship money for camps (this will be useful in helping to ensure the success of the new sliding scale fee system at camps.)
- STRIDE grants totaling \$6,200 accompanied other grants totaling \$27,500
- One Catoctin Bathhouse loan was forgiven
- An additional four Friends shared their intention to make a planned gift

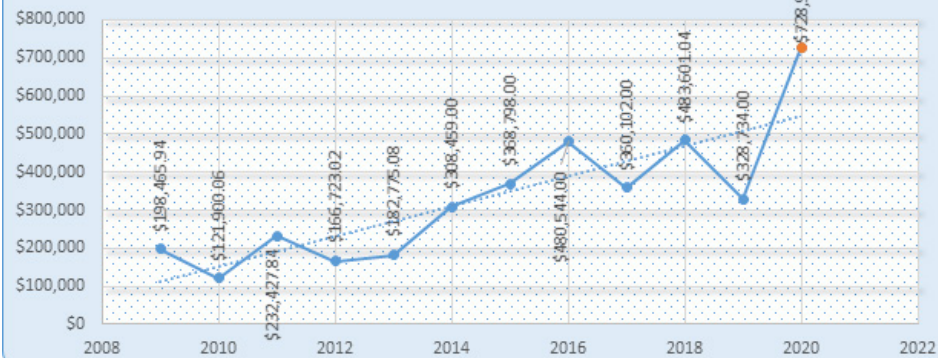
Thank you Friends.

**Interim Meeting: March 6, 2021
Development Report**

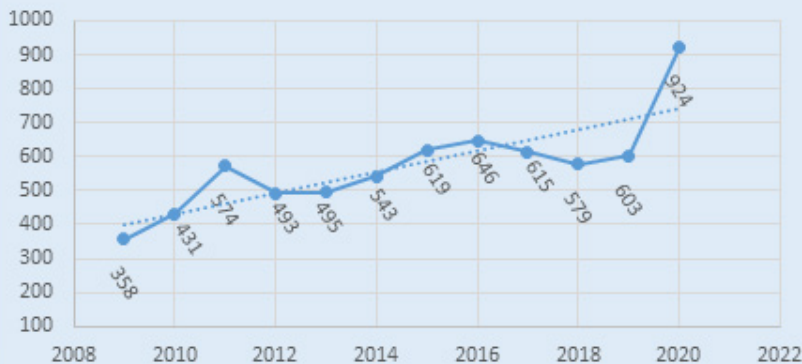
2020 Giving Performance in U.S. & Canada



BYM: Annual Giving Totals 2009-2020



Donors



ATTACHMENT I2021-11A

PEACE AND SOCIAL CONCERNS COMMITTEE REPORT: MINUTE ON MIGRATION



American Friends
Service Committee



Friends Committee
on National Legislation



Quaker
Council for
European
Affairs



QUANO
Quaker United Nations Office

A Quaker Statement on Migration

December 8, 2020

This statement was developed by American Friends Service Committee, Britain Yearly Meeting, Friends Committee for National Legislation, Quaker Council for European Affairs, and Quaker United Nations Office. It draws on their Quaker foundations and work with migrants and on migration.

STATEMENT

Rooted in our belief that there is that of the sacred in everyone, our spiritual leading to uphold the inherent value and agency of every human being, and our commitment to building a world without violence, we are heartbroken by migration policy that dehumanises some members of our human family on the basis of where they come from. We reject the notion that security for some can be achieved through means that use or result in violence and insecurity for others. We abhor the many forms of violence used in the management of migration and the effect current migration systems have in dividing our human family.

We are committed to working for a world where dignity and rights are upheld regardless of migration status and not on the basis of citizenship or perceived deservedness. Our faith calls us to work alone and with others for migration justice.

CONTEXT

Migration is a fundamental facet of human behaviour. People migrate for many different reasons. The line between chosen and forced migration is frequently blurred by factors including insecurity, desperation, the search for dignity, and the climate crisis. People's reasons for migrating are often exacerbated by inequalities and by power structures that are built on or have profited from the control of people's movement.

We cannot consider why people move or what the response to human mobility should be without recognising the global power imbalances and injustices which entrench inequalities and which continue to be used in the management of migration.

Longstanding and pervasive structures of domination—including but not limited to colonialism, racism, sexism, and classism—have led to and continue to uphold the conditions we see today. While recognising that migration injustice is perpetuated across the world by a diverse range of actors, we highlight the disproportionate role that countries of the global north play and have played in fuelling the displacement of people.

When migration policies do not acknowledge and respond to these contexts and these inequalities, they perpetuate injustice. This understanding informs our vision of migration justice.



OUR VISION OF MIGRATION JUSTICE

Migration justice acknowledges that migration is an inherent part of human behaviour and enables people to move in safety and dignity.

Migration justice is built on a shared understanding of our common humanity and spiritual connectedness, which transcend borders, recognising that migration enriches both individual lives and communities.

Migration justice promotes holistic and coherent policy frameworks. Migration justice means ensuring there are no divisions between migration and integration policies. It connects internal and external policies and mitigates their impact to ensure that migration is, and remains, an informed and positive choice.

Migration justice protects, respects, and upholds the human rights of all migrants. It requires us to ensure that migrants have equal access to all essential services, including health services, so that they can fully enjoy the rights to which they are entitled.

Migration justice is ensuring welcome, inclusion, dignity, shared security, sanctuary, love, and compassion, as needed, because we are all part of the same human family whether we migrate or not.

Migration justice sees each of us as unique and precious and recognises the individual journeys, gifts, and struggles of every migrant and enables their specific needs to be met, gifts to be nurtured, and dignity to be upheld.

Migration justice requires us to ask who profits from seeking to stop or direct the flow of human movement; it requires us to ask who benefits from the deliberate or reckless actions that prevent people from feeling safe and valued where they currently are.

Migration justice requires those who profit to shoulder their increased responsibility for the costs of their actions.

Migration justice means an end to injustices inherent in migration management policies and practices which emphasise division over connection and privilege the wellbeing and perceived security of some over the lives and security of others.

To achieve migration justice, we will work to end these injustices and mitigate the harm they do within our own organisations and through the work that we do.



MIGRATION INJUSTICE

Migration injustice views human movement as something that can be prevented or directed, and seeks to control it in ways that perpetuate inequalities and result in financial gain for those with greater power.

Migration injustice values the perceived security of some over shared security: A militarised approach to security threatens security for all of us. Many measures taken in the name of national security come at an extreme cost of insecurity and violence for people on the move, exposing them to risk of death, injury, and torture. We reject the notion that such militarised responses can ever be for the common good and we call for shared security for all.

Migration injustice criminalises a human phenomenon and the search for sanctuary: Criminalisation of irregular entry or stay is a policy choice that causes harm and deliberately increases human insecurity. We reject the criminalisation of migration and we call for irregular entry and stay to be decriminalised.

Migration injustice uses violence in the management of migration. Violence in migration systems is not limited to the militarisation of borders and the weapons in the hands of their guards, it manifests in many ways, including:

- Xenophobic hate speech and the dehumanisation and othering of those from different countries or with less financial security are a form of violence, including when they fuel acts of violence and create or exacerbate insecurity.
- Detention as a means of immigration control and deterrence is a form of violence.
- Family separation is a form of violence.
- The failure to provide rescue and assistance to those in distress on deadly migration routes is a form of violence.
- The criminalisation and suppression of solidarity with people on the move, including rescue and assistance to those in transit, is a form of violence.
- The involuntary removal of people from a State is a form of violence.

We reject all manifestations of violence resulting from migration management systems and we call for their immediate end.

Migration injustice uses public services as an extension of immigration control and enforcement. Using public services to create everyday borders fosters insecurity by preventing people from accessing support, healthcare, and protection they need. We reject the weaponization of public services for detection, detention, and deportation; and we call for robust firewalls to ensure safe access to public services regardless of migration status.



Migration injustice creates suspicion and disbelief of people seeking sanctuary and perpetuates trauma. Respecting the right to asylum requires borders to operate as open ears and arms, not closed fists.

We reject all policies and practices that create barriers to asylum, including through physical barriers or cultures of mistrust. We reject policies that essentialise and reduce people to their migration status, place of origin or appearance, and do not enable them to fully be part of society because of that; and we call for sanctuary everywhere.

Internally displaced persons (IDPs) also suffer as a result of structural inequalities, discriminatory policies, and violence. IDPs are entitled to a special protection regime which must be respected, and they must be treated in full accordance with their rights.

We reject the policies and practices that perpetuate this pain and we call for migration justice.

<i>American Friends Service Committee</i>	<i>Britain Yearly Meeting</i>	<i>Friends Committee on National Legislation</i>	<i>Quaker Council for European Affairs</i>	<i>Quaker United Nations Office</i>
afsc.org	quaker.org.uk	fcnl.org	qcea.org	quuno.org

ATTACHMENT I2021-11B
PEACE AND SOCIAL CONCERNS COMMITTEE REPORT:
TREATY ON THE PROHIBITION OF NUCLEAR WEAPONS

United Nations

A/CONF.229/2017/8



General Assembly

Distr.: General
7 July 2017

Original: English

United Nations conference to negotiate a legally binding instrument to prohibit nuclear weapons, leading towards their total elimination

New York, 27-31 March and 15 June-7 July 2017
Agenda item 9

Negotiations, pursuant to paragraph 8 of General Assembly resolution 71/258 of 23 December 2016, on a legally binding instrument to prohibit nuclear weapons, leading towards their total elimination

Treaty on the Prohibition of Nuclear Weapons

The States Parties to this Treaty,

Determined to contribute to the realization of the purposes and principles of the Charter of the United Nations,

Deeply concerned about the catastrophic humanitarian consequences that would result from any use of nuclear weapons, and recognizing the consequent need to completely eliminate such weapons, which remains the only way to guarantee that nuclear weapons are never used again under any circumstances,

Mindful of the risks posed by the continued existence of nuclear weapons, including from any nuclear-weapon detonation by accident, miscalculation or design, and emphasizing that these risks concern the security of all humanity, and that all States share the responsibility to prevent any use of nuclear weapons,

Cognizant that the catastrophic consequences of nuclear weapons cannot be adequately addressed, transcend national borders, pose grave implications for human survival, the environment, socioeconomic development, the global economy, food security and the health of current and future generations, and have a disproportionate impact on women and girls, including as a result of ionizing radiation,

Acknowledging the ethical imperatives for nuclear disarmament and the urgency of achieving and maintaining a nuclear-weapon-free world, which is a global public good of the highest order, serving both national and collective security interests,

Mindful of the unacceptable suffering of and harm caused to the victims of the use of nuclear weapons (hibakusha), as well as of those affected by the testing of nuclear weapons,

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Please recycle



Recognizing the disproportionate impact of nuclear-weapon activities on indigenous peoples,

Reaffirming the need for all States at all times to comply with applicable international law, including international humanitarian law and international human rights law,

Basing themselves on the principles and rules of international humanitarian law, in particular the principle that the right of parties to an armed conflict to choose methods or means of warfare is not unlimited, the rule of distinction, the prohibition against indiscriminate attacks, the rules on proportionality and precautions in attack, the prohibition on the use of weapons of a nature to cause superfluous injury or unnecessary suffering, and the rules for the protection of the natural environment,

Considering that any use of nuclear weapons would be contrary to the rules of international law applicable in armed conflict, in particular the principles and rules of international humanitarian law,

Reaffirming that any use of nuclear weapons would also be abhorrent to the principles of humanity and the dictates of public conscience,

Recalling that, in accordance with the Charter of the United Nations, States must refrain in their international relations from the threat or use of force against the territorial integrity or political independence of any State, or in any other manner inconsistent with the Purposes of the United Nations, and that the establishment and maintenance of international peace and security are to be promoted with the least diversion for armaments of the world's human and economic resources,

Recalling also the first resolution of the General Assembly of the United Nations, adopted on 24 January 1946, and subsequent resolutions which call for the elimination of nuclear weapons,

Concerned by the slow pace of nuclear disarmament, the continued reliance on nuclear weapons in military and security concepts, doctrines and policies, and the waste of economic and human resources on programmes for the production, maintenance and modernization of nuclear weapons,

Recognizing that a legally binding prohibition of nuclear weapons constitutes an important contribution towards the achievement and maintenance of a world free of nuclear weapons, including the irreversible, verifiable and transparent elimination of nuclear weapons, and determined to act towards that end,

Determined to act with a view to achieving effective progress towards general and complete disarmament under strict and effective international control,

Reaffirming that there exists an obligation to pursue in good faith and bring to a conclusion negotiations leading to nuclear disarmament in all its aspects under strict and effective international control,

Reaffirming also that the full and effective implementation of the Treaty on the Non-Proliferation of Nuclear Weapons, which serves as the cornerstone of the nuclear disarmament and non-proliferation regime, has a vital role to play in promoting international peace and security,

Recognizing the vital importance of the Comprehensive Nuclear-Test-Ban Treaty and its verification regime as a core element of the nuclear disarmament and non-proliferation regime,

Reaffirming the conviction that the establishment of the internationally recognized nuclear-weapon-free zones on the basis of arrangements freely arrived at

among the States of the region concerned enhances global and regional peace and security, strengthens the nuclear non-proliferation regime and contributes towards realizing the objective of nuclear disarmament,

Emphasizing that nothing in this Treaty shall be interpreted as affecting the inalienable right of its States Parties to develop research, production and use of nuclear energy for peaceful purposes without discrimination,

Recognizing that the equal, full and effective participation of both women and men is an essential factor for the promotion and attainment of sustainable peace and security, and committed to supporting and strengthening the effective participation of women in nuclear disarmament,

Recognizing also the importance of peace and disarmament education in all its aspects and of raising awareness of the risks and consequences of nuclear weapons for current and future generations, and committed to the dissemination of the principles and norms of this Treaty,

Stressing the role of public conscience in the furthering of the principles of humanity as evidenced by the call for the total elimination of nuclear weapons, and recognizing the efforts to that end undertaken by the United Nations, the International Red Cross and Red Crescent Movement, other international and regional organizations, non-governmental organizations, religious leaders, parliamentarians, academics and the hibakusha,

Have agreed as follows:

Article 1

Prohibitions

1. Each State Party undertakes never under any circumstances to:
 - (a) Develop, test, produce, manufacture, otherwise acquire, possess or stockpile nuclear weapons or other nuclear explosive devices;
 - (b) Transfer to any recipient whatsoever nuclear weapons or other nuclear explosive devices or control over such weapons or explosive devices directly or indirectly;
 - (c) Receive the transfer of or control over nuclear weapons or other nuclear explosive devices directly or indirectly;
 - (d) Use or threaten to use nuclear weapons or other nuclear explosive devices;
 - (e) Assist, encourage or induce, in any way, anyone to engage in any activity prohibited to a State Party under this Treaty;
 - (f) Seek or receive any assistance, in any way, from anyone to engage in any activity prohibited to a State Party under this Treaty;
 - (g) Allow any stationing, installation or deployment of any nuclear weapons or other nuclear explosive devices in its territory or at any place under its jurisdiction or control.

Article 2

Declarations

1. Each State Party shall submit to the Secretary-General of the United Nations, not later than 30 days after this Treaty enters into force for that State Party, a declaration in which it shall:

(a) Declare whether it owned, possessed or controlled nuclear weapons or nuclear explosive devices and eliminated its nuclear-weapon programme, including the elimination or irreversible conversion of all nuclear-weapons-related facilities, prior to the entry into force of this Treaty for that State Party;

(b) Notwithstanding Article 1 (a), declare whether it owns, possesses or controls any nuclear weapons or other nuclear explosive devices;

(c) Notwithstanding Article 1 (g), declare whether there are any nuclear weapons or other nuclear explosive devices in its territory or in any place under its jurisdiction or control that are owned, possessed or controlled by another State.

2. The Secretary-General of the United Nations shall transmit all such declarations received to the States Parties.

Article 3

Safeguards

1. Each State Party to which Article 4, paragraph 1 or 2, does not apply shall, at a minimum, maintain its International Atomic Energy Agency safeguards obligations in force at the time of entry into force of this Treaty, without prejudice to any additional relevant instruments that it may adopt in the future.

2. Each State Party to which Article 4, paragraph 1 or 2, does not apply that has not yet done so shall conclude with the International Atomic Energy Agency and bring into force a comprehensive safeguards agreement (INFCIRC/153 (Corrected)). Negotiation of such agreement shall commence within 180 days from the entry into force of this Treaty for that State Party. The agreement shall enter into force no later than 18 months from the entry into force of this Treaty for that State Party. Each State Party shall thereafter maintain such obligations, without prejudice to any additional relevant instruments that it may adopt in the future.

Article 4

Towards the total elimination of nuclear weapons

1. Each State Party that after 7 July 2017 owned, possessed or controlled nuclear weapons or other nuclear explosive devices and eliminated its nuclear-weapon programme, including the elimination or irreversible conversion of all nuclear-weapons-related facilities, prior to the entry into force of this Treaty for it, shall cooperate with the competent international authority designated pursuant to paragraph 6 of this Article for the purpose of verifying the irreversible elimination of its nuclear-weapon programme. The competent international authority shall report to the States Parties. Such a State Party shall conclude a safeguards agreement with the International Atomic Energy Agency sufficient to provide credible assurance of the non-diversion of declared nuclear material from peaceful nuclear activities and of the absence of undeclared nuclear material or activities in that State Party as a whole. Negotiation of such agreement shall commence within 180 days from the entry into force of this Treaty for that State Party. The agreement

shall enter into force no later than 18 months from the entry into force of this Treaty for that State Party. That State Party shall thereafter, at a minimum, maintain these safeguards obligations, without prejudice to any additional relevant instruments that it may adopt in the future.

2. Notwithstanding Article 1 (a), each State Party that owns, possesses or controls nuclear weapons or other nuclear explosive devices shall immediately remove them from operational status, and destroy them as soon as possible but not later than a deadline to be determined by the first meeting of States Parties, in accordance with a legally binding, time-bound plan for the verified and irreversible elimination of that State Party's nuclear-weapon programme, including the elimination or irreversible conversion of all nuclear-weapons-related facilities. The State Party, no later than 60 days after the entry into force of this Treaty for that State Party, shall submit this plan to the States Parties or to a competent international authority designated by the States Parties. The plan shall then be negotiated with the competent international authority, which shall submit it to the subsequent meeting of States Parties or review conference, whichever comes first, for approval in accordance with its rules of procedure.

3. A State Party to which paragraph 2 above applies shall conclude a safeguards agreement with the International Atomic Energy Agency sufficient to provide credible assurance of the non-diversion of declared nuclear material from peaceful nuclear activities and of the absence of undeclared nuclear material or activities in the State as a whole. Negotiation of such agreement shall commence no later than the date upon which implementation of the plan referred to in paragraph 2 is completed. The agreement shall enter into force no later than 18 months after the date of initiation of negotiations. That State Party shall thereafter, at a minimum, maintain these safeguards obligations, without prejudice to any additional relevant instruments that it may adopt in the future. Following the entry into force of the agreement referred to in this paragraph, the State Party shall submit to the Secretary-General of the United Nations a final declaration that it has fulfilled its obligations under this Article.

4. Notwithstanding Article 1 (b) and (g), each State Party that has any nuclear weapons or other nuclear explosive devices in its territory or in any place under its jurisdiction or control that are owned, possessed or controlled by another State shall ensure the prompt removal of such weapons, as soon as possible but not later than a deadline to be determined by the first meeting of States Parties. Upon the removal of such weapons or other explosive devices, that State Party shall submit to the Secretary-General of the United Nations a declaration that it has fulfilled its obligations under this Article.

5. Each State Party to which this Article applies shall submit a report to each meeting of States Parties and each review conference on the progress made towards the implementation of its obligations under this Article, until such time as they are fulfilled.

6. The States Parties shall designate a competent international authority or authorities to negotiate and verify the irreversible elimination of nuclear-weapons programmes, including the elimination or irreversible conversion of all nuclear-weapons-related facilities in accordance with paragraphs 1, 2 and 3 of this Article. In the event that such a designation has not been made prior to the entry into force of this Treaty for a State Party to which paragraph 1 or 2 of this Article applies, the Secretary-General of the United Nations shall convene an extraordinary meeting of States Parties to take any decisions that may be required.

Article 5
National implementation

1. Each State Party shall adopt the necessary measures to implement its obligations under this Treaty.
2. Each State Party shall take all appropriate legal, administrative and other measures, including the imposition of penal sanctions, to prevent and suppress any activity prohibited to a State Party under this Treaty undertaken by persons or on territory under its jurisdiction or control.

Article 6
Victim assistance and environmental remediation

1. Each State Party shall, with respect to individuals under its jurisdiction who are affected by the use or testing of nuclear weapons, in accordance with applicable international humanitarian and human rights law, adequately provide age- and gender-sensitive assistance, without discrimination, including medical care, rehabilitation and psychological support, as well as provide for their social and economic inclusion.
2. Each State Party, with respect to areas under its jurisdiction or control contaminated as a result of activities related to the testing or use of nuclear weapons or other nuclear explosive devices, shall take necessary and appropriate measures towards the environmental remediation of areas so contaminated.
3. The obligations under paragraphs 1 and 2 above shall be without prejudice to the duties and obligations of any other States under international law or bilateral agreements.

Article 7
International cooperation and assistance

1. Each State Party shall cooperate with other States Parties to facilitate the implementation of this Treaty.
2. In fulfilling its obligations under this Treaty, each State Party shall have the right to seek and receive assistance, where feasible, from other States Parties.
3. Each State Party in a position to do so shall provide technical, material and financial assistance to States Parties affected by nuclear-weapons use or testing, to further the implementation of this Treaty.
4. Each State Party in a position to do so shall provide assistance for the victims of the use or testing of nuclear weapons or other nuclear explosive devices.
5. Assistance under this Article may be provided, inter alia, through the United Nations system, international, regional or national organizations or institutions, non-governmental organizations or institutions, the International Committee of the Red Cross, the International Federation of Red Cross and Red Crescent Societies, or national Red Cross and Red Crescent Societies, or on a bilateral basis.
6. Without prejudice to any other duty or obligation that it may have under international law, a State Party that has used or tested nuclear weapons or any other nuclear explosive devices shall have a responsibility to provide adequate assistance to affected States Parties, for the purpose of victim assistance and environmental remediation.

Article 8

Meeting of States Parties

1. The States Parties shall meet regularly in order to consider and, where necessary, take decisions in respect of any matter with regard to the application or implementation of this Treaty, in accordance with its relevant provisions, and on further measures for nuclear disarmament, including:

- (a) The implementation and status of this Treaty;
- (b) Measures for the verified, time-bound and irreversible elimination of nuclear-weapon programmes, including additional protocols to this Treaty;
- (c) Any other matters pursuant to and consistent with the provisions of this Treaty.

2. The first meeting of States Parties shall be convened by the Secretary-General of the United Nations within one year of the entry into force of this Treaty. Further meetings of States Parties shall be convened by the Secretary-General of the United Nations on a biennial basis, unless otherwise agreed by the States Parties. The meeting of States Parties shall adopt its rules of procedure at its first session. Pending their adoption, the rules of procedure of the United Nations conference to negotiate a legally binding instrument to prohibit nuclear weapons, leading towards their total elimination, shall apply.

3. Extraordinary meetings of States Parties shall be convened, as may be deemed necessary, by the Secretary-General of the United Nations, at the written request of any State Party provided that this request is supported by at least one third of the States Parties.

4. After a period of five years following the entry into force of this Treaty, the Secretary-General of the United Nations shall convene a conference to review the operation of the Treaty and the progress in achieving the purposes of the Treaty. The Secretary-General of the United Nations shall convene further review conferences at intervals of six years with the same objective, unless otherwise agreed by the States Parties.

5. States not party to this Treaty, as well as the relevant entities of the United Nations system, other relevant international organizations or institutions, regional organizations, the International Committee of the Red Cross, the International Federation of Red Cross and Red Crescent Societies and relevant non-governmental organizations, shall be invited to attend the meetings of States Parties and the review conferences as observers.

Article 9

Costs

1. The costs of the meetings of States Parties, the review conferences and the extraordinary meetings of States Parties shall be borne by the States Parties and States not party to this Treaty participating therein as observers, in accordance with the United Nations scale of assessment adjusted appropriately.

2. The costs incurred by the Secretary-General of the United Nations in the circulation of declarations under Article 2, reports under Article 4 and proposed amendments under Article 10 of this Treaty shall be borne by the States Parties in accordance with the United Nations scale of assessment adjusted appropriately.

3. The cost related to the implementation of verification measures required under Article 4 as well as the costs related to the destruction of nuclear weapons or other nuclear explosive devices, and the elimination of nuclear-weapon programmes, including the elimination or conversion of all nuclear-weapons-related facilities, should be borne by the States Parties to which they apply.

Article 10

Amendments

1. At any time after the entry into force of this Treaty, any State Party may propose amendments to the Treaty. The text of a proposed amendment shall be communicated to the Secretary-General of the United Nations, who shall circulate it to all States Parties and shall seek their views on whether to consider the proposal. If a majority of the States Parties notify the Secretary-General of the United Nations no later than 90 days after its circulation that they support further consideration of the proposal, the proposal shall be considered at the next meeting of States Parties or review conference, whichever comes first.

2. A meeting of States Parties or a review conference may agree upon amendments which shall be adopted by a positive vote of a majority of two thirds of the States Parties. The Depositary shall communicate any adopted amendment to all States Parties.

3. The amendment shall enter into force for each State Party that deposits its instrument of ratification or acceptance of the amendment 90 days following the deposit of such instruments of ratification or acceptance by a majority of the States Parties at the time of adoption. Thereafter, it shall enter into force for any other State Party 90 days following the deposit of its instrument of ratification or acceptance of the amendment.

Article 11

Settlement of disputes

1. When a dispute arises between two or more States Parties relating to the interpretation or application of this Treaty, the parties concerned shall consult together with a view to the settlement of the dispute by negotiation or by other peaceful means of the parties' choice in accordance with Article 33 of the Charter of the United Nations.

2. The meeting of States Parties may contribute to the settlement of the dispute, including by offering its good offices, calling upon the States Parties concerned to start the settlement procedure of their choice and recommending a time limit for any agreed procedure, in accordance with the relevant provisions of this Treaty and the Charter of the United Nations.

Article 12

Universality

Each State Party shall encourage States not party to this Treaty to sign, ratify, accept, approve or accede to the Treaty, with the goal of universal adherence of all States to the Treaty.

Article 13
Signature

This Treaty shall be open for signature to all States at United Nations Headquarters in New York as from 20 September 2017.

Article 14
Ratification, acceptance, approval or accession

This Treaty shall be subject to ratification, acceptance or approval by signatory States. The Treaty shall be open for accession.

Article 15
Entry into force

1. This Treaty shall enter into force 90 days after the fiftieth instrument of ratification, acceptance, approval or accession has been deposited.
2. For any State that deposits its instrument of ratification, acceptance, approval or accession after the date of the deposit of the fiftieth instrument of ratification, acceptance, approval or accession, this Treaty shall enter into force 90 days after the date on which that State has deposited its instrument of ratification, acceptance, approval or accession.

Article 16
Reservations

The Articles of this Treaty shall not be subject to reservations.

Article 17
Duration and withdrawal

1. This Treaty shall be of unlimited duration.
2. Each State Party shall, in exercising its national sovereignty, have the right to withdraw from this Treaty if it decides that extraordinary events related to the subject matter of the Treaty have jeopardized the supreme interests of its country. It shall give notice of such withdrawal to the Depositary. Such notice shall include a statement of the extraordinary events that it regards as having jeopardized its supreme interests.
3. Such withdrawal shall only take effect 12 months after the date of the receipt of the notification of withdrawal by the Depositary. If, however, on the expiry of that 12-month period, the withdrawing State Party is a party to an armed conflict, the State Party shall continue to be bound by the obligations of this Treaty and of any additional protocols until it is no longer party to an armed conflict.

Article 18
Relationship with other agreements

The implementation of this Treaty shall not prejudice obligations undertaken by States Parties with regard to existing international agreements, to which they are party, where those obligations are consistent with the Treaty.

Article 19
Depositary

The Secretary-General of the United Nations is hereby designated as the Depositary of this Treaty.

Article 20
Authentic texts

The Arabic, Chinese, English, French, Russian and Spanish texts of this Treaty shall be equally authentic.

DONE at New York, this seventh day of July, two thousand and seventeen.

CALLED INTERIM MEETING

FIFTH MONTH 18, 2021

VIRTUAL EVENT DUE TO PANDEMIC

Friends of Baltimore Yearly Meeting gathered for a special session of Meeting for Worship with Attention to Business to receive the recommendation from the General Secretary Search Committee.

The meeting opened with a period of silent worship followed by a Welcome from Clerk of Interim Meeting, Margaret “Meg” Boyd Meyer (Baltimore, Stony Run).

12021-12 General Secretary Search Committee. The General Secretary Search Committee submitted their recommendation naming Sarah Gillooly (they/them/theirs) as Baltimore Yearly Meeting’s next General Secretary. After discussion of the Search Committee’s process and the continuing challenges before the Yearly Meeting, the name Sarah Gillooly was **APPROVED**. Friends Bill Mims, Julie Taylor, Marion Ballard, Becky Cromwell, and Sunshine Klein of BYM staff, stood aside.

Out of worship, Friends expressed appreciation for the Search Committee’s work. Friends also expressed deep gratitude for Wayne Finegar, who has served the Yearly Meeting selflessly for many years and led as Associate and then Acting General Secretary. Hearts were heavy at the prospect of this dedicated Friend’s departure from the Yearly Meeting staff.

With this decision, the Yearly Meeting lays down the General Secretary Search Committee. The Search Committee’s full report, including the timeline, is attached.

12021-13 Supervisory Committee. Adrian Bishop (Baltimore, Stony Run), co-clerk of Supervisory Committee, discussed next steps for the General Secretary transition. Sarah Gillooly proposes to begin service as General Secretary on July 19. A transition committee of Friends from the Yearly Meeting will be established for Sarah to meet and provide council in advance of their initial start. Supervisory Committee is in discussion with Stewardship and Finance regarding a severance package for Wayne Finegar and a period of overlap around Sarah’s start.

Margaret “Meg” Boyd Meyer, presiding

Anna McCormally, recording

ATTACHMENT 12021-12

GENERAL SECRETARY SEARCH COMMITTEE REPORT

Report to Interim Meeting from Guli Fager, ‘staff’ to General Secretary Search Committee. Fifth Month 18, 2021. ****Please note**** this report was drafted for the called Interim Meeting by Guli with input from Clinton Pettus but was not written by the committee as a whole. Following the called Interim Meeting members of the committee were invited to make changes and no changes were suggested.

The first stage in the process of anticipating candidates was to develop a scoring rubric, which is a tool used to reduce bias in screening applicants by measuring them against objective criteria. This is the tool that sets the minimum bar to be considered—not an exhaustive list of all things. These are also characteristics that are likely to be evident from a person’s application materials, and so lean heavily on job training, skills and experience that would be listed there. Each question was scored on a scale of 1-4 and a cumulative score was tabulated. No one question or set of questions was in itself qualifying or disqualifying. Each of the nine items I’ll read is an umbrella with examples of types of experiences that a candidate might have—it was not expected that candidates would demonstrate all of the things listed under each heading or necessary for them to advance.

1: Fundraising and Financial Management: Financial management of budgets over \$1 million; Experience working with donors; Success in raising funds

2: Demonstrates direct involvement in and commitment to anti-racist behaviors and activities.

3: Organizational Risk Management/Crisis Management: Multi-state regulatory management; Insurance coverage experience; Youth safety policy management; Development and implementation of crisis management plan; Record keeping relating to health and safety standards

4: Personnel Management: Supervision of professional staff; Payroll management; Staff training; Experience managing in a unity-based environment

5: Marketing and Communications: Organizational communications; Constituent Communications; Electronic media (e.g., website, social media, MailChimp/ConstantContact/etc.); Public speaking

6: Quaker/Religious Community: Experience with BYM; Experience with faith community programs; Experience with religiously affiliated children's programs; Experience working in a religious community

7: Successful relationship building and maintenance: Working with constituent groups/congregations; recruitment and management of partner organizations; grantee management; Getting buy-in from stakeholders

8: External relationship management: Partner organization relationships (coalitions, etc.); Leadership roundtable; Representative to professional organizations

9: Organizational culture change experience: initiating & implementing change initiatives; Quality improvement activities; Anti-racism, diversity, and inclusion initiatives; Structural/staff changes or realignment or layoffs

Each committee member applied this rubric to the application materials (i.e., cover letter & resume) of each candidate.

When we met to determine who of the 5 applicants we would invite for interviews, we decided that all had scored sufficiently well to be interviewed, and so we conducted interviews via Zoom with each candidate—two different committee members met with each person.

Once the interviews were conducted, our task was to determine who of the five candidates to advance to the finalist stage. We came to unity on using the Strawberry Creek Process, which outlines that before individuals are spoken about, the group names a list of characteristics that would be a good

fit for the role. Once the list is generated, the committee goes into worship to discern individuals whose names rise up who are a good match for the needs identified. We generated that list, which I will now read.

1. Listens from a deeply spiritual place; help ground a meeting; things don't get taken personally; understand sense of meeting/unity
2. Ability to say the hard thing but in a sensitive, caring way
3. Discernment and courage to speak about antiracism work
4. Keeping the paychecks going out on time and able to say things that may derail the trains if that's what's needed
5. Interpersonal skills/emotional intelligence
6. Trustworthy (consistency, honesty, integrity)
7. Deep understanding of the issues [work with monthly meetings, antiracism initiatives, fundraising/managing funds]
8. Delegation -- mastery of the details but ability to let go
9. Ability to change direction/adapt quickly
10. Valuing each person, staff, members, through actions
11. Respect for others/ability to generate respect

We then went into silent worship and lifted up three names to bring as finalists. The list above is largely qualitative — items that would not likely come through in a candidate's resume, but would rather be explored in calls with references, interactions with members of the yearly meeting during public sessions, and the second interviews with the search committee.

Because this list is so based on interpersonal experiences, we spoke to references of all three finalists before the final interviews, so that each candidate would have the opportunity to have their soft skills described by others who knew them well and had worked with them, both as supervisors and supervisees. This ensured that the search committee had this information for all candidates and could include its consideration in our final discernment.

After the final interviews, we reviewed the feedback from members of the staff and Yearly Meeting which largely followed the same themes that we had ourselves identified as what would serve the Yearly Meeting at this time. The feedback was overwhelmingly positive regarding all three candidates, which suggested a good outcome of our process to identify finalists.

At our last meeting, we began by reading the anti-racism queries. We then read the list of needs that we had identified and settled into worship. We came to unity on the name of Sarah Gillooly.

General Secretary Search Committee Timeline

****Please note**** this document was drafted for the called Interim Meeting by Guli with input from Clinton Pettus but was not written by the committee as a whole.

May, 2020—General Secretary Ned Stowe announces his intention to leave BYM, effective June 30.

June, 2020—Supervisory Committee accepts resignation of Ned Stowe and asks Wayne Finegar to serve as Acting General Secretary until a permanent General Secretary is hired.

July 1, 2020—Wayne Finegar begins role as Acting General Secretary.

December, 2020—Interim Meeting approves the formation of a General Secretary Search Committee.

December 19, 2020—GS Search Committee convenes. Anti-Racism Declaration and Queries read; committee develops job posting and generates list of venues for posting.

December 24, 2020—Position posted on Maryland Nonprofits; deadline set for January 31.

January, 2021—Position posted on FriendsJournal.org and Friends Journal weekly newsletter, QuakerSpeak, Gospel Spirit Radio (DC radio show), American Camping Association, announcement shared with FGC Ministry on Racism, FUM and Yearly Meetings throughout the US.

January, 2021—Committee develops applicant scoring rubric, a method to reduce bias in evaluating candidates against objective criteria. Deadline for applications extended to February 28.

February, 2021—Each committee member reviews every application using rubric; Committee develops first interview questions.

March, 2021—All five candidates interviewed via Zoom by two members of Search Committee.

March, 2021—Using [Strawberry Creek Monthly Meeting Nominating process](#) as a guide¹, committee developed a list of qualities we were seeking in a new General Secretary. We then reached unity to advance 3 of 5 candidates as finalists. Committee develops second interview questions and questions for references.

April, 2021—Each of the candidates' three references had a conversation with two different committee members.

April, 2021—Committee develops plan for final interviews, including opportunities for members of the Yearly Meeting to participate in open conversations with all finalists, via Zoom, with corresponding opportunity for individuals to provide electronic, anonymous feedback to the committee. Interviews scheduled for May.

May 5, 6, 7, 2021—Three finalists invited for daylong interviews, including sessions for the entire Yearly Meeting, the staff, committee clerks, supervisory committee, and finishing the day with the search committee. More than 100 pieces of feedback from members of the Yearly Meeting were received and read by each committee member. Responses highlighted challenges the Yearly Meeting faces as well as strengths of each of the three candidates.

May 8, 2021—Committee began its final meeting by reading the Anti-Racism queries and reflected that it was pleased with the applicants who were selected to be finalists. The Strawberry Creek process was used to come to unity on a name to bring forward. We came to unity on Sarah Gillooly.

May 18, 2021—Called Interim Meeting to present recommendation of name.

¹ This process has been used by other committees within the Yearly Meeting for reaching unity around persons and roles, and it creates positive discussion about individuals and their gifts.

(From [Strawberry Creek website](#)) [Strengths of This Procedure](#):

- The person to be asked to serve is chosen out of worship and from a sense of their gifts for a particular task, so that the gifts and sense of call can then be shared with the person when s/he [sic] is asked to serve. Since the nominating committee has reviewed the functions of the position under consideration, the person asking the chosen person can also articulate the responsibilities of the position in which s/he [sic] is being asked to serve.
- The process doesn't focus on what gifts people don't have. There are perfectly fine names who are just not right for a given position. In worship, these names will drop away without any comment on what they can't do.

INTERIM MEETING

SIXTH MONTH 12, 2021

VIRTUAL SESSION DUE TO PANDEMIC

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).

As our Business proceeded, Clerk read various Queries from the Yearly Meeting’s Statement on Becoming an Anti-racist Faith Community in order to inform our discernment.

I2021-14 *Ministry and Pastoral Care Statement Concerning Use of Pronouns.* The Clerk read a statement prepared by the Ministry and Pastoral Care Committee on using pronouns in Yearly Meeting settings, including this query: “How can Friends move into the truth and the Light to support Friends of differing gender identities?” The full statement from Ministry and Pastoral Care Committee, including the query, is attached.

I2021-15 *Travel Minutes for Jolee Robinson and Jade Eaton.* Ken Stockbridge (Patapsco) read travel minutes endorsed by Adelphi Meeting and forwarded to the Yearly Meeting for endorsement. Friends **ENDORSED** these minutes. The travel minutes are attached.

I2021-16 *Search Committee Nominations for Supervisory and Nominating Committees.* Rebecca Rawls (Langley Hill) read nominations to serve on these two committees. The full report is attached. These nominations will be **FORWARDED** to Annual Sessions.

I2021-17 *Naming Committee Appointments to Search Committee.* Laura Goren (Richmond) read the names of Richard Broadbent (Frederick) and Nate Dorr (Sandy Spring) to serve an additional term each on the Search Committee. These appointments are **APPROVED**.

I2021-18 *Nominating Committee.* Deborah Haines (Alexandria) read nominations to serve as representatives (and alternates) from Baltimore Yearly Meeting to the Friends United Meeting Triennial. With the exception of Walter “Walt” Fry (West Branch), who asked to be removed from nomination, these resignations are **APPROVED**. The list of representatives to Friends United Meeting is attached.

Additionally, Deborah read the names of those who have resigned positions on various committees.

- from Camping Program: Brooke Davis (Richmond)
- from Development: Marion Ballard (Bethesda)
- from Growing Diverse Leadership: Rashid Darden (FMW)
- from Manual of Procedure: Munro Meyersburg (Sandy Spring)
- from Peace and Social Concerns: Ann Benner (Charlottesville)
- from Program Committee: Devin Gillespie (Homewood)

from Unity with Nature: Sue Hunter (Deer Creek)

from Friends General Conference Central Committee: Kelli Moore (Alexandria)

from Sandy Spring Friends School Board: Sara Dean (Adelphi)

These resignations are **ACCEPTED**.

12021-19 *Concerning Disaffiliation of West Branch Meeting from BYM*. A question arose concerning the letter received from West Branch Monthly Meeting stating their discernment to disaffiliate from BYM. Friends took a great deal of time and care to process this issue, expressing deep sorrow at this severing of ties and hopes that West Branch would find another home within the wider Quaker connection. It was determined that the business of taking action on disaffiliation should be discerned at Annual Session (as does receiving a Meeting into affiliation), therefore this matter will be **FORWARDED** to Annual Session. Two Friends, Thomas “Tom” Hill (Charlottesville) and Robert “Bob” Fetter (Gunpowder) asked to stand aside from this decision.

The letter drafted by the Ministry and Pastoral Care Committee was read during the discussion and will be adapted to note that formal action from BYM will be taken up at Annual Session. A copy of the letter is attached. This letter, to be sent from Ministry and Pastoral Care Committee and signed by the Clerk of Interim Meeting and the Presiding Clerk, will be sent now. Friends **APPROVED** this action.

Several suggestions to be considered for future action: that we might endorse a letter of appreciation to Walt Fry (West Branch) for the many ways he has faithfully served the Yearly Meeting community; that we develop and document in either *Faith and Practice* or the *Manual of Procedure* as to how disaffiliation should be handled; that a small group of Friends travel to West Branch to share worship.

12021-20 *Presiding Clerk Report*. Stephanie “Steph” Bean (Adelphi) shared the substance of the written report which is attached. Steph reports being joyfully engaged in learning about the people and processes of Baltimore Yearly Meeting and celebrates the many gifts of Friends across the Yearly Meeting who make the rich life of our Yearly Meeting possible. The report also speaks of sadness in the decision of West Branch Friends to disaffiliate and in the laying down of the Worship Group at Norfolk by Williamsburg Meeting.

Steph reports that Wayne Finegar, the Acting General Secretary, has agreed to overlap his employment with the incoming General Secretary, Sarah Gillooly. Sarah begins on 19 Seventh Month and Wayne will continue into Eighth Month. A severance package for Wayne has been arranged by Supervisory Committee working with Stewardship and Finance Committee and Trustees. Steph encouraged Friends from across the Yearly Meeting to attend a farewell and celebration for Wayne at Sandy Spring Friends Meeting on 14 Seventh Month at 7 pm, either in person or by video link.

Steph encourages Friends to explore the many offerings of the upcoming Annual Session, 2-8 Eighth Month (some workshops will occur the previous week) and “find those which speak to you.”

12021-21 *Manual of Procedure Committee.* Revisions to the Manual of Procedure were reviewed and **FORWARDED** to Annual Session. The Clerk made note that the Manual of Procedure is descriptive of our processes rather than dictate them, so if Friends do not believe it properly reflects our practice concerns should be brought to the committee. The revisions to the Manual are attached.

12021-22 *Trustees Minute to Clear Title of Bald Eagle Friends Burial Ground.* Thomas “Tom” Hill (Charlottesville) presented a minute to seek clear title to the burial ground so that the Yearly Meeting can take responsibility for it and provide maintenance. Following a question, Tom clarified that, while the property is an asset, it has no financial value and that the only burden to the Yearly Meeting is maintenance. Friends **APPROVED** this minute.

12021-23 *Treasurer’s Report.* James “Jim” Riley (Hopewell Center) reported on the Yearly Meeting’s finances. A copy of his report is attached. Jim reminded us that the circumstances are very different from this time last year when we were in the middle of pandemic related shut downs and major revenue loss. He celebrates that our camps will open fully this summer and reports that our financial picture appears to be normal for this point the calendar. An audit of the 2020 financial records is underway.

12021-24 *Report of the Ad Hoc 350th Anniversary Committee.* Harry “Scotty” Scott (York) reported.

The year 1672 is credited as the founding year of what is now Baltimore Yearly Meeting of the Religious Society of Friends. Our yearly meeting has a long and storied history over the last 350 years. Monthly Meetings have come and gone. Splits and reunification have taken place. The physical boundaries of the Yearly Meeting have changed over time. Members of our Religious Society have struggled over many of the same social issues over this history. And this searching for Truth continues today in BYM.

The Ad Hoc 350th Anniversary Committee was established to organize anniversary event/s. Our small but enthusiastic committee has been working on a number of projects to mark this 2022 anniversary year, beginning with this year’s Annual Session. To get us started, Jim Fussell is working on two workshops to talk about Quakers and our Testimonies, during the first 300 years and then over the last 50 years. Sharon Stout is organizing an interest group to talk about a “Stone Soup” project that collects resources for BYM Friends about the various Quaker Witness projects in which we are involved. And, finally, we are putting together an anniversary kick-off event for Thursday evening, August 5th at 7 PM with music, first person interpretation of historic Friends, interviews with long-time BYM members, and ending with a stupendous virtual fireworks display!

Our committee is also working on curricula for First Day Schools, plans for intervisitation, activities for monthly meetings, and activities that encourage outreach beyond our Religious Society. Meetings have already been asked to start working on timelines of their Monthly Meeting’s history. Sample timelines will be available for viewing during Annual session this summer.

To add to the significance of 2022, it also marks 100 years since the founding of our camping program. Stories and photos are being collected, and plans are being made for the camps next summer.

So, plan to join us at Annual Session this August to kick off BYM's 350th anniversary, and the 100th anniversary of our camps, and then to participate in announced activities throughout the year.

12021-25 *Development Director's Report.* Mary Braun (Patuxent) spoke of the resilience of the Yearly Meeting community over the past many months of turbulence as well as the generosity with which Friends have met our many challenges. This year has begun ahead of schedule in fundraising and with some promising new initiatives. The written report is attached.

12021-26 *Youth Programs Manager Annual Report.* Alexis "Sunshine/Lexi" Klein (Shiloh Quaker Camp) produced a video to highlight the activities of Junior Young Friends (JYFs) and Young Friends (YFs) over the past year. This video was informational and joyful!! Among other things, YFs held an in-person celebration (overnight grad-con) of the momentous life transition of High School graduation. Lexi encourages more Friends to support the youth programs by becoming FAPs and joining in the fun. The written version of the report is attached. The video version is archived and available through the Yearly Meeting website.

12021-27 *Stewardship and Finance Proposed Budget and Apportionment for 2022.* Terence McCormally (Herndon), Co-Clerk of Stewardship and Finance, shared a draft budget and a proposed apportionment spreadsheet for review. Terence presented a brief report and responded to questions. Friends noted some discrepancies in the spreadsheet which Terence says will be addressed in the final documents to be presented for approval at Annual session. The written report is attached. The draft budget and apportionments are not included.

12021-28 *Acting General Secretary Report.* Wayne Finegar (Sandy Spring) summarized the report highlighting the hard work Sunshine "Lexi" Klein has put into mastering the online tools used by BYM. These much needed skills will be a great gift in the coming year. Camps will be opening on 26th Sixth month and are more fully enrolled than they have ever been. Wayne thanked the Yearly Meeting staff and committee members for their extraordinary work in making this transition to in-person camping possible.

The Minutes were **APPROVED** as we moved through the Meeting. Following several announcements we closed our gathering closed with a period of silent worship.

Margaret "Meg" Boyd Meyer (Baltimore, Stony Run), Clerk
Rebecca Richards (Gunpowder), Recording Clerk
Deborah Haines (Alexandria) Recording Clerk

ATTACHMENT I2021-14

MINISTRY AND PASTORAL CARE COMMITTEE STATEMENT AND QUERY ON USE OF PREFERRED PRONOUNS

Some Baltimore Yearly Meeting Friends have recently approached the Ministry and Pastoral Care Committee about the use of preferred pronouns among Friends. They have a concern about Friends adding preferred pronouns to their Zoom name during Interim Meetings and Annual Sessions as well as on other occasions.

Preferred pronouns refer to the set of pronouns that an individual prefers that others use to reflect that person's gender identity. In English, when declaring one's preferred pronouns, a person will often state "she, her, hers", "he, him, his", or "they, them, theirs". Preferred pronouns have come into use as one way of promoting equity and inclusion for people who are lesbian, gay, bisexual, transgender and queer.

Ministry and Pastoral Care Committee reminds Friends about the Baltimore Yearly Meeting statement on diversity:

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".

Ministry and Pastoral Care Committee knows this is a tender concern for some Friends. While some Friends value sharing pronouns, others have concerns that this practice can inadvertently cause harm.

In this statement, we hope to bring our light to this concern: Ministry and Pastoral Care Committee has heard the request for Friends to identify their preferred pronouns in meetings. In light of this, we encourage Friends to respect those who share preferred pronouns and respect those who do not share preferred pronouns.

We also want to share a query: "How can Friends move into the truth and the light to support Friends of differing gender identities?"

ATTACHMENT I2021-15A

TRAVEL MINUTE FOR JOLEE ROBINSON

Adelphi Monthly Meeting

of the Religious Society of Friends

2303 Metzger 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.

Among her countless acts of service to our Meeting over many years, Jolee has served on the Ministry & Worship Committee and the Memorial Garden Committee. She is currently serving on the Change Group, which works to help Adelphi Friends Meeting become an anti-racist Meeting. Jolee's broad experiences within the Religious Society of Friends include extensive travel. She has served on the Baltimore Yearly Meeting Working Group on Intervisitation and, since 2010, has visited FIM Triennials, USFWI Triennials, Wilmington Yearly Meeting, Indiana Yearly Meeting, North Carolina Yearly Meeting, North Carolina Fellowship of Friends Annual Session, Western Yearly Meeting, New York Yearly Meeting, Southeastern Yearly Meeting, Evangelical Friends Church Eastern Region Yearly Meeting, Sierra Cascades Yearly Meeting, Friends World Committee, Section of the Americas, and 11 monthly meetings in Cuba. All visits during the past 13 months have been via Zoom.

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 of May, 2021.

**Carole Heagy, Clerk
Adelphi Friends Meeting
Adelphi, Maryland**

ATTACHMENT I2021-15B

TRAVEL MINUTE FOR JADE EATON

ADELPHI FRIENDS MEETING

2303 Metzert Rd.

Adelphi, Maryland 20783

Dear Friends:

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

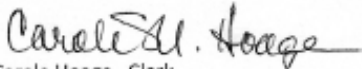
Jade Eaton, a beloved member of our Meeting, has opened to us her leading to continue to travel among Friends, to share in fellowship and worship among other branches of the Religious Society of Friends. In her travel in this ministry over the past four years she has listened attentively to others and 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 enriched our own Meeting. Last year, 2020, although she was unable to travel physically due to Covid 19 restrictions, she had the opportunity to attend a number of virtual Annual Sessions. 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 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 on our Continuing Quaker Education Committee and Outreach and Fellowship Committee. 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 travelling as a companion and then as a travelling 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 16th day of Fifth Month, 2021.



Carole Hoage, Clerk

Adelphi Friends Meeting

Adelphi, Maryland

ATTACHMENT I2021-16 SEARCH COMMITTEE REPORT

Search Committee of Baltimore Yearly Meeting Report to Interim Meeting on 2021 Nominations June 12, 2021

Resignation: Oliver Moles, Langley Hill, from Nominating Committee (effective at the end of Annual Session 2021)

Names in Bold type are being nominated or re-nominated at this time. All other names are for information only.

Yearly Meeting Officers: (all serve 2-year terms)

Presiding Clerk: Stephanie “Steph” Bean, Adelphi (20)

Recording Clerk: Anna McCormally, Herndon (20)

Treasurer: Jim Riley, Hopewell Centre (1/20)

Assistant Treasurer: Arthur Meyer Boyd, Baltimore, Stony Run, until 12/21, **then to be filled**

Interim Meeting Officers: (all serve 2-year terms)

Clerk: Margaret “Meg” Boyd Meyer, Baltimore, Stony Run (20)

Recording Clerk: Rebecca Richards, Gunpowder (20)

Supervisory Committee:

(This committee has 2-year terms)

2022

Ramona Buck, Patapsco (18)

Rosemary Davis, Patapsco (20)

Susan Griffin, Friends Mtg of Washington (21)

2023

Alexandra “Alex” Bean, Adelphi (21)

Adrian Bishop, Baltimore, Stony Run (17) (vacancy)

Ex-officio committee members:

Jim Riley, Treasurer

Meg Boyd Meyer, Clerk of Interim Meeting

Steph Bean, Presiding Clerk

Nominating Committee:

(This committee has 3-year terms)

2022

Deborah Haines, Alexandria (16)

Karie Firoozmand, Stony Run (19)

Marilyn Rothstein, Gunpowder (19)

Jolee Robinson, Adelphi (18)

2023

Janet Eaby, Nottingham (20)

Melissa Meredith, Bethesda (20)

Deborah “Debbi” Sudduth, Goose Creek (20)

Herbert “Chip” Tucker, Charlottesville (17)

2024

Kevin Caughlan, Sandy Spring (18)

Roxanne Jarrett, Sandy Spring (21)

Jose Woss, Friends Mtg. of Washington (21) (vacancy)

Dates above each group of names indicate year when the present term of service will end. Numbers in parentheses after the Monthly Meeting indicate the year the person’s service began.

ATTACHMENT I2021-18

NOMINATING COMMITTEE REPORT

Baltimore Yearly Meeting Representatives to the 2021 FUM Triennial

(Approved by BYM Nominating Committee, 4-17-21; to be brought to BYM Interim Meeting for final approval 6-12-21)

Adrian N. Bishop
13 York Court
Baltimore, MD 21218
443-682-4402 (mobile)
aadrianfpt@gmail.com
Baltimore Monthly Meeting, Stony Run

Jade A. Eaton
19-E Ridge Road
Greenbelt, MD 20770
301-277-5385 (home)
301-741-5797 (mobile)
jadeeaton@comcast.net
Adelphi Friends Meeting

Walter “Walt” T. Fry
1024 Linden Street
Clearfield, PA 16830
814-765-2809 (home)
814-592-4223 (mobile)
Waltfry99@gmail.com
West Branch Monthly Meeting

Georgia E. Fuller
3440 South Jefferson Street, #927
Falls Church, VA 22041
703-578-7578 (home)
703-407-4500 (mobile)
georgiafuller@gmail.com
Langley Hill Friends Meeting

James “Jim” T. Fussell
3643 Calmes Neck Lane
Boyce, VA 22620
703-523-9139 (mobile)
Jimfussell1@gmail.com
Friends Meeting of Washington

Paul L. Isayi
7419 Wood Meadow Way
Lanham, MD 20706

240-521-6227 (mobile)
pauliyai@gmail.com
Baltimore Monthly Meeting, Stony Run

Damaris Kifude
7105 Rutherford Green Circle
Windsor Mill, MD 21244
410-802-4317 (mobile)
kifude@yahoo.com
Baltimore Monthly Meeting, Stony Run

Kenneth “Ken” Stockbridge
5772 Sweetwind Place
Columbia, MD 21045
410-997-4165 (home)
410-306-5010 (mobile)
Kstock59@gmail.com
Patapsco Friends Meeting

Ann K. Riggs
PO Box 402
Gambrills, MD 21054
301-624-8315 (mobile)
annkriggs@gmail.com
Annapolis Friends Meeting

Alternates
Rosalie A. Dance
13 York Court
Baltimore, MD 21218
443-676-8695 (mobile)
radance@gmail.com
Baltimore Monthly Meeting, Stony Run

Mackenzie R. Morgan
4002 Sampson Road
Silver Spring, MD 20906
301-461-7274 (mobile)
macoafi@gmail.com
Adelphi Friends Meeting

ATTACHMENT I2021-19A
LETTER FROM WEST BRANCH MONTHLY MEETING

West Branch Friends Meeting, Inc.
Grampian, PA 16830
Ronald D Thorp, Clerk
April 12, 2021

APR 14 2021

Mr. Wayne W. Finegar, II
Acting General Secretary
Baltimore Yearly Meeting
17100 Quaker Lane
Sandy Spring, MD 20860

RE: West Branch Friends
Affiliation with Baltimore Yearly Meeting

Dear Mr. Finegar,

As clerk of the West Branch Friends Meeting, Inc., I have been instructed by the members to draft this letter to Baltimore Yearly Meeting (BYM). After much discernment and discussions within the Meeting we have collectively made the decision to sever our affiliation with Baltimore Yearly Meeting. This decision has not been an easy one for the Meeting.

God, above all, and the teachings of the bible are the basis of our beliefs and practices. There is that of God in everyone. It is our duty to seek spiritual guidance in our daily living through the Inner Light and to acknowledge that same Light in others, and to let our Lights shine portraying these Truths.

Approved in a meeting of worship with concerns for business held April 11, 2021.

Respectfully,



Ronald D. Thorp
Clerk

ATTACHMENT I2021-19B
MINISTRY AND PASTORAL CARE COMMITTEE RESPONSE TO LETTER
FROM WEST BRANCH MONTHLY MEETING

West Branch Friends Meeting
c/o William Thorp
178 Nellie's Road
Grampian, PA 16838

Dear West Branch Friends,

We are profoundly saddened to receive your letter stating your meeting's intention to dis-affiliate from Baltimore Yearly Meeting. We know you have gone into deep discernment over this matter and respect that your body of Friends have united in the understanding that the direction where God leads you as a body and where God leads BYM as a body differs greatly at this time.

Still, when Friends bodies separate for any reason, this is cause for all of us to grieve. And

we do and will mourn your absence in our Yearly Meeting. We pray as we all proceed in our Spirit-led work that Way might open for us to work together again in time, perhaps if not through the same affiliated bodies, then under the wider umbrella that covers the myriad souls who make up the Society of Friends around the world.

May Divine love continue to lead you in your community and in the wider world.

Yours in the Light,

(Steph Bean, Interim Meeting Clerk)

(Meg Meyer, Yearly Meeting Clerk)

And

(Ministry and Pastoral Care Committee)

ATTACHMENT I2021-21

MANUAL OF PROCEDURE COMMITTEE REPORT

Proposed Revisions
Manual of Procedure
Baltimore Yearly Meeting

The Manual of Procedure Committee submits the revisions below for consideration by the Interim Meeting of the Baltimore Yearly Meeting.

Service on more than one committee. The BYM Search Committee in consultation with the BYM Nominating Committee submitted a recommendation to include a statement in the Naming Committee, Nominating Committee, and the Search Committee sections of the Manual of Procedure to indicate that Friends will serve on no more than one Baltimore Yearly Meeting standing committee at a time.

Background information. It was observed during the last nominating cycle that some confusion existed regarding whether Friends serving on a Yearly Meeting standing committee were eligible for appointment to an Interim Meeting Committee. At present, the information provided in the Manual of Procedure does not have internal consistency for each committee nor consistency across the three committees (i.e., Naming, Nominating, and Search). Consequently, sometimes committees nominate Friends, already serving on a Yearly Meeting standing committee, to serve on another committee.

Recommendations:

Nominating Committee. Add a sentence to the fourth paragraph of the description of the Nominating Committee in Section V of the Manual of Procedure [AS INDICATED IN BOLD LETTERS BELOW].

*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. **Similarly, Friends serving on a committee of Interim Meeting***

should not serve concurrently on a Yearly Meeting standing committee. However, the nomination of a particularly 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. [See Pages 377-378 of the 2020 Yearbook.]

Naming Committee. Add a sentence to the paragraph at the tail end of section III. Interim Meeting, which addresses the responsibilities of the Naming Committee [AS INDICATED IN BOLD LETTERS BELOW].

*The Naming Committee is appointed on Spring Yearly Meeting Day and serves 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. **The Naming Committee will only nominate Friends to the Search Committee who will not concurrently serve on another standing committee of the Yearly Meeting or Interim Meeting.** [See Page 366-367 of the 2020 Yearbook.]*

Search Committee. Add a sentence to the last paragraph of the description of the Search Committee [AS INDICATED IN BOLD LETTERS BELOW].

*As with other nominating bodies, the Search Committee normally does not nominate any of its members for other responsibilities. **The Search Committee will only nominate Friends to Supervisory or Nominating Committee who will not concurrently serve on another Yearly Meeting standing committee.** [See Page 366 of the 2020 Yearbook.]*

Baltimore Yearly Meeting Style Manual. For several years, no committee of the Yearly Meeting has been assigned responsibility for maintaining the *Style Manual*.

Background information. The Faith and Practice Committee submitted a request to Interim Meeting to be charged with maintaining the *Style Manual* of the Yearly Meeting.

Recommendation. Add a paragraph at the end of the description of the Faith and Practice Committee [AS INDICATED IN BOLD LETTERS BELOW].

***The Faith and Practice Committee is charged with maintaining the Style Manual of the Yearly Meeting and is empowered to make changes as the Committee is led. The Style Manual will be made available to Friends through the Yearly Meeting Web site.** [See Pages 375-376 of the 2020 Yearbook.]*

Camping Program Committee. The responsibilities of the Camping Program Committee have evolved and should be updated in the Manual of Procedure.

Background Information. The Camping Program Committee reviewed the Manual of Procedure and has requested an update to the entry regarding the responsibilities of the Committee.

Recommendation. Add information to the last paragraph of the section, Camping Program Committee [AS INDICATED IN BOLD LETTERS BELOW] as follows:

*The Clerk or another member of the Camping Program Committee serves as a member of the Camp Property Management Committee, **the Development Committee, the Growing Diverse Leadership Committee, the Strengthening Transformative Relationships in Diverse Environments Working Group (STRIDE), and the Youth Safety Policy Working Group.*** [See Paragraph 5, Page 373 of the 2020 Yearbook.]

ATTACHMENT I2021-22

TRUSTEES MINUTE TO CLEAR TITLE OF BALD EAGLE FRIENDS BURIAL GROUND

PROPOSED INTERIM MEETING MINUTE I2021-XX

The Baltimore Yearly Meeting Trustees continue their attempts to secure the titles to the properties that the Yearly Meeting has either purchased or accepted into its care over the last 350 years. While clarifying the title to the Bellefonte [Orthodox] Friends Burial Ground (“FBG”) in Centre County, Pennsylvania, descendants of those Friends interred in the separate Bald Eagle [Hicksite] FBG in Centre County raised questions about the state of disrepair of that FBG and asked if BYM intended to help in its cleanup and maintenance. The Trustees’ investigation disclosed that Bald Eagle, later “Unionville,” Preparative Meeting of Centre Monthly Meeting had worship established in 1803, was granted Preparative-Meeting status in 1826, was renamed in 1906, and was discontinued in 1936. The Bald Eagle FBG is now commonly referred to as the “Fisher” or “Alexander” Cemetery.

Bald Eagle/Unionville P.M.’s parent Centre Monthly Meeting (Hicksite) continued to meet in Halfmoon Township, Centre County for a few years, and then in 1945 and 1946 it transferred to other parties the title to its Halfmoon Township meetinghouse and FBG. Centre Monthly Meeting (Hicksite) was laid down by Centre Quarterly Meeting in 1975 with the notation that it had disposed of its remaining properties. Trustees believe that Centre Q.M. did not then know about the Bald Eagle FBG, but the 1975 minutes of Centre Q.M. are not in the folder held by the Centre Q.M. Clerk.

Under the BYM Stony Run book of discipline in effect at the 1968 Consolidation, property of a discontinued meeting passed to its superior meeting, in this case Centre Q.M., and that body was authorized to transfer title after the closing in the event any discontinued meeting failed to take the necessary steps before closing. Under the 1988 *Faith and Practice* of BYM (Consolidated) as now in effect, the property of any discontinued meeting is transferred to the Yearly Meeting. It appears that Centre Q.M. has not met for ten years or more, and the Interim Meeting directs the Trustees to arrange to record the transfer to the Yearly Meeting of title to the Bald Eagle Friends Burial Ground.

ATTACHMENT I2021-23

TREASURER'S REPORT

Treasurer's Report
Baltimore Yearly Meeting
Interim Meeting
June 2021

Today I am reporting on BYM finances as of **April 30, 2021**. We are early in the year, and it is difficult to draw any conclusions about how the year will end up. I will point out a few items which I think are of particular interest. One thing I am being careful about is too many comparisons to our financial situation as of April 30, 2020. Because of the pandemic, we had an unusual year. At this time last year, we were holding camp registration fees knowing that we might have to return them if camp was cancelled. We had asked meetings to accelerate apportionment payments and put out the call for contributions. Our investments had lost a considerable amount of market value. And we were amending our budget to reduce expenses in view of the very uncertain financial picture. Thankfully, all that is behind us.

The **Balance Sheet** gives us a snapshot of our assets, liabilities and net assets as of April 30, 2021. Total cash is just over \$1.1 million. Cash is usually high this time of year due to camp registration fees received and not many camp expenses paid yet. We have also received two government Paycheck Protection Program (PPP) loans/grants. Our investments had a total market value of \$1,368,749 on April 30.

The only item I will point out regarding liabilities is the deferred income amount of \$356,482. Of this amount, \$356,000 is the total received from the PPP loans/grants. These funds are initially considered a loan and, if all conditions are met, then the loans are forgiven. We are well into the process of applying for forgiveness and expect that the loans will be forgiven.

The **Statement of Activities** shows the revenues and expenditures for the first four months of the year. Program revenue is just over \$445,000. This is mostly from camp registration fees+. Unrestricted contributions total \$97,000. It's interesting to note that, at this time a year ago, this total was about \$56,000. We hope this trend continues. The unrealized gain on our investments for the first four months of the year is about \$44,000. Also, interesting to note is that, at this time last year, we were showing a \$111,000 unrealized loss. Total revenue so far this year is \$776,500.

The expenditures are all in the unrestricted column and total a little over \$699,000. So net revenue over expenditures totals \$77,310. Of this amount, \$65,745 is unrestricted. An excess of revenue over expenditures is always good to see but, as I noted before, it is early in the year. Stay tuned for more.

Our audit for 2020 is well under way and we are looking forward to completing it soon. We did not have an audit of the 2019 books so the 2020 audit will get us back on schedule.

Respectfully submitted,
James Riley
BYM Treasurer
Hopewell Centre Meeting

Ballinora Yearly Meeting
Balance Sheet
As of 4/30/2021

	<u>Current Year</u>	
Assets		
Current Assets		
Cash & Cash Equivalents		
Operating Account	1,090,576.84	1001
Payroll Acct	3,061.80	1002
Camp Property Manager	6,776.99	1004
Calvinin Caretakers Account	1,940.34	1008
Shiloh Careless Account	2,722.04	1008
Calvinin Directors Account	363.06	1007
Shiloh Directors Account	177.96	1008
Quezon Directors Account	204.30	1009
TA Directors Account	3,636.82	1030
Petty Cash	<u>100.00</u>	1080
Total Cash & Cash Equivalents	1,111,961.37	
Accounts Receivable		
Apportionment Receivable	341,049.80	1200
Student Loans Receivable	15,577.87	1300
Allowance for Doubtful Accts	(80,000.00)	1302
Pledges Receivable	5,205.00	1400
Camp Property Receivables	398.00	1502
Harford Friends School Note	40,000.00	1512
Other Receivables	<u>7,780.00</u>	1599
Total Accounts Receivable	389,877.47	
Prepaid Expenses		
Prepaid Rent	32,800.00	1711
Deposits	<u>6,152.26</u>	1719
Total Prepaid Expenses	40,652.26	
Total Current Assets	1,612,191.10	
Long-term Assets		
Property & Equipment		
Land	1,306,495.85	2030
Land Improvements	377,407.96	2011
Buildings	1,612,061.82	2030
Leasehold Improvements	280,786.14	2030
Accum. Depr. Buildings & Leasehold	(1,068,491.61)	2039
Furniture, Pictures & Equipment	294,467.35	2080
Accum. Depr. FPEE	(188,610.28)	2089
Vehicles	186,394.22	2080
Accum. Depr. Vehicles	(147,849.27)	2089
Projects in Progress	<u>25,266.86</u>	2900
Total Property & Equipment	2,636,212.34	
Long-term Investments		
Friends Fiduciary	621,730.77	1130
Sandy Spring Bancorp Stock	968.70	1111
Morgan Stanley Smith Barney	<u>546,052.24</u>	1113
Total Long-term Investments	1,268,791.71	
Total Long-term Assets	4,096,951.05	
Total Assets	5,619,152.15	
Liabilities		
Short-term Liabilities		
Accounts Payable		
Account Payable	<u>24,722.06</u>	3000
Total Accounts Payable	24,722.06	
Deferred Revenue		
Prepaid Apportionment	2,000.00	3130
Deferred Apportionment	<u>341,049.80</u>	3200

Baltimore Yearly Meeting
Balance Sheet
As of 4/30/2021

	Current Year	
Other Deferred Income	386,482.00	3201
Camp Rental Deposits	1,250.00	3202
Total Deferred Revenue	700,781.80	
Other Short-term Liabilities		
Wages Payable	32,112.20	3010
Payroll Taxes Payable	2,533.08	3020
Pension Payable	5,904.19	3030
PSA Payable	(1,646.29)	3060
Total Other Short-term Liabilities	36,903.28	
Total Short-term Liabilities	784,406.96	
Long-term Liabilities		
Long-term Liabilities		
Friendly Loans	211,677.07	3010
Total Long-term Liabilities	211,677.07	
Total Long-term Liabilities	211,677.07	
Total Liabilities	978,094.05	
Net Assets		
Beginning Net Assets		
Net Assets		
Net Assets	4,485,757.84	4000
Total Net Assets	4,485,757.84	
Total Beginning Net Assets	4,485,757.84	
Current YTD Net Income		
	77,510.46	
Total Current YTD Net Income	77,510.46	
Total Net Assets	4,563,268.12	
Total Liabilities and Net Assets	5,519,152.15	

Emblems Yearly Meeting
Statement of Activities
From 1/1/2021 Through 6/30/2021

	Unrestricted	Designated	Temp Restricted	Pawn Restricted	Total
Operating Revenue					
Appointment Income					
5100	170,716.40	0.00	0.00	0.00	170,716.40
5101	0.00	0.00	0.00	0.00	0.00
Total Appointment Income	170,716.40	0.00	0.00	0.00	170,716.40
Program Revenue					
445,679.32	445,679.32	0.00	0.00	0.00	445,679.32
Contributions					
5001	97,044.03	0.00	0.00	0.00	97,044.03
5005	0.00	0.00	0.00	0.00	0.00
5020	0.00	0.00	0.00	0.00	0.00
5052	0.00	0.00	9,230.00	2,335.00	11,565.00
5095	0.00	0.00	0.00	0.00	0.00
Total Contributions	97,044.03	0.00	9,230.00	2,335.00	108,609.03
Revenue Released from Restriction					
5090	0.00	0.00	0.00	0.00	0.00
Total Revenue Released from Restriction	0.00	0.00	0.00	0.00	0.00
Investment Income					
Interest & Dividends					
5801	354.90	0.00	0.00	0.00	354.90
5802	43,895.08	0.00	0.00	0.00	43,895.08
5803	0.00	0.00	0.00	0.00	0.00
5804	0.00	0.00	0.00	0.00	0.00
Total Investment Income	44,210.98	0.00	0.00	0.00	44,210.98
Property & Vehicle Rental					
5900	6,774.80	0.00	0.00	0.00	6,774.80
5905	0.00	0.00	0.00	0.00	0.00
Total Property & Vehicle Rental	6,774.80	0.00	0.00	0.00	6,774.80
Gain(Loss) on Sale of Assets					
Revenue from Sale of Goods					
5940	495.00	0.00	0.00	0.00	495.00
5950	26.00	0.00	0.00	0.00	26.00
5990	0.00	0.00	0.00	0.00	0.00
5995	0.00	0.00	0.00	0.00	0.00
Total Revenue from Sale of Goods	521.00	0.00	0.00	0.00	521.00
Other Income					
754,635.31	754,635.31	0.00	9,230.00	2,335.00	766,200.31
Total Operating Revenue	754,635.31	0.00	9,230.00	2,335.00	766,200.31

Date: 6/24/2022 11:11

Page: 1

**Guidance's Yearly Meeting
Statement of Activities
From 1/1/2021 Through 4/30/2021**

	Unrestricted	Designated	Temp Restricted	Perma Restricted	Total
Expenses					
100 Admin	499,120.00	0.00	0.00	0.00	499,120.00
200 Camp Program Administration	86,512.80	0.00	0.00	0.00	86,512.80
210 Catechism Program	136.30	0.00	0.00	0.00	136.30
220 Youth Program	136.30	0.00	0.00	0.00	136.30
230 Openen Program	136.30	0.00	0.00	0.00	136.30
240 Teen Adventure Program	614.90	0.00	0.00	0.00	614.90
241 TA Bike Program	0.00	0.00	0.00	0.00	0.00
250 Camp Alerts Program	0.00	0.00	0.00	0.00	0.00
260 Outreach & Inclusion	21,698.30	0.00	0.00	0.00	21,698.30
300 Camp Property Administration	70,097.43	0.00	0.00	0.00	70,097.43
310 Catechism Property	21,646.09	0.00	0.00	0.00	21,646.09
320 Youth Property	22,793.21	0.00	0.00	0.00	22,793.21
330 Openen Property	8,333.29	0.00	0.00	0.00	8,333.29
410 Young Friends	0.00	0.00	0.00	0.00	0.00
415 Young Friends Disc.	0.00	0.00	0.00	0.00	0.00
420 Jr. Young Friends	0.00	0.00	0.00	0.00	0.00
430 Youth Programs Committee	0.00	0.00	0.00	0.00	0.00
440 Youth Stewardship	14,798.79	0.00	0.00	0.00	14,798.79
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	0.00	0.00	0.00	0.00	0.00
506 Unity With Nature	0.00	0.00	0.00	0.00	0.00
508 Dramatic Healing	0.00	0.00	0.00	0.00	0.00
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 Drive-Athlete	0.00	0.00	0.00	0.00	0.00
514 Reclaim W3	200.00	0.00	0.00	0.00	200.00
515 Diversification	0.00	0.00	0.00	0.00	0.00
517 Faith & Practice Revision	0.00	0.00	0.00	0.00	0.00
518 Growing Church Leadership	200.00	0.00	0.00	0.00	200.00
519 Reparatious Action Working Group	0.00	0.00	0.00	0.00	0.00
610 Annual Session	0.00	0.00	0.00	0.00	0.00
632 Spiritual Formation	0.00	0.00	0.00	0.00	0.00
633 Women's Retreat	1.24	0.00	0.00	0.00	1.24

Date: 6/26/2023 11:01

Senators' Yearly Meeting
Statement of Activities
From 1/1/2021 Through 6/30/2021

	Unrestricted	Designated	Temp Restricted	Perm Restricted	Total
606	0.00	0.00	0.00	0.00	0.00
920	43,638.78	0.00	0.00	0.00	43,638.78
Total Expenditures	43,638.78	0.00	0.00	0.00	43,638.78
Net Revenue over Expenditures	699,189.63	0.00	0.00	0.00	699,189.63
	69,795.49	0.00	9,230.00	2,335.00	77,360.49
Beginning Net Assets	2,267,824.71	284,003.85	1,841,637.06	402,492.34	4,495,957.96
Total Beginning Net Assets	2,267,824.71	284,003.85	1,841,637.06	402,492.34	4,495,957.96
Adjustments to Net Assets	0.00	0.00	0.00	0.00	0.00
Total Adjustments to Net Assets	0.00	0.00	0.00	0.00	0.00
Ending Net Assets	2,333,379.19	284,003.85	1,850,637.06	402,492.34	4,466,502.44

ATTACHMENT I2021-25

DEVELOPMENT REPORT

Development Report to Interim Meeting

We are witnessing a verdant display of resilience in the world around us. Every spring, nature teaches us the cyclical beauty of resurgent life. Now with families venturing forth in the wake of the pandemic here, we see another face of resilience. Thanks to our supportive community, Baltimore Yearly Meeting, too, is revitalizing its work. Unlike this time one year ago, our financial foundation is stronger, our ability to stay connected has grown, our sensitivity and response to social issues has deepened, and our camps are re-opening! Thank you Friends for your resilience and for your stalwart sharing.

Development activities throughout the first half of the year have included an array of customary exchanges along with some new initiatives. At the start of the year, we launched a camp appeal early to ensure the success of the new sliding scale fee payment system. Many donors stepped up generously to endorse this experiment to make the camp experience accessible to every family, no matter their financial situation. Then in the spring, special preparations for camp re-opening amid precautions to safeguard campers against the spread of COVID-19 necessitated unlooked for expenses in the forms of outdoor picnic tables, ventilations fans, health staff and PPE supplies, among other items. BYM offerings like Spiritual Formation and Youth Programs have seen modest donation levels. (You should have recently received a video message from Sunshine Klein about the year's ongoing creative youth activities!) STRIDE hosted several phonathon sessions, film and trivia nights to raise funds and has been successful with the receipt of five grants to enroll STRIDE campers this summer.

Gifts to the General Fund continue to be numerous. These contributions together with our monthly and quarterly revenue from our Sustaining Quakers help to foster stability for the YM while promoting our capacity to provide for assorted communications, programs and networking. In a letter this month to our Sustaining Quakers, the extent of change at the Yearly Meeting was shared. Some of the highlights of that letter include acknowledgments of:

- An increasingly urgent commitment to anti-racist action and education that has been championed by Growing Diverse Leadership, the Working Group on Racism and our tireless STRIDE volunteers.
- Reductions in BYM staff and administrative expenses activated even greater austerity as we welcome a new General Secretary, Sarah Gillooly, this summer, and thank Wayne Finegar for his tremendous skill and dedication as Acting General Secretary.
- The new Yearly Meeting clerk, Stephanie Bean, and interim clerk, Meg Meyer, are finishing their first year of service along with many new committee and working group members.

In preparation for 2022, a 350th BYM anniversary committee has formed that will also mark the 100th anniversary of the camp program. Already at Annual Session this year,

several workshops and an interest group will usher in anniversary activities along with a special session on Thursday evening, August. 5. As we prepare to commemorate three and a half centuries of Quaker faith and practice here in the Mid-Atlantic, we will strive to learn from our past to better anticipate our future. Our story as Friends is still unfolding, thanks to each of you.

Fund	2018		2019		2020		2021		2021 Fundraising Goal	% OF Goal	5/31/2021 Cap
	Donors	Total	Donors	Total	Donors	Total	Donors	Total			
Camp Property Capital		\$6,108		\$20,858		\$44,682	56	\$22,095	\$143,300	15%	\$(121,205)
General Fund		\$47,817		\$26,562		\$76,165	114	\$71,250	\$150,500	47%	\$(79,250)
Camping Program		\$19,328		\$25,973		\$48,315	121	\$51,490	\$75,000	69%	\$(23,510)
STRIDE		\$25,046		\$27,622		\$4,245	63	\$22,527	\$45,000	50%	\$(22,473)
Annual Session				\$100		\$700	1	\$1,000	\$4,000	25%	\$(3,000)
Barry Morley Scholarship		\$395		\$615		\$495	12	\$2,215			\$2,215
Spiritual Formation		\$194		\$210					\$700	0	\$(700)
Sue Thomas Turner						\$30					
Women's Retreat		\$3,821		\$306		\$1,164	1	\$35	\$0		\$35
Youth Programs		\$285		\$165		\$985	30	\$765	\$6,000	13%	\$(5,235)
Gift in Kind		\$265		\$2,427							
TOTAL	243	\$97,151	265	\$83,980	\$357	\$176,786	329	\$171,377	\$424,500	40%	\$(253,123)

FY2021 is very different from FY2020 in that some camp fees were converted to donations in the spring and summer of 2020. Also, a forgiven loan for the Catocin Bathhouse boosted camp capital revenue by almost \$25,000 in FY2020.
At this time in FY2020, BYM Development was at 47% of its annual goal.

ATTACHMENT I2021-26

YOUTH PROGRAMS MANAGER'S ANNUAL REPORT

This year was a wild time for sure. As a new Youth Programs Manager (YPM), I started in September and within 2 weeks I was hosting a virtual Nuts and Bolts Committee (NBC) Conference over Zoom. And at that time NBC of Young Friends (YFs) made a lot of decisions about what the year would look like and what the year could look like. As we're all aware, for YF and Junior Young Friends (JYFs) we did virtual cons over zoom for almost all of this year due to the pandemic. This allowed for a lot of creativity on how to maintain and nourish our community in this totally new way. Though Friends acknowledged that of course it wasn't the same, they also were grateful for the time and connection these Zooms allowed. It also meant we could have participants who have moved away join us once again. We had YFs from as far as California join us as well as a Friendly Adult Presence who lives in Sweden. This also prompted a revamping of the Youth Programs section of the BYM website and making an online store for Youth Programs merchandise. This year also brought new energy to social media outreach. YFs began using their Instagram account (@ErikBrokeMyHeart) to advertise conferences and to share announcements. They also continued the use of their website (<http://yf.bym-rsf.net/>) to keep the community up-to-date on all things YF. As YPM, I began using Twitter (@BYMYouthProgram) to reach a greater audience and connect with other Quaker communities. Young Friends also approved the shift of their Facebook page to be converted to an alumni page. You can find us on Facebook by searching BYM Youth Programs Alumni.

This year we had an average of almost 13 JYFs attending each con. The numbers this year were of course going to be smaller than years past but we had a very consistent crew of JYFs. They brought joy and laughter to the screen and held very efficient Meetings for Worship with a Concern for Business. Those started with the collective discerning of the year's theme which was creativity through food. Our lovely and dedicated JYF Subcommittee of the Youth Programs Committee (YPC) decided that with the virtual con situation it would be perfect to have cooking ingredients dropped off at everyone's homes and that our workshops would be creating space for the JYFs to discover or hone their abilities to cook from scratch. The JYFs also spent quality time with each other playing online games together including but not limited to Among Us, Sporcle, A Fake Artist Goes to New York, and Code Names. With the Covid vaccine out, the JYF Subcommittee made the call to have an in-person portion of the final con of the year which was deeply enjoyed by all. Along with the adjustments around being virtual, the JYF Subcommittee approved having a suggested registration fee for cons while also giving the space for families to pay less if they needed to. This payment structure worked well for us this year.

YFs and NBC also participated in virtual conferences for most of the year. They made Friday night a game night and time to check in with each other. Saturdays included workshops, games, show and tells, and plenty of breaks in between so that folks wouldn't get too burnt out on screen time. There was also usually a movie option that night. On Sundays, we did our best to worship virtually with the Meeting we would have been with had we been in person. This year we had an average of 21 YFs at each con. Young Friends put together a Grad con subcommittee to share a proposal with YPC about holding an in-person con. YPC accepted this proposal and supported YFs in their planning. Grad con was a glorious one night conference, in-person, held at the BYM office, where YFs and Friendly Adult Presences slept in their

own tents, masked up, and social distanced. This allowed us to have our yearly celebration of our seniors, Senior Circle, in person with an option for those who could not make it join over FaceTime. The joy displayed by sharing space was palpable. This year YF made the decision to have each virtual con have no registration fee, but to ask for donations. The generosity of our immediate community was comforting. As Annual Sessions are being held virtually, YFs decided not to plan additional activities or to meet with a concern for business this year.

YPC needs more active members. JYF Subcommittee met regularly after each JYF con to talk over how it went and find improvements as we planned the next. The Friendly Adult Presence (FAP) Subcommittee met multiple times in the fall to plan a virtual FAP training. We had 2 folks interested and trained one of them. In the coming fall, the FAP Subcommittee will be working toward ways to increase the number of trained FAPs we have. If you are interested in volunteering or curious as to what is involved in that, please visit https://www.bym-rsf.org/what_we_do/yutes/jyfs/friendly-adult-presence-application.html.

I want to thank the entire BYM community for their continued support of our Youth Programs. We look forward to the coming school year and the opportunities it will bring for all of us.

ATTACHMENT I2021-27

STEWARDSHIP AND FINANCE COMMITTEE REPORT

Stewardship and Finance Committee
Report to Interim Meeting 6/12/2021

Friends,

The Stewardship and Finance Committee presents today two documents regarding financial planning for the Yearly Meeting.

First is the proposed apportionment recommendation for 2022.

This is the third year we are using a simplified formula for advising Monthly Meetings of their fair share of support for Baltimore Yearly Meeting: we are asking Meetings to contribute to BYM 25% of their unrestricted income, with provisions for exempting some income from the apportionment calculation

At the beginning of the year when most Meetings have had a chance to finish their accounting for the prior year, we ask each Meeting to complete an Apportionment Questionnaire. There are five questions. 1) How many contributing households? 2) The amount of unrestricted contributions? 3) The amount of investment income? 4) The amount of the investment income that has a restricted purpose. 5) If there is anything happening that might require an adjustment to the amount of apportionment that the formula suggests?

We try to collect information from forty-two Meetings. So far this year we've received responses from thirty-nine. Because the budget is prepared in advance to allow the necessary time for discernment, we base our apportionment amounts for the 2022 Budget on the information on the financial results of the Meetings in 2020. 2020 was a challenging year for many Meetings. The proposed amount requested for apportionment, \$503,960, is \$5,000 less than in 2021. Twenty-one Meetings reported a decrease in income subject to apportionment in 2020

compared to 2019, so the amount requested of those meetings has decreased for 2022 from what was expected in 2021.

So how should we respond to our desire to add new initiatives and continue to support ongoing programs when our revenues from the Meetings are not growing?

One thing that we are led to do is to ask Meetings to consider whether they have other sources of income that might allow them to provide additional support. Several Meetings have already made commitments to provide additional support to the programs of BYM. Members of Stewardship and Finance would be pleased to answer questions and serve as a resource as you explore what might be possible at your Meeting. Our contact information is in the directory

The second document is the draft budget for 2022.

1. The budget is based on conservative estimates of the income we expect in 2022 from apportionment, individual contributions, investment income, and program revenue from the camping program, Annual Session and other programs. Total proposed expenditures are 2.1 million, about \$30,000 more than 2021

2. The budget balances. In addition, the format of the budget now aligns closely with our accounting software and the treasurer's report which will simplify the process of tracking adherence to our budget goals throughout the year.

3. Although it is still a very lean budget, it does fulfill our goal of this being a "rebuilding year" for BYM. Through the generosity of Friends, the discipline of our Supervisory Committee, and the ingenuity and hard work of our staff we are able to plan to hire a half time assistant for the general secretary, and to restore funding to FGC, FUM, and FWCC. We still have sharply limited committee expenses and we do not currently have funding for the positions of Assistant General Secretary or Comptroller.

Budgeting is a process of balancing priorities, and Stewardship and Finance is open to input from all Friends regarding the priorities of the Yearly Meeting. As you review these documents if you find discrepancies, numbers that don't add up, or have questions please share your concerns with me or Susan Griffin, my co clerk. We will continue to work with the budget in anticipation of having a budget ready for review and approval at annual session.

Some Thoughts on BYM Apportionment

We are hard at work in developing the 2022 budget. An important part of determining what we can do together in 2022 is to determine the level of financial support that Monthly Meetings can be expected to provide. Today we share our 2022 BYM Budget Apportionment Worksheet.

We have recently been using a simple formula. At the beginning of the year when most Meetings have had a chance to finish their accounting for the prior year, we ask each Meeting to complete an Apportionment Questionnaire. There are five questions. 1) How many contributing households? 2) The amount of unrestricted contributions? 3) The amount of investment income? 4) The amount of the investment income that has a restricted purpose? 5) If there is anything happening that might require an adjustment to the amount of apportionment that the formula suggests?

We try to collect information from forty-two Meetings. This year we received responses from thirty-nine. An improvement over previous years. Because the budget is prepared in advance to allow the necessary time for discernment, we base our apportionment amounts for the 2022 Budget on the information on the financial results of the Meetings in 2020. 2020 was a challenging year for many Meetings. The proposed amount requested for apportionment, \$503,960, is \$5,000 less than in 2021. The amount requested of twenty-one Meetings has decreased in 2022 from what they are expected to pay in 2021.

So how should we respond to our desire to add new initiatives and continue to support ongoing programs when our revenues from the Meetings are not growing?

One thing that we are led to do is to ask Meetings to consider whether they have other sources of income that might allow them to provide additional support. Several Meetings have already made commitments to provide additional support to the programs of BYM. Members of Stewardship and Finance would be pleased to answer questions and serve as a resource as you explore what might be possible at your Meeting. Please be in touch.

ATTACHMENT I2021-28

ACTING GENERAL SECRETARY'S REPORT

Acting General Secretary's Report
Sixth Month 2021 Interim Meeting

The months since we virtually gathered in March have been busy for all of the Yearly Meeting staff, but also exciting. There has been hard work by all of the staff and many of our volunteers in those months. We are about to all begin reaping the rewards of their efforts!

BYM Camps: **Khalila Lomax, Brian Massey, and David Hunter** have done amazing work all year in preparing for the 2021 BYM Camp season. This winter, when the Yearly Meeting committed to opening the camps this summer we were still in the worst of the pandemic. The vaccines were still in trials and case numbers were rising. We all chose to have true faith that we would find a way to have safe and successful camps despite all of the unknowns we faced. Then we added a commitment to the new pricing structure that lets us live into our commitment of equality and diversity in our programs. Khalila, Brian, and David have had to navigate the ever-changing landscape of COVID-19 precautions while trying to identify what needed to be done to restart our camps after last year's closure. For Khalila and Brian this is also their first camp season. All three of them have benefited from the work of the STRIDE community, the Camping Program Committee, the Camp Property Management Committee, and many others. With everyone's efforts our faith has been rewarded. We now can feel confident that the camp season will be everything that we hoped for, including being safe for everyone there. Nearly every session at all of three residential camps is full and many have waiting lists!

Youth Programs: **Sunshine Klein** is presenting her annual report for the first time today. I hope everyone will recognize the amazing work that she has done this year. Because of the staffing reductions forced on us last summer, Sunshine didn't start her job until September, two months after Josie Dowling left as the Youth Programs Manager. Which meant that Sunshine had just days to start to learn her job before the first virtual conference of the year was going to hap-

pen. Despite all of the challenges that Sunshine and all of our middle-school and high-school students have faced, the program has been a success this year. They found a way to build community with each other without being the same room (or even the same coast). And this fall, after Sunshine works at Shiloh Quaker Camp this summer, she has agreed to add the work of the Administration Manager to her plate. This will give the staff and our volunteers desperately additional support in the office.

Development: According to the agenda, **Mary Braun** just told you about how the development program is doing this year. To have raised 40% of our 2021 goal in the first 5 months of the year is spectacular! The support that our community has given to the Yearly Meeting in 2020 and already in 2021 is amazing. Mary, the Development Committee, and all of the people from STRIDE, Camping Program, and other committees who have worked to build that support are doing important work. Continuing that support into the future will give our community the opportunity to take on new projects and opportunities. In addition to all of her “normal” work, Mary has also been leading the volunteers who are planning our celebrations of the Yearly Meeting’s 350th year and with the camp’s 100th year. There will be a special kick-off event to these anniversary celebrations during Annual Session 2021 and I am looking forward to all of the special events that are being planned.

Administration: **Harriet Dugan** continues to do the work of multiple people. Like Brian and Khalila, she is entering the camp season for the first time and has worked to get all of the various accounts, debit cards, credit cards, and materials together so that our camp staff can run our programs. At the same time, she has continued to navigate the audit process and the development of the 2022 budget.

General Secretary Transition: At the Fifth Month 2021 Called Interim Meeting, **Sarah Gillyooly** was approved as the next permanent General Secretary of Baltimore Yearly Meeting. The two of us have been working to start the process of transitioning to their leadership of the Yearly Meeting staff and we are all looking forward to when they begin on July 19. I have agreed to continue as the Acting General Secretary until that date and will stay in the office for a few weeks beyond to help Sarah take up their service. I am certain that many of you will see them participating in Annual Session 2021’s virtual sessions.

A Personal Note: All of you who know me well know that I am uncomfortable being the focus of attention. I have always viewed my service to the Yearly Meeting as exactly that, service to the community. I have worked for nearly 12 years to find ways to support everyone in our community, to make the Yearly Meeting stronger, and to bring it to every Friend in all of our worshipping communities. Even in the last year when I have been honored to have the title of Acting General Secretary my highest priority has been to do what needed to be done to help lead our community through the challenges we have faced. I say this because it is important to give you a context to how much I have appreciated the calls, cards, emails, and personal visits I have received in recent weeks. I have heard from many Friends that they have valued the work that I have done and that they feel that the Yearly Meeting has benefited from my work. Those words and thoughts do and will always mean a great deal to me and I cannot thank the Yearly Meeting enough for everything that I have gained from having the opportunity to serve you.

ANNUAL SESSION 2021
OF
BALTIMORE YEARLY MEETING
OF THE RELIGIOUS SOCIETY OF FRIENDS
HELD VIRTUALLY DUE TO PANDEMIC

Tuesday, August 3, 2021

Y2021-1 *Opening Worship.* The Meeting opened with a period of silent worship.

Y2021-2 *Welcome and Process Review.* Presiding Clerk Stephanie “Steph” Bean (Adelphi) welcomed Friends to the session and introduced those assisting with this session including Recording Clerk Anna McCormally (Herndon), Tech Assistants, Nate Dorr (Sandy Spring/Young Adults) and Jason Eaby (Nottingham), and our Prayerful Presence, holding us all in the Light, Gary Sandman (Roanoke). Steph offered guidance on how to use the Zoom features used for this Meeting and reiterated advices for speaking in Meeting. They also read queries on anti-racism aloud so Friends could hold them in preparation for business.

Y2021-3 *Land Acknowledgement.* The Clerk read the land acknowledgment provided by our Indian Affairs Committee:

The Baltimore Yearly Meeting office is located on Piscataway ancestral land. BYM’s summer camps are located on the lands of the Piscataway (Catoctin Quaker Camp, near Thurmont, MD), the Massawomek (Opequon Quaker Camp, near Winchester, VA), and the Manahoac (Shiloh Quaker Camp, near Stanardsville, VA). BYM honors the peoples and cultures of the many past and present Native Nations in our geographic area.

Y2021-4 *Welcoming Visitors and First Time Attenders.* The Clerk invited visitors and first-time attenders to introduce themselves. The following individuals did so:

Marvin Barnes (current Presiding Clerk, FGC; Detroit Meeting, Lake Erie YM)
Mary Comfort Ferrell (Planned Giving Director at the Friends Committee on National Legislation)
Carl Magruder, Plenary Speaker (Strawberry Creek Meeting, Pacific Yearly Meeting)

Y2021-5 *Welcome Message from Program Committee.* Barbara Thomas (Annapolis) offered a message from the Program Committee, welcoming us to the Annual Session of the 350th year of Baltimore Yearly Meeting— a week of spiritual nourishment and delight. Program Committee expressed gratitude for the work of staff and community members who have made Annual Session possible and reviewed the opportunities for worship and social time before us this week.

Y2021-6 Epistle Committee. The Clerk nominated the following Friends to serve on Epistle Committee: Kathryn Pettus (Baltimore, Stony Run) and Sarah Gillooly (Adelphi). Friends **APPROVED** these nominations. Other Friends may be nominated over the course of sessions.

Y2021-7 Search Committee. Clerk Rebecca Rawls (Langley Meeting) presented a report from the Yearly Meeting Search Committee. Rebecca brought forward the following names:

To the position of Assistant Treasurer: Terence McCormally (Herndon)

To Supervisory Committee: Elizabeth “Betsy” Tobin (Frederick)

To Nominating Committee: Alexandra “Alex” Arbor (Adelphi)

The full report is available digitally in the [2021 Annual Reports Booklet](#). Friends accepted the report from Search Committee and **APPROVED** these nominations. The Meeting noted gratitude for Search Committee’s work.

Y2021-8 Disaffiliation of West Branch Monthly Meeting. The Disaffiliation of West Branch Meeting was referred from Interim Meeting to the Yearly Meeting as the body responsible for accepting membership of new member worship groups and Meetings. Presiding Clerk Steph Bean shared that the Yearly Meeting is working to develop a formal process for meetings to disaffiliate from the Yearly Meeting body. In the current absence of such a process, the Ministry and Pastoral Care Committee, in cooperation with the Interim and Annual Session Clerks, wrote a letter to Friends of West Branch Monthly Meeting about their decision to disaffiliate with BYM. In this session, BYM Friends accepted West Branch’s disaffiliation, expressing sorrow in this departure and our continuing care for them within the larger community of Friends.

Y2021-9 Manual of Procedure Change. Clinton Pettus (Baltimore, Stony Run), Clerk of the Manual of Procedure Committee, brought forward the following proposed changes:

- A recommendation from the BYM Search and Nominating Committees that Friends serve on no more than one BYM standing committee at a time. In Meeting, Friends voiced how this change will present an opportunity to develop more diversity on standing committees as Nominating and Search Committees continue to seek more talented friends to serve. The Yearly Meeting welcomes tenderly friends with differing levels of committee experience, including those who are led to serve for the first time.
- A request from the Faith and Practice committee that they take maintenance of the Style Manual of the Yearly Meeting under their charge. The Style Manual guides the format and sets editorial standards of the Yearbook and other items. This change empowers Faith and Practice Committee to make changes to the Style Manual as led.
- A recommendation that the Clerk or another member of the Camping Program Committee serves as member of not only the Camp Property Management Committee, but also the Development Committee, the Growing Diverse Leadership Committee, the STRIDE Working Group, and the Youth Safety Policy Working Group.

The full recommendations are in the documents from the Interim Meeting where they were accepted. Friends **APPROVED** these changes to the Manual of Procedure.

Y2021-10 *Nominating Committee.* Deborah Haines (Alexandria), co-Clerk, brought the first reading from the Nominating Committee. Guided by anti-racism queries, the Nominating Committee worked hard this year to invite into the work of the Yearly Meeting those whose voices may not have been heard.

Nominating co-Clerk Jolee Robinson (Adelphi), brought the need for two appointments to be filled: appointments from BYM to Friends General Conference and Friends World Committee for Consultation (Section of the Americas). Nominating invites Friends who feel led to serve in those roles to get in touch.

The full roster, along with the email address to contact the Committee, is available digitally in the [2021 Annual Reports Booklet](#).

Friends accepted this first reading from Nominating Committee.

Y2021-11 *Closing Worship.* Out of the silence, Friends recognized that Presiding Clerk Steph Bean (Adelphi) is clerking these sessions for the first time. We hold them in the light, with gratitude for this service.

Wednesday, August 4, 2021

Y2021-12 *Opening Worship.* The Meeting opened with a period of silent worship.

Y2021-13 *Welcome.* Presiding Clerk Stephanie “Steph” Bean (Adelphi), the Recording Clerk Anna McCormally (Herndon), Tech assistants Nate Arbor (Sandy Spring/Young Adults) and Jason Eaby (Nottingham), and our Prayerful Presence, holding us all in the Light, Greg Robb (Washington).

Y2021-14 *Land Acknowledgement.* The Clerk read the land acknowledgment provided by our Indian Affairs Committee:

The Baltimore Yearly Meeting office is located on Piscataway ancestral land. BYM’s summer camps are located on the lands of the Piscataway (Catoctin Quaker Camp, near Thurmont, MD), the Massawomek (Opequon Quaker Camp, near Winchester, VA), and the Manahoac (Shiloh Quaker Camp, near Stanardsville, VA). BYM honors the peoples and cultures of the many past and present Native Nations in our geographic area.

Y2021-15 *Queries on Anti-racism.* The clerk read queries on anti-racism aloud so Friends could hold them in preparation for business.

Y2021-16 *Welcoming Visitors and First Time Attenders.* The Clerk held space for visitors and first-time attenders to the Meeting. We welcome them.

Y2021-17 *Epistle Committee.* Kathryn Pettus and Sarah Gillooly are currently serving on the Epistle Committee. The Clerk invited Friends who would like to add to our collective

understanding of this week spent together to join the Epistle Committee or send in thoughts to epistle@bym-rsf.org.

Y2021-18 *Growing Our Meetings Working Group*. Victor Thuryoni (Adelphi), reported for the working group, which is under the care of the Advancement and Outreach Committee. The group presented a Frequently Asked Questions document that resulted from a process, approved at 2019 annual session, for seasoning a minute on theological diversity. The FAQ document is designed to be a brief, orienting document for newcomers. While Friends expressed concern that its brief nature means many experiences and nuances of faith and practice go unarticulated, the Meeting acknowledged the FAQ's utility in enabling us to be more friendly and whole. Friends accepted the working group's report, and commended this document to Monthly Meetings for use in outreach. A copy of the FAQ is attached.

Y2021-19 *Growing Diverse Leadership Committee*. Pierce Hammond (Bethesda), Clerk, reported for the committee, requesting that BYM's Nominating Committee be charged to add two more nominated positions for Growing Diverse Leadership Committee. Friends **APPROVED** this request, acknowledging this is a change to what is laid out in Manual of Procedure, and allowing Nominating Committee to move forward with these additional nominations. A copy of the committee's report is attached.

The committee added to its report that this year, they have spent time holding in the Light Friends who feel alienated from the Yearly Meeting as the Meeting and its members continue to reckon with our individual and collective experiences around racism and anti-racism work. We extend our care and concern to these Friends, and join the committee in holding them in the Light. The Meeting is grateful for the committee's work supporting us, and from this report understands our role as a spiritual community to support, love, and grow with one another.

Y2021-20 *Peace and Social Concerns Committee*. Bob Rhudy (Patapsco), co-clerk, over-viewed the committee's activities during this past year. He also encouraged persons who were interested in serving on the Working Group on Civil and Human Rights of Transgender and Non-Binary People or the Refugee, Immigration, and Sanctuary Working Group to express their interest to one of the co-clerks of the Peace and Social Concerns Committee. Unless additional persons can be named to these working groups and they can be re-energized, these working groups may be laid down. Friends accepted this report.

Y2021-21 *Working Group on Racism*. David Ethridge shared that the group is considering a racial equity audit with a group such as Crossroads, but are still working, and did not bring a formal recommendation to this Meeting. The Clerk asked Friends to consider what questions we need to ask as we approach this process. The working group hopes to bring a full report and proposal to Interim Meeting. Friends who are curious about this process should contact the Working Group on Racism. Friends accepted the working group report.

Y2021-22 *Announcement for the 350th Year of BYM and Closing Worship*: Presiding Clerk Steph Bean brought a message from the Ad Hoc 350th Anniversary Committee, inviting

Friends to a kick-off event on Thursday evening, August 5th at 7 PM. We closed with a period of silent worship.

Thursday, August 5, 2021

Y2021-23 *Opening Worship.* The Meeting opened with a period of silent worship.

Y2021-24 *Welcome and Process Review.* Presiding Clerk Stephanie “Steph” Bean (Adelphi) welcomed Friends to the session and introduced those assisting with this session including Recording Clerk Anna McCormally (Herndon), our Tech assistants Nate Arbor (Sandy Spring/Young Adults) and Jason Eaby (Nottingham), and our Prayerful Presence, holding us all in the Light, Eileen Stanzione (Patapsco).

Y2021-25 *Land Acknowledgement.* The Clerk read the land acknowledgment provided by our Indian Affairs Committee:

The Baltimore Yearly Meeting office is located on Piscataway ancestral land. BYM’s summer camps are located on the lands of the Piscataway (Catoctin Quaker Camp, near Thurmont, MD), the Massawomek (Opequon Quaker Camp, near Winchester, VA), and the Manahoac (Shiloh Quaker Camp, near Stanardsville, VA). BYM honors the peoples and cultures of the many past and present Native Nations in our geographic area.

Y2021-26 *Queries on Anti-racism.* The clerk read queries on anti-racism aloud so Friends could hold them in preparation for business.

Y2021-27 *Welcoming Visitors and First Time Attenders.* The Clerk held space for visitors and first-time attenders to the Meeting. Mary Comfort Ferrell (Friends Committee on National Legislation) introduced herself. We welcome her, and other visitors among us.

Y2021-28 *Epistle Committee.* Kathryn Pettus and Sarah Gillooly are currently working to capture our experiences together this week on the Epistle Committee. The Clerk invited Friends to send nominations for additions to the committee, and to send in thoughts to epistle@bym-rsf.org.

Y2021-29 *Treasurer’s Report.* BYM Treasurer Jim Riley (Hopewell Center) reported on the financial position as of June 30, 2021. The camping program is well underway after a year’s break due to COVID-19, and though there are more camping expenses to come, the Yearly Meeting ended the first six months of the year in a strong financial position. Jim also offered a supplemental report on the 2020 Baltimore Yearly Meeting Audit, concluding that BYM came through the unpredictable year that was 2020 with positive financial results. Friends raised that though the Yearly Meeting as a whole is in a strong financial position, 2020 brought losses, including staffing losses, that grieve us and are cause for reflection.

The full Treasurer’s report is attached. The Independent Audit is available in the 2021 Yearbook on page 221. We accepted these reports, with gratitude.

Y2021-30 Stewardship and Finance Committee. Co-Clerk Susan Griffin (Washington) presented the first reading of the Plan of Apportionment and the 2022 Budget Proposal. The First Reading report is available digitally in the [2021 Annual Reports Booklet](#).

Staff vacancies continue to concern the Meeting. Stewardship and Finance Committee looks to income from programs and donations, with gratitude for Friends' generosity, and continues to work with Supervisory Committee to assure adequate and just staffing for the Yearly Meeting.

Friends accepted this First Reading with appreciation for the committee's work.

Y2021-31 Development Report. Development Director Mary Braun (Patuxent) shared the BYM Development Committee Report. The report, which thanked Friends for their generous gifts, invited us to join in the special programs planned to celebrate the 350th anniversary of Baltimore Yearly Meeting, to consider what we will do with the legacy we've been left, and to plan for our futures with intention. Friends accepted this report, which is attached.

Y2021-32 Grant Policy. Victor Thuronyi (Adelphi) brought a proposed change to the Manual of Procedure on behalf of Development Committee, asking for approval of a Grants Policy document that they are hopeful will lead to a more efficient and effective grants process for the Yearly Meeting. The policy includes the following change: that "BYM provides opportunities for those most likely to be directly affected by our decision, to influence that decision," a reference to our third query on anti-racism. A copy of the proposed Grants Policy is attached.

Friends were not easy with Development processes around grants, and are troubled by the Yearly Meeting's relationships with volunteer grant writers and its STRIDE program. Friends are grateful for the prophetic ministry of the STRIDE program, and know we must work to do it justice and repair relationships as part of advancing the Meeting's vision to be an anti-racist faith community. The Meeting is holding the grants policy document for review at a later session, acknowledging that we must revisit not just the policy's content but the process behind it.

Y2021-33 Registrar's Announcement. Barb Platt (Sandy Spring) reminded Friends to reference their registration confirmation email for links to their daily activities. Registrars can resend event links that are not working if you email them in advance of the event's start time, but the closer to an event start time you email, the less likely it is you will receive a response in time.

Y2021-34 Closing Worship. We closed with a period of silent worship.

Friday, August 6, 2021

Y2021-35 Opening Worship. The Meeting opened with a period of silent worship.

Y2021-36 Land Acknowledgement. Out of the silence, Sue Marcus read a land acknowledgment on behalf of our Indian Affairs Committee:

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Y2021-37 Welcome. Presiding Clerk Stephanie “Steph” Bean (Adelphi) welcomed Friends to the session and introduced those assisting with this session including Recording Clerk Anna McCormally (Herndon), our Tech assistants Nate Arbor (Sandy Spring/Young Adults) and Jason Eaby (Nottingham), and our Prayerful Presence, holding us all in the Light, Eileen Stanzione (Patapsco). Steph also held space for visitors and first-time attendees to the Meeting. We welcomed Carl Magruder of Strawberry Creek Meeting, Pacific Yearly Meeting, and Clay Daetwyler of Takoma Park, MD.

Y2021-38 Roll Call of Meetings. The Clerk read a group of the Monthly Meetings and worship groups comprising Baltimore Yearly Meeting. Friends raised their virtual hands to be recognized when their community was called:

Adelphi Friends Meeting	Mattaponi Friends Meeting
Takoma Park Preparative Meeting	Maury River Friends Meeting
Alexandria Friends Meeting	Menallen Monthly Meeting
Annapolis Friends Meeting	Midlothian Friends Meeting
Baltimore Monthly Meeting, Stony Run	Monogalia Friends Meeting
Bethesda Friends Meeting	Nottingham Monthly Meeting
Blacksburg Friends Meeting	Patapsco Friends Meeting
Buckhannon Friends Meeting	Patuxent Friends Meeting
Carlisle Quaker Meeting	Pipe Creek Friends Meeting
Charlottesville Friends Meeting	Richmond Friends Meeting
Deer Creek Meeting	Roanoke Friends Meeting
Dunnings Creek Friends Meeting	Lynchburg Indulged Meeting
Floyd Friends Meeting	Sandy Spring Friends Meeting
Frederick Friends Meeting	Shepherdstown Friends Meeting
Friends Meeting of Washington	State College Friends Meeting
Gettysburg Monthly Meeting	Valley Friends Meeting
Goose Creek Friends Meeting	Augusta Worship Group
Gunpowder Friends Meeting	Warrington Monthly Meeting
Herndon Friends Meeting	Williamsburg Friends Meeting
Fauquier Friends Worship Group	York Friends Meeting
Homewood Friends Meeting	We recognized other worshipping communi-
Hopewell Centre Monthly Meeting	ties that are part of our Yearly Meeting:
Langley Hill Friends Meeting	Young Adult Friends
Little Britain Monthly Meeting	Young Friends (high school aged Friends)
Eastland Preparative Meeting	Camp communities
Penn Hill Preparative Meeting	
Little Falls Meeting of Friends	

Y2021-39 Supervisory Committee. Ramona Buck (Patapsco), Co-Clerk of Supervisory Committee, welcomed Sarah Gillooly as our new General Secretary. Sarah's service started July 19, 2021.

Ramona also spoke about the transition between Wayne Finegar, Acting General Secretary, and Sarah. Supervisory Committee offered gratitude for Sarah and Wayne and their work.

Y2021-40 General Secretary's Report. General Secretary Sarah Gillooly began by introducing BYM staff, offering appreciation for their work with and for the Yearly Meeting:

Brian Massey, Camping Program Manager
David Hunter, Camp Property Manager
Harriet Dugan, Finance Manager
Khalila Lomax, STRIDE Coordinator
Mary Braun, Development Director
Sunshine Lexi Klein, Youth Programs Manager
Wayne Finegar, Acting General Secretary

Sarah offered their first report as General Secretary, noting the whirlwind confluence of factors impacting their first few weeks on the job: COVID-19, the start of Annual Sessions, the middle of the camping season. They offered gratitude to Wayne Finegar and Supervisory Committee for the transition to a new health insurance program for staff. They raised up the number of STRIDE campers at BYM camps this summer—doubled from the 2019 year—and the power of community found at our camps. And they emphasized the meaning of this Jubilee Year, BYM's 350th anniversary, and the ways we may recognize and celebrate this opportunity for radically imagining our world together.

Friends took Sarah's message into a period of silent worship.

Y2021-41 Epistle Committee. The Presiding Clerk nominated Donna Kolaetis to join Kathryn Pettus and Sarah Gillooly on Epistle Committee. Friends **APPROVED** this nomination.

Y2021-42 Faith and Practice Committee. Helen Tasker (Frederick), Co-Clerk, reported for the Committee with the Second Reading of the revised Marriage Section of Faith and Practice. The committee emphasized that this is a descriptive, rather than a prescriptive document, and that Monthly Meetings are the caretakers of their marriage processes.

In discussion, many Friends expressed desire for the Yearly Meeting to unite around a minute that explicitly states Baltimore Yearly Meeting's welcome to couples who wish to marry, regardless of their genders. We heard this desire, and held it, while finding it to be a separate question (requiring a separate process) from whether to approve the revised marriage section of *Faith and Practice*. Friends **APPROVED** the revisions presented by Faith and Practice.

Y2021-43 Nominating Committee. Jolee Robinson (Adelphi) brought the Second Reading from Nominating Committee, with the addition of two names:

To FGC Central Committee, Clinton Pettus

To Friends World Committee for Consultation Section of the Americas, Sabrina McCarthy

Friends **APPROVED** the entire nominations roster.

Y2021-44 *Announcements and Closing Worship.* The Presiding Clerk invited friends to join for the final business session on Saturday morning; the Memorial Meeting for Worship; and Carl Magruder's Cary Lecture. We closed with a period of silent worship.

Saturday, August 7, 2021

page 1**Y2021-45** *Opening Worship.* The Meeting opened with silent worship.

Y2021-46 *Welcome, introductions, and process review.* Presiding Clerk Stephanie "Steph" Bean (Adelphi) welcomed Friends to the session and introduced those assisting with this session including Recording Clerk Anna McCormally (Herndon), our Tech assistants Nate Arbor (Sandy Spring/Young Adults) and Jason Eaby (Nottingham), and our Prayerful Presence, holding us all in the Light, Linda Pardoe (Patapsco).

Y2021-47 *Land Acknowledgement and Queries on Anti-racism.* Presiding Clerk Steph Bean read the land acknowledgement provided by the Indian Affairs Committee:

The Baltimore Yearly Meeting office is located on Piscataway ancestral land. BYM's summer camps are located on the lands of the Piscataway (Catoctin Quaker Camp, near Thurmont, MD), the Massawomek (Opequon Quaker Camp, near Winchester, VA), and the Manahoac (Shiloh Quaker Camp, near Stanardsville, VA). BYM honors the peoples and cultures of the many past and present Native Nations in our geographic area.

We are reminded that we honor these peoples and cultures by actions more than by words. The actions may come in many forms of learning and possibly giving back. As a Yearly Meeting and as individuals, we have a spirit-led duty to act on our acknowledgement of these lands' original peoples by our deeds. What deeds shall yours be?

Steph added:

For those of you who have been with us over these several days of business and are hearing the acknowledgement multiple times, I encourage you to hear and learn the names of the peoples of this and your own region. This is where we are. If we want to change how things are, for ourselves and for others, we must first bring awareness to it to understand how we came to be here. Only then can we build the relationships necessary for moving forward.

The Clerk also read the Yearly Meeting's queries on anti-racism aloud so Friends could hold them in preparation for business.

Y2021-48 *Welcoming Visitors and First Time Attenders.* We welcomed Jane McKeown (Nottingham) and Mary Comfort Ferrell (Friends Committee on National Legislation).

Y2021-49 Registrar's Report. Barbarie Hill (Charlottesville) reported that 269 Friends registered for Annual Session 2021, including 3 children, and 28 first time attenders. The Registrars noted that the pay-as-led registration system, which the Yearly Meeting is still assessing, seems to be working well.

We accepted this report from the Registrar, with gratitude for their work, and support over the week.

Y2021-50 Program Committee. Barbara Thomas (Annapolis) expressed gratitude to the Registrars, tech assistants, presenters, and volunteers, as well as to the Program Committee, for their work and making this week of virtual meetings possible.

The theme for Annual Session 2022 is “Consider the Wildflowers: Rooted in History and Growing Towards Spirit.” This coming year will be the 100th anniversary of BYM’s camping program. We hope to gather in person, at Hood College, and if we do, will find ways to have an online presence as well so we can welcome those who cannot in person.

Barbara added that Linda Coates will join as co-clerk of Program Committee next year.

We thanked Program Committee for their work and accepted the report.

Y2021-51 Reports on Retreat and Plenaries. Gary Sandman (Roanoke), co-clerk of Ministry and Pastoral Care, reported on the opening retreat, “A Long Way Home: Taking the Scenic Route to Forgiveness”. The Meeting accepted this report, with the addition of indigenous poets to the list of those whose works helped us explore the topic of forgiveness.

The Presiding Clerk shared a report on the opening plenary by Lauren Brownlee. The report is attached, and was accepted.

The Clerk also asked Friends to approve addition of a closing plenary report to these minutes, once the closing plenary and report are received. Friends **APPROVED** the addition of that report to the minutes when it is written.

Y2021-52 Ministry and Pastoral Care Committee. Greg Robb (Washington) and Gary Sandman (Roanoke), co-clerks of Ministry and Pastoral Care, brought the Spiritual State of the Yearly Meeting Report. Friends accepted this report, with appreciation for Ministry and Pastoral Care Committee, and all those who contributed. It is printed in the 2021 Yearbook at page 1.

From the reading of this report rose the call to continue reflecting on the spiritual tasks of being an anti-racist, faith-led community— and the work it takes to wholly live our testimonies in our Monthly Meetings, the Yearly Meeting, and the world.

Y2021-53 Memorial Meeting. Presiding Clerk Steph Bean read a list of the Friends who will be recognized at our Memorial Meeting later today:

- David T. Zarembka, Bethesda
- Lee Anne Lougée, Annapolis

- Virginia Joyce Schurman, Gunpowder
- Joshua Ashlyn Humphries, Roanoke
- Avtar Robert Moore, Maury River
- Gladys Kamonya, Bethesda
- Elizabeth Miller Garrettson, Sandy Spring
- Hugh Robinson Fuller, Langley Hill
- Carol J. Monchick, Sandy Spring
- Nicolas Emmett Storey, Opequon Quaker Camp
- Harry Stephen Massey, Friends Meeting of Washington
- Dennis James Hartzell, Friends Meeting of Washington
- Laurel Childe Kassoff, Blacksburg
- Josie Shotts, Blacksburg
- Charles Jacob Swet, Pipe Creek

Memorial minutes for these individuals will be included in the Yearbook.

Y2021-54 *Reparations Action Working Group*. Nikki Richards (Young Adults), outgoing working group clerk, Khalila Lomax, STRIDE Coordinator, and Marcy Seitel (Adelphi) brought the report.

Reparations Action Working Group (RAWG), established in 2019, shared its list of recommended actions for worshipping groups that make up Baltimore Yearly Meeting, as well as a vocabulary, pulled from the work of Black and indigenous led groups, that the working group is using and recommends the Yearly Meeting uses so we may share understanding.

The RAWG asked the Yearly Meeting to accept that this is work they are taking on; to acknowledge the definitions they are using; and to accept that they are putting forward these recommendations to the community. The working group noted how their work benefits from sharing with and learning from monthly meetings and other worship groups.

The Meeting expressed deep appreciation for Reparations Action Working Group's prophetic work, which urges the Yearly Meeting forward in acknowledging, addressing and beginning to repair the harms of racial injustices. The written report is attached.

We **APPROVED** the working group's requests with gratitude for their work, and dedicated, passionate leadership of outgoing clerk Nikki Richards, who has led in this challenging sphere with fierce courage, care, and love.

Y2021-55 *Stewardship and Finance Committee*. Committee co-Clerks Terence McCormally (Herndon) and Susan Griffin (Washington) brought the second reading of the Plan of Apportionment and the 2022 Budget Proposal. The Committee is grateful to Wayne Finegar for his assistance in preparing the budget in challenging years, and to Harriet Dugan for recordkeeping.

The Meeting **APPROVED** both the Plan of Apportionment and the 2022 Budget Proposal. The Apportionments are on page 206 and the 2022 Operating Budget begins on page 209

Y2021-56 Epistles. Robert Finegar shared the Young Friends' Epistle, reporting on their conferences over the year. Steph Bean brought an epistle from the 2021 Women's Retreat. These epistles will be included in full in the Yearbook. The Meeting accepted these epistles, and **APPROVED** attaching them to the Yearly Meeting epistle when it is circulated.

Epistle Committee is Kathryn Pettus (Baltimore, Stony Run), Donna Kolaetis (Menallen) and Sarah Gillooly (Adelphi). Kathryn and Donna brought the first reading of the Yearly Epistle of Annual Session 2021 and showed it on screen. They thanked Melanie Griffith for her help in editing!

The Meeting accepted this reading. The second reading will occur at Interim Meeting in the fall, and suggestions are welcome to epistle@bym-rsf.org. The Presiding Clerk noted that an epistle from the Young Adult Friends may also come at a future Interim Meeting.

Thank you to Epistle Committee and writers for capturing some of our experiences together.

Y2021-57 Announcements and Closing Worship. After reminders about upcoming sessions, we closed with a period of silent worship.

ATTACHMENT Y2021-18

GROWING OUR MEETINGS WORKING GROUP REPORT: FREQUENTLY ASKED QUESTIONS

Advance Report of the Growing Our Meetings Working Group July 16, 2021

At 2019 annual session, the yearly meeting approved a process for seasoning a minute on theological diversity (Y2019-84, 2019 Yearbook page 131). A draft statement was circulated to all local meetings later that year, and feedback has now been received from at least half a dozen local meetings and several individuals. The working group has prepared a revised draft reflecting this feedback and now asks for its approval.

Because the primary purpose of this document is to facilitate outreach to newcomers, the working group has structured it in question and answer (FAQ) format. These FAQs could be used by the yearly meeting (or local meetings, if they so choose) in external communications oriented to newcomers.

As Stony Run meeting stated in its comments, the FAQs should "help newcomers understand that Spirit moves through us all in different ways." The working group recognizes that these FAQs will not answer all questions that newcomers may have about Quakerism, and accordingly may propose supplementing them in the future.

The working group considered the anti-racism queries and notes, in line with those queries, that the proposed decision is designed to promote equity, diversity, and inclusiveness, and to enable us to be more friendly and whole.

The proposed FAQs are as follows:

FAQs for Newcomers

Q: What do Quakers in Baltimore Yearly Meeting believe?

A: We tend to think of truth as something to be sought after as part of life's journey, rather than a set of tenets handed down to us to believe. We are seekers and invite others to join us on the journey.

Baltimore Yearly Meeting includes people of diverse views, experiences, and beliefs. Our members have come to Friends by following a great many paths. We each bring distinct religious vocabularies, images, and metaphors to express our spiritual experience.

Q: Does that attitude lead to a diversity of beliefs? How do Quakers handle this diversity?

A: We not only tolerate diversity, we encourage and cherish it as one of the strengths of the Quaker community. In our local Meetings can be found, successfully co-existing, persons as far apart in religious vocabulary, belief, and practice as there are anywhere among Friends. Some might hold beliefs that are traditionally Christian, while others might not believe in God (or at least not in a personal God) or an afterlife or might call themselves agnostic. Some of our members adhere to another religion, while being Quakers as well. Yet these Friends worship together regularly, and share nourishment for their spiritual life.

Q: Is it the common worship that brings Quakers together?

A: Worship is certainly one of the more important things. In most of our meetings, worship takes largely an "unprogrammed" form, i.e. involving mostly what we call expectant waiting and vocal ministry, rather than readings or sermons. Although predominantly unprogrammed, the form of worship also varies from one local Meeting to another, and some Meetings include programmed elements.

Our diversity helps us focus on what brings us together. We all are clear of the importance of inward, immediate experience. Our unprogrammed worship involves expectant waiting on the Spirit, stilling our minds, and setting aside our egos. This opens us to the guidance of what Quakers have called the Inward Light, the Christ Within, or other names, and opens us to seeing that of God in every person, but ultimately cannot be fully expressed in words.

**ATTACHMENT Y2021-19
GROWING DIVERSE LEADERSHIP COMMITTEE REPORT**

**Growing Diverse Leadership Committee
Advance Report
Annual Session 2021**

When the Growing Diverse Leadership Committee (GDL) was formed as a standing com-

mittee of Baltimore Yearly Meeting (BYM), its membership included four nominated positions, two ex officio positions and several representatives to be named by related committees and working groups, such as the Camping Program Committee and the Working Group on Racism. As time has passed, the attendance of the several representatives has diminished despite attempts to encourage it. Therefore, GDL requests that BYM's Nominating Committee be charged to add two more nominated positions for GDL, making that number six. In addition, GDL requests that a representative from each of its two working groups, the Strengthening Transformative Relationships in Diverse Environments (STRIDE) Working Group and the Reparations Action Working Group (RAWG) be added. Several regular attenders of those latter two working groups often attend GDL meetings, but it would be helpful for official representatives to be named.

Truth and love,

Peirce Hammond, Clerk

ATTACHMENT Y2021-29

TREASURER'S REPORT

Treasurer's Report Baltimore Yearly Meeting Annual Session August 2021

Today I am reporting on BYM finances as of **June 30, 2021**. We are halfway through the year and, thankfully, the camping program is well underway after a year's break. Almost all the camping revenue has been received but there are many more expenses to pay in July and August. This results in a strong financial position midyear which is typical when our camping program is up and running.

First, we will look at the **Statement of Financial Position** or **Balance Sheet**. This report gives us a snapshot of our assets, liabilities and net assets as of June 30, 2021. Our total cash is just over \$1.5 million. You can see the list of our nine bank accounts, seven of which are related to the camping program. We estimate that there will be \$350,000 to \$400,000 in additional camp expenses in July and August. Two years ago, when the camping program was operating, our cash balance on June 30 was \$892,000. Our property and equipment, net of depreciation, stands at just over \$2.6 million. Our investments had a total market value of \$1,837,995 on June 30.

In the liabilities section, deferred income of \$356,482 is listed. Of this amount, \$356,000 is the total received in 2020 from the PPP (Paycheck Protection Program) loans/grants. We still expect that these loans will be forgiven. The balance of our friendly loans is \$211,677.

Total net assets are the difference between our total assets and our total liabilities. Total net assets on June 30, including year to date net income of \$919,992, are \$5,385,750.

The **Statement of Activities** or **Income Statement** shows the revenues and expenditures

BALTIMORE YEARLY MEETING

BALANCE SHEET

AS OF 06/30/2021

	Current Year		
Assets			Short-term Liabilities
Current Assets			Accounts Payable
Cash & Cash Equivalents			Account Payable
Operating Account	1,354,290.92	1001	Total Accounts Payable
Payroll Acct	3,061.38	1002	
Camp Property Manager	5,476.99	1004	Deferred Revenue
Catholic Caretakers Account	1,331.08	1005	Prepaid Apportionment
Shiloh Caretakers Account	1,264.67	1006	Deferred Apportionment
Catholic Directors Account	32,957.22	1007	Other Deferred Income
Shiloh Directors Account	33,933.69	1008	Camp Rental Deposits
Capequan Directors Account	33,457.70	1009	Total Deferred Revenue
TA Directors Account	28,249.73	1010	Other Short-term Liabilities
F petty Cash	100.00	1080	Wages Payable
Total Cash & Cash Equivalents	1,507,745.73		Payroll Taxes Payable
Accounts Receivable			Payroll Payable
Apportionment Receivable	261,422.30	1200	PEA Payable
Student Loans Receivable	14,877.67	1300	Total Other Short-term Liabilities
Allowance for Doubtful Accts	(93,000.00)	1302	Total Short-term Liabilities
Pledges Receivable	5,205.00	1400	Long-term Liabilities
Camp Property Receivables	395.00	1802	Friendly Loans
Harford Friends School Note	40,000.00	1812	Total Long-term Liabilities
Other Receivables	7,780.00	1899	Total Long-term Liabilities
Total Accounts Receivable	279,849.97		Total Liabilities
Prepaid Expenses			Net Assets
Prepaid Rent	32,500.00	1711	Beginning Net Assets
Deposits	5,182.28	1716	Net Assets
Total Prepaid Expenses	37,682.28		Net Assets
Total Current Assets	1,828,047.96		Total Net Assets
Long-term Assets			Total Beginning Net Assets
Property & Equipment			Current YTD Net Income
Land	1,108,455.68	2010	
Land Improvements	577,467.98	2011	Total Current YTD Net Income
Buildings	1,412,061.62	2020	Total Net Assets
Leasehold Improvements	280,780.14	2030	
Accum. Depr. Buildings &	(1,475,494.51)	2039	Total Liabilities and Net Assets
Leasehold			
Furniture, Fixtures & Equipment	254,467.38	2080	
Accum. Depr. FFE	(167,094.51)	2089	
Vehicles	189,384.22	2080	
Accum. Depr. Vehicles	(148,946.45)	2089	
Projects In Progress	71,183.22	2900	
Total Property & Equipment	2,678,452.89		
Long-term Investments			
Friends Fiduciary	1,249,198.99	1110	
Steady Spring Bancorp Stock	1,323.90	1111	
Morgan Stanley Smith Barney	597,472.63	1113	
Total Long-term Investments	1,837,995.52		
Total Long-term Assets	4,516,447.77		
Total Assets	<u>6,344,495.73</u>		

for the first six months of the year. It shows the activity in our unrestricted and restricted funds. Apportionment income is just over \$250,000 which is reasonable for the first six months. Program revenue is \$1,023,797. This is mostly from camp registration fees. Two years ago on June 30, this total was \$969,000. Unrestricted contributions total a little over \$175,000 and restricted contributions total a little over \$55,000. Our investment income is mainly comprised of interest and dividends received and the unrealized gain on our investments. The unrealized gain for the first six months of the year is \$103,682. Most investment income is ultimately allocated to restricted funds. This is done by our auditors, and

we don't show this allocation on our interim financial statements. Total revenue so far this year is \$1,637,257.

The expenditures are all in the unrestricted column and total a little over \$717,000. You can see the various camp related expense categories. The camping program expenses total about \$175,000. So net revenue over expenditures totals \$919,992. Of this amount, \$903,000 is unrestricted. But, as I noted earlier, there are lots more camping expenses to come. Nevertheless, we end the first six months of 2021 in a strong financial position.

Respect fully submitted,
James Riley
BYM Treasurer
Hopewell Centre Meeting

BALTIMORE YEARLY MEETING
STATEMENT OF ACTIVITIES
AS OF 06/30/2021

	Unrestricted	Designated	Temp Restricted	Perma Restricted	Total
Operating Revenue					
Apportionment Income					
5300	280,343.00	0.00	0.00	0.00	280,343.00
5301	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
	Total Apportionment Income	0.00	0.00	0.00	280,343.00
	Program Revenue	0.00	0.00	0.00	1,023,797.07
Contributions					
5001	179,260.77	0.00	0.00	0.00	179,260.77
5005	0.00	0.00	0.00	0.00	0.00
5020	0.00	0.00	0.00	0.00	0.00
5062	0.00	0.00	52,096.40	3,406.00	55,492.40
5065	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
	Total Contributions	0.00	52,096.40	3,406.00	230,739.17
Revenue Released from Restriction					
5090	<u>36,523.73</u>	<u>0.00</u>	<u>(36,523.73)</u>	<u>0.00</u>	<u>0.00</u>
	Total Revenue Released from Restriction	0.00	(36,523.73)	0.00	0.00
Investment Income					
5501	17,344.05	0.00	0.00	0.00	17,344.05
5502	103,661.63	0.00	0.00	0.00	103,661.63
5503	0.00	0.00	0.00	0.00	0.00
5504	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
	Total Investment Income	0.00	0.00	0.00	121,025.68
Property & Vehicle Rental					
5500	10,667.22	0.00	0.00	0.00	10,667.22
5530	0.00	0.00	0.00	0.00	0.00
5500	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
	Total Property & Vehicle Rental	0.00	0.00	0.00	10,667.22
	Sale(Loss) on Sale of Assets	0.00	0.00	0.00	0.00
Revenue from Sale of Goods					
5340	636.00	0.00	0.00	0.00	636.00
5380	68.00	0.00	0.00	0.00	68.00
5390	0.00	0.00	0.00	0.00	0.00
5395	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
	Total Revenue from Sale of Goods	0.00	0.00	0.00	664.00
	Other Income	0.00	0.00	0.00	0.00

Total Operating Revenue		<u>1,620,322.57</u>	<u>0.00</u>	<u>1,624,617</u>	<u>3,400.00</u>	<u>1,627,987.04</u>
Total Revenue		<u>1,620,322.57</u>	<u>0.00</u>	<u>1,624,617</u>	<u>3,400.00</u>	<u>1,627,987.04</u>
Expenditures						
100	Admin	190,303.77	0.00	0.00	0.00	190,303.77
200	Camp Program Administration	114,393.98	0.00	0.00	0.00	114,393.98
230	Caledon Program	13,919.84	0.00	0.00	0.00	13,919.84
230	Stishok Program	14,681.70	0.00	0.00	0.00	14,681.70
230	Opasigon Program	12,872.65	0.00	0.00	0.00	12,872.65
240	Teen Advancers Program	19,579.86	0.00	0.00	0.00	19,579.86
241	TA Bike Program	0.00	0.00	0.00	0.00	0.00
260	Camp Alumni Program	0.00	0.00	0.00	0.00	0.00
260	Outreach & Inclusion	36,218.73	0.00	0.00	0.00	36,218.73
300	Camp Property Administration	129,813.67	0.00	0.00	0.00	129,813.67
330	Caledon Property	39,018.00	0.00	0.00	0.00	39,018.00
330	Stishok Property	36,919.84	0.00	0.00	0.00	36,919.84
330	Opasigon Property	14,429.22	0.00	0.00	0.00	14,429.22
430	Young Friends	0.00	0.00	0.00	0.00	0.00
438	Young Friends Exec.	0.00	0.00	0.00	0.00	0.00
430	Jr. Young Friends	0.00	0.00	0.00	0.00	0.00
430	Youth Programs Committee	0.00	0.00	0.00	0.00	0.00
440	Youth Secretary	23,692.84	0.00	0.00	0.00	23,692.84
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
508	Young Adult Friends	0.00	0.00	0.00	0.00	0.00
508	Unity With Nature	0.00	0.00	0.00	0.00	0.00
508	Interim Meeting	0.00	0.00	0.00	0.00	0.00
530	Stewardship & Finance	0.00	0.00	0.00	0.00	0.00
531	Trustees	0.00	0.00	0.00	0.00	0.00
533	Ordin Affairs	0.00	0.00	0.00	0.00	0.00
534	Racism WG	200.00	0.00	0.00	0.00	200.00
538	Discernment	0.00	0.00	0.00	0.00	0.00
537	Faith & Practice Revision	0.00	0.00	0.00	0.00	0.00
538	Growing Diverse Leadership	200.00	0.00	0.00	0.00	200.00
539	Reparations Action Working Group	0.00	0.00	0.00	0.00	0.00
630	Annual Session	3,233.32	0.00	0.00	0.00	3,233.32
652	Spiritual Formation	869.38	0.00	0.00	0.00	869.38
653	Women's Retreat	0.00	0.00	0.00	0.00	0.00
658	Other BYM Programs	0.00	0.00	0.00	0.00	0.00
930	Development	<u>65,855.11</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>65,855.11</u>
Total Expenditures		<u>717,265.35</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>717,265.35</u>
Net Revenue over Expenditures		<u>903,057.22</u>	<u>0.00</u>	<u>1,624,617</u>	<u>3,400.00</u>	<u>918,291.89</u>
Beginning Net Assets						
Total Beginning Net Assets		<u>2,267,624.71</u>	<u>264,005.53</u>	<u>1,841,637.06</u>	<u>492,492.34</u>	<u>4,465,767.64</u>
Adjustments to Net Assets						
Total Adjustments to Net Assets		<u>(12,085.72)</u>	<u>0.00</u>	<u>12,085.73</u>	<u>0.00</u>	<u>0.00</u>
Ending Net Assets		<u>3,183,626.39</u>	<u>264,005.53</u>	<u>1,867,765.46</u>	<u>492,492.34</u>	<u>5,295,749.67</u>

ATTACHMENT Y2021-31 DEVELOPMENT COMMITTEE REPORT

BYM Development Committee Report To 2021 Annual Session

Philanthropy and development work among Friends is a deeply gratifying undertaking. It is the nature of philanthropy that the gratification is mutual! Charitable giving rewards the givers as they realize their aspirations, and of course, aids the beneficiary as they receive your generosity. In doing this work, conversations about what matters take place, trust is shared, and plans are realized.

This year at Baltimore Yearly Meeting, our community has continued to actively support our collective affiliation of Friends as we emerge from the rigors of the pandemic. The growth in the number of new donors has returned to lower pre-pandemic rates, whereas the average gift size of \$189 (through June) is somewhat higher than 2019 levels. Happily, our Sustaining Quakers remain true to their monthly and quarterly giving: Gifts from our 131 Sustaining Quakers (individuals who make automatic withdrawals from their bank or credit card accounts on a monthly or quarterly basis) are up 11% already this year. This lends a very welcome foundation of support to our diverse efforts, be it camping, STRIDE, Youth Programs, Annual Session and our all-purpose and all-important General Fund.

Your support provides Baltimore Yearly Meeting with stable operating revenue as we prepare for our anniversary year. In 2022, the Yearly Meeting will be commemorating 350 years since its inception at West River in Maryland in 1672. Next year, we will also be celebrating 100 years of a lively and successful camping program. Please join us for special programs tied to our rich history during this Annual Session and watch our website and newsletters for more events in the coming year. BYM is not alone in celebrating, for others like Homewood, Pipe Creek and West River will also be holding special commemorative events.

As steeped as we are in a lengthy and rich history, we are simultaneously poised to anticipate a vital future. Let's consider, what we will do with the legacy Friends have left us. Among these gifts handed down to us are:

- Centuries of Quaker Witness and service
- Queries that challenge us to grow and to do better
- Generation upon generation of worshipping and recognizing that of the divine among us

Now the future beckons as we set forth with a new General Secretary and committees freshly forming for the coming year. An organization is only as strong as the individuals who devote themselves to its mission. So we ask you in turn, *how carefully have you planned for your own future?* Have you made provisions for those you care about? The value of family, friends and causes endures beyond the span of our lifetime. Planning for the future is commonly accomplished through a will. However, did you know that less than 46 percent of US adults have wills? Wills are important; not only do they designate the distribution of your material property, but they also can carry instructions for caretakers and guardians, and relieve those you care about of unwonted stress after your death. Although August is now "Make-a-Will Month," traditionally individuals feel more urgency to write their wills in the Fall and the Spring. It's time then to get ready to create your own plans!

Everyone needs a will – whether you are 18 or 80 years old, whether you are wealthy or not. So that you can plan for what matters, there are a number of free online tools for making your will: like

FreeWill.com or Bequest.com, in addition to working with a personal attorney. Now is the time to gain your peace of mind in planning for the future – and in providing for what matters.

Baltimore Yearly Meeting also offers free planning tools for you on its website. Please refer to our “Legacy Gifts” page or simply contact your Development Director for guidance. A recent example of planned giving entails two thoughtful and supportive families who independently made significant gifts to support capital needs at Shiloh Quaker Camp. Their generosity resulted from donating appreciated assets and IRAs. It was transformational for the Yearly Meeting as it strives to preserve its camp properties.

Thank you all for your ever-increasing support. May your legacies be intentional and fruitful ones.

Respectfully submitted,
Mary Braun
Director of Development

Fund	Fundraising Summary									
	Jan Thru June 2018		Jan Thru June 2019		Jan Thru June 2020		Jan Thru June 2021		FY2021	
	Donors	Total	Donors	Total	Donors	Total	Donors	Total	Budget	
Annual Session	0	\$0	0	\$0	17	\$1,850	TRD	\$ 1,000	5,000	
Barry Monley Scholarship	9	\$626	8	\$420	10	\$520	13	\$ 3,250		
Camp Property Capital	13	\$6,145	11	\$20,846	49	\$45,065	61	\$ 57,318	150,000	
Camp Property Operating	1	\$130	1	\$150						
Camping Program	80	\$32,018	103	\$30,787	320	\$170,981	128	\$ 59,247	65,000	
Diversity	62	\$33,029	80	\$28,840	44	\$11,900	65	\$ 25,157	45,000	
General Fund	91	\$51,685	87	\$26,024	183	\$84,294	117	\$ 78,680	150,000	
Gifts in Kind	1	\$53	3	\$1,531			1	\$ 10		
Indian Affairs	1	\$000								
Spiritual Formation	6	\$238	4	\$210	3	\$175			1,000	
Sue T. Turner					1	\$30				
Women's Retreat	45	\$3,731	4	\$135	16	\$1,164	1	\$ 35	2,500	
Youth Programs	3	\$150	3	\$140	19	\$995	31	\$ 814	6,000	
Endowment					1	\$5				
TOTAL	265	\$128,304	264	\$109,082	554	\$316,979	340	\$ 225,511	\$424,500	
Comparative Data										
Average Gift Size				\$150		\$250			\$180	
# Sustaining Quakers	86		93		118		131			
# New Donors	42		50		201		66			
Giving Tuesday Now (May)						\$9,981			0	
Foundation Revenue		\$11,665		\$6,496		\$8,406		\$14,321		
Donation of Camp Fees						\$84,419			0	
(190 families; 125 new donors!)										

ATTACHMENT Y2021-32

DEVELOPMENT COMMITTEE REPORT: PROPOSED GRANTS POLICY

DRAFT May 2021 Baltimore Yearly Meeting Grant Process

It steps in this process should apply the BYM Anti-Racism Queries.

Decisions to Seek Grants

An individual or group that wants to apply for a grant notifies the Development Director immediately, before writing begins.

The Development Director informs the Development Committee and the General Secretary.

The Development Director maintains a grantor criteria document and a list of previous grantors to BYM. Grantors must have policies that are not in conflict with BYM Faith and Practice. The General Secretary is responsible for any final decision about the appropriateness of a grantor. The Development Director identifies grant resources that may be helpful to BYM and serves as a resource to others in this matter including a list of experienced grant writers who are willing to read or coach on grant applications.

Grant Application

A program committee or individual who wishes to submit a grant application must have the approval of the Development Director to prepare a request for the proposed program or activity. There may be other fund-raising activities currently underway or planned that reduce the need for the services of the proposed grant. The committee must abide by the decision of the Development Director.

In preparing the grant application the committee needs to consider the following questions:

- What is the proposed activity description and the rationale for the request?
- What individuals or groups would benefit?
- What specific Quaker testimony or concern is addressed by this proposal?
- What activities and events are planned, and what is the timetable for implementation and completion?
- How would the grant affect the relevant program budget and the BYM budget?
- What is the duration of proposed grant activity?

The corresponding program committee that has responsibility for the specific grant-related activity must approve the grant application. The Development Director will review and approve the format and content of the grant application. All grants are sought in the name of Baltimore Yearly Meeting which is obligated to meet the terms of the proposed grant.

The General Secretary will review the grant application and seek counsel from BYM individuals as needed for consideration of potential legal, fiduciary, safety, or other concerns. If everything is in order, the General Secretary signs the grant application or authorizes another representative to sign. The application is then submitted by the Development Director.

Grant Acceptance

The Development Director reviews the acceptance to determine if BYM can comply with the reporting requirements and final terms and conditions of the grant. The signature of the General Secretary is required on the acceptance.

Grant Management

Under the direction of the responsible program committee, BYM staff and volunteers identified in the grant application carry out the program funded by the grant, with assistance from other BYM staff as appropriate.

Through the General Secretary, BYM assures that the funds are spent in accordance with

the goals and objectives stated in the proposal.

If unforeseen significant adjustment in expenditures or in project time-lines appear to be required, the responsible program committee or staff will immediately notify the Development Director, who consults as necessary with the granting organization for how to proceed.

Adequate records are maintained by the group responsible for the funded program, including records to meet the evaluation measures specified in the grant application. Adequate accounting records for the grant funds are maintained by the BYM staff.

Final reports or evaluations are often required by grantors. These must be compiled and submitted to the Development Director at least two weeks before the report deadline. The Development Director submits reports to the grantor and keeps complete records on file at the Yearly Meeting office.

Approved July 7, 2021
Baltimore Yearly Meeting
Grants Policy

Baltimore Yearly Meeting (BYM) relies on a wide range of financial support for the services it provides. Some come from apportionment (requested contributions from Monthly Meetings), some from individuals, some from fees for activities. Sometimes grants are sought from outside organizations, both Quaker and non-Quaker.

The BYM Development Committee and the Development Director are responsible for all grant applications to outside organizations. (For grants awarded by BYM, see Educational Grants Committee and Sue Thomas Turner Quaker Education Fund Committee.)

In every case, BYM considers how a decision to seek a grant affects any who have been harmed by racist behavior and how the grant promotes diversity, equity and inclusiveness within BYM activities. For more details see “Declaration by Baltimore Yearly Meeting As An Anti-racist Faith Community” that was approved at Annual Session in 2019.

Grants should be written by experienced grant writers. BYM is fortunate to have many such individuals. Even so, the Development Director is responsible for grant applications to outside organizations.

Decisions to seek grants

The Development Director makes available, if requested, a list of considerations to assist in deciding whether and where to seek grants. (See Grant Process)

Preparation of grant applications

If the grant application was initiated by a committee then that committee will work with the Development Director in preparing grant applications. On some occasions the Director of Development may prepare a grant application in its entirety. The Grants Process document offers a list of considerations for guidance.

Grant approval for submission

The Development Director ensures that BYM submits appropriate and high-quality grant applications by reviewing all proposed documents. The General Secretary must also approve each application. Approval includes a determination that the activity to be financed by the grant has the requisite program and budget approvals within BYM, and that BYM has, or is in a position to acquire, the human and material resources needed to carry out the grant terms.

Grant approval on receipt

The Development Director reviews the final terms of any grant which is awarded for appropriateness to BYM. After such a review, the General Secretary accepts the award on behalf of BYM.

Grant management and reporting

The corresponding program committee, staff and volunteers identified in the grant application carry out the activity and prepare a final report for review by the Development Director before submission by the established deadline.

ATTACHMENT Y2021-39

SUPERVISORY COMMITTEE REPORT

August, 2021

**Report to Baltimore Yearly Meeting
from the Supervisory Committee**

Welcoming Sarah Gillooly and About the Transition for General Secretary

As you know from the BYM announcement on line, we were delighted to welcome this month Sarah Gillooly as the new General Secretary. Sarah started at BYM on July 19th. Sarah's appointment was approved at a called Interim Meeting on May 18, 2021. Sarah, who goes by they/them pronouns, has served in a variety of positions and brings a wealth of experience to the job. You can read more about their background on the BYM website. Wayne Finegar is working with them during this transition period and will remain through the end of August – and if needed, can provide consultation for Sarah after that.

We want to let you know that Supervisory Committee and Stewardship and Finance prepared a severance package for Wayne, including some continuing health insurance coverage for him and his family. The Appreciation Event on July 14th at the Sandy Spring Friends Meetinghouse for Wayne was representative of the many ways we appreciate him and his service to the Yearly Meeting. People were present both in person and by Zoom. A booklet of appreciative writings was prepared for him, and if anyone wants to add something to this booklet, that can be done and can be sent to Ramona Buck. We thank Sandy Spring Friends for hosting us. The Supervisory Committee wishes Wayne well in all of his future endeavors.

Sarah is working hard to learn all the components of the General Secretary position. They have had many meetings with Wayne, visited the camps, participated in some committee

meetings, met with staff, met with Adrian and Ramona, and are rapidly getting up to speed on the many details of Baltimore Yearly Meeting, our Meetings, committees and groups.

We remind Friends that because there are fewer BYM staff members than there used to be, we ask all Yearly Meeting members to be aware of this situation and to be prepared that some things may need to be done differently than in the past. An example of this is that the Program Committee for Annual Session needed to contract for assistance as opposed to being able to depend on the BYM staff for all their needs.

We on the Supervisory Committee are very grateful for the efforts of both Wayne and Sarah, and we look forward to what the future will hold for BYM.

Adrian Bishop and Ramona Buck
Co-Clerks, Supervisory Committee

ATTACHMENT Y2021-51A OPENING PLENARY REPORT

Lauren Brownlee, Upper School Head at Carolina Friends School and speaker for our first plenary session, reminded us of the importance of working backwards as we move forward. She presented a series of queries that urged us to hold ourselves accountable for our shadows, to learn from our mistakes, and to forgive ourselves and each other. She encouraged us to listen with love to that still, small voice within and to also make space for other important voices. Celebrating the benefits of diversity through which we learn from each other in a beloved community, Lauren challenged us to recognize the Light in others, to believe that there is good in the world, and to lead first with love.

ATTACHMENT Y2021-51B CLOSING PLENARY REPORT

Report of the Carey Lecture by Carl McGruder

At our final plenary, Carey Lecturer Carl McGruder shared a wide-ranging message that began with acknowledging trauma and the need for healing before turning to the lessons of faith, hope, and love of 1 Corinthians 13:13. Carl observed that ours is a mystical faith of which the experience of love powered by grace is available to all and that in between those experiences we live in hope of beauty waiting down the road.

Because impermanence is the bedrock of experience, we turn to the divine and the transformative power love. Seeing this mystical love as perfect even as we live on land seized by the genocide of indigenous peoples and built our wealth through the enslavement of people of African descent is a primary error. Our culture has been built like a poorly constructed box, and there is no easy way to fix it.

Carl urged us to hold up a mirror and see the embarrassment of our riches, for Baltimore Yearly Meeting has the capacity and the resources to climb out of the box. He challenged

us to wrestle with a society that is fading and dysfunctional to see that new things are possible. He encouraged us to decenter whiteness, to get out of our comfort zone so that we may rise out of the chaos to work towards truth, reconciliation, and restoration. We were reminded that even if love is perfect, living love is imperfect. We must, therefore, go forward to do our work with humility, sincerity, love, and courage.

ATTACHMENT Y2021-53

MEMORIAL MINUTES

David T. Zarembka

April 24, 2021

David Zarembka, originally from Clayton, MO, died on April 1, 2021 in Eldoret, Kenya, after being hospitalized for COVID-19. David was born May 6, 1943 to the late Richard Zarembka and the late Helen Jane Colvin Zarembka. David graduated from Clayton High School in 1961 before enrolling at Harvard University. In 1964, after his junior year in college, he took a year off to teach Rwandan refugees in western Tanzania. He then returned to Harvard and graduated with a Bachelor of Arts in African History in 1966.

After graduation, he joined the Peace Corps, serving in Tanzania and Kenya for two years. David then became the founding Head of the Mua Hills Harambee Secondary School in Machakos District, Kenya. He married Rodah Wayua Malinda in 1969 and returned to the United States in 1971, where he received his Masters of Arts in International and Development Education from the University of Pittsburgh. David and Rodah had two children, Joy and Tommy Zarembka, while living in Pittsburgh, PA. They joined the Religious Society of Friends (Quakers) and became active members of the Pittsburgh Friends Meeting. David founded a number of organizations, including an alternative high school, a retail food co-op, a wholesale food co-op, and a housing co-op. A life-long war tax resister, David also served for decades as the Treasurer of the National War Tax Resistance Coordinating Committee.

In the late 1980s, after his separation, David moved to Yellow Springs, OH, and later the Washington, DC area. He pursued his humanitarian mission for peace and social concerns, doing home repairs to finance his dreams. He joined the Bethesda Friends Meeting in March 1990. In 1996, unofficially adopted Douglas Kebengwa.

In 1998, David founded the African Great Lakes Initiative (AGLI) of the Friends Peace Teams, an organization dedicated to peacemaking activities in Eastern and Central Africa. Through AGLI, he introduced the Alternative to Violence Project and helped develop the Healing and Rebuilding Our Communities (HROC) program in Rwanda, Burundi, the Congo, and Kenya.

David co-founded the Friends Meeting School in Frederick County, Maryland and served as its Founding Clerk during its formative years. He met Gladys Kamonya at the Bethesda Friends Meeting and they married under the care of the Seneca Valley Meeting in 1999. They then moved to St. Louis to be closer to his ailing mother. In 2007, they moved to

Lumakanda in western Kenya to continue his social justice and peace work, which inspired his book, “A Peace of Africa,” published in 2011. They became members of the Lumakanda Friends Church. David was instrumental in initiating the Friends Women's Association Kamenge Clinic in Bujumbura, Burundi, an orphans program and technical school in Bududa, Uganda, and a summer work camp program in the region. He also spearheaded Quaker speaking tours for African peace experts throughout Europe, Africa, and the Americas. He was the editor of the AGLI publication, “PeaceWays AGLI” from 1998-2015 and subsequently continued the work through his “Reports from Kenya” series and numerous journal publications.

In mid-March this year, David informed his editor that he would not be writing his “Reports from Kenya” that week and emailed his three children that he was not feeling well. He entered the hospital with COVID-19 symptoms and battled the infection for 20 days. Gladys was hospitalized on March 24th and passed away the next day. David was informed of her death and burial on March 30, and passed away two days later. David was buried on April 7th beside Gladys under an avocado tree outside of their home in Lumakanda, Kenya, as they had requested.

Those left to cherish and honor his loving life include: his first wife, Rodah Wayua (Mua Hills, Kenya); his daughter Joy Mutanu Zarembka (Washington, DC), his sons—Tommy Mutinda Zarembka (Gaithersburg, MD), and Douglas Kebengwa (Hyattsville, MD); his grandchildren—Naomi, Matias and Jayla Zarembka in the USA; his extended family of grandchildren in Kenya; his siblings Paul Zarembka (Buffalo, NY), Elaine Belmaker (Modiin, Israel), Arlene Zarembka (University City, MO), Michiko Shimizu (Tokyo, Japan); and his in-laws, nieces, nephews, and cousins in the USA, Kenya, Israel, and Japan.

Douglas Kebengwa, son of David Zarembka:

I believe David Zarembka was an angel among men. We all know his selfless life work but for me personally he literally saved my life. I cannot imagine where I would be or if I would be at all. I was a kid with no place to go and no home and God sent an angel named David who sprang up and rescued me without caring about anyone or anything. Thinking back I cannot imagine anyone else doing it. Nobody else had the care and fearlessness he had. I cannot believe he is gone. I am in disbelief. The world still needed him. How can he be gone? I thought I had more time to tell him thank you. I thought I had more time to tell him that he was the greatest person I know. It is unfair that he is gone so young and before we ever got to take care of him in his old age.

Lee Anne Lougée
Approved by Annapolis Friends Meeting
September 5, 2021

Lee Lougee passed away on March 28, 2021, following a battle with cancer. She was born May 25, 1945 in Poughkeepsie, NY. A graduate of the University of Maryland, she earned three Master's degrees, in speech pathology, counseling, and English as a second language. She worked for the Anne Arundel County Board of Education as a speech pathologist for almost 40 years.

Lee was immensely proud of her son Jay, her daughter Jody, and her three grandchildren. She was devoted to philanthropic causes and helping children, volunteering with CASA, hospice, and peace and conflict mediation. Lee loved adventure, traveling widely, singing in the Annapolis Chorale, writing poetry, gardening, and engaging in deep chats.

At Annapolis Friends Meeting, Lee was dedicated to outreach, greeting newcomers and following up with warm notes. She loved worship sharing and ensured that queries touching the heart and soul were regularly at our Meetings for Learning. For years, she organized an annual vigil for the International Day of Peace.

A regular and enthusiastic attender of BYM Annual Sessions and Women's Retreat, Lee was known for spreading love and peace as she warmly connected with all who crossed her path.

Our dear Friend Lee Lougee leaves behind a legacy of love and beautiful memories. She had only recently moved from Severna Park to Friends House in Sandy Spring, Maryland, where a memorial service was held. An additional memorial service and interment of her ashes is planned at Annapolis Friends Meeting in spring 2022.

Virginia Joyce Schurman
August 5, 1941 - September 26, 2020

Virginia Joyce Schurman was born on 5th Eighth Month 1941, the second child of Elmer Adolph Schurman and Dorothy Virginia Gough Schurman. Along with her older brother Donald Gough Schurman and her younger sister Lois Jean Schurman, Virginia enjoyed the fruits of a loving home her family shared with her maternal grandmother. This intergenerational connection enlivened Virginia's sense of self and purpose in the world. Virginia's family affectionately called her "Gigi."

From her family's East Baltimore home near Patterson Park, Virginia attended Baltimore City Public Schools. Her sister Lois recalls Virginia's perseverance through a childhood challenge with what was then called a "lazy eye," which first made it difficult for her to learn to read. Having overcome that obstacle, Virginia became a voracious reader, poring through all of the great classics. She also demonstrated an early love of art; one of her paintings won a contest sponsored by the Maryland Institute College of Art, and Virginia thereby earned a spot in MICA's Saturday classes for aspiring young artists. A third love that emerged in Virginia's young life was gardening: father Elmer taught his children how to grow vegetables and through that work to cultivate the bonds of family and friends by sharing the bounty.

Virginia accelerated through middle school in only two years and graduated from Eastern High School; she then continued on a journey of lifelong learning that would take her to Western Maryland College (now known as McDaniel College), the University of Delaware (where she earned a master's degree in biology), and on to doctoral study in microbiology at the University of Chicago. After teaching at Towson University, she joined the faculty at Baltimore County Community College (Essex). There, she was beloved as a teacher who took the time to help students build the practical knowledge of microbiology they needed

for careers in such fields as nursing and medical technology. Virginia modeled an abiding passion for her field; she regularly participated in field excursions and continuing education summer institutes to keep her knowledge current and incorporated her new learning into her courses. In 2007, she retired from Essex after 28 years of service and was awarded emeritus status for her excellence in teaching. Among Virginia's other lifelong loves were music and opera. She was a patron of the Baltimore Symphony and the Baltimore Opera Company; she visited the Metropolitan Opera (of New York) for performances and summer workshops. Summer excursions to the Chautauqua Institute in New York deepened her connections to music and the arts.

Virginia's intellectual and aesthetic journeys were deeply connected to her faith journey. Having been raised by parents and grandparents in the Lutheran branch of Christianity, Virginia grew from that root and discovered in her young adulthood the Religious Society of Friends (Quakers). It was among the Quakers that Virginia would find her true spiritual home and make lasting contributions. Virginia served Baltimore Yearly Meeting on various committees and helped to found its Spiritual Formation Program, which thrived under her care. She participated actively in the life of Ohio Yearly Meeting (Conservative), where her ministry was recorded; she traveled many summers to attend their Annual Session for worship, study, and fellowship, and remained connected with a group of Conservative Friends in Lancaster, Pennsylvania. Virginia faithfully stewarded her own and others' ministries through spiritual companionship and travel in the ministry. Virginia served on the Tract Association of Friends as both editor and writer, publishing tracts on *Prayer* (1994), *Reclaiming the Bible in Friends Tradition* (2001), *The Beatitudes: Pathways of Living in True Joy and Peace* (c. 2002) and *Selections from the Writings of and to Mildred Ratcliff* (2003). She also wrote articles for *Friends Journal* and *Quaker Religious Thought*. Her ministry led her to serve in the School of the Spirit (a learning community grounded in the Quaker contemplative tradition and fostering spiritual nurture among Friends), to offer workshops at Friends General Conference and other venues, and to serve as a Friend in Residence at Pendle Hill (the Quaker retreat and study center in Wallingford, Pennsylvania).

Virginia's spiritual home for the last 25 years of her life was Gunpowder Friends Meeting, where she gave and received the blessings of community. Hers was a life of prayer and service to the Religious Society of Friends, from which she drew deep meaning and sustenance. She wrote that "[i]t is in prayer that we learn to relinquish our will so that it becomes one with the Father's will.... As we live out this transformed life under the direction and guidance of the Holy Spirit, our whole life becomes a prayer. We come to live for God, loving God above all, letting God take over our lives, opening ourselves to His Love, and living out His will" (*Prayer*, 1994)

In retirement, Virginia widened her circle of engagement to include board service at the Benjamin Banneker Historical Park and Museum in Catonsville, Maryland. There, she honed her love of historical re-enactment by portraying the 19th-century Quaker Martha Ellicott Tyson, who wrote the first biography of Benjamin Banneker, a notable African American, farmer, landowner, surveyor, and author of almanacs.

In 2008, Virginia moved to the Broadmead (Quaker) Continuing Care Community in

Cockeysville, Maryland. With many other cherished belongings from her lifelong home in East Baltimore, she carried her grandmother's beloved rose bush and planted it outside her apartment. As she succumbed to dementia, Virginia still recognized its fragrance. She died on 26th Ninth Month 2020 after a five-year battle with the disease.

Virginia is survived by the wife of her late brother Donald Gough Schurman, Harriet Wagner Schurman, their daughter Susan Schurman-Krol (husband Kurt Krol); their son Steven Schurman predeceased Virginia. She is also survived by her sister Lois Jean Schurman Donaldson (late husband Robert Donaldson), their daughter Jean Donaldson Flutka (husband James Flutka, Jr.) and their sons Robert Flutka and Bryan Flutka; and their daughter Joanna Donaldson.

Joshua Ashlyn Humphries

Joshua Humphries served for many years on the BYM Religious Education committee. Joshua was a member of the Roanoke Monthly Meeting during the 2000s. Helping to make the Quaker story and values accessible to children was very important to him, and he had a gift for relating to children. In Roanoke Meeting when several of the children were quite young, Joshua was their First Day School teacher. The children loved him, and that feeling was reciprocated. He kept up with them and asked after them over the years, even after he moved to Charlottesville.

Unlike the experience of many of us, becoming a member of The Religious Society of Friends brought Joshua into conflict with some of his family, but it was a call he couldn't resist. Like everything he took an interest in, he learned everything he could about Quaker faith and practice, and he took it all to heart. This deep sense of Truth was central to him throughout his life.

During this past year when our worship was virtual, Joshua began worshipping again with Roanoke Friends. Some Friends reconnected with him and some got to know him for the first time. Friends were deeply saddened by Joshua's passing, and many expressed their appreciation for him. Roanoke Friends are in touch with Joshua's father about plans for a memorial service.

Gladys Kamonya, Bethesda May 2, 2021

Gladys Kamonya, a member of Bethesda Friends Meeting since 2002, was a birthright Friend, as was her father before her. She was born on May 4, 1947, in Wamagi Village in Western Kenya, and according to the program of the funeral in Kenya, she was "dedicated" in the Friends Church in 1947, and "studied the first and second books in 1962." She died of COVID-19 on March 25, 2021, in Lumakanda, Kenya, a week before her husband, David Zarembka.

From her earliest days, Gladys was a caregiver, first as the eldest of ten children, and then professionally as an au pair for a Kenyan diplomat in Zambia and Pakistan. In his memoir, David wrote:

“In the summer of 1995, she was taking care of the two children of a doctor couple who lived in Chevy Chase. The wife was of Indian descent from Kenya and her mother had recruited Gladys to take care of the children. They were attending Sidwell Friends School summer camp and she saw the sign, Bethesda Friends Meeting (Quakers). Since she was raised as a Kenyan Quaker, she decided to attend the meeting. When Sunday came, she got all dressed up in the usual Kenyan Sunday best and arrived at meeting at 7:00 a.m. — as they do in Kenya. No one was there. Fortunately, it was a nice day, so she sat there alone for about two more hours, then went home.

Gladys went again the next Sunday at the correct time. Mary Holmes, a member of the meeting, whose husband had served in the 1960s in the US embassy in Kenya, talked with her. She asked Gladys if she had any family in the DC area. Gladys said, ‘No.’ She asked if she had any relatives in the United States and Gladys again responded, ‘No.’ Mary, who has told me this story numerous times, then commiserated with Gladys with not having any family around. Gladys response was, ‘But you (Quakers) are my family.’”

David Zarembka was not there that day, but when we heard Gladys was from Kenya, a number of us encouraged her to meet David. Little did we know that within a few years, this would lead to marriage! In those few years, David worked to begin the Seneca Valley Preparative Meeting, and so the wedding took place there in November 1999. It was notable for many reasons, but among them were that it was the first such occasion for the preparative meeting; it included the Kenyan tradition of serving goat meat (not easy to find in these parts), and David hadn't worn a tie in years. Yet, for this special occasion, he did.

Trudy Rogers, a member of the wedding committee, was struck by Gladys's willingness to enlarge her understanding of what it can mean to be a Quaker. (Friends Meetings for Worship, weddings, and memorial services in Kenya and in these parts of the US are very different from one another.)

In May 2000, Gladys and David moved to St. Louis to care for his mother. Gladys was the principal caregiver for the next five years. After that, she returned to Kenya to care for her ailing mother. And in 2007, Gladys and David moved permanently to Lukamanda, Kenya, where they built a house. Gloria Molenje provides the image of Gladys sitting and watching the construction in process, brick being laid atop brick, to be sure that building materials did not get used for other purposes. According to the funeral program, Gladys also “became a serious farmer, raising chickens, cereals, grains, and cattle.”

In Kenya, the caregiving became more joyful because it included her children (Beverlyne Kangazi and Douglas) and their children; her nine siblings and their children and grandchildren, and beyond - an extended family. When asked about her relationship with Gladys, Gloria Molenje responded that her in-law had married into Gladys's family and they would chat about how the family was doing. Gladys was a person who expressed her loving care at many levels in many ways. As one of her grandchildren put it, “She cared for everyone: her family, friends, students, refugees, orphans, and even domestic animals and birds..... she pursued a lifelong effort to build family ties.” From this one gets a special

sense of family as community in an inclusive, rather than an exclusive way.

Joy and Tommy Zarembka expressed it this way: “Mama Gladys leaves a legacy of laughter and love. She brightened every event and gathering she attended. She adopted strangers as ‘family’ and touched so many with her humility. She made friends wherever she went and improved the lives of the people around her. Today, we mourn her passing, but above all, we celebrate her life and give thanks for it.”

Gladys’s presence was calming and reassuring. As a companion in David’s traveling ministry, she helped him and others around her stay centered, focused, and refreshed. Gladys and David attended countless conferences, board meetings, workshops, and training sessions, including the Quaker Peace Network, Friends Peace Teams, and HROC (Healing and Rebuilding Our Communities) programs of the African Great Lakes Initiative. She was a board member of Friends United Meeting. Her attentiveness added depth to the quality of the event. She would share her thoughts if asked, and one saw that she was very perceptive, had taken everything in, and had insights others missed.

Gladys was a member of the Lumakanda Friends Church United Society of Friends Women. She contributed to buying church chairs and supported women who couldn’t afford to attend conferences by paying for their conference fees or even providing transportation to the conferences. This is how she supported and enabled their work.

Her caregiving evolved into mentoring. Getry Agizah, the Friends Church Peace Teams Coordinator, wrote “You taught me love, patience, and endurance. You ... led by example. You praised me whenever I did good and pointed out my mistakes with that gentle voice. You encouraged me to work hard in the peace ministry and taught me how to be patient with people...” Others have noted that although she did not say much, she was a strong-willed and forceful woman.

Again from Getry: “You could rarely find David alone, ever—they were always two. There were times in life that Mzee David would be harsh and annoyed over an issue, and all of us were scared of him. Gladys, as a great companion, would try to cool things down and tell us when it’s the right time or not to approach Dave...” “She complemented David’s ministry and made it easy and comfortable.”

Gladys and David were very loyal to Bethesda Friends Meeting even after they moved to Kenya. We would catch glimpses of them when they were in the US, coming to sit on their accustomed places. It was always a delight and joy to see them! Although in the course of the last 20 years our direct experience of Gladys has been an occasional glimpse, may we celebrate her life by remembering that nurturing depth of love as a companion in a traveling ministry. We are held, even cradled, by her spirit.

ATTACHMENT Y2021-54

REPARATIONS ACTION WORKING GROUP REPORT

Reparations Action Working Group of BYM Advance Report – July 2021

Background: BYM's Reparations Action Working Group first gathered in 2019 and received approval as a working group in 2020. Through historic readings, sharing of our own histories, and spiritual discernment in the midst of profound racial inequities exposed by the pandemic and widespread police misconduct, RAWG has begun to unite around principles for reparations action and, now, urges BYM collectively also to embrace these principles.

We recognize that neither U.S. treaties with Native Americans nor slavery's abolition have provided effective remedies for historic harm and have not provided equal rights at any time to peoples of color in our country.

We also recognize that economic inequities and systemic violence continue in our country, with tragic outcomes. Reparations Action Working Group calls on BYM Friends, individually and collectively, to discern the ways that we may act - as we are led by the Light - to make ours a time when reparations long due will be made and when justice will prevail.

Definitions: RAWG recommends that BYM Friends, in our study of and discernment about reparations, seek to use a shared vocabulary to avoid misunderstandings. At the end of this report is a set of definitions that we recommend that Friends use. In compiling these definitions, we acknowledge the insights, embrace the terminology, and support the leadership of people of color in our local, regional, national and international discussion of appropriate reparation actions.

First Recommended Action:

The Reparations Action Working Group (RAWG) is asking BYM Friends in local Meetings, BYM Camps, Young Adult Friends, Young Friends, Staff, and all other worshiping communities within BYM to spend time in the coming year to: 1) study the historic causes of our racial divides & inequities, 2) consider how we may act as individuals, as worshiping communities within BYM and BYM as a whole; and 3) to share the results of this discernment with BYM RAWG.

Second Recommended Action:

The Reparations Action Working Group (RAWG) would like to develop relationships of mutual support between RAWG and all local Meetings and other worshiping communities within BYM to coordinate and strengthen the work already going on within our Yearly Meeting, and to move all of this work forward. We are asking each local Meeting, Camps, Young Adult Friends, and Young Friends to designate someone to serve as a liaison to receive information from RAWG, and also to share with RAWG the discernment and needs of BYM groups so that we can learn from each other and support one another in all our efforts.

Reparations and Retrospective Justice:

Definitions & steps of a process

BYM Reparations Action Working Group (RAWG) - July 2021

Part one: Definitions

Reparations: “Reparations is 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.” (1)

Components: as laid out in International law requires five components for full reparations:

1. Cessation, assurances and guarantees of nonrepetition: “a state responsible for wrongfully injuring a people “is under an obligation to a) “cease the act if it is continuing, and, b) offer appropriate assurances and guarantees of non-repetition...”
2. Restitution and repatriation: “Restitution means to “re-establish the situation which existed before the wrongful act was committed.” Changes traced to the wrongful act are reversed through restoration of freedom, recognition of humanity, identity, culture, [the right to] repatriation, livelihood, citizenship, legal standing, and wealth to the extent they can be, and if they cannot, restitution is completed by compensation.
3. Compensation: The injuring state, institution or individual is obligated to compensate for the damage, if damage is not made good by restitution. Compensation is required for “any financially accessible damage suffered...” to the extent “appropriate and proportional to the gravity of the violation and circumstances.”
4. Satisfaction: Satisfaction is part of full reparations under international law for moral damage, such as “emotional injury, mental suffering, and injury to reputation.” In some instances where cessation, restitution, and compensation do not bring full repair, satisfaction is also needed. Apology falls under the reparative category of satisfaction.
5. Rehabilitation: Rehabilitation shall be provided to include legal, medical, psychological, and other care and services. See (2) below)

Alternately stated, reparations must include:

- An official acknowledgment and apology for harm, public education, [and/] or memorial about the harm; and
- Compensation to a specific, defined group of individuals harmed by a violation, including descendants, as well as family and community members of individuals directly targeted for harm who were adversely affected; and
- Action to restore [living] individuals harmed to the position they were in [if applicable] before the initial harm occurred; and
- Action to stop the systems, institutions, and practices causing the harm; and
- Changes to laws, institutions, and systems aimed at ensuring that harm will not happen again.”(2)

Other Terms related to Reparations

Closure – an agreement between the victimized community and the culpable party and that the debt is paid and there will be no further claims (3)

Repatriation– to country or continent of origin to resettle and reintegrate “those persons who wish to return”(4)

Acknowledgment and healing of ongoing public health impacts (4)

International debt cancellation (4)

Technology transfer - repairing longheld policy to prevent local manufacturing and to require importation of such goods (4)

Correcting misinformation and disinformation about the harmed group so that written histories are correct (4)

Erase wealth gap between Black and white Americans (4)

The federal government must provide reparations (not exclusively as corporations, families, and other institutions could provide) (3)

CLARIFICATIONS:

Please note that Reparations are NOT:

- **Just saying ‘sorry’ or feeling bad while avoiding accountability for individual or collective contributions to the violation, or while benefiting from the harm, whether through inheritance or ongoing privileges.**
- **Paying an individual Black person’s bills.**
- **Donating any amount of money to a Black institution. Unless accompanied by acts of repair, restitution, and efforts to leverage power, influence, and resources to ensure cessation and non-repetition, simply writing a check is not reparations. (2)**

*Sources for the above components of reparations:

We seek to center the experiences and support the leadership of impacted peoples as develop our understanding of reparations, and our definition of reparations was pulled from a variety of sources

1. National Coalition of Blacks for Reparations in America (N’COBRA) - <https://www.ncobraonline.org/reparations/>
2. Movement for Black Lives (M4BL) - “Reparations Now - Took Kit” - <https://m4bl.org/resources/>
3. Kirsten Mullen and William A. Darity, Jr. From Here to Equality: Reparations for Black Americans in the Twenty-First Century.
4. CARICOM Caribbean Community. <https://caricom.org/caricom-ten-point-plan-for-reparatory-justice/>
5. Harold D. Weaver, Jr. Race, Systemic Violence, and Retrospective Justice:

an African American Quaker Scholar-Activist Challenges Conventional Narratives (Pendle Hill Pamphlet #465).

Part 2: Steps of Process for Discerning Reparations:

(Note: each step needs to be completed before moving to the next step)

1. Learn the history of what happened that caused harm and how those affected experienced the harm, and how descendants continue to experience the impact of the harm.

1. Learn the specifics of one's (the offending group's) history – family, religious group, community, state, nation

2. Hold the truth that one learns about one's group

3. Build an understanding of the harm that has been done

4. Build an understanding of systemic violence (from Weaver)

5. Build an understanding of the benefits the community and its members have had from the same system that brought harm to others

6. Build an understanding of the resulting **resources, power, and wealth** that the offending group (white Friends) has had and continues to have

2. Create a statement of acknowledgement and apology for the harm done.

3. Memorialize the acknowledgement and apology in each Meeting, Camp, etc.

4. Discern the kinds of things Friends can offer to people affected by systemic racism and Friends - monetary reparations, support for legislation, activist stands, and more - to make the situation right and that will also help make our worshiping communities and our wider society more just and equitable. Offer these things as a community.

COMMITTEE ANNUAL REPORTS

ADVANCEMENT AND OUTREACH COMMITTEE

No report received.

CAMPING PROGRAM COMMITTEE

Committee members: Becca Bacon, Anna Best, Deidre Citro, Brooke Davis (August-January), JoAnn Coates Hunter, Jennifer Collins-Foley, Donald Crawford, Karen Daniel, Robert Finegar, Corinne Joseph, Elizabeth Kellett, Elizabeth Krome, Jacalyn Kosbob, Elizabeth Roush, Nikki Richards, Justin Sykes, and Julie Taylor, clerk

The Camping Program Committee (CPC) has had a very productive year. We welcomed Brian Massey as the new Camping Program Manager and are grateful for the energy he is giving to the camping program. We also welcomed Jared Wood as the new Opequon Director. He brings wonderful energy and light to this community.

This past year has brought changes to the camping program deemed necessary due to the COVID-19 virus. All of our committee meetings were held by Zoom.

The largest change to the camping program was the implementation of a sliding scale for camp fees. In lieu of Monthly Meetings providing scholarships to campers, CPC recommended Meetings donate their scholarship money directly to the camping program to support the full funding of the cost of running camps. This will be further reported in the Camping Program Manager's Annual Report.

We proposed a change to the Manual of Procedure by adding Growing Diverse Leadership, Development, and STRIDE to the list of BYM committees for which the CPC clerk or a CPC member is a member.

Minutes of appreciation were written for Jesse Miller and Jane Megginson. Their years of service to our camping program are greatly appreciated.

We approved the BYM Camps Anti-Racist Statement:

Baltimore Yearly Meeting Camps are made up of campers and staff of many backgrounds, socio-economic levels, gender identities, sexual orientations, faiths, and racial and ethnic identities. We strive to create an inclusive community that holds all members in the Light as we work, play and enjoy time in nature together. We believe camp provides a unique opportunity for young people who might not otherwise meet to share a unique experience of joy, wonder, vulnerability, and empowerment together as they connect with each other. We acknowledge that BYM Camps have historically been white institutions and that outdoor education and recreation spaces have a history of inequality and underrepresentation.

We endeavor to become a more inclusive and equitable organization in which we amplify the voices of people of color among us and help to actively confront racial bias within ourselves and our community. Some of the things we have done to work

towards these goals include continuing education, responding to feedback from our camp families and seeking to include more campers of color in our programs. For more than 10 years we have partnered with STRIDE to sponsor campers of color and challenged socio-economic status. In this same time period, Equity, Diversity and Inclusivity training has been part of pre-camp activities for counselors and staff in order to help work toward these goals. We acknowledge that these steps are only a beginning and that there is more that BYM camps can do to become an anti-racist organization.

We recognize that we are an organization that is predominantly white, and therefore we need to work harder to reach our goal of being inclusive, open, accepting, and inviting to campers, staff, and volunteers of all backgrounds. We wish to disrupt and challenge the notion that it is acceptable for outdoor recreation to be a space of white privilege. We also recognize that our camps each reside within specific geographical communities and that we can take action within those towns and districts to work towards true equity and justice in those broader environments in which BYM Camps are located. We are dedicating time to review our practices and to improve our programming, and we welcome dialog and feedback as we continue to grow

We formed a Sub-committee on Anti-Racist Work, in response to Jesse Miller's letter. The purpose of this subcommittee is to work with our community, both within camp and within the larger BYM community, to address the racism present within our organization. Specifically, their tasks will include: making sure anti-racism training happens every year for counselors, staff, work granters, caretakers, and at some level for all campers. The Sub-committee plans to look at BYM policies that are in place and identify whether they align with our antiracist goals. Their intent is to prevent problems from happening, train people to properly address problems when they arise, and report on the resolution of problems and incorporate the lessons learned into revised protocols. We plan to use a portion of our budget to support antiracist projects identified by the camp staff.

We look forward with joyful anticipation to the reopening of camps this summer and welcoming many new families to our camping program.

CAMP PROPERTY MANAGEMENT COMMITTEE

The Camp Property Management Committee (CPMC) maintains structures at three residential camps, a fleet of camp vehicles, as well as maintaining and conserving 800 acres. Additionally, the committee maintains institutional information documents, including maps and site plans for the properties and an annual calendar. CPMC met seven times in the ten months from August 2020 until May 2021, all via Zoom. Additionally, we met in February with the Camping Program Committee via Zoom.

MEMBERSHIP

The clerking duties of the committee are currently shared between two co-clerks, as decided in September 2020. The Committee has grown in membership but still could use additional members.

BUDGET

In December, with the understanding that expenses have increased and revenue decreased, the Committee reviewed the capital projects budget for 2021 and gave final approval in January, sending the approved budget to Stewardship and Finance. Some projects were postponed and others were rescheduled for fall so that we would be able to determine if there would be funds available for them.

The committee has brainstormed on ways to enhance revenue safely during the changed conditions of the pandemic. Property maintenance and equipment inventory while the property has been less utilized than usual are also topics the committee addressed frequently. The committee notes that seeking ways to enhance revenue may present an opportunity by bringing our facilities and therefore BYM into closer connection with the larger geographic community. Adapting our properties for additional uses in the future may have benefits, what one committee member termed “nourishment,” beyond the immediate financial concerns we are addressing. We seek to align our mission with our financial needs.

Two examples of additional revenue streams the committee has implemented:

- The Caretakers’ Cabin and the First Aid Cabin may now be rented using AirBNB;
- Campsites at Catoctin were rented in the fall (2020) and spring (2021) using Hip-Camp. Campsites will be rented again this fall.

The committee’s budget is also the beneficiary of a \$103,600 restricted gift to capital projects at Shiloh. This gift will fund all the planned Shiloh projects for the next few years.

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. The committee is also involved in the Catoctin Caretaker search process.

The committee restructured Work Days to meet both an increased work load and a decreased number of volunteers on site at any given time (due to physical distancing).

FAMILY CAMP WEEKENDS (FCW)

In the Spring and Fall the Camping Property Management Committee and Camping Program Committee supported 6 Family Camp Weekends. The Family Camp Weekends (FCW) still provides the Camping Property Management Committee and Camping Program Committee with opportunities to physically connect with our residential camps. Unfortunately, the Family Camp Weekends were canceled in the Spring of 2020 due to the virus.

- Catoctin: The spring of 2019 FCW was attended by 63 and in the fall 60. Some of the work included tearing down a cabin, weeding and repairs to enclosures for the new hazelnuts and removing invasive plant species, graffiti removal, etc.
- Opequon: The spring 2019 FCW was attended by 26 and in the fall 23 joined us. The ages were 4 through grandparents. The work completed included cleaning and

painting lower bathhouse, replacing tree protectors, cleaning the shower trailer and upper bathhouse, building 2 new picnic tables, weeding and graffiti removal.

- Shiloh: the 2019 spring FCW was attended by 34 and in the fall by 33. The work included painting, tearing down one of the Dogwoods cabins to make way for a new one and clean up around the pond.

Other accomplishments include replacing the roof on the lodge at Catoctin, replacing the roof on the dining hall at Opequon.

The committee is working towards securing a deer hunting rights lease with a local hunter's organization in Fall 2021 that will help reduce our deer overpopulation problem at Catoctin as well as bringing some much needed revenue.

It was brought BYM's attention that racism has been present at BYM camps through a letter from a Friend and former camp director and caretaker. The committee had conversations regarding both the content of the letter and the ways in which CPMC might respond. This issue was examined again with full hearts at the Joint Committee meeting with CPC in February. A Minute of Appreciation was created for this Friend for all his work with the Camps, campers, and the community.

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

No report received.

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, to be applied to the costs of 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. (BYM Manual of Procedure)

The Educational Grants Committee is enjoyable to serve on, as 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.

During the fall and winter, we refined our application material, intending to clarify the process for candidates and to provide precise information for the committee members. We then met twice in the spring. At our first meeting, we reviewed the evaluation process, confirming the criteria and conducting inter-rater reliability. The BYM office also confirmed that there were more than adequate amounts in the funding sources to make full awards to qualified applicants. At the second meeting, we conducted our official evaluation of the applications and made award decisions. We currently award up to \$2,000 per applicant, per year, for a maximum of up to \$8,000 over an applicant's course of study.

This year we had 13 well-qualified applicants and we reached unity to fully fund each candidate, awarding \$26,000 in scholarships. It was interesting that the applicant pool nearly doubled this year (an 86% increase), from seven in the previous year. The candidates came from seven Monthly Meetings, were fairly evenly divided between new and repeat candidates and their year of schooling. Areas of study ranged from the sciences, education, liberal arts, and the fine arts, with painting and theatre the largest majors (5). Overall, we found the applicant pool very strong, which speaks well of the Young Friends in BYM, their active involvement and leadership in Meeting activities, camping programs and Young Friend activities.

We were pleased with the increase in the number of applications (a previous goal of the committee) and will continue to seek ways to expand this trend, including expanding the number of Meetings. We ask Friends to let the high schoolers in your Meetings know about this opportunity. Applications can be submitted between mid-January to mid-April and are announced in the Interchange and on the BYM website.

In the past, BYM 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.

For the coming year, the committee decided on three priorities in addition to the core work of awarding educational grants for BYM college students: 1) continue to make updates to the application, an ongoing process; 2) explore the possibility of increasing the grant amounts per year per qualified applicant due to the increasing costs of college and the robust balances of the funds; 3) explore dispersing the funds (about \$26,000) in the pre-college funds, which we understand has been requested by the Trustees. As part of this process, the committee needs to confirm the decision of the Trustees, understand the policy for this fund and develop procedures for giving grants.

In closing, we note that the Manual of Procedure recommends at least six members for this committee, and that we had only five this past year. Also, Betty Ansin Smallwood rotates off the committee as of August 2021. The committee minuted appreciation of her service these last six years, including two years serving as Clerk or Co-Clerk. Kate Caughlan has agreed to continue as Co-Clerk, and the committee will seek a new co-clerk in the fall, after the new appointments have been made. Betsy Tobin, one of the committee members, has agreed to serve as the advisor.

FAITH AND PRACTICE COMMITTEE

Since fall of 2018, Faith and Practice Committee has met via Zoom, and we start each meeting with waiting worship and reading the Anit-Racist queries. We think about the many aspects of diversity as we move forward with the work: racial, economic, faith, sexual orientation, gender identity, age, ability etc.

This year, the Committee's main focus has been on asking for, and responding to, comments on the proposed revision of the marriage provisions of *Faith and Practice* in preparation for Second Reading at Annual Session, 2021. We heard from several Meetings—some had edits, others had suggestions, and some offered remarks of appreciation. Diane Bowden (Richmond) and Sarah Bur (Homewood) were the main writers. They also personally responded to the comments. As a committee we looked at the revised section several times, and it was not unusual that during the waiting worship after we had our discussion, that an elegant observation would be made, and resulted in a better draft.

Other details have been attended to as well:

We have updated the Sojourner Truth quote in the 2013 Resource for Faith and Practice to more closely reflect her authentic words. A Friend showed us that the quote formerly in the 2013 resource was one that had been published and widely circulated as her voice, when it clearly was not. Errata sheets were placed in all of the *Faith and Practice* copies at the Yearly Meeting office.

Our committee has been made responsible for the Yearly Meeting's style manual. We are not making changes to the manual at this time. As noted at its start, "This style manual has been developed by the Publications Committee as an aid in editing the Baltimore Yearly Meeting Yearbook" which "might be helpful to other Yearly Meeting committees and to Monthly Meetings." Our committee is using a style different from that in the manual in revising *Faith and Practice*. We are also seeking to identify changes and additions to the style manual that would advance the Yearly Meeting's effort to be an anti-racist community. We note that Yearly Meeting committees, not Yearly Meeting staff, are responsible for making stylistic changes to documents.

The most current version of *Faith and Practice* is available on the BYM website. Printings will only occur after major revisions have been approved (or if additional print copies are required). We strive to communicate clearly with all. We will include a reference in future print versions to the website where the most recent version will be found. We added "**The version at bym-rsf.org is the most current**" to page iii version on the website, and this will be included in future printings. We also decided that it would be best to summarize the changes for each edition that would be posted inside of the first page of the document.

Sections we are considering revising:

Meetings and Membership: Questions arose at Fall interim about the role that Meeting membership plays in selecting committee members, and what constitutes a "meeting." We have been thinking about naming communities that are not monthly meetings and have found several distinctions:

Quaker camp communities (campers, staff, volunteers) do not hold business sessions, do not have a hierarchy or clerk, committee structures, and rotate all of these any given year. So these do not seem to have the same structural requirements that a Monthly Meetings has.

Quaker Youth Communities such as JYF, YF, and YAF, have a structure with clerks and other volunteers who serve in various roles, so this is closer to a monthly meeting. Budget issues may vary. Unlike monthly meetings, none of these groups meet in a specific place or at a regular time.

The Women's Retreat does not have a structure similar to a Monthly Meeting, and meets only annually.

Several important questions about membership need to be considered. What is the purpose of membership? What are the privileges and the benefits as compared to attenders? What are the responsibilities? What are the legal requirements for officers, trustees etc? Why do these requirements exist and how may they be used to discriminate against others who may not reach the “weighty Friend” status?

As we craft and/or revise content, we understand *Faith and Practice* to be a document that clarifies our current practices in general. For some groups this may be aspirational rather than reflective of the current practice in an individual meeting. Other meetings may see the document as prescriptive. But when it comes down to the moment, the decision in a body, the one thing that remains is that we corporately gather in Worship to discern how the Spirit will move among us—whether it is a Meeting for Worship with a Concern for Business, a committee meeting, a marriage, a Meeting for Worship, or some other occasion when Friends gather in the Light.

Life of the Spirit

The diversity of Friends' beliefs in our Yearly Meeting is vast. The current Yearly Meeting consolidated two Yearly Meetings that held very different views, as reflected in our affiliation with both FGC and FUM Friends. We know this will be a tricky section for us to come to unity about. While some Friends felt that the 2013 version was just right, while other friends from different ends of the spectrum felt that it did not suit them (too little scripture or too much scripture is one example). So how do we clarify this when we know that the truth, the spirit, may be much larger than the words we use to describe our faith? That is an ongoing challenge, not just for this committee, but also for each one of us.

Other sections that arise out of Yearly Meeting concerns.

At its November 2020 session, Interim Meeting asked *Faith and Practice* address how the Yearly Meeting should respond when a Monthly Meeting disaffiliates. Our committee will work with other committees to develop and propose changes to *Faith and Practice* and possibly the *Manual of Procedure*. As a standing Committee, we understand that various sections will be revised throughout the years, as the committee proposes or as the Yearly Meeting directs.

GROWING DIVERSE LEADERSHIP COMMITTEE

1. General

The Growing Diverse Leadership Committee (GDL) meets monthly except in August. Six to 15 people join each call. We begin worship and read portions of the Declaration of BYM as an Anti-Racist Faith Community. We next hear from our STRIDE Coordinator, Khalila Lomax, discuss current issues, reports from STRIDE liaisons, liaisons to the BYM Working Group on Racism and the Reparations Action Working Group, and conclude with silent worship.

Membership: Nominated members are St. Clair Allmond, Rashid Darden, David Etheridge, and Peirce Hammond. Members representing other committees or ex officio are: Donna Kolaetis (Working Group on Racism), Elizabeth “Betsy” Roush (Camping Program Committee), Nikki Richards (STRIDE), Becca Bacon, Amrit Moore and Thomas Webb (YAFs), Margaret “Meg” Boyd Meyer (BYM Interim Meeting Clerk), and Stephanie “Steph” Bean (BYM Presiding Clerk). In addition, the Committee co-opted, Meg Regal for most of the year.

Resignation: Rashid Darden resigned in June 2021. GDL has requested a replacement.

GDL’s 2021 and 2022 budgets: GDL’s 2021 budget of \$1,000, paid for designing workshops concerning reparations and for professional development for our respected colleague, Tronette Anochie’s work with Dr. Amanda Kemp. For 2022, the clerk made a request for \$10,000 to be shared among the GDLC, the Working Group on Racism (WGR), and the Reparations Action Working Group (RAWG) to support training and facilitation in continuing the Anti-Racism work.

2. STRIDE (Strengthening Transformative Relationships in Diverse Environments)

A separate report on STRIDE activities 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.

STRIDE Coordinator

We acknowledged the deeply flawed employee review process that is in effect at Baltimore Yearly Meeting and took care to ensure that our participation in that process, which is without rubric, metrics, or standards, would not cause harm to any employee of BYM, especially the employee we were asked to review, who is a Black woman. We noted that historically, open-ended evaluations, such as the one provided to us, tend to be more favorable to men than women. Additionally, people of color are more likely to be documented as lower performing than their white counterparts in some evaluations systems. It is our sincere hope that the next permanent General Secretary will make the creation of a fair evaluation process a top priority. GDL has no desire to further participate in a process which could further harm marginalized communities.

We are very pleased with the work of Khalila Lomax, STRIDE Coordinator. We support Khalila’s desire for further professional development.

Working with the Camping Program

GDL held our first discussion with Brian Massey, BYM's new Camp Director, focusing especially on issues related to Jesse Miller's letter:

- talking with families specifically about concerns about safety of camp for children of color
- setting as the top priority the physical and emotional safety of children
- what would it look like if we centered camp around the physical and emotional safety of Black children?

Brian indicated that there was a balance needed between “trusting Way to Open sometimes and placing guard rails sometimes.” He mentioned being specifically focused on:

- improvement of Equity, Diversity, and Inclusion training for *staff and all adults who might have contact with campers*,
- incident response protocol for all types of harmful incidents, including transparency,
- programmatic design with caucus and affinity groups carefully woven in with institutional support and restorative justice practices that work in a camp environment, and
- broad accountability and inclusivity of input to revamp the camps' feedback and evaluation system to enable improvement/ growth including the staff evaluation system.

We asked how discipline and punishment decisions will be documented so we can analyze data to see if there is equity. Brian responded that they would employ standardized incident reports with a tier system and being more explicit about our values to employees and families.

We also asked how the hiring process for camps and *ongoing support of staff* will ensure inclusion of diversity? Brian told us that there is still work to be done to improve the pipeline for the hiring pool and that another area of weakness is developing supportive structures to ensure safety and growth for both gender nonbinary staff and campers.

Report on activities we promised Jesse that we would undertake by May 26, 2021, (90 days after February 25). Note that since we had written to Jesse that we understood that he did not desire updates, we would honor that, which we have.

- *investigate a program evaluation/diversity audit, including a recommendation for funding sources.* GDL supported the submission of a budget request by BYM's Working Group on Racism to fund a self-run diversity audit to BYM's Stewardship and Finance Committee and Development Committee, who are seasoning our request.
- *-lead BYM in revisiting our Anti-Racist Declaration in such a way that every staff member, committee member, and other members of the BYM community have an opportunity to understand its spirit and application in a practical way.* GDL members Rashid Darden and Nikki Richards led three recorded discussions of the queries, available to BYM Friends.
- *-advocate for the Anti-Racist Declaration being applied in such a way that it re-*

sults in a more racially diverse staff and leadership positions, including, but not limited to Supervisory, Search, and other Committee Clerks. Discussions have been opened with the Presiding and Interim Meeting Clerks of BYM, as well as the Acting General Secretary. We anticipate adding the newly selected General Secretary when they become available to do so.

- -continue to raise with CPC the issue of what happened to and with the camper at Opequon. Since we have yet to receive a satisfactory answer to this matter, we will continue to raise the issue with Brian Massey, Camping Program Manager.

INDIAN AFFAIRS COMMITTEE

This was our second pandemic year, caused by the major disruptions of COVID-19. The committee held our meetings virtually. The technology allowed our disbursed members to gather, yet precluded the more intimate sense of togetherness that we share when we meet in person. Our in-person meetings include sharing food, books, and other writings, catching up on the lives of one another, and discussing what was happening with Native Americans. Fortunately, throughout the year, members could learn from Native presenters during webinars and panel discussions and then share the insights with others.

Financial Support/Distribution

Money was given by early Quakers for the benefit of tribes and Indigenous peoples. This historic fund was established by Virginia Friends and managed by the committee for centuries. This year, the committee gave \$4,500, most of the remaining amount in the fund, to the Mattaponi Tribe. This tribe has existed prior to the United States of America, yet it does not have federal recognition of tribal sovereignty. Although the State of Virginia recognizes the Mattaponi's tribal sovereignty, the lack of federal recognition meant that the tribe was ineligible for federal COVID-19 funds or for federal economic relief funds. The committee decided that this tribe's situation was unique; rather than have the funds remain with the committee, we sent them to the tribe. We retained approximately \$1,000 for future giving.

Committee Activities and Relationships

Our lobbying in support of the Monacan Indian Nation helped yield a record number of letters to the Norfolk Division of Army Corps of Engineers, protesting a project. In this case, it was the pump station proposed by the James River Water Authority. The Water Authority's proposed site, their preferred alternative, would have destroyed the historic capital of the Monacans. The Water Authority is now pursuing other alternatives and maintaining some coordination with the Monacan Nation on alternate site selection and development.

Thirty years ago our committee began intermittent interaction with the American Indian Society of Washington DC (AIS). Sue Marcus participated in Society meetings throughout the past year. She also joined AIS and the Circle Legacy organization at Carlisle, PA to lay flowers on the graves of Natives, primarily children, buried there when the infamous Carlisle Indian Boarding School was active. This was the school founded by Captain Richard Pratt who believed that assimilation was best for Indigenous people, stating, "kill the Indian, save the man." Sue was moved by the gathering. This event is part of the AIS's annual honoring of Natives around Memorial Day. Sue also joined two elders at Congressional Cemetery and National Cemetery in Maryland to continue the laying of flowers.

Our committee was deeply saddened to learn that Society elder Karen Collins (Eastern Shawnee) “walked on” June 30, 2021. Karen had connected the Society and the committee for two decades.

The Topic of Land Acknowledgement

In Canada and the US, a form of respect and education is becoming customary. It is acknowledgment of those who originally dwelled on the land where one meets, works or lives. For example, the Yearly Meeting office is located on Piscataway land. This year a number of Friends reached out to our committee for advice on who to acknowledge and how to do so. This is more complex than one would expect. For hundreds of years, tribes in our region were affected by other tribes and, mostly, by colonial settlement and land appropriation. Tribes have merged, moved, and some have been extinguished. In some, though not all tribes, land was not owned, as we think of it today. Such research can inform non-Natives. Yet, not all Native people are enthused about non-Natives implementing this practice, especially out of guilt. An acknowledgment that land was taken improperly or immorally means very little if it is simply a written document, a statement at the beginning of an event, or a plaque on a wall. Actions speak louder than words. Building trust and developing relationships with a tribe or tribes takes longer. The committee stands ready to help with contacts and suggestions, with the understanding that those who are interested in exploring tribal history and acknowledgment are responsible for the work that accompanies it.

Committee History

The early history of our committee was published in June as a substantial book, “As They Were Led: Quakerly Steps and Missteps toward Native Justice 1795-1940” by former committee member Martha Claire Catlin. Thorough research by Martha, who is a professional historian, is presented in a readable manner that explains the committee’s unusual origin, the dedication of many Friends through our history, the long journeys and private funds that early Friends put into relations with Native people. She also acknowledges that Friends were people of their times, believing that European ways were superior. The research and resulting book were a gift to all of us, with Martha’s only reward being its publication. Pat Powers is completing the more recent history of the committee and is grateful for the assistance she has received from current and former committee members. Hers will be an e-book, an online-only volume. The histories have been a tremendous, multi-year endeavor by Martha and Pat. Jim Rose, of Quaker Heron Press, helped make Martha’s volume possible. We are grateful to Martha, Pat, and Jim for their gifts to all of us. These gifts of our history honor us today and will be read by future generations.

Work of Individual Committee Members

While the committee does collective work, individual members inform themselves and others. One example is Dan Cole’s professional work on Indigenous mapping. He participated in or attended the International Cartographers Conference on Digital Approaches to Cartographic Heritage, the conferences of the American Association of Cartographers and the Canadian Cartographic Association, a National Oceanic and Atmospheric Administration webinar on managing Pāpāhanmokuakea Marine National Monument from a Native Hawaiian cultural perspective (a process known as *Mai Ka Pō Mai*), a webinar by The

Nature Conservancy on Conservation with Indigenous Peoples, and a Washington Map Society meeting on Mapping the Cherokee Nation through John Marrant's 1785 Narrative. His research on Native issues resulted in two significant publications this year: "The Importance of Indigenous Cartography and Toponymy to Historical Land Tenure and Contributions to Euro/American/Canadian Cartography", co-authored with E. Richard Hart in the ISPRS International Journal of Geo-Information, special issue on Mapping Indigenous Knowledge in the Digital Age and a chapter titled, "A Cartographic History and Analyses of Indian-White Relations in the Great Plains" in the book *Digital Mapping and Indigenous America*, edited by Janet Hess. Many retired committee members have individual projects.

Dellie James continues her service with the Baltimore American Indian Society (BAIC). She volunteers there once a week, hoping that there will be more activities in the coming year. She is on the board of director for the BAIC. BAIC will be having its 46th pow wow on November 20, 2021 at the Timonium (MD) Fairgrounds. Dellie, Pat, and Committee member Jimi Ayodele look forward to a pow wow planned for fall of 2021, where they can join the AIS in making and selling Native foods like fry bread.

Quaker Coordination

A group of Indian committees from Friends Yearly Meetings throughout the US and Canada has met virtually quarterly in the past year. A co-clerk of our committee and another member have participated. These are informal discussions, intended to share what others are doing, gain ideas for cooperation or ways to reproduce successes elsewhere. Each committee faces unique conditions, yet we all strive to build closer, more trusting relations with tribal governments and Indigenous people, and to inform non-Natives of issues facing Native people, persuading others to support Native concerns.

Native Americans

For Indian Country, it has also been a year of triumphs. The committee was heartened to see the first Native American, Deb Haaland (Laguna) appointed as Secretary of the Department of the Interior, and the first Native Cabinet Secretary. We hope that her appointment will bring attention to the 300 years of broken promises the federal government has made to Native governments regarding providing for their health and safety after taking all of the land we now call the United States of America. Progress and awareness of the issues are increasing as more Native peoples are writing history from their perspective and passing laws that protect their children and missing and murdered women. We are seeing a renaissance of interest in how Natives have cared for the Earth prior to European migration with some of these methods being adopted by states and the federal government such as: preventive burning of a forest area; planting methods in dry areas with little water; communities that care about the land they inhabit. We still have much to learn about what our forebearers meant when they talked about being 'brothers' to the original inhabitants of this land and what they have to offer.

It also has been a year of deep pain within indigenous America with the tragic loss of life from COVID. In addition, Indian boarding school traumas and deaths have been in the news due to the finding of remains, mass burials, and unmarked graves at Canadian boarding schools. An investigation of US residential schools is under consideration. While

there were no Quaker boarding schools in the Yearly Meeting region, BYM Friends from the Orthodox branch helped establish such schools as the western regions of this country expanded and indigenous people were pushed off their lands and onto reservations.

Today, some Quakers are committed to facing past wrongs and holding themselves and the federal government accountable. Paula Palmer (Boulder, CO Friend), for instance, founded the Toward Right Relationship with Indigenous People project. It sponsors workshops for Friends on boarding school trauma and provides resources for improving non-Natives understanding of Native issues, thus developing healthier non-Native/Native relationships. Her group also works closely with the National Native American Boarding School Healing Coalition. Members of the committee have taken Paula's training and have learned to offer the training themselves. There are two workshops, one for middle schoolers and one for adults, available by Zoom or in person, where an overview of our early contact history with Natives is powerfully brought to life with individual participation that makes it personal. Paula works through Friends Peace Teams and can be reached through their website to bring her workshops to the East Coast.

Baltimore Yearly Meeting Indian Affairs Committee 2020-2021 Committee members: Jimi Ayodele, Daniel Cole, Abbey Compton, Normalee Fox, Sara Horsfall, Dellie James, Mary Kearns, Susan Marcus, Jana McIntyre (Apache), Patricia Powers, Frances Schutz, and Sharon Stout.

MANUAL OF PROCEDURE COMMITTEE

The Manual of Procedure Committee held a virtual meeting on Eleventh Day, Twelfth Month 2020 to familiarize new members and to take up matters that had been presented to it at that time. All subsequent business was conducted by electronic mail. During the virtual meeting, we reviewed the composition and role of the Committee and noted that the primary role of the Committee is "...continually updating the Manual by incorporating all changes in procedure adopted by the Yearly Meeting."

During the initial meeting, members reviewed the decision queries regarding becoming more anti-racist that were approved by the Yearly Meeting and briefly discuss how they may affect the decisions that were typically made by the Manual of Procedure Committee.

Matters addressed by the Committee during the year included the following, which will be considered at the 2021 Annual Session:

- Reducing confusion about whether Friends serving of a Yearly Meeting standing committee were eligible for appointment to an Interim Meeting Committee, and vice versa. The recommendation for this clarification was supported by the Nominating Committee, Search Committee, and Naming Committee.
- Charging the Faith and Practice Committee with making changes to and maintaining the style manual of the Yearly Meeting. The Faith and Practice Committee recommended being given this responsibility.
- Updating the responsibilities of the Camping Program Committee to list the various committees of the Yearly Meeting on which the clerk or another member of the Camping Program Committee serves. The recommendation for the update came from

the Camping Program Committee.

The Manual of Procedure Committee began the year with three members: Munro Meyersburg, Clinton Pettus, and Sue Williams. However, Munro resigned Fifth Month, 2021. The current members of the Manual of Procedure Committee urge the Nominating Committee to recommend a replacement for Munro and to consider adding more than one Friend to our Committee.

MINISTRY AND PASTORAL CARE COMMITTEE

The Ministry and Pastoral Care Committee, according to the Baltimore Yearly Meeting Manual of Procedure, is concerned with deepening the spiritual life of Baltimore Yearly Meeting and of its constituent local 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 local Meetings as they recognize, publicly affirm, and practically support those individuals who exercise their gifts in faithful ministry and service.

Below is a list of the activities of the Ministry and Pastoral Care Committee this past year:

Anti-Racist Queries -The committee began each of its meetings by considering the Baltimore Yearly Meeting anti-racist queries.

Annual Session Preparation -The committee helped prepare the 2021 Baltimore Yearly Meeting Annual Session. Specifically, we organized the retreat with Lynn Domina; the worship-sharing groups and Bible study; Friends holding the Annual Sessions events in prayer; the memorial service; and a Connecting Local Meetings workshop. We helped write the 2022 Annual Session theme statement.

Spiritual State of the Meeting Report -The committee organized the 2020 Baltimore Yearly Meeting Spiritual State of the Yearly Meeting Report. We wrote the queries used by the Local Meetings; sent them out; and compiled them in a report for the Annual Sessions.

Conflict in Local Meetings and Yearly Meeting Committees -The committee supported local Meetings and Yearly Meeting committees experiencing conflict. We are, of course, unable to share these details. But we did assist seven Local Meetings and Yearly Meeting Committees having difficulties.

Resolving Conflict -A group of Friends approached the committee in the fall regarding their desire to find innovative ways to address conflicts that arise in our local Meetings. After months of discussion and real-life work with liaisons from the committee participating, representatives of the group met with the full committee twice in February. They took the next step suggested by the committee and began discussions with the Pastoral Care Working Group in March. Greg Robb served as a liaison to the group.

Working Groups Liaisons and Young Adult Friends Liaison -The committee supported the Yearly Meeting Working Groups through our liaisons with Intervisitation; Pastoral Care; Spiritual Formation; and the Working Group on Racism. Unfortunately, we were

unable to provide a liaison for the Women's Retreat. We had a liaison to the Young Adult Friends.

Pandemic and Friends Forums -The committee offered two online Pandemic and Friends forums to help Friends during the Covid-19 pandemic.

Role of Membership in Baltimore Yearly Meeting -The committee, with the Working Group on Racism, arranged an online discussion of the role of membership in Baltimore Yearly Meeting.

Stony Run Monthly Meeting and African Friends -The committee offered our discernment on the exploration by Stony Run Monthly Meeting and the African Friends Worship Group of its relationship.

Use of Pronouns Among Friends -The committee composed a statement on the Use of Pronouns Among Friends that was presented at Interim Meeting.

Monthly Meeting Status Changes -The committee, in cooperation with the Interim and Annual Sessions Clerks, wrote a letter to Friends of West Branch Monthly Meeting about their decision to disaffiliate with BYM. We expressed our sorrow in this departure and our continuing care for them within the larger community of Friends. We also noted, with sadness, the laying down of the Norfolk Worship Group.

Online Wellness Group, *When the Spirit Calls* Book, Meeting House Renters -The committee endorsed Joan Gugerty's Online Wellness group and Jay Marshall's *When the Spirit Calls* book. We provided information about Meeting House renters.

Intervisitation Among Baltimore Yearly Meeting Local Meetings Committee -The committee, with the Stewardship and Finance Committee, set up a joint intervisitation group to hold gatherings with regional groups of local Meetings. We plan to make available information about the Yearly Meeting, specifically about our two committee's roles, but also to listen to the local Meetings about their needs.

Ministry and Pastoral Care Retreat -The committee held an online retreat, which proved to be very rich.

NOMINATING COMMITTEE

This year, as last year, we began our work by reading and reflecting on the queries in BYM's declaration as an anti-racist faith organization, approved in 2019. These queries are directly relevant to our nominating work. We continue to do the networking to find F/friends of Color and Young Adult F/friends, and to explore with them their gifts, experience and skills as related to committee work, and how their perspectives contribute to that work. 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. We continue to emphasize nominations of F/friends of Color and Young Adult F/friends.

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.

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.

For the past year, we have held all our Meetings on Zoom, which is still an effective tool for our work. We expect to continue to use Zoom until in-person meetings (or hybrid meetings) are safe once again. In addition to missing the pleasure of meeting in person during the pandemic, we have also had to delay our committee's annual retreat. We hope to resume it in the near future. Even when we can only meet by Zoom, we have welcomed new members onto the committee; we have an orientation for new members that we are able to do well, even when we cannot meet in person.

PEACE AND SOCIAL CONCERNS COMMITTEE

Due to the pandemic, the Peace and Social Concerns Committee (PSC) met virtually this year. Here are some of the activities we undertook during a very challenging time:

- We redistributed the Call to Action Against Systemic Racism, adopted in June 2020 by a coalition of BYM committees, work groups and individuals, to all Monthly Meetings, encouraging them to take actions and share information on their activities within BYM.
- We posted such Monthly Meeting anti-racism reports to a BYM website, making it easier for Meetings to see what others are doing and encouraging collaboration.
- The minute approved by BYM on Israeli annexation of Palestinian lands was shared with all Monthly Meetings.
- The PSC Committee co-sponsored a workshop Sept. 17 on nonviolence, presented by George Lakey. Over 1,000 people participated in the on-line workshop, and another thousand people subsequently watched the recording. The workshop consisted of training in nonviolence, including strategizing ways to be prepared for and to try to prevent a possible coup following the election. The title of the webinar was "What to do if there is a Coup: Nonviolent Civil Resistance."
- The End of Life Working Group, under the care of the Committee, held two on-line webinars which addressed (1) advanced planning and medical directives and (2) working with persons who are aging and experiencing changes in cognition and capacity.
- The Committee co-sponsored a workshop presenting "A Quaker Statement on Migration," developed by AFSC, Britain Yearly Meeting, FCNL, Quaker Council for European Affairs, and Quaker United Nations Office. This statement was presented to

Interim Meeting and approved endorsing this statement and recommended it to local Meetings and individual friends for further education and endorsement.

- PSC co-sponsored a webinar on the recently enacted UN Treaty on the Prohibition of Nuclear Weapons. We subsequently asked Interim Meeting to endorse the interfaith letter on the treaty, signed by both FCNL and AFSC, which was accepted, and distributed to BYM Meetings to urge our members of Congress to ratify the treaty.
- The Committee conducted a poll of Friends to see what workshops people were interested in for the future.
- The Committee co-sponsored a workshop on Afghanistan, focused on what we can learn from that expensive and deadly 20-year war. Over 100 people registered for it, and the recording was subsequently made available.
- We distributed four quarterly PSC newsletters and used two (2) surveys to ask Friends their preferences as to webinars/workshops.

Our current PSC Committee includes Jean Athey and Bob Rhudy, co-clerks; Barbara Bezdek, Phil Caroom, Andy Conlon, Jamie DeMarco, Lucretia Farago, Peter Farago, Bob Goren, Bette Hoover, Darcy Lane, and Joy Sylvester-Johnson, members.

Our Committee participants from affiliated organizations are Susannah Rose, Prisoner Visitation and Support; Denna Joy, Quaker House (Fayetteville, NC); Susanne O’Hatnick, Interfaith Action and Human Rights; Adrian Bishop, Right Sharing of World Resources; and Bob Rhudy, Friends Peace Teams.

We also include Patti Nesbitt, clerk, End-of-Life Working Group; Phil Caroom (liaison, Quaker Voice of Maryland); and Darcy Lane (liaison, 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 at Annual Session each year. The Committee consists of nine appointed members as well as ex-officio members including our Presiding Clerk, the 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, learning and sharing, surrounding our Meetings for Worship with a Concern for Business, workshops, interest groups, and worship sharings.

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, and plans and manages the Annual Session budget. Being virtual during Annual Session in 2020, we recruited numerous tech hosts and taught ourselves and our community how to zoom using breakout rooms for “luncheons” and small group discussions instead of our more usual tasks of handling room and board logistics, managing meeting space and audio-visual needs, running the bookstore, and putting up lots of signs around campus.

In 2021, we again are holding a virtual only Annual Session. A decision had to be made in March in order to secure the Hood College Campus. After prayerful discernment, we realized that we could not ensure the safety of our community by late July, so we unified around a second fully virtual Annual Session. To address “online fatigue”, we have spread some programming into the week prior to Annual Session and tried to keep some of everything, from plenaries, to workshops, to Junior Yearly Meeting programs for children and youth.

This is our second year trying Pay as Led financing. We continued the suggested \$100 donation, which worked out well last year, meeting our budget needs with some paying less and some more. This model, will be more of a challenge next year, as we, no doubt, will have hybrid elements in addition to our in-person Annual Session. Pay as Led is a testament to our faith that Friends will provide enough resources to meet our needs.

Program Committee have been thoughtful and diligent throughout the year in meeting the challenges. We take joy in our gatherings and in our service to BYM. Our hope is that you will find spiritual nourishment at Annual Session and leave refreshed to continue the work. We look forward to meeting again next year—in person for those who are able and with our Friends from afar who have been better able to join virtually.

RELIGIOUS EDUCATION COMMITTEE

The Religious Education Committee generally meets once every two months, so that we might further our mission of supporting our Local Meeting Education programs.

The members for 2020/2021 have been: Joanna Fitzick, Mike Hansen, Susanna Laird, Susan Williams, Charlete (Rory) Kennison, Nancy Moore, John Adler Stephens, Margaret (Peg) Hansen and Ellen Arginteanu (co-clerks.)

Over the years, BYM Religious Education committee has witnessed the creativity and dedication of those working in our local Meetings’ Religious Education programs. The abundance of strengths and gifts in local Meetings has convinced us that our Meetings have much to share with each other. It is because of this, we are focused on developing ways for our local meetings to meet, support, share, and brainstorm. To further this goal, we began Quarterly Zoom Calls. Fortuitously, the first Zoom call for RE coincided with the start of the Pandemic, when uncertainty reigned, and everyone wondered how to keep RE programs going and how to use a tool new to most of us. The “Zoom Anxiety” experienced was high, but was matched by shared creativity, suggestions, and brainstorming on our part. We have made subsequent quarterly calls with local clerks, via Zoom, centered on RE during the time of Covid. We heard of many wonderful programs that happened during these times, and the myriad of ways in which teachers and clerks have connected with their classes.

Nonetheless, the significant challenges of this period of time have taken its toll on teachers, staff, and families causing the common experience of the pervasive “Zoom Burnout.” Flexibility and persistence have kept our local programs afloat including ways to safely run in-person events to supplement their Zoom RE programs. It seems all are waiting, hopefully

and eagerly, to resume a more “normal” Religious Education program in the coming fall. The Committee’s energy also lagged during the late winter and spring months, resulting in decreased frequency, and productivity, within of our group. After spending a couple years working on producing lesson packets and lists of resources to supplement the Curriculum written five years ago, we have made little progress moving forward. After discernment, we realized the job was larger than our capacity allowed, and that we don’t want to reinvent the proverbial wheel, since there is an abundance of resources on the web. Our focus has shifted to assuring that the local Meetings are aware of these resources, and to encourage their use. As we venture onward, we will explore additional ways to connect our local meetings not only with BYM, but local Meetings to each other.

SEARCH COMMITTEE

Search Committee is responsible for finding people to serve as the officers of Baltimore Yearly Meeting, of Interim Meeting, and to serve on the Supervisory and Nominating Committees.

We consider many factors in seeking to fill these positions, including the anti-racism queries. During the past year we have worked with Friends on the Working Group on Racism and others to identify People of Color interested in serving in positions we are responsible for. As a result, a Person of Color has joined Supervisory Committee and two others have accepted our invitation to be nominated to the Nominating Committee. We have also worked to bring younger Friends on to the committees we have responsibility for. Certain committees, such as Nominating, have specific requirements that the committee’s membership come from different Quarters or regions of the Yearly Meeting. We have tried to address those requirements, as well.

Concerns about just how seriously the Yearly Meeting and our committee, in particular, have taken our commitment to be an anti-racist organization have created tension between some groups in the Yearly Meeting. We have sometimes felt under attack by Friends who have not been satisfied with some of our work. We met virtually with the Young Adult Friends and our clerk met with an individual from the Working Group on Racism to try to address these concerns.

Typically, our committee meets about five times between one Annual Session and the next. This year we’ve met nine times so far. Because we still have positions to fill as we prepare this report, we may have further meetings before Annual Session. Nathaniel Dorr joined our committee in January, bringing us up to our full complement of six members for the first time in more than a year. All of our meetings for the past year have been held virtually. We find virtual meetings work well for us.

STEWARDSHIP AND FINANCE COMMITTEE

For the year August 2020 through July 2021 the Stewardship and Finance Committee met monthly by teleconference and participated in a Spring Apportionment and Budget Meeting as well as Interim Meeting.

Recovering from the twin financial problems of inadequate contributions to cover proposed expenditures and the effects of the pandemic including the need to cancel the camp-

ing program for 2020, it was recognized that this year's budget would be a recovery year. The committee established early in the year a goal to present a balanced budget, to return to a schedule of having the budget ready for final approval by Annual Session and to closely scrutinize any new proposal to assure a reliable funding source prior to recommending it.

We made it a priority to individually contact every Monthly Meeting about apportionment requests and the need for exceptions, and to collaborate more closely with other BYM committees. As part of an initiative to improve communication between BYM and our constituent members, the committee worked with Ministry and Pastoral Care to establish regional Meetings for Listening. After a successful trial with a zoom teleconference of West Virginia meetings, the committee proposes to expand the Meetings for Listening in the next year.

As part of the budget preparation process, we agreed on a consistent format for budget presentation, using a spreadsheet that closely tracks the output from our accounting software and enables comparison to the Treasurer's reports and year to date expenses and income.

The committee agreed to clarification of policies related to apportionment. Apportionment is an attempt to provide Monthly Meetings with a recommendation of their "fair share" of the responsibility for funding the Yearly Meeting. The committee respects the discernment of each individual Meeting regarding its support of the Yearly Meeting either in requesting a reduction of apportionment or notifying the committee of their willingness and ability to support the Yearly Meeting beyond the requested apportionment.

Apportionment is now set at a fixed rate of 25% of a meetings income subject to apportionment. Some changes were made to the guidelines about what income is subject to apportionment. Most significant is that one-time bequests are not included in income subject to apportionment although the committee requests that when a Monthly Meeting receives a bequest it considers the intent of the donor and the needs of the Yearly Meeting in the allocation of funds. Likewise, rental income or other business income is not subject to the apportionment calculation.

The committee did labor with the treatment of investment income but was unable to agree on a change, maintaining the current guideline that dividend and interest income from non-restricted accounts are subject to apportionment but capital gains are not considered in the calculation of apportionment.

In pursuit of our goal to be an antiracist community, the Committee has worked with the Nominating Committee to seek a wider representation of Friends on the committee.

In the coming year, the committee hopes to update the website to reflect the new recommendations on apportionment. We look forward to working with the new General Secretary as we continue the process of producing a sustainable operating budget. We also recognize the need to be more attentive to the development of the capital spending plan.

SUE THOMAS TURNER QUAKER EDUCATION FUND

No report received.

SUPERVISORY COMMITTEE

Committee Members: Adrian Bishop and Ramona Buck, Co-Clerks; Guli Fager, Rosemary Davis, Jim Riley, BYM Treasurer; Meg Meyer, BYM Interim Meeting Clerk; Stephanie Bean, BYM Presiding Clerk.

As we have noted in the past, the essence of the Supervisory Committee's (SC) 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, as well as overseeing the care of the BYM office building.

There have been many challenges this year. The year started with the realization of BYM's likely income shortfall and then the onset of the Corona virus which caused BYM camps to be halted and Annual Session to be virtual, among other consequences. Ned Stowe resigned as General Secretary, in part to reduce our expenses, and Wayne Finegar stepped forward to take on the position of Acting General Secretary, leaving the position of Associate General Secretary vacant. There was the accompanying challenge of lack of income from the camps. These events were followed by the resignations of two long time staff members, Margo Lehman, the Comptroller; and Jane Megginson, Camp Programs Manager, both of whom have served BYM faithfully for many years. (Another resignation, Jossie Dowling, Youth Programs Manager also occurred, though this had been planned earlier). Though we were able to sustain staff for months with two government grants, eventually we made some staff time reductions, including the lay-off of the Administrative Assistant for monetary reasons. From March through June SC sometimes met more than monthly as we struggled to support the GS making decisions caused by events out of our control. We also met once as the YM Executive Committee, provided for in the *Manual of Procedure*, but rarely invoked. Decisions made there were affirmed by the next Interim Meeting. This came as BYM worked to learn how to make decisions virtually. This was a year of continuing challenges.

SC recently completed the annual evaluation for Wayne Finegar, the Acting General Secretary, after interviewing staff and receiving a self-evaluation from Wayne. Wayne had agreed to serve until the end of March but we are now extending this time, with his agreement, for another quarter, to the end of June, because the General Secretary Search needs more time.

At an Interim Meeting, SC was told by some that we are not totally trusted, which hurt. Further, Growing Diverse Leadership Committee sent us a letter indicating concerns about racism in Baltimore Yearly Meeting, for which it appeared to us, they felt we were accountable. We, however, think that all of us are responsible. We are committed to transforming our community to be anti-racist. We appreciate the concerns that people have raised up and invite collaboration from other committees to grow a new culture within BYM and beyond.

We have continued to focus on our own growth in the area of promoting diversity and inclusion in the Yearly Meeting. We continue to include the anti-racist queries at each of our meetings both by listing them in our agenda and by measuring decisions against them:

- How does this decision support the declaration of our Yearly Meeting that we are an anti-racist organization?
- 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?

We read our goals for the committee at each meeting as a reminder and are in the process of revising them for the coming year. Currently, the goals of the Supervisory Committee are:

- 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 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 did not have its customary day long retreat in September to consider issues more deeply and to set goals for the year. We are instead setting goals as part of the agenda at our monthly meetings. We were unable to take out the staff for lunch either, which we normally do twice per year. This year, in lieu of that, we sent gift cards to the staff to try to express our appreciation for their continuing work.

Because of the work that the committee needs to do, and because three of our members already hold many responsibilities (the Yearly Meeting Clerk, the Interim Meeting Clerk, and the Treasurer), we are requesting two additional people to serve on the Supervisory Committee.

2021 Budget and Human Resources Costs

Salaries	\$507,934.00
FICA Taxes	\$38,853.00
Benefits	\$154,367.00
Employee Contribution to Health Insurance	(-\$17,785.44)
Retirement	\$30,264.00
Total	\$713,633.00

This is for 9 year-round staff: six full time, one 0.75 FTE, one 0.5 FTE, one unfilled 0.5 FTE. Of this, \$214,000.00 (30%) is for two administrative staff who support administration, programs and development, and \$499,633 (70%) is for four program staff and one development staff.

TRUSTEES OF BALTIMORE YEARLY MEETING

Purpose: The Trustees act on behalf of Baltimore Yearly Meeting (BYM) in carrying out the responsibilities of the Yearly Meeting under the law. We also administer BYM's fiduciary obligation to preserve, invest and manage BYM's assets while being sensitive to the spirit of the Yearly Meeting and fulfilling the social testimonies of the Religious Society of Friends.

Calendar 2020 and early 2021 challenged the Yearly Meeting community, including the Trustees, as we all navigated the country's racial, political, and economic challenges and the Covid pandemic. The Trustees have been meeting regularly via Zoom, usually monthly, regarding our responsibilities and activities. The Trustees also were included in discussions of staff and a number of committees about the safe reopening of camps this summer and changes in how the Meeting funds key programs.

Members: The Trustees include Tom Farquhar, Tom Hill (Co-Clerk), Carlotta Joyner, Susan Kaul, Rich Liversidge (Co-Clerk), Byron Sandford and Katy Schutz. Serving ex-officio have been Steph Bean (Presiding Clerk) and Jim Riley (Treasurer). We have relied on the skills, knowledge and quiet competence of Wayne Finegar, our outgoing Acting General Secretary, and other staff members in much of our work. We all wish Tom Hill a full recovery from the effects of a recent fall at his home, which is requiring an extended recovery.

Liaison Activities: The Youth Safety Policy Working Group functions under the care of the Trustees and is convened by a Trustee (Carlotta Joyner this past year and Katy Schutz during the coming year). Trustees also liaise with the Camp Property (Katy Schutz) and Development (Byron Sandford) Committees. An Investment Subcommittee of the Trustees oversees BYM's investments (Tom Farquhar and Rich Liversidge). Tom Hill has worked tirelessly to clarify our holdings of Friends Burial Grounds and other real property. As outgoing Treasurer last year, Tom Hill coordinated monthly BYM financial teleconference calls through December 2020.

Financial Condition of BYM: The Yearly Meeting is in a relatively good financial position. The Meeting community has worked in recent years to correct a structural operating deficit that had developed. This mismatch between receipts and expenditures worsened in 2020 during the Covid lockdown, the cancellation of the 2020 camping season, and reductions in other programs. Several committees, including the Trustees, worked with staff to make necessary but painful staff and other cost reductions to bring revenues and expenses more into line.

During this year of uncertainty due to the Covid lockdown, many generous camper families gifted camp tuition deposits to the Meeting. Generous donations also were received from other Meeting members and friends during this time. BYM also received a relief grant of \$10,000 from Montgomery County and about \$350,000 of loan/grant funds under the Federal Payroll Protection Program (PPP) program. These helped us keep more of our staff in place by covering some salary and related costs caused by our pandemic response.

Investments and Reserves: BYM has two investment managers—Friends Fiduciary Corporation (FFC) and Morgan Stanley Wealth Management (MSWM). Each follows BYM’s socially responsible investing (SRI) and environmental, governmental, and social (ESG) practices. The Trustees’ updated Investment Policy Statement is attached.

The value of BYM’s investment portfolio as of June 30 was about \$1.8 million, up from \$1.3 million last year. About 71% of the combined portfolio is invested in a diversified mix of equities, mutual funds, and electronically traded funds, 17% is in fixed income investments like bonds, and 12% is in cash. With our perceived lower post-Covid level of financial risk in BYM’s programs, excess cash will be reinvested in equities during the coming months.

BYM’s investments help protect the Yearly Meeting’s reserves. These include Permanently Restricted Reserves (the reserves restricted by donors), Temporarily Restricted Reserves (restricted until they are used for donors’ purposes) and Unrestricted Reserves (available to BYM for program and other uses). In 2014, the Trustees established a target of 25% of each year’s operating budget as a target level for Unrestricted Reserves. That target is above \$500,000. This helps protect BYM’s activities from operating losses and other temporary economic swings.

Based on financial information provided to the auditor, our Unrestricted Reserves on December 31, 2020 were slightly above \$500,000. Since then, our investments have gained market value. BYM seems to be emerging from this pandemic period in relatively good financial condition.

Audit of Financial Statements: The auditors are almost done their audit of BYM’s financial statements for fiscal 2021. The audit will be made available when final. The financial statements will show the Federal PPP funds as loans until they are formally converted to grants. Then they will become income and increase BYM’s reserves further.

Insurance Coverage. The Trustees and the General Secretary periodically review the insurances carried by BYM for its assets, staff, and programs. This will be addressed during the fall of 2021.

Youth Safety Policy (YSP): During this year of lockdown and the expansion of our internet communication, the YSP Working Group proposed, and the Trustees approved, expanding the policy to address safety in online activities. Trustees approved the Working Group’s recommendation to broaden the scope of the policy to include any intentional emotional, physical, or sexual abuse. Revisions to reflect this broadened scope are being brought to BYM when ready. YSPWG now includes the STRIDE Coordinator.

Friends Burial Grounds: Tom Hill has been diligent in identifying and clarifying BYM’s title to a number of properties throughout the Yearly Meeting. Dedication to this effort has informed the other Trustees and helped clarify ownership matters within the wider community.

INVESTMENT POLICY OF BALTIMORE YEARLY MEETING

Investment Policy

The investment portfolio of Baltimore Yearly Meeting (BYM) is managed by the Trustees. To the extent practicable, the investments in the portfolio shall reflect the values and witness of the Quaker faith and further Quakers' testimonies.

In managing BYM's investments, The Trustees will balance three strategic considerations as they weigh the risks and rewards of investing BYM's investment portfolio:

- Protect the value of the investment assets from capital loss,
- Grow the value of the assets under their care, as faithful stewards of resources, and
- Generate income from the assets to help fund BYM programs and activities.

The investments themselves may be in different types of financial assets, possibly requiring different investment strategies for managing the funds. This approach is intended to achieve an appropriate risk-balanced combination of investment assets at any time. BYM's investment policy will be sufficiently flexible to allow BYM to access funds from these investment assets to use in BYM's programs and activities. This may affect the BYM portfolio's interest income, investment growth, and balances.

Advisory and Investment Services

The Trustees will evaluate, to extent possible, the benefits and risks related to their investment decisions. They understand investment decisions are made in an environment of uncertainty about market factors and future conditions. In evaluating the investments, the Trustees expect to utilize and rely on the expertise and services of professional financial advisors and fund managers to develop and implement both investment strategies and specific investment decisions. Financial results cannot always be assured and may be uneven over time.

A diversified BYM investment portfolio may include a variety of mutual funds, exchange-traded funds, common and preferred stocks, U.S government and corporate bonds, and shorter-term certificates of deposit (CDs). They may also include some investments in cash or money-market funds, in response to near-term cash needs as identified by BYM staff and committees.

Socially Responsible Investing Principles

BYM's investment horizon includes opportunities to invest in a variety of assets. The Trustees recognize that some possible investments better reflect the values of Friends than other investments that do not. BYM's investment policies will support our commitment to being a caring, inclusive, and anti-racist faith community. Advisors to the Trustees will employ various sustainability management tools that will guide BYM and them in making values-based investment decisions that are consistent with Friends' values.

Sustainability management tools include those that identify investments that satisfy "Sustainable and Responsible Investment" (SRI) criteria and/or "Environmental, Social and Governance" (ESG) criteria. Such investment screening criteria may be described as follows:

- **Social Responsibility Investing (“SRI”) Criteria** are what may be called **Negative Screening Criteria**. They help investors avoid investments in industries and companies that are directly and significantly involved in producing or distributing products that damage or do not enhance society. Negative screening criteria avoid investments in companies such manufacturers and distributors of alcohol and tobacco products, non-prescription addictive drugs, firearms, offensive weapons of war, adult entertainment products, and management of private prisons. And
- **Environmental, Social and Governance (“ESG”) Criteria** identify industries and companies that are helpful to society. These may be called **Positive Screening Criteria**. ESG screens help identify investment opportunities in businesses with products, services, and personnel practices that support a sustainable, peaceful society. Examples might include many food, healthcare, clothing, housing, renewable energy, transportation, communication and recreation companies.

Tailoring Objectives and Time Horizons for Investment Withdrawals

The Trustees shall be responsible for structuring the investment portfolio to anticipate articulated needs of BYM for withdrawals to meet prospective operating costs or capital outlays. Such needs shall be identified by BYM management and include input from the organization’s cognizant committees, such as the Stewardship and Finance, Camp Property Management and Camping Program Committees. Such needs shall be communicated to the Trustees in a timely way to permit proper planning by the Trustees.

The structure of the BYM investment portfolio will need to accommodate the need for these program-related cash withdrawals. Some of the funds will be from income funds related to Permanently Restricted Reserves and from Temporarily Restricted Reserves. In addition, BYM may also require funds from its Unrestricted Reserves for specific other purposes or programs.

Properly funding program and activity needs of BYM is possible only if the Trustees have adequate lead time. This permits discerning which investments may best be liquidated for an orderly withdrawal. Usually, liquidating shorter-term assets is less disruptive to BYM’s strategic investment profile.

Reporting

BYM’s investment portfolio will be reviewed quarterly by the Trustees. The Trustees will review annually their investment strategies and investment policies.

Approved April 15, 2021

UNITY WITH NATURE COMMITTEE

No report received.

YOUTH PROGRAMS COMMITTEE

No report received.

END OF LIFE WORKING GROUP

Our working group offered a well-attended virtual forum in September 2020 about advanced planning in the elder years. After that, the group was largely dormant as we each had significant transitions in our lives, in addition to Covid challenges. We have found a seasoning of our mission, commitment to the ongoing tasks of the WG, and new understandings of grief and the need for personal healing from losses.

The working group is a solid group of 5 members, with 2 others wanting less involvement. Our hunger for connecting with one another was evident during a Zoom meeting in June that quickly became purely social time to enjoy each other instead of doing any work of the group. We are offering a workshop at the annual sessions in 2021 and will welcome more Friends at that time to join in this calling.

GROWING OUR MEETINGS WORKING GROUP

The Growing Our Meetings Working Group (GOMWG) is under the care of the Advancement and Outreach Committee. The group was approved at Sixth Month 2019 Interim Meeting. Please see the working group's page on the BYM website for a list of members and its charge.

In the past year, the group's activities have been minimal, as energies were focused elsewhere. We have advanced the work on explaining theological diversity to newcomers, for which see the working group's advance report, which also explains how the working group applied the anti-racism queries.

We are hoping to be more active in the coming year, including by supporting local meetings that wish to grow.

The GOMWG is looking for additional members who are led to join. Please see our webpage for a link to send us an email.

INTERNET COMMUNICATIONS WORKING GROUP

No report received.

INTERVISITATION WORKING GROUP

No report received.

PASTORAL CARE WORKING GROUP

No report received.

QUAKER VOICE OF MARYLAND WORKING GROUP

No report received.

REFUGEE, IMMIGRATION, AND SANCTUARY WORKING GROUP

No report received.

REPARATIONS ACTION WORKING GROUP

The Reparations Action Working Group (RAWG) has continued to grow 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 on a systemic scale. 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. We take action while simultaneously working with our community to help each of us understand our role in the struggle for racial justice.

“Nobody’s Free until Everybody’s Free.” - Fannie Lou Hamer

Below is a list of the work we have engaged in over the past year. We have expanded on a few projects below. Those projects are bolded. For detailed information about the rest of our work, please contact one of our Working Group Core Members, listed at the end of the report.

- **We hosted a Black Caucus Healing Space**
- **We engaged with Mutual Aid networks in Baltimore and Washington, DC**
- **We compiled definitions of Reparations created by Black/Indigenous-led groups in the US**
- **We created a list of Recommendations for our Yearly Meeting to embrace**
- We collaborated with STRIDE to host the 21-day challenge (two separate rounds totaling 42 days of learning)
- We solidified our commitment to education
- We expanded our core membership
- We collaborated with STRIDE to create educational and action tools
- We planned an Annual Session Workshop
- We hosted a 3-part Reparations workshop series in winter of 2020
- We developed a framework for a RAWG Advisory Board
- We developed a framework for the Meeting Liaisons Program

Black Caucus Healing Space

It is important to RAWG to be intentional about whose voices are present, who is part of making decisions, and to adhere to the antiracist query that asks “How will we provide opportunities for those most likely to be directly affected by our decision to influence that decision?” We center the voices of Black, Indigenous, and other People of Color in our community. Our members commit to studying and responding to public feedback from Black people and other People of Color in our community, what was shared in the FGC Epistle, the feedback from the Black Caucus Healing Spaces hosted by RAWG, as well as Jesse Miller’s letter On Blackness and BYM.

This year RAWG hosted two Black Caucus Healing Spaces led by a fantastic facilitator, Missy Smith. Missy has facilitated Equity, Diversity, and Inclusion trainings for the BYM summer camps in the past. You can check out Missy’s work at www.queeneearth.com/. The Black Caucus Healing Space was created after hearing from numerous Friends that it was needed. There were two goals of this space. We sought to host a space for Black folks to share their experiences in safe ways, and for RAWG to be able to hear from community members what they envision our work to be without placing people on a pedestal, asking for unpaid emotional labor, or leaning too heavily on Black Friends to “solve the problem” with no tools or support.

In these sessions, Black Friends reported that it is often overwhelming to have conversations about race in their Meetings. Some white Friends see Friends of Color as representatives and spokespeople of the racial group to which they belong/identify. White Friends sometimes attribute characteristics of individuals to large groups using broad generalizations, which creates an "other than us" mentality and feeds into racist stereotypes and beliefs. Each person of color who comes to BYM is an individual, different person coming to the community. Friends of Color are not a monolith, and for these reasons we found it imperative to create more spaces for Friends of Color to speak freely, share how they feel, discuss what they need, and center those needs as we move forward in our work. Following these sessions, RAWG began a reflection on the query "Who are we accountable to?" To read the full report on the Black Caucus sessions, please contact our Clerk Nikki Richards.

Mutual Aid

This year, RAWG members collaborated on a Mutual Aid Effort with Tubman House & Homewood Friends Meeting in Baltimore. Friends in collaboration with Barbara Bezdek worked with the Tubman House to make sure that households in the Baltimore community had access to material goods at their request. Tubman House informed us what items were requested each week, RAWG members purchased those items, volunteers drove around the state to collect the items, then dropped items off in Baltimore with Tubman House for distribution. While we firmly believe that Mutual Aid is not a holistic form of Reparations, we also believe that survival needs are immediate and must be met in order for us to achieve our long term goals. We are working for long term, systemic, national Reparations. If people can't eat, they can't work for justice and freedom. We support Mutual Aid efforts so that we can make sure our community is strong and steadfast as we work toward our longer term goal of Reparations. In addition to working with the Tubman House Mutual Aid Network, RAWG also encouraged members to reach out to other Black-led groups with mutual aid networks to start developing relationships long term. We supported STRIDE-based community relationships in DC and Baltimore as well.

Reparations Frameworks

Friends committed to examining how Reparations are defined. As a group, we are committed to ensuring that white people are not defining what Reparations means. Those who have been harmed are the only ones who can determine how that harm can be repaired. As a group, we are intentional about centering and following the leads of Black and Indigenous people. We defer to Black and Indigenous groups who have already done the work to define what reparations mean to them and their communities. As a group, we do not find ourselves on the same page about what the word Reparations means. However, we do agree on key concepts and values as we do our work. To ensure that we are all working from the same framework as we move forward, we compiled definitions and frameworks created by several Black and Indigenous-led groups. These groups have defined Reparations in their own words. We trust that they are the experts and we believe that they know best. To see our compilation of definitions, please visit our 2021 Advance Report. This report will be brought to the body of the Meeting during the Annual Session Business Meeting.

RAWG Recommendations for Reparations

Following a series of group conversations, RAWG created a list of Recommendations for

our community. These Recommendations outline ways for our community to engage with Reparations. These were brought forward at last year's Annual Session as our Advanced Report, and have been at the heart of our work this year. We hope for our community to continue to engage with and embrace these Recommendations as we seek to right past wrongs, repair harm done, and ultimately pay Reparations on a systemic, larger scale. [You can find our Recommendations linked here.](#)

Get Involved with The Reparations Action Working Group

If you are interested in joining our working group as a Core Member, which means you are committing to attending all of our meetings and taking on significant tasks, please contact one of our other Core Members below. We ask our Core Members to commit for the long-haul, as it is difficult to work together effectively with rapidly shifting membership. Our Core Group has been working together for two years, and we are always happy to welcome new folks to the fold.

Another option for involvement is our Local Liaisons Program. This program will serve as a way for each of our local communities to select a representative (or two, or three) to stay up to date on our work, report back to their local community group (Monthly Meeting, Summer Camp, YAF, YF, or JYF), and help rally volunteers, support, and action for Reparations. To become a Meeting Liaison, please contact Phil Caroom or Marcy Seitel.

If you would like to be involved in the group on a less-intensive level, please contact our Clerk, Nikki Richards, or our STRIDE Coordinator, Khalila Lomax, to be added to our Second Circle mailing list. You will hear from us every few months with updates, resources and opportunities for events. This is a very low-touch list and will keep you on the periphery, but still informed.

RAWG Core Members

Nikki Richards (Clerk), Khalila Lomax (Facilitator/Coordinator), Marcy Seitel, Peirce Hammond, Rosalie Eck, Mica Whitney, Sarah Rose, Rachel Rosenberg, St. Clair Allmond, David Etheridge, Phil Caroom, Jolee Robinson, Karen Moore, Steph Bean, Nathan Shoyer.

SPIRITUAL FORMATION PROGRAM WORKING GROUP

No report received.

SUPPORTING TRANSFORMATIVE RELATIONSHIPS IN DIVERSE ENVIRONMENTS (STRIDE) WORKING GROUP

Overview

This year STRIDE met through Zoom. Due to the pandemic and Zoom meetings, STRIDE was able to add additional STRIDE support and core members. These members may not live in the designated STRIDE cities of Baltimore, DC, and Philadelphia. However, they attend STRIDE meetings and complete tasks virtually. STRIDE core members responded positively to the additional members and added accessibility in STRIDE. STRIDE remains a dedicated and motivated group. For the 2021 season, STRIDE is sending 22 campers to camp!

STRIDE Camping Weekends

Baltimore STRIDE sent five campers and their families to Catoctin Quaker Camp for our STRIDE Camping Weekends. The family experience mirrored our Family Camp Weekends, which generally occur in the fall and spring, to get families ready and excited for a more extended camp experience in the summer. During these weekends, campers and their families could experience the outdoors in a safe, socially distanced setting. STRIDE campers and their families engaged in favorite camp activities such as hiking, cooking, and singing camp songs. Baltimore STRIDE provided a complete meal plan with cooking directions, ingredients, and camp stoves, enabling STRIDE campers and families to enjoy fun and healthy meals and a family cooking experience. Baltimore STRIDE members and BYM Camps staff provided additional support and programming. By renting cabins at Catoctin, we offered this experience for families while also supporting BYM Camps through a challenging financial year to ensure that the programs will still be available for STRIDE campers and others in the future. As our program grows, so does our belief in this work. When traditional camp in 2020 was canceled, STRIDE campers and their families chose to remain in community. This speaks to the community that STRIDE continues to build. We believe it also played a role in campers and their families committing to the 2021 season.

Care

Baltimore STRIDE also provided care packages for campers and their families. We planned two rounds of care packages; the first round included materials for a collaborative camper-led workshop held on Zoom. The second round included materials and instructions for workshops to be completed by campers within their own families. The workshop held on Zoom was a craft workshop led by one of our campers, providing STRIDE campers the opportunity to flex their creative muscles and develop leadership skills. The family workshops included a series of prompts and activities related to nature journaling, a kitchen herb gardening kit, and numerous art supplies and suggestions for artistic projects and activities. With this programming, STRIDE ensured that our families continued strengthening their relationships with each other and the larger BYM camp community. With these programs, we provided high-quality and COVID-19-safe camping experiences in nature, and campers also got the opportunity to engage with the natural world in their neighborhoods.

Sustaining Community

Throughout the summer of 2020, we worked with families to help fulfill other needs in lieu of prepping for camp. For example, we provided a camper who had expressed interest in attending a virtual filmmaking camp with some of the equipment necessary. We also made individualized care packages. In 2021, Members also partnered with a partner organization, Puentes de Salud, and a camp parent to host an online info session about BYM camps. Philly STRIDE detailed “A day in the life of a STRIDE camper”. This helped participants understand what camp is like and how camp has changed for Covid-19 safety protocols. Philly STRIDE was also able to have a practice hike at the beginning of the summer. Baltimore STRIDE, also held brainstorming sessions with another partner organization, the McKim Center around camp and healing spaces. DC STRIDE was able to volunteer Horton’s Kids Covid-19 Emergency Response.

STRIDE Liaisons

Growing Diverse Leadership Committee (GDLC) named liaisons remained active with the STRIDE groups. Each liaison is in touch with their group and typically joins its regular virtual meetings. Each also helps support fundraising and enters STRIDE “movie night” and other events. This year we hosted a Trivia Night, and it was a great event amongst STRIDE members, STRIDE friends, and liaisons. STRIDE also has liaisons on Camping Program Committee (CPC) and the newly formed anti-racism subcommittee. STRIDE remains active with the Reparations Action Work Group (RAWG) and Working Group on Racism (WGR). GDLC, WGR, RAWG, and STRIDE will release a toolkit this fall.

Commitment

We cannot ignore the disproportionate impact of COVID-19 in communities of color. STRIDE remains active in connecting with our community partners and supporting community-led initiatives around community needs. STRIDE aims for camper’s experiences at camp to be a generative and fun experience in the midst of inequities. Some parents, relatives, and guardians of past and prospective STRIDE campers have also expressed this sentiment. We also recognize that there continues to be a need for building equity in the camping program and throughout the Yearly Meeting. Doing so requires a commitment from STRIDE to hold others and ourselves accountable for working with other entities and individuals in and associated with the Yearly Meeting to ensure these campers receive the safest, generative, and exciting experience possible.

WOMEN'S RETREAT WORKING GROUP

On Saturday morning of February 6, 68 women from 25 Meetings attended the 2021 Baltimore Yearly Meeting Women’s Retreat Zoom Worship. This year’s planning committee was composed of Inga Erickson (Herndon) Dana Mitra (State College), and Yuri Plowden (Harrisburg), who are currently serving as the "grandmothers" Working Group for the Women’s Retreat. Registration was handled by Wayne Finegar who also sent out the original announcements and set up the zoom link.

The 2021 retreat was to be held originally at the Pearlstone Retreat Center in Reisterstown, MD, organized by Friends Meeting of Washington, but had to be cancelled due to the COVID-19 Pandemic. Having also planned the 2020 retreat, Friends Meeting of Washington declined to plan a virtual alternative, however, they worked with the BYM Administrative staff to negotiate an agreement for Pearlstone to retain 80% of the deposit for a future time.

After serving for many years, Bette Hoover and Betsy Tobin stepped down from the Working Group, and Inga recruited Dana and Yuri to serve for this year until the Women's Retreat can meet in person and see if anyone else would volunteer. We three met via Zoom and decided to host a simple, 2-hour long virtual event that would prioritize worship, worship sharing in Zoom breakout rooms, a brief description of the status of the planning for 2022, and announcements. Those who attended were grateful for this opportunity to gather. The planning committee for 2022 remains uncertain as no Meeting has stepped forward with a firm commitment due to the ongoing pandemic situation.

WORKING GROUP ON CIVIL AND HUMAN RIGHTS OF TRANSGENDER AND NON-BINARY PEOPLE

No report received.

WORKING GROUP ON RACISM

Major changes in 2020

Beginning in June 2020, attendance at WGR meetings tripled from about six attendees to about eighteen. Several local Meetings either started new racial justice Change Groups or revived moribund ones. Requests from BYM Friends to the WGR to help them address racism have increased substantially.

Since then, BYM Friends have begun to listen to what Black people have been sharing about their experiences in BYM and other U.S. Quaker communities. Both the [January 3, 2021, email](#) from a Black long-time Quaker camp director, Jesse Miller, and the [Outgoing Epistle of the 2020 Pre-Gathering of Friends of Color and their Families](#) have been widely shared and considered among BYM Friends.

In addition to the WGR's long-time focus on addressing racial bias among BYM Friends and its occasional focus on structural racism in the larger community, the Working Group has begun to address structural and systemic issues within BYM that harm people of color. Those issues include inadequate responses to incidents of racial wounding within the camping program, unclear membership criteria that may allow racial bias to influence who can become a Meeting member, and the impression that a strong commitment to antiracism may disqualify someone from serving on the Supervisory Committee.

The 2020 BYM Annual Session Workshops

The Working Group sponsored two workshops for the 2020 Annual Session. One workshop facilitated by Peirce Hammond and David Etheridge was a "Connecting Local Meetings" session on efforts to lower racial barriers in those local Meetings. The other was "Racism 101: Having the Courage and Faith to Get Real About Race" facilitated by Donna Kolaetis and Tad Jose.

Change Groups and Related Activities

Much of the Working Group's focus this past year has been on encouraging and supporting racial justice Change Groups within local Meetings. Some Meetings have established or are working on establishing formal Change Groups. That process itself has occasioned a focus on racial dynamics within those local Meetings. Other Meetings have done racial justice work without forming a Change Group. The WGR serves as a clearinghouse, soliciting updates on local Change Group activities shared three times a year to facilitate exchange of information and inspiration as to what may be possible.

Meetings have organized book discussion groups on [White Fragility](#) by Robin DiAngelo, [How to Be an Antiracist](#) by Ibram Kendi, [So You Want to Talk About Race](#) by Ijeoma Oluo, [Me and White Supremacy](#) by Layla Saad, [My Grandmother's Hands](#) by Resmaa Menakem, [The Warmth of Other Suns](#) by Isabel Wilkerson, [Caste](#) by Isabel Wilkerson, [Black Butterfly](#) by Lawrence T. Brown, [Stamped: Racism, Antiracism and You](#) by Ibram Kendi and Jason Reynolds, [Trouble I've Seen](#) by Drew G.I. Hart, and [Race, Systemic Violence, and Retrospective Justice](#), a Pendle Hill Pamphlet by Harold Weaver. Several Change Groups have had sessions to consider the local Meeting's response to the Yearly Meeting's declaration

that it intends to be an antiracist faith community. Other workshop topics have included the biology of race, personal experiences of racism, white supremacy culture, code switching, Black Lives Matter, and microaggressions.

Several Meetings have connected or are connecting with outside groups to work on racial justice issues. Those groups include NAACP local chapters, the People's Institute for Survival and Beyond, Offender Aid and Restoration, Courageous Conversations, Coming To The Table, Pendle Hill, Friends General Conference, and Friends Committee on National Legislation. Some Meetings have established ongoing relationships with local African American congregations to work on issues of common interest. A few Meetings work closely with interfaith groups on racial issues.

Workshops for 2021 BYM Annual Session

Two workshops are scheduled for the 2021 Annual Session. One workshop facilitated by Peirce Hammond and David Etheridge will be a "Connecting Local Meetings" session on efforts to lower racial barriers in local Meetings. The other workshop will be "Racial Wounding: Stopping It and Healing from It" facilitated by Tronette Anochie, Sabrina McCarthy, and David Etheridge.

Retreat

On March 21, 2021, the Working Group held a Zoom mini retreat to explore how the WGR should respond to the increased interest in addressing racism both within BYM and in the wider community. The focus on sharing of personal experiences and self-education seems to be unique among BYM committees. That aspect of our work is highly valued, and we were in unity that it should continue. The WGR is also appreciated for the services it provides through leading workshops and sharing electronic and written antiracism resources. Increasingly Meetings have been accepting the WGR invitation to form local Meeting Change Groups to do antiracism work at the local level. The Working Group has been helping to support those Change Groups, but there is a need for the WGR to provide greater support. The WGR has begun to address racial harm occurring within the Yearly Meeting and to advocate for institutional measures to reduce that harm. Our work in this area encounters more resistance than our other activities. We sense a need for further discernment about how best to proceed with that work.

Within the Working Group on Racism

Before doing other business, the Working Group makes time at its monthly meetings for Friends to share their recent experiences with respect to race. Friends share books, articles, films, and presentations on the topic of race that have come to their attention as well as personal experiences. Although this can take up considerable time, Friends feel it is an invaluable component of their meetings. Each month the Working Group also takes time to consider and discuss a different aspect of how "white supremacy culture" affects its work and that of the Yearly Meeting as well as what can be done about it.

WGR use of the BYM Antiracism Queries

The BYM antiracism 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 Session. We found that exercise quite challenging. While some of our responses were positive, others were negative or inconclusive.

Communications within BYM

The Working Group is under the care of the BYM Ministry and Pastoral Care Committee. The clerk of the WGR meets once or twice a year with that Committee to keep it updated on Working Group activities and concerns and to seek counsel. The Ministry and Pastoral Care Committee and the Working Group on Racism held a joint meeting attended by 24 Friends on the possible racial impacts of membership decision making practices among BYM local Meetings.

The Working Group on Racism and the Working Group on Right Relationship with Animals cosponsored a workshop about vegan and vegetarian people of color that was attended by about 50 people.

Several Working Group members participate actively on the BYM Growing Diverse Leadership Committee. The WGR Clerk is a member of the GDL Committee and the GDL Clerk is a member of the WGR.

The Working Group maintains a list of Monthly Meeting liaisons who receive a monthly item for their newsletters or other means of dissemination. It also maintains a Google group for distributing information about WGR work and resources related to racial justice work to about 175 interested Friends.

WORKING GROUP ON RIGHT RELATIONSHIP WITH ANIMALS

In 2018, BYM adopted the following minute, composed by the Right Relationship with Animals Working Group:

"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."

It is comforting to know that the world's major faith traditions are united by a shared belief in the Golden Rule: "Do unto others as you would have them do unto you," (Matt. 7:12), which encourages believers to see others as themselves, as opposed to different, separate, opposite...and inferior. But important questions remain. One is: How broadly do we define the others who are deserving of the kind and fair treatment we ourselves prefer?

This pandemic year gave many of us the opportunity to get to know better the feline and canine personalities we spend our lives with, and prolonged isolation, combined with a new awareness of homeless animals in our midst, inspired many to welcome the companionship of animals for the first time. In fact, one of the positive outcomes of pandemic life was a significant reduction in the availability of adoptable shelter pets.

It was this relationship, between a human and his canine companion, that inspired Cesar Chavez, labor leader and co-founder of the National Farm Workers Association, to transition to a plant-based diet. In his own words, *“I became a vegetarian after realizing that animals feel afraid, cold, hungry and unhappy like we do. I feel very deeply about vegetarianism and the animal kingdom. It was my dog Boycott who led me to question the right of humans to eat other sentient beings.”*

Many Friends regard Cesar Chavez as a hero for having brought the plight of migrant farm workers to light, and especially for changing the misguided perceptions of otherness and inferiority informing their mistreatment. So why stop there, Friends? Why not emulate this American hero, and other civil rights leaders, whose moral conscience led them to recognize animals’ humanity, by extending our compassion not only to our pets but also to the other animals whose flesh rests on most of our plates?

This year, the Right Relationship with Animals Working Group collaborated with two BYM committees to host Zoom presentations that emphasized both, the benefits of plant-based eating and its vital connection to other Friendly concerns:

On Sunday, January 24, 2021, we joined the Working Group on Racism to welcome Najjha Wright-Brown and Crystal L. Forman, from the Black Vegetarian Society of Maryland, who educated participants on the interconnectedness between social justice movements and plant-based eating; on the long-standing vegan movement in African-American culture; and on practical tips for making a plant-based diet easy and delicious.

On Thursday, May 11, 2021, we came together with BYM’s Unity with Nature Committee to welcome Becky Ramsing, of the Johns Hopkins Center for a Livable Future, part of the Bloomberg School of Public Health, who gave us the latest information on the destructive impact that animal agriculture is having on climate change and the ecosystem.

Both events were well-attended. Thank you to all.

We look forward to future discussions and collaborations with concerned Friends.

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*. While the online version of this appendix has not been updated to reflect a change approved in 2020, the printed 2020 Yearbook contains that change, which was to include an introductory paragraph to the statement of purpose.

The current members of the working group are Julie Taylor (Clerk of Camping Program Committee); Alexandra “Alex” Bean and Caroline O. “Amrit” Moore (Co-Clerks of Junior Yearly Meeting); Ellen Arginteanu (Co-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 “Becka” Haines Rosenberg (Co-Clerks of Youth Programs Committee); Stephanie “Steph” Bean (BYM Presiding Clerk); Brian Massey (Camping Program Manager); Khalila Lomax (STRIDE Coordinator); Lexi “Sunshine” Klein (Youth Programs Manager); and Wayne Finegar (Acting General Secretary).

The current membership reflects a decision by the working group, approved by Trustees, to add the position of STRIDE Coordinator to those represented on the working group. This addition will be reflected in future revisions of the *Manual of Procedure* in the Trustees section.

We drafted and proposed to the Yearly Meeting that the youth safety policy be expanded to incorporate procedures to protect youth and staff in the increasingly more common online gatherings. The following language was approved at Third Month Interim Meeting and will be incorporated in future revisions of the Manual of Procedure.

Online Gatherings

During BYM-sponsored youth events that take place online, care should be taken to abide by all previous portions of this policy, especially those relating to staffing and youth worker interactions. Youth workers should be screened according to this policy before participating in online BYM youth events. Private one-on-one interactions between youth and youth workers remain prohibited and at least two adults must be present during the whole of any online BYM youth event to ensure that the possibility of private one-on-one interaction is minimized. Youth workers should continue to act responsibly when interacting through active (video, calls, chat) or inactive (content filtering, social media posting, or any other youth-accessible forum use) mediums with youth on any online, virtual, and/or long-distance platforms.

For any BYM program that wishes to hold online youth events, program-specific policies in the following areas must be developed and distributed to participants based on their role:

- Registration procedures that ensure youth only attend with parent/guardian consent.*
- Rules for the setup and use of any specific web application or software used to facilitate the program, to minimize risk of harm to youth, recognizing that the features and risks of each application are different.*
- Procedures for managing disruptive behavior, including malicious interruptions (like "Zoom-bombing").*
- A photo and recording consent policy and procedure.*

The working group is concerned that the current policy should be expanded, or clarified, to ensure that it addresses child abuse more broadly than just sexual abuse. We are working with Trustees on a definition of abuse that includes intentional emotional, physical, or sexual harm. A revised policy document would define the terms required and describe procedures for ensuring safety as well as mechanisms for internally and, as required, ex-

ternally reporting any instance of suspected or known abuse. We anticipate that it would specifically address responses to racist behavior.

In our discernment on these matters, we have considered the BYM queries on anti-racism.

We encourage everyone in the BYM community to let us know of any incidents or situations that suggest a need for revisions to the youth safety policy.

YOUNG ADULT FRIENDS

No report received.

REPORTS OF AFFILIATED ORGANIZATIONS

AMERICAN FRIENDS SERVICE COMMITTEE CORPORATION

No report received from Yearly Meeting representatives.

FRIENDS COMMITTEE ON NATIONAL LEGISLATION

No report received from Yearly Meeting representatives. A report from Friends Committee on National Legislation is available at www.fcnl.org/sites/default/files/2021-05/FCNL_2021_Report_to_Yearly_Meetings.pdf.

FRIENDS GENERAL CONFERENCE

No report received from Yearly Meeting representatives.

FRIENDS HOUSE RETIREMENT COMMUNITY

Friends House was established in 1967 by members of the Religious Society of Friends. Friends House continues to grow and thrive. In November of 2020, Philip Burkholder began as the CEO. He was most recently the Executive Director of ACTs Retirement-Life Plan Communities Fairhaven in Sykesville, Maryland where he was since February, 2018. He has also served at other retirement communities. We are delighted to have him at the helm of what continues to be a time of expansion and change. Currently, there are 143 Friends House employees, 19 for residential living and 124 for the nursing home.

Friends House is on 62 acres of land which allows for continuing expansion. An event last year was the completion of the building, Homes on Quaker Lane, which is operated by Homes for America. Homes on Quaker Lane provides 80 mixed-income housing apartments, 56 of which are occupied by residents of the original Friends House HUD financed apartments. In addition, we currently have 35 cottages, three lodges with 33 apartments, 21 housing spaces for Assisted Living and 82 skilled nursing beds. More cottages and lodges are anticipated. Friends House is a Type C (fee-for-service) Life Plan Community, which means that multiple levels of care are available and residents pay only for the services and care if they need it.

At this time, there are 15 Board members, with Barbara Gibian as the Clerk, and Laurita Portee as the Assistant Clerk, Jade Eaton as Recording Clerk, Judith Farquhar as Assistant Recording Clerk and Ross Capon as Treasurer. Three members are recommended by Baltimore Yearly Meeting. Currently, they are: Bill Foskett, Meg Meyer, and Elizabeth Willson. At least 60% of the Board must be members of the Society of Friends.

The community dealt with the challenge of COVID by having vaccinations given on the campus to residents and staff. At this time, 94% of the residents are vaccinated and 85% of the staff. Friends House has now mandated vaccinations for all staff – or weekly testing. The rules which were put in place around social distancing were challenging but necessary.

The mission of the Board is read at each Board meeting. It is:

Friends House Retirement Community is a non-profit community that was founded on Quaker principles and is guided by values and practices of the Religious Society of Friends. Its mission is to create a caring community that connects residents and other seniors, volunteers and staff in a way that nurtures the physical, mental, emotional and spiritual well-being of each of its members. Friends House Retirement Community seeks to offer an affordable and fulfilling life style for older persons of diverse background, economic means and abilities in a safe and caring environment.

The Friends House Seniors Association, which is the 501c3 non-profit association run by and for the residents, continues to work hard to support all community members. It has many committees such as the Environment Committee and the Diversity Committee. It is a very active group.

FRIENDS MEETING SCHOOL

Friends Meeting School (FMS) ended its fiscal year with a small surplus. Fundraising fell short of its goal. We are delighted with the leadership of our new Head of School, Christopher Kimberly. We are also pleased by the generosity of all who have supported FMS over the years. We graduated two seniors this year, both college-bound. We hope to have 100 or more students next year, from kindergarten through twelfth grade.

Due to COVID-19, the school began completely online in the fall. After six weeks, the lower school transitioned to hybrid instruction. For the second trimester, middle school also transitioned to hybrid learning. For the third trimester, the upper school also offered hybrid learning. There were two short periods when the school became completely online again due to COVID case numbers in Frederick County exceeding safe levels. On-campus COVID testing was provided weekly for all on-campus students and staff.

Quaker testimonies are central to the mission of FMS. The overall theme chosen by the teachers for this year was “Equity/Equality.” Our “*Student Peace Awards of Frederick County*” program, now in its seventh 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. We are looking into ways to encourage this kind of networking among high school students in Frederick County.

This past year was centered on balancing the various risks of having school in-person with its instructional value and keeping students safe as COVID-19 continued and then became a more moderate threat.

The Friends Meeting School Board of Trustees now numbers 11, 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. The Board regularly asks itself the queries from the *BYM Declaration as an Antiracist Faith Community* to keep itself aware of the broader institutional issues and apply the questions to their discernment and decision making. The staff of 21 people is populated by 13 white and 8 nonwhite members. The student body includes 63 white and 31 nonwhite children.

[We are attaching a video describing the School and its programs](#), prepared by Chris Kimberly. We hope it speaks to you about our efforts under his leadership.

FRIENDS PEACE TEAMS

No report received from Yearly Meeting representatives.

FRIENDS UNITED MEETING

No report received from Yearly Meeting representatives.

FRIENDS WILDERNESS CENTER

The care of the Earth is our most ancient and most worthy, and after all our most pleasing

responsibility.

WENDELL BERRY

This has been a year of significant change at Friends Wilderness Center. After twenty-two years at FWC, Sheila Bach is moving to Sandy Spring, and ultimately to Friends House when a space becomes available. Sheila has worked tirelessly throughout these years to make FWC a place of comfort and solace, welcoming visitors and sojourners alike—and always with a ready smile and delicious meal. She will be greatly missed.

We are fortunate to be able to welcome a member of the FWC board who will replace Sheila as general manager of the Center. Kimberly Benson, whom many of you know, brings many gifts to the position from her background in environmental education and science. She and her family will take up residence at Niles Cabin sometime this summer.

The work on the China Folk House continues to progress and we welcome the opportunity to expand our collaboration globally. In addition, work has begun on exploring the indigenous history and legacy of those that lived on the land before us. We are committed to understanding and honoring that legacy, as well as incorporating practices into our modern stewardship of the land.

Overall, it is an exciting time at FWC. We continue to offer scheduled programs which include hikes, meditation and journaling in nature, and star gazing to name a few. And there are many opportunities to hike, explore and camp on one's own. Challenges, remain, of course, particularly in terms of funding maintenance on aging structures and roads. This remains a primary focus of the Board at FWC.

We remain in awe of the beauty, peace and tranquility of the land entrusted to us and invite all to visit and share in this special place.

FRIENDS WORLD COMMITTEE FOR CONSULTATION

No report received from Yearly Meeting representatives.

INTERFAITH ACTION FOR HUMAN RIGHTS

No report received from Yearly Meeting representatives.

MILES WHITE BENEFICIAL SOCIETY OF BALTIMORE CITY

Boldly Living into a Vision

Change has been a watchword for the year 2021 for the Miles White Beneficial Society of Baltimore City. In 2020, the Board of Trustees pushed its way through a pandemic to complete three funding cycles in which it supported educational institutions and scholars, summer programs for youths, and charities that meet critical needs of urban populations. The Board was proud of its ability to sustain its work and meet its goals through difficult circumstances.

By the time the Board gathered for its Annual Meeting in October 2020, the Society found itself amid change. Three senior board members completed nine years of service and stepped away from leadership roles in philanthropy. The organization was fortunate to have three talented and compassionate members to join the board and take their places on committees and in roles of providing input and making decisions that allowed the organization to move forward.

The transition was challenging. New board members were asked to not only understand the work and processes that currently exist but to also participate in a strategic planning process that will determine the work of the future. Change is underway. We can feel shifts even as we continue the essential work of the organization. The Society allocated \$180,000 for its work in 2021 of which \$100,000 has again been awarded in grants to educational organizations, scholarships to students, and summer programs for children. The process of awarding the remaining funds for the most basic health and human service needs is currently underway. The work of the board has begun to shift to ensure that our processes become more inclusive and that individuals, organizations, and communities that receive benefits from the Miles White Charitable Trust represent diversity across various manifestations including age, color, and gender.

The strategic planning process has been our most intriguing project for the year. How should the 19th Century vision of the founder, Miles White, look in the 21st Century? His desire to support young people in developing intellectual and spiritual strength is unmistakable. He also spoke with clarity in his intention to support the poor. There are two additional elements that are important: the inclusion of Baltimore City in the name of the trust and the establishment of a reporting relationship of the trust to the Baltimore Yearly Meeting.

After of months of exploration and examination, the Board has emerged with social justice as a strong component of its mission and a focus on Baltimore City for its work. We have also heard and been guided by the call of the Baltimore Yearly Meeting to be an anti-racist, faith community. A clearer and more complete strategic plan should emerge in the coming months. It has not always been easy to balance continuing our work while seeking to live into a vision for a new era, but board members have demonstrated a commitment to sharing resources with those who have needs and a respect for working with others to achieve this end.

The Board continues to reflect on the relationship of the Society to the Yearly Meeting. When it considers the strength of our commitment to a mission of social justice and the potential power of the Yearly Meeting's work to become an anti-racist faith community, it becomes apparent that now is the time for the Miles White Beneficial Society of Baltimore City to boldly step into a leadership role as a philanthropic organization to influence the focus of a new era. As a supporting organization of the Baltimore Yearly Meeting, we look toward continuing the work that we do and toward establishing and implementing innovative, forward-thinking projects that stimulate the pursuit of equity and justice not only in the Society but in Baltimore City and the Yearly Meeting as well. Such projects should generate an enthusiasm for social justice work and a heightened awareness of and responsiveness to supporting those efforts.

Finally, the Miles White Beneficial Society has indeed experienced much change during the current year and has continued to pursue more through its efforts to update the work of the organization. As board members, we are excited about the progress that we have made and will continue to make over the coming months. Therefore, we respectfully request that in the summer of 2022, the Society be given time and space to address the Annual Session of Baltimore Yearly Meeting to share who we are as a charitable trust, who we are becoming as a supporting organization, and who we aspire to be as a philanthropic corporation.

2020-2021 Board Members of the Miles White Beneficial Society of Baltimore City

Alexandra Bell	Heidi Blalock	Alison Duncan
Gulielma Fager	Phillip Fratesi	Elizabeth Harlan

Kathryn Munnell
Amy Schmaljohn

Kathryn Pettus

Deepti Scharf

PRISONER VISITATION AND SUPPORT

I want you to know that those of you who have received visits from PVS really appreciate all the support and encouragement you have given us. When you live too far away to have regular visits from family and friends, knowing someone on the outside cares enough to visit the forgotten ones in prison means a great deal.

Eric, Federal Correctional Institution, Fort Dix

Prisoner Visitation and Support (PVS) operates a national network of over 400 volunteers with a staff of one part-time Director, a full-time Administrative Coordinator, and a part-time Visitor Coordinator. Unlike any other organization in its mission and access, PVS continues to be authorized to visit all federal and military prisons in the U.S. and to see prisoners who want visitors with no religious or other agenda. In responding to prisoners' requests, PVS prioritizes those who do not ordinarily receive visits, are in solitary confinement, are on death row, or are serving long sentences. Many of our dedicated volunteers drive hours to visit prisoners in remote areas, and their work is often transformative for prisoners who have no other contact with the outside world. To learn more, check out our website: <https://www.prisonervisitation.org/>.

2020 was a very tough year for many nonprofits, and doubly tough for PVS because we not only had more of a struggle to make our budget (never an easy task) but also had to reinvent our mission in light of the pandemic. Ordinarily, we are prohibited from writing prisoners by federal regulations, which consider us in the same category as staff. While we were unable to visit, however, we were allowed to exchange letters with prisoners via the national office. To date, prisoners have sent over a thousand letters to keep in touch with their visitors. Many of these prisoners were closely confined or ill, and all of them were stressed by the spreading virus. Visitors provided a caring lifeline. It was also a year in which several visitors saw prisoners they had known for many years executed. Our staff spent hours on the phone providing comfort to people who were deeply affected by the loss of people they came to care for.

In August 2020, we hired Molly Clifford as an Executive Director. We are totally thrilled with her competence, absolute dedication, interpersonal skills, and vision. She came to us with extensive experience with a variety of nonprofit organizations, including Golisano Children's Hospital and Mary's Place Refugee Outreach. She also served in many leadership posts in government and health care. She has been a joy to work with, and we are grateful beyond words that we found each other.

We appreciate all the support we can get to make sure this organization, long supported by BYM and co-founded by a Quaker, does not go under. We're not out of the woods yet! To help out PVS, I continue to donate 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 still looking for a new BYM representative. I am completing my 6th year as your representative in 2021, but the Executive Director asked to stay on for another year and I agreed. We are still short of the number of Board members we would like to have. If you are interested, please contact let the committee know. Your

time and skills will be well used.

QUAKER EARTHCARE WITNESS

No report received from Yearly Meeting representatives.

QUAKER HOUSE

No report received from Yearly Meeting representatives.

QUAKER RELIGIOUS EDUCATION COALITION

No report received from Yearly Meeting representatives.

RIGHT SHARING OF WORLD RESOURCES

Right Sharing of World Resources (RSWR) works to redistribute resources from the United States to women's groups in India, Kenya, and Sierra Leone to fund individual micro-enterprise projects. This work is grounded in a sense of stewardship for the world's material, human, and spiritual resources.

A short review of our work in 2020:

The COVID-19 pandemic hit RSWR partner countries very hard. RSWR carried on by being as flexible as possible and responding to needs as they arose. 32 groups received a RSWR seed grant in 2020, and 887 women received a loan from those grant funds. As partner women's businesses were affected by lockdowns and economic restrictions, RSWR donors responded with food aid for all 2018- and 2019-funded groups to carry them through the quarantine months. Later, additional funding was provided to women's groups that needed help restarting their businesses after the lockdown was lifted. COVID-19 training was added to the business training offerings in all partner countries.

RSWR hired a new assistant field representative in Sierra Leone, a position that will allow more time for monitoring and supporting funded groups.

Our future:

In 2020, the board began strategic planning by exploring the legacy of empire and colonialism in RSWR's work at home and with partner countries. With the guidance of Lisa Graustein, a New England Yearly Meeting Friend, RSWR staff and board members examined: "What are our values and core beliefs? What have our actions been? In what ways might our core values be in conflict with the way we facilitate our programs?" Through self-inquiry exercises, staff, field representatives, and board members are noticing hitherto invisible cultural habits and finding new ways of moving forward together.

God calls us to the right sharing of world resources, from the burdens of materialism and poverty into the abundance of God's love to work for equity through partnerships with our sisters and brothers throughout the world.

www.rswr.org/share-your-abundance

rswr@rswr.org

SANDY SPRING FRIENDS SCHOOL

No report received from Yearly Meeting representatives.



Staff tree planting at Catoctin Quaker Camp

MEETING COMMUNITY STATISTICS

Meeting	2019				2020				(+/ -)
	Full	Associate	Estimated Attender	Total					
	Adelphi Friends Meeting**	201	34	105	340	208	34	105	
Alexandria Friends Meeting*	156	0	52	208	156	0	52	208	0
Annapolis Friends Meeting*	69	11	71	151	69	11	71	151	0
Baltimore, Stony Run*	377	0	140	517	377	0	140	517	-69
Bethesda Friends Meeting**	231	52	368	651	226	48	352	626	-25
Blacksburg Friends Meeting	32	12	30	74	31	12	29	72	-2
Buckhannon Friends Meeting*	0	0	0	0	0	0	0	0	0
Carlisle Quaker Meeting	27	5	34	66	20	7	16	43	-23
Charlottesville Friends Meeting*	129	3	34	166	129	3	34	166	0
Deer Creek Meeting	42	9	26	77	42	9	38	89	0
Dunnings Creek Friends Meeting*	34	5	47	86	34	5	47	89	0
Floyd Friends Meeting*	16	9	20	45	16	9	20	45	0
Frederick Friends Meeting	59	12	53	124	57	11	55	123	-1
Friends Meeting of Washington*	277	63	453	793	277	63	453	793	0
Gettysburg Monthly Meeting	11	0	6	17	10	0	7	17	0
Goose Creek Friends Meeting	174	15	76	265	176	15	79	270	5
Gunpowder Friends Meeting	107	0	48	155	110	0	55	165	10
Herndon Friends Meeting	78	27	65	170	78	27	61	166	-4
Homewood Friends Meeting	87	24	76	187	86	20	71	177	-10
Hopewell Centre Monthly Meeting	64	0	25	89	67	1	21	89	0
Langle Hill Friends Meeting	143	36	51	230	143	36	53	232	2
Little Britain Monthly Meeting	66	0	0	66	63	0	0	63	-3

Meeting	2019			2020			(+/-)		
	Full	Associate	Estimated Attender	Total					
Little Falls Friends Meeting*	51	4	20	75	51	4	20	75	0
Mattaponi Friends Meeting*	10	0	6	16	10	0	6	16	0
Maury River Friends Meeting*	33	5	42	80	33	5	42	80	0
Menallen Monthly Meeting*	45	5	18	68	45	5	18	68	0
Midlothian Friends Meeting*	79	0	36	115	79	0	36	115	0
Monongalia Friends Meeting	12	0	15	27	8	0	6	14	-13
Nottingham Friends Meeting	26	3	4	33	26	2	4	32	-1
Patapsco Friends Meeting	35	10	27	72	34	10	37	81	9
Patuxent Friends Meeting**	31	2	15	48	33	0	17	50	2
Pipe Creek Friends Meeting	25	2	25	55	21	2	28	51	-4
Richmond Friends Meeting*	165	24	67	256	165	24	67	256	0
Roanoke Friends Meeting*	23	0	68	91	23	0	68	91	0
Sandy Spring Friends Meeting	314	42	213	569	341	62	263	666	97
Shepherdstown Friends Meeting*	15	0	13	28	15	0	13	28	0
State College Friends Meeting	91	5	0	96	91	5	0	96	0
Valley Friends Meeting	26	7	35	68	25	7	34	66	-2
Warrington Monthly Meeting*	27	0	2	29	27	0	2	29	0
West Branch Friends Meeting*	91	0	0	91	91	0	0	91	0
Williamsburg Friends Meeting*	15	0	29	44	15	0	29	44	0
York Friends Meeting*	36	3	39	78	36	3	39	78	0
Totals	3,530	429	2,469	6,428	3,544	440	2,488	6,472	44

* No report this year

**Revised last year's report

2022 APPORTIONMENTS

Meeting	2020	2021	2022
Adelphi Friends Meeting and Takoma Park Preparative Meeting	34,484	34,030	37,205
Alexandria Friends Meeting	8,149	7,950	7,055
Annapolis Friends Meeting	14,889	14,370	12,625
Baltimore Monthly Meeting, Stony Run	75,815	70,340	66,160
Bethesda Friends Meeting	29,967	37,390	33,750
Blacksburg Friends Meeting	2,900	10,090	2,900
Buckhannon Friends Meeting	—	175	55
Carlisle Quaker Meeting	5,553	5,500	5,500
Charlottesville Friends Meeting	17,227	16,980	15,525
Deer Creek Friends Meeting	5,374	5,400	5,810
Dunnings Creek Friends Meeting	3,140	3,150	1,965
Floyd Friends Meeting	1,091	1,370	1,350
Frederick Friends Meeting	7,791	7,800	6,475
Friends Meeting of Washington	67,000	67,000	67,000
Gettysburg Monthly Meeting	700	440	395
Goose Creek Friends Meeting	13,869	16,850	16,555
Gunpowder Friends Meeting	15,117	15,320	19,585
Herndon Friends Meeting and Fauquier County Worship Group	12,671	15,000	17,660
Homewood Friends Meeting	22,654	22,020	21,060
Hopewell Centre Monthly Meeting	6,472	6,870	4,380
Langley Hill Friends Meeting	33,207	32,390	28,960
Little Britain Monthly Meeting	300	380	535
Little Falls Friends Meeting	3,376	5,800	6,525
Mattaponi Friends Meeting	500	500	605
Maury River Friends Meeting	3,929	3,980	3,610
Menallen Friends Meeting	2,436	1,830	750
Midlothian Friends Meeting	1,680	1,680	1,680
Monongalia Monthly Meeting	1,504	1,640	2,155
Nottingham Friends Meeting	3,106	3,410	3,400
Patapsco Friends Meeting	5,033	5,500	5,145
Patuxent Friends Meeting	4,842	5,440	6,025
Pipe Creek Friends Meeting	1,214	1,350	1,325
Richmond Friends Meeting	18,700	19,500	23,660

Meeting	2020	2021	2022
Roanoke Friends Meeting and Lynchburg Indulged Meeting	6,927	6,660	7,395
Sandy Spring Friends Meeting	51,700	54,000	52,500
Shepherdstown Friends Meeting	2,743	3,240	2,570
State College Friends Meeting	2,239	2,250	4,000
Valley Friends Meeting and Augusta Worship Group	4,491	4,460	4,460
Warrington Monthly Meeting	1,493	1,260	985
West Branch Monthly Meeting	1,000	1,000	—
Williamsburg Friends Meeting	1,035	1,050	1,500
York Friends Meeting	5,611	3,950	3,165
Total	501,926	519,285	503,960

Note: Total amounts may not match sum of rows due to rounding.

2021 BALTIMORE YEARLY MEETING

FINANCIAL REPORT

2022 BUDGET NOTES

1. The 2020 budget required drastic changes because of inaccurate projections on contribution income and initiation of programs without reliable sustained funding. This was complicated by the pandemic and the need to cancel the camping program for the season. The 2021 budget required continuation of many austerity measures: no funding of outside organizations, no funding for Associate General Secretary, Comptroller, or Administrative Assistant and reduced support for committees. With the hard work of staff and the generosity of Friends, our financial situation is much improved. The attached operating budget for 2022 does not allow us to budget for everything we'd like to do but shows substantial progress.
2. After consulting with individual Meetings, we anticipate being able to meet our apportionment goal of about \$500,000. This amount has been relatively flat the last few years. Because apportionment is now set as a fixed percent of Monthly Meeting income, an increase in apportionment will only happen if a Monthly Meeting's income grows, because of contributions from new members or more generous contributions from existing members.
3. The Development Committee plans to raise \$280,000 in contributions from individual Friends; \$150,000 of that is for the general operating budget, \$71,000 for the camping program, \$44,000 to support the STRIDE Program, \$5,000 for Annual Session, \$2,500 for the Women's Retreat, \$15,000 for Spiritual Formation and \$6,000 for Youth Programs
4. Nearly half of the revenue for the Yearly Meeting comes from the camping program at \$1.04 million
5. Our biggest expense is for staff wages and benefits. Total staff compensation includes \$754,382 for our year round staff, and an additional \$375,749 for seasonal employees for the camping program, totaling \$1.13 million. This includes funding a part-time Administrative Manager but does not include funding the Associate General Secretary position or the Comptroller position. Stewardship and Finance will continue to work with Supervisory to assure adequate staffing for the Yearly Meeting
6. We were able to fund gifts to other organizations in this budget, both the three large contributions to FUM, FGC, and FWCC, and the smaller gifts to our traditional recipients.
7. This operating budget does not include a capital budget, which mainly includes maintenance and replacement of equipment and buildings needed for the camping program.
8. The budget does include as a line item "addition to reserves". The committee believes it is appropriate to set aside funds in a designated account to plan for needed capital expenses. The Committee will continue conversations with Trustees about management of the Yearly Meeting's reserves

2022 OPERATING BUDGET: SUMMARY

Description	2020 Actual	Amended 2020 Budget	2021 Budget	2022 Budget
Total Income	1,329,535	1,204,782	2,103,815	2,123,371
Total Expenses	1,260,808	1,204,782	2,081,170	2,123,371
Net Operating Budget	68,728	0	22,645	0
Income Summary				
General Fund Income	809,981	596,650	669,503	673,088
Annual Session Income	34,074	4,510	98,500	99,500
Camping Program & Property Income	207,978	151,387	1,057,000	1,038,389
All Other Program Income	8,926	0	0	0
Released Funds	0	116,000	194,512	219,954
Spiritual Formation Income	4,997	2,000	15,200	16,500
STRIDE Income	24,192	78,635	26,000	44,000
Women's Retreat Income	44,065	39,500	0	2,500
Youth Programs Income	7,323	28,100	43,100	29,440
COVID-19 Emergency Grants	188,000	188,000	0	0
Total Income	1,329,535	1,299,272	2,103,815	2,123,371
Expense Summary				
Staff Wages	577,535	556,722	504,434	561,989
Staff Taxes and Benefits	198,480	202,679	223,216	192,393
Administrative Expenses	104,080	87,795	142,550	150,793
Annual Session Expenses	5,595	4,050	94,500	94,500
Camp Program and Property Expenses	270,905	203,693	958,413	933,728
Committee Expenses	13,068	6,850	10,950	11,395
Contributions to Major Organizations	0	3,000	3,000	27,000
Contributions to Other Organizations	0	0	0	4,825
Development Expenses	28,985	42,950	58,900	64,450
Educational Grants	0	12,000	12,000	12,560
Indian Affairs Historical Fund	0	1,000	2,200	1,200
Other Program Expenses	17	1,000	0	0
Spiritual Formation Program Expenses	2,108	400	15,500	15,000
STRIDE Expenses	6,799	8,143	7,282	8,600
Sue Thomas Turner Education Fund	0	22,000	25,000	25,000
Women's Retreat Expenses	42,961	40,000	0	
Youth Programs Expenses	10,275	12,500	23,225	19,937
Total Expenses	1,260,808	1,204,782	2,081,170	2,123,371

2022 OPERATING BUDGET: INCOME DETAILS

Description	2020 Actual	Amended 2020 Budget	2021 Budget	2022 Budget
<i>General Fund</i>				
Apportionment	499,374	501,926	519,285	503,960
Allowance For Unpaid Apportionment	(9,548)	(1,926)	(11,282)	(2,095)
Book and Clothing Sales	588	1,500	1,000	1,020
General Fund Contributions (Unrestricted)	269,271	81,150	150,500	150,000
Grants	11,000	0	0	0
Interest and Dividends	39,296	14,000	10,000	20,203
Total General Fund Income	809,981	596,650	669,503	673,088
<i>Annual Session</i>				
Annual Session Bookstore	0	0	3,500	3,500
Annual Session Contributions	9,952	2,000	4,000	5,000
Annual Session Fee Income	24,122	2,510	91,000	91,000
Annual Session Released Funds	0	0	0	0
Total Annual Session Income	34,074	4,510	98,500	99,500
<i>Camping Program and Property</i>				
Camp Program & Property Contributions	166,996	85,000	84,000	71,000
Camp Program Fee Income	21,400	0	886,400	918,296
Book and Clothing Sales	677	0	12,300	9,343
Family Camp Weekend Income	0	0	6,900	4,500
Gain on Sale of Fixed Assets	(1,059)	5,000	5,000	0
Other Sales & Releases	872	48,187	47,200	12,450
Property Rental Income	19,092	12,500	12,200	19,800
Vehicle Rental Income	0	700	3,000	3,000
Total Camping Program and Property Income	207,978	151,387	1,057,000	1,038,389
<i>All Other Programs</i>				
All Other Program Income	8,926	0	0	0
Total All Other Program Income	8,926	0	0	0

Description	2020 Actual	Amended 2020 Budget	2021 Budget	2022 Budget
<i>Released Funds</i>				
Camp Property	0	81,000	155,312	181,194
Educational Grant Fund	0	12,000	12,000	12,560
Indian Affairs Historical Fund	0	1,000	2,200	1,200
Sue Thomas Turner Education Fund	0	22,000	25,000	25,000
Total Released Funds	0	116,000	194,512	219,954
<i>Spiritual Formation Program</i>				
Spiritual Formation Contributions	1,117	2,000	700	1,500
Spiritual Formation Fee Income	3,880	0	14,500	15,000
Total Spiritual Formation Income	4,997	2,000	15,200	16,500
<i>STRIDE Program</i>				
STRIDE Contributions	24,192	0	26,000	44,000
STRIDE Released Funds	0	78,635	0	0
Total STRIDE Income	24,192	78,635	26,000	44,000
<i>Women's Retreat</i>				
Women's Retreat Book Sales	0	0	0	0
Women's Retreat Contributions	560	2,000	0	2,500
Women's Retreat Fee Income	43,505	37,500	0	0
Total Women's Retreat Income	44,065	39,500	0	2,500
<i>Youth Programs</i>				
Youth Programs Clothing Sales	0	0	0	340
Youth Programs Contributions	1,640	1,000	3,800	6,000
Youth Programs Fee Income	5,683	27,100	39,300	23,100
Total Youth Programs Income	7,323	28,100	43,100	29,440
Total Income, All Souces	1,141,535	2,160,694	2,103,815	2,123,371

2022 OPERATING BUDGET: EXPENSE DETAILS

Description	2020 Actual	Amended 2020 Budget	2021 Budget	2022 Budget
<i>Staff Compensation</i>				
Wages	577,535		504,434	561,989
Taxes	42,055		38,585	42,994
Benefits	123,857		154,367	115,679
Pension	32,568		30,264	33,720
Total Administrative Expenses	776,015	794,401	727,650	754,382
<i>Office Administrative Expenses</i>				
Accounting and Audit	3,000	5,000	17,000	17,340
Addition to Reserves	0	0	0	4,975
Bank & Credit Card Fees	7,263	4,400	4,500	4,590
Building and Ground Maintenance	4,977	9,000	6,500	6,630
Clerks' Expenses	582	3,500	3,500	3,570
Computer Equip., Supplies, Maint.	6,794	5,500	13,500	14,020
Depreciation of Office and Equipment	8,892	0	6,500	6,630
Dues and Subscriptions	3,654	2,000	2,500	2,550
Employee Development	602	3,000	8,050	8,567
Equipment Purchase and Maintenance	2,526	1,500	2,700	2,754
Insurance	10,975	9,500	10,000	10,200
Legal and Background Checks	227	5,050	5,000	5,100
Miscellaneous Expenses	11,423	4,700	4,800	4,896
Office Supplies, Postage, Printing	23,417	11,000	26,100	26,622
Payroll Processing	1,906	1,500	2,100	2,142
Representative Travel	0	0	3,200	3,264
Staff Travel	1,447	5,145	9,500	9,501
Telephone and Utilities	8,276	8,500	8,600	8,772
Web Access	8,121	8,500	8,500	8,670
Total Administrative Expenses	104,080	87,795	142,550	150,793
<i>Annual Session Expenses</i>				
Background Checks	0	0	50	50
Bank & Credit Card Fees	185	1,800	2,200	2,200
Bookstore Supplies	0	0	1,000	1,000
Equipment Rental	0	0	2,000	2,000

Description	2020 Actual	Amended 2020 Budget	2021 Budget	2022 Budget
Food	0	0	13,000	13,000
Lodging	0	0	65,000	65,000
Office Supplies, Postage, Printing	3,410	0	7,250	7,250
Site Costs	0	0	1,000	1,000
Speakers	2,000	2,250	3,000	3,000
Total Annual Session Expenses	5,595	4,050	94,500	94,500
<i>Camp Program & Property Expenses</i>				
Advertising	0	1,000	4,200	200
Bank and Credit Card Fees	10,918	20,000	25,750	27,817
Building and Grounds Maintenance	11,724	5,600	26,000	25,400
Camp Program Wages & Taxes	20,705	20,000	386,902	375,749
Computer Equip/Supply/Repair/Web	6,917	10,975	12,350	11,904
Consultants	250	0	9,400	13,599
Depreciation	105,132	0	107,330	77,938
Equipment Purchase/Maint./Rental	2,976	16,770	21,700	25,791
Food	358	0	88,000	89,748
Insurance	39,339	19,500	43,284	87,993
Laundry	0	0	750	875
Medical	170	0	2,680	2,503
Miscellaneous Expenses	1,195	7,400	300	300
Office Supplies/Printing/Postage	408	4,580	9,065	7,467
Opequon Lease	6,500	6,500	6,500	6,500
Other Employee Expenses	1,299	1,000	5,415	4,664
Purchases for Resale	0	0	6,985	7,476
Site Costs	0	0	2,125	1,586
Taxes & Fees	2,252	5,170	4,725	12,423
Teen Adventure Space Rental	0	5,000	5,000	5,250
Telephone & Utilities	22,817	20,908	43,602	38,869
Transfer for Friendly Loan Principal	0	0	40,000	0
Travel/Parking/Meetings/Entert.t	1,160	200	5,100	5,817
Vehicle Insurance	17,577	18,000	24,000	26,400
Vehicle Maintenance/Fuel/Permits	18,212	38,590	65,150	66,614
Work Weekends	0	2,500	3,500	3,900
Workshop and Program	996	0	8,600	6,946
Total Camp Program & Property Expenses	270,905	203,693	958,413	933,728

Description	2020 Actual	Amended 2020 Budget	2021 Budget	2022 Budget
<i>Committee Expenses</i>				
Advancement & Outreach Committee	0	100	0	0
Educational Grants Committee	0	0	0	0
Faith & Practice Committee	35	250	250	0
Growing Diverse Leadership Comm.	4,424	2,500	500	500
Indian Affairs Committee	1,250	750	500	695
Manual of Procedure Committee	0	0	0	0
Ministry & Pastoral Care Committee	500	250	0	250
Nominating Committee	0	0	0	0
Peace & Social Concerns Committee	0	200	0	0
Religious Education Committee	0	250	0	0
Search Committee	0	0	0	0
Stewardship and Finance Committee	0	0	0	0
Sue Thomas Turner Quaker Education	0	0	0	0
Supervisory Committee	0	0	0	0
Trustees	0	0	0	500
Unity with Nature Committee	0	500	0	0
Young Adult Friends	17	1,700	1,700	1,700
ad hoc 350th Anniversary Committee	0	0	0	0
End of Life Working Group	0	0	0	0
Growing Our Meetings Working Group	0	0	0	0
Intervisitation Working Group	0	0	500	4,000
Pastoral Care Working Group	0	0	0	0
Quaker Voice of Maryland WG	0	0	0	0
Refugee, Immigration, and Sanctuary WG	0	0	0	0
Reparations Action Working Group	6,761	0	1,000	2,750
Working Group on Civil and Human Rights of Transgender and Non-binary People	0	0	0	0
Working Group on Racism	0	100	500	0
WG on Right Relationship with Animals	0	0	0	0
Youth Safety Policy Working Group	81		500	0
Committee Overage Contingency	0	0	5,500	1,000
Total Committee Expenses	13,068	6,850	10,950	11,395

Description	2020 Actual	Amended 2020 Budget	2021 Budget	2022 Budget
<i>Contributions to Major Organizations</i>				
Friends General Conference	0	1,000	1,000	10,260
Friends United Meeting	0	1,000	1,000	8,910
Friends World Committee for Consultation	0	1,000	1,000	7,830
Total Contributions to Major Orgs	0	3,000	3,000	27,000
<i>Contributions to Other Organizations</i>				
American Friends Service Committee	0	0	0	200
Friends Committee on National Legislation	0	0	0	200
Friends House (Sandy Spring)	0	0	0	200
Friends Meeting School	0	0	0	200
Friends Peace Teams	0	0	0	200
Interfaith Action for Human Rights	0	0	0	200
Prison Visitation & Support	0	0	0	200
Quaker Earthcare Witness	0	0	0	200
Quaker House	0	0	0	200
Quaker Religious Education Collaborative	0	0	0	200
Sandy Spring Friends School	0	0	0	200
Washington Quaker Workcamps	0	0	0	200
Church councils, SS Fire Department				
Interfaith Center of Metro Washington	0	0	0	225
National Council of Churches	0	0	0	200
Sandy Spring Volunteer Fire Department	0	0	0	200
Virginia Council of Churches	0	0	0	200
World Council of Churches	0	0	0	200
Other organizations				
Center on Conscience and War	0	0	0	200
Earlham School of Religion	0	0	0	200
Friends Council on Education	0	0	0	200
Friends House, Moscow	0	0	0	200
Friends Journal	0	0	0	200
Pendle Hill	0	0	0	200
Right Sharing of World Resources	0	0	0	200
Total Contributions to Organizations	0	0	0	4,825

Description	2020 Actual	Amended 2020 Budget	2021 Budget	2022 Budget
<i>Development Expenses</i>				
Advertising	56	500	2,000	1,500
Bank & Credit Card Fees	0	250	250	1,000
Computer Equip/Supplies/Web Access	2,050	2,100	2,600	7,000
Consultants	0	2,000	750	3,500
Dues and Subscriptions	1,858	0	2,500	2,200
Miscellaneous Expenses	447	0	250	8,750
Offices Supplies, Postage, Printing	23,899	34,100	35,150	28,500
Travel, Meetings, Entertainment	673	4,000	15,400	12,000
Total Development Expenses	28,985	42,950	58,900	64,450
<i>Other Program Expenses</i>				
Bank & Credit Card Fees	17	1,000	0	0
Site Costs	0	0	0	0
Total Other Program Expenses	17	1,000	0	0
<i>Spiritual Formation</i>				
Bank & Credit Card Fees	157	400	500	0
Food	0	0	0	0
Lodging	0	0	0	0
Site Costs	756	0	15,000	15,000
Workshops and Program	1,195	0	0	0
Total Spiritual Formation Expenses	2,108	400	15,500	15,000
<i>Strengthening Transformative Relationships in Diverse Environments (STRIDE)</i>				
Bank and Credit Card Fees	246	0	0	0
Computer Equip/Supplies/Repair	0	1,200	0	0
Consultants	750	0	1,500	2,000
Food	310	0	0	0
Miscellaneous Expenses	2,395	4,543	3,000	3,000
Office Supplies/Printing/Postage	0	0	0	0
Transportation/Parking/Meetings	141	2,400	1,782	2,400
Workshop and Program	2,957	0	1,000	1,200
Total STRIDE Expenses	6,799	8,143	7,282	8,600

Description	2020 Actual	Amended 2020 Budget	2021 Budget	2022 Budget
<i>Women's Retreat</i>				
Bank & Credit Card Fee	1,344	1,000	0	0
Office Supplies/Printing	0	400	0	0
Site Costs	41,342	38,000	0	0
Speakers	0	500	0	0
Workshop and Program	275	100	0	0
Total Women's Retreat Expenses	42,961	40,000	0	0
<i>Youth Programs</i>				
Bank & Credit Card Fees	243	450	450	450
Consultants	2,360	2,350	2,600	2,500
Food	2,243	2,000	5,925	6,077
Medical	0	0	0	0
Miscellaneous Expenses	265	500	300	600
Purchases for Resale	0	0	0	300
Scholarship	0	3,500	4,500	4,500
Site Costs	312	1,300	1,550	1,560
Travel/Parking/Meetings/Entertainment	1,566	1,000	3,000	1,500
Workshop and Program	3,286	1,400	4,900	2,450
Total Youth Programs Expenses	10,275	12,500	23,225	19,937
Total Expenses, All Souces	1,260,808	1,204,782	2,041,970	2,084,611

INVESTMENT PORTFOLIO

AS OF 12/31/2020

Institution	Type of Investment	Earnings	Cost	Market Value
Consolidated Fund				
Friends Fiduciary	Consolidated Fund	26,406	414,749	821,731
Total Consolidated Funds Investments		26,406	414,749	821,731
Stocks & Bonds				
Morgan Stanley	Stock	5,144	576,690	853,264
Sandy Spring Bancorp	30 Shares	36	Gift	966
Total Stocks & Bond		5,180	576,690	854,229
Grand Totals				
		31,586	991,439	1,675,960

2020 FUNDS ACTIVITY

	Balance 1/1/2020	Gifts or Fees	Disbursed	Transfers	Investment Income/(Loss)	Balance 12/31/2020
Permanently Restricted Funds/Endowment Funds [Note A]						
Education Fund Endowment	86,512					86,512
Yearly Meeting Endowment	9,027					9,027
Barry Morley Camper Endowment	305,475	6,671				312,146
Total of Endowed Funds	401,014	6,671	0	0	0	407,685
Temporarily Restricted Funds [Note B]						
Education Fund Income	242,441		(14,000)		52,310	280,751
Fair Hill/Griest Education Fund	74,443					74,443
Barry Morley Scholarship Income	86,699				62,317	148,716
Sue Thomas Turner QEF	74,653	150	(12,193)		11,871	74,481
Pre-College Fund	26,233					26,233
Indian Affairs Fund	7,806		(6,750)			1,056
BYM Meeting House Fund	12,440					12,440
Camp Diversity Fund	95,890		(78,632)		15,247	32,505
Warren CQC Scholarship Fund	17,178				2,734	19,912
Camp Capital Reserves	84,801	187,484	(52,012)	3,015	13,485	236,773
Camp Property Pledges	5,175			(5,015)		160
Shoemaker Grant	7,818		(7,818)			0
Unrestricted 5 yr. member pledge	15,000			(5,000)		10,000
Yearly Meeting Endowment Income	2,384				1,815	4,199
Total Temporarily Restricted Funds	752,661	187,634	(171,405)	(7,000)	159,779	921,669
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	1,154,828	194,305	(171,405)	(7,000)	159,779	1,330,507

Note A: Permanently Restricted Funds are endowment funds. The income is spent as the donor specifies and is often recorded as 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.

Note F: There was no outside audit for 2019. The 2020 Beginning Balances have been adjusted to match the 2020 auditor's 2020 report.

INDEPENDENT AUDITOR'S REPORT

Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate

Consolidated Financial Statements
Year Ended December 31, 2020



1835 Market Street, 3rd Floor
Philadelphia, PA 19103

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**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
AND AFFILIATE**

CONTENTS

INDEPENDENT AUDITOR'S REPORT	1
FINANCIAL STATEMENTS	
<i>Consolidated Statement of Financial Position</i>	3
<i>Consolidated Statement of Activities</i>	4
<i>Consolidated Statement of Functional Expenses</i>	5
<i>Consolidated Statement of Cash Flows</i>	6
<i>Notes to Consolidated Financial Statements</i>	7
SUPPLEMENTARY INFORMATION	
<i>Consolidating Statement of Financial Position</i>	15
<i>Consolidating Statement of Activities</i>	16
<i>Statement of Activities - Baltimore Yearly Meeting Only</i>	17



INDEPENDENT AUDITOR'S REPORT

**Board of Trustees
Baltimore Yearly Meeting of the
Religious Society of Friends, Inc. and Affiliate
Sandy Spring, MD**

We have audited the accompanying consolidated financial statements of Baltimore Yearly Meeting of the Religious Society of Friends, Inc. ("**Yearly Meeting**") and Miles White Beneficial Society of Baltimore City ("**Affiliate**") (nonprofit organizations), which comprise the consolidated statement of financial position as of December 31, 2020, and the related consolidated statements of activities, functional expenses and cash flows for the year then ended, and the related notes to the consolidated financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with U.S. generally accepted accounting principles; this includes the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with U.S. generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of Baltimore Yearly Meeting of the Religious Society of Friends, Inc. and Affiliate as of December 31, 2020, and the changes in their net assets and their cash flows for the year then ended in accordance with U.S. generally accepted accounting principles.

Report on Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The supplementary information is presented for purposes of additional analysis and is not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The information has been subjected to the auditing procedures applied in the audit of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with U.S. generally accepted auditing standards. In our opinion, the information is fairly stated in all material respects in relation to the consolidated financial statements as a whole.

BBD, LLP.

**Philadelphia, Pennsylvania
August 25, 2021**

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
AND AFFILIATE**

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

December 31, 2020

ASSETS

Cash	\$ 597,003
Contributions and grants receivable, net	10,866
Prepaid expenses and other assets	41,047
Notes receivable, net	17,578
Investments	5,037,824
Property and equipment, net of accumulated depreciation	<u>2,661,034</u>
Total assets	<u>\$ 8,365,352</u>

LIABILITIES

Accounts payable and accrued expenses	\$ 129,124
Deferred revenue	6,107
Loans payable	
Paycheck Protection Program	178,241
Other	<u>213,355</u>
Total liabilities	<u>526,827</u>

NET ASSETS

Without donor restrictions	
Operating	698,473
Designated	3,480,911
Property and equipment	<u>2,447,679</u>
	6,627,063
With donor restrictions	<u>1,211,462</u>
Total net assets	<u>7,838,525</u>
Total liabilities and net assets	<u>\$ 8,365,352</u>

See accompanying notes

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
AND AFFILIATE**

CONSOLIDATED STATEMENT OF ACTIVITIES

Year ended December 31, 2020

	Without Donor Restrictions			With Donor Restrictions	Total
	Operating	Designated	Property and Equipment		
REVENUES AND SUPPORT					
Summer camp revenue	\$ 22,023	\$ -	\$ -	\$ -	\$ 22,023
Contributions and grants	543,398	-	-	194,305	737,703
Appointments	508,922	-	-	-	508,922
Annual session revenue	24,122	-	-	-	24,122
Youth and other program revenue	62,493	-	-	-	62,493
Other revenue	25,666	1,384	-	-	27,070
Net assets released from restrictions	298,614	(197,395)	52,012	(153,231)	-
Total revenues and support	<u>1,485,258</u>	<u>(196,011)</u>	<u>52,012</u>	<u>41,074</u>	<u>1,382,333</u>
EXPENSES					
Program services					
Summer camp	398,618	-	105,131	-	503,749
Annual session	5,595	-	-	-	5,595
Other programs	381,746	-	-	-	381,746
Total program services	<u>785,959</u>	<u>-</u>	<u>105,131</u>	<u>-</u>	<u>891,090</u>
Supporting services					
Administration	400,896	-	8,892	-	409,788
Fundraising	142,675	-	-	-	142,675
Total supporting services	<u>543,571</u>	<u>-</u>	<u>8,892</u>	<u>-</u>	<u>552,463</u>
Total expenses	<u>1,329,530</u>	<u>-</u>	<u>114,023</u>	<u>-</u>	<u>1,443,553</u>
CHANGE IN NET ASSETS BEFORE OTHER CHANGES	<u>155,728</u>	<u>(196,011)</u>	<u>(62,011)</u>	<u>41,074</u>	<u>(61,220)</u>
OTHER CHANGES					
Investment income	628	732,470	-	116,443	849,541
Loss on sale of property and equipment	-	-	(1,059)	-	(1,059)
Property and equipment additions, net	(19,962)	-	19,962	-	-
	(19,334)	732,470	18,903	116,443	848,482
CHANGE IN NET ASSETS	<u>136,394</u>	<u>536,459</u>	<u>(43,108)</u>	<u>157,517</u>	<u>787,262</u>
NET ASSETS					
Beginning of year	582,079	2,944,452	2,490,787	1,053,945	7,051,263
End of year	<u>\$ 698,473</u>	<u>\$ 3,480,911</u>	<u>\$ 2,447,679</u>	<u>\$ 1,211,462</u>	<u>\$ 7,838,595</u>

See accompanying notes

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
AND AFFILIATE**
CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES
Year ended December 31, 2020

	Supporting Services			Total Supporting Services	Total
	Program Services	Administration	Fundraising		
EXPENSES					
Salaries	\$ 273,632	\$ 234,255	\$ 88,881	\$ 323,136	\$ 596,768
Payroll taxes	20,101	16,508	6,918	23,426	43,527
Employee benefits	<u>82,946</u>	<u>57,288</u>	<u>17,622</u>	<u>74,910</u>	<u>157,856</u>
	376,679	308,051	113,421	421,472	798,151
Contributions and grants	199,668	2,000	-	2,000	201,668
Depreciation	105,131	8,892	-	8,892	114,023
Equipment expense	11,421	17,440	2,017	19,457	30,878
Food	2,827	59	-	59	2,886
Insurance	32,554	8,755	-	8,755	41,309
Maintenance	11,724	4,977	-	4,977	16,701
Miscellaneous	4,905	2,024	420	2,444	7,349
Occupancy	70,071	8,276	107	8,383	78,454
Office expense	16,513	13,118	8,476	21,594	38,107
Printing and postage	4,915	20,535	17,561	38,096	43,011
Professional fees	16,227	13,893	-	13,893	30,120
Travel	1,491	1,743	673	2,416	3,907
Vehicle expense	32,045	25	-	25	32,070
Workshop expense	<u>4,919</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>4,919</u>
Total expenses	<u>\$ 891,090</u>	<u>\$ 409,788</u>	<u>\$ 142,675</u>	<u>\$ 552,463</u>	<u>\$ 1,443,553</u>

See accompanying notes

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
AND AFFILIATE**
CONSOLIDATED STATEMENT OF CASH FLOWS
Year ended December 31, 2020
CASH FLOWS FROM OPERATING ACTIVITIES

Change in net assets	\$ 787,262
Adjustments to reconcile change in net assets to net cash provided by (used for) operating activities	
Depreciation	114,023
Unrealized and realized gain on investments	(774,625)
Contributions restricted for long-term purposes	(6,671)
Forgiveness of loans payable	(24,948)
Loss on sale of property and equipment	1,059
(Increase) decrease in	
Contributions and grants receivable	108,535
Prepaid expenses and other assets	10,888
Increase (decrease) in	
Accounts payable and accrued expenses	12,841
Deferred revenue	<u>(31,300)</u>
Net cash provided by operating activities	<u>197,064</u>

CASH FLOWS FROM INVESTING ACTIVITIES

Purchase of property and equipment	(47,381)
Proceeds from sale of property and equipment	2,000
Collection on notes receivable	4,875
Purchase of investments	(671,240)
Proceeds from sale of investments	<u>742,894</u>
Net cash provided by investing activities	<u>31,148</u>

CASH FLOWS FROM FINANCING ACTIVITIES

Proceeds from loan payable - Paycheck Protection Program	178,241
Proceeds from loans payable	40,000
Payments on loans payable	(41,645)
Contributions received for endowment purposes	<u>6,671</u>
Net cash provided by financing activities	<u>183,267</u>

Net change in cash	411,479
---------------------------	---------

CASH

Beginning of year	<u>185,524</u>
End of year	<u>\$ 597,003</u>

SUPPLEMENTAL DISCLOSURE OF CASH FLOW INFORMATION

Interest paid	<u>\$ 5,239</u>
---------------	-----------------

See accompanying notes

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
AND AFFILIATE****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS****December 31, 2020**

(1) NATURE OF OPERATIONS**Baltimore Yearly Meeting of the Religious Society of Friends, Inc.**

The Baltimore Yearly Meeting of the Religious Society of Friends, Inc. ("**Yearly Meeting**") is a non-profit organization incorporated on January 2, 1968, under the laws of the State of Maryland as the consolidation of two yearly meetings of the Society of Friends (commonly known as Quakers) incorporated in Maryland in 1867 and 1886, respectively. The Yearly Meeting is, and its immediate predecessors were, direct successors to the West River Yearly Meeting that opened in 1672 as the governing body for all Friends meetings on either side of the Chesapeake Bay. The Yearly Meeting now has constituent local meetings in Maryland, Virginia, Pennsylvania, the District of Columbia and West Virginia. The Yearly Meeting is organized exclusively to promote religious, charitable and educational interests of its members and its constituent Monthly Meetings, through the work of its boards, committees, institutions and instrumentalities affiliated with the Religious Society of Friends. The Yearly Meeting appoints all of the trustees of the Miles White Beneficial Society of Baltimore City.

Miles White Beneficial Society of Baltimore City

The Miles White Beneficial Society of Baltimore City ("**Miles White Beneficial Society**" or "**Affiliate**") was founded and incorporated in 1874 to administer the testamentary trust under the will of Miles White, a member until his death of the meeting in Baltimore Yearly Meeting of Friends (Orthodox) currently named Baltimore Monthly Meeting, Homewood. The Affiliate, through its Board of Trustees, awards scholarships to college students, awards grants to Quaker schools and other organizations with connections to the Quaker community, and awards grants to charitable organizations in the Greater Baltimore area. Upon the consolidation of the two "Baltimore Yearly Meetings" in 1968, oversight of the Affiliate passed to the Yearly Meeting. In 2010-2011, the Yearly Meeting agreed that the Affiliate could become a "supporting organization" for the Yearly Meeting, and the Yearly Meeting has since then appointed or renewed the Affiliate's trustees.

(2) SIGNIFICANT ACCOUNTING POLICIES**Principles of Consolidation**

U.S. generally accepted accounting principles ("**GAAP**") require a nonprofit organization to consolidate the financial statements of affiliated nonprofit organizations when it has (a) certain kinds of control, or (b) other kinds of control coupled with an economic interest.

The consolidated financial statements include the accounts of the Yearly Meeting and Affiliate. All significant interorganization balances and transactions have been eliminated.

Basis of Accounting

The consolidated financial statements have been prepared on the accrual basis of accounting whereby revenues are recognized when earned and expenses when incurred.

Basis of Presentation

The Yearly Meeting and Affiliate report information regarding their financial position and activities according to the following classes of net assets:

Without donor restrictions

Net assets that are not subject to donor-imposed restrictions. The Yearly Meeting has three classifications of net assets without donor restrictions. Operating net assets are net assets that are available for the general operations of the Yearly Meeting. Property and equipment represents the net book value of those assets less the related loans payable. Designated net assets without donor restrictions have been restricted for a specific purpose by the Board of the organization holding them.

BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC. AND AFFILIATE

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

December 31, 2020

With donor restrictions

Net assets that are subject to donor-imposed restrictions that will be satisfied by actions of the Yearly Meeting and Affiliate and/or the passage of time. When a restriction is satisfied, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the consolidated statement of activities as net assets released from restrictions.

Also included in this category are net assets subject to donor-imposed restrictions that require the net assets be maintained indefinitely while permitting the Yearly Meeting and Affiliate to expend the income generated in accordance with the provisions of the contribution.

Use of Estimates

Management uses estimates and assumptions in preparing consolidated financial statements. Those estimates and assumptions affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities, and the reported revenues and expenses. Actual results could differ from those estimates.

Fair Value Measurements of Assets and Liabilities

GAAP defines fair value as the price that would be received to sell an asset or paid to transfer a liability (i.e., the "exit price") in an orderly transaction between market participants at the measurement date. GAAP establishes a fair value hierarchy for inputs used in measuring fair value that maximizes the use of observable inputs and minimizes the use of unobservable inputs by requiring that the most observable inputs be used when available. Observable inputs are those that market participants would use in pricing the asset or liability based on market data obtained from sources independent of the Yearly Meeting and Affiliate. Unobservable inputs reflect the Yearly Meeting and Affiliate's assumptions about the inputs market participants would use in pricing the asset or liability developed based on the best information available in the circumstances. The fair value hierarchy is categorized into three levels based on the inputs as follows:

Level 1 – Valuations based on quoted prices in active markets for identical assets or liabilities that the Yearly Meeting and Affiliate have the ability to access. Since valuations are based on quoted prices that are readily and regularly available in an active market, valuation of these assets and liabilities does not entail a significant degree of judgment.

Level 2 – Valuations based on quoted prices in markets that are not active or for which all significant inputs are observable, either directly or indirectly.

Level 3 – Valuations based on inputs that are unobservable, that is, inputs that reflect the Yearly Meeting and Affiliate's own assumptions.

Investments

Investments in equity securities with readily determinable fair values and all investments in debt securities are reported at fair value as determined by quoted market prices with gains and losses included in the consolidated statement of activities. Dividend and interest income is recorded as earned.

The Yearly Meeting and Affiliate invest in a professionally-managed portfolio that contains various types of securities (**See Note 4**). Such investments are exposed to market and credit risks. Due to the level of risk associated with such investments, and the level of uncertainty related to changes in the value of such investments, it is at least reasonably possible that changes in the near term would materially affect investment balances and the amounts reported in the consolidated financial statements.

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
AND AFFILIATE**
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
December 31, 2020

Revenue and Support

Summer camp revenue, annual session revenue and other program revenue is recorded as earned. Fees related to activities held after December 31 are deferred to the next year. Such revenues collected in advance are included in deferred revenue in the consolidated statement of financial position.

Contributions and grants are recorded as net assets without donor restrictions or with donor restrictions depending on the absence or existence and nature of any donor restrictions. Donor-restricted contributions and grants whose restrictions are satisfied in the same period are reported as net assets without donor restrictions.

Unconditional contributions and grants are recognized as revenue when the related promise to give is received. Conditional contributions and grants are recognized as revenue when the conditions are satisfied.

Apportionment payments received from monthly meetings are recorded as income when received as the apportionment payment is contingent on the level of giving by the monthly meeting's constituents.

Property and Equipment

Property and equipment additions of more than \$1,000 are recorded at cost or at estimated value at the date of gift, if donated. Depreciation of property and equipment is computed on a straight-line basis over the estimated useful lives of the respective assets as follows:

Buildings and improvements	25 years
Furniture and equipment	5 years
Vehicles	5 years

Educational Loans Receivable

In the past, the Yearly Meeting has made loans to qualified students for educational purposes. While student loans are no longer being made, the Yearly Meeting is still actively collecting these outstanding receivables. All loans were amended in 2012 to be non-interest bearing. The balance of educational loans receivable was \$17,578 at December 31, 2020, and is included in notes receivable on the consolidated statement of financial position.

Functional Allocation of Expenses

The costs of providing the various program and supporting services have been presented on a functional basis in the consolidated statements of activities and functional expenses. Accordingly, certain expenses have been allocated among the program and supporting services benefited.

The financial statements have certain categories of expenses that are attributed to more than one program or supporting function. Therefore, certain expenses require allocation on a reasonable basis that is consistently applied. The expenses that are allocated include certain salaries and wages (and related benefits and payroll taxes), insurance, professional fees, and office expenses, which are allocated on the basis of estimates of time and effort.

Income Tax Status

The Yearly Meeting and Affiliate are exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code. However, income from certain activities not directly related to their tax-exempt purpose is subject to taxation as unrelated business income.

GAAP prescribes a minimum recognition threshold that a tax position is required to meet in order to be recognized in the consolidated financial statements. The Yearly Meeting and Affiliate believe that they had no uncertain tax positions as defined in GAAP.

BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC. AND AFFILIATE

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

December 31, 2020

Concentrations of Credit Risk

Financial instruments which potentially subject the Yearly Meeting and Affiliate to concentrations of credit risk are cash, contributions and grants receivable and notes receivable. The Yearly Meeting maintains its cash at various financial institutions. At times, such deposits may exceed federally-insured limits. Contributions and grants receivable is more fully described in Note 3 and the composition of notes receivable is more fully described in Note 6.

(3) CONTRIBUTIONS AND GRANTS RECEIVABLE

As of December 31, 2020, contributions and grants receivable consisted of the following:

Receivable in less than one year	\$ 15,866
Receivable in one to five years	<u>5,000</u>
	20,866
Less: Allowance for doubtful accounts	<u>(10,000)</u>
	<u>\$ 10,866</u>

(4) INVESTMENTS

Investments consisted of the following at December 31, 2020:

	<u>Yearly Meeting</u>	<u>Affiliate</u>	<u>Total</u>
Money market funds	\$ 503,357	\$ 103,804	\$ 607,161
Units in the Quaker Growth and Income Fund of Friends Fiduciary Corporation	821,731	-	821,731
Corporate bonds	-	55,198	55,198
Equity exchange traded funds and mutual funds	326,686	-	326,686
Common stock	<u>24,187</u>	<u>3,202,861</u>	<u>3,227,048</u>
Total investments	<u>\$1,675,961</u>	<u>\$3,361,863</u>	<u>\$5,037,824</u>

The Quaker Growth & Income Fund (the "**Fund**") is a co-mingled investment fund managed and administered by Friends Fiduciary Corporation ("**Fiduciary**"). Fiduciary is a Quaker nonprofit corporation which qualifies as a tax-exempt organization under Section 501(c)(3) of the Internal Revenue Code. Fiduciary's mission is to provide institutional socially responsible investment, planned giving and trusteeship services for Friends meetings, churches, schools and other nonprofit, tax-exempt organizations. The Fund's investment objective is to provide long-term total return by investing its assets in a balanced and diversified portfolio of common stocks, fixed income investments, and other marketable securities, consistent with the Fund's socially responsible investment criteria.

Investments are measured at fair value using level 1 valuation inputs except for corporate bonds and units in the Quaker Growth and Income Fund which use level 2 valuation inputs.

Investment income was comprised of the following at December 31, 2020:

	<u>Yearly Meeting</u>	<u>Affiliate</u>	<u>Total</u>
Interest and dividends	\$ 39,296	\$ 54,353	\$ 93,649
Net realized and unrealized gain on investments	124,648	649,977	774,625
Less investment management fees	<u>(3,536)</u>	<u>(15,197)</u>	<u>(18,733)</u>
	<u>\$160,408</u>	<u>\$689,133</u>	<u>\$849,541</u>

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
AND AFFILIATE**
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
December 31, 2020
(5) PROPERTY AND EQUIPMENT

Property and equipment consisted of the following at December 31, 2020:

Land and improvements	\$ 1,483,904
Buildings	1,812,062
Leasehold improvements	280,780
Furniture and equipment	254,467
Vehicles	185,384
Projects in process	<u>6,712</u>
	4,023,309
Less accumulated depreciation	<u>(1,362,275)</u>
	<u>\$ 2,661,034</u>

(6) NOTES RECEIVABLE

The Yearly Meeting had the following notes receivable at December 31, 2020:

In 2010, the Yearly Meeting and another nonprofit organization entered into a \$40,000 note receivable agreement to reimburse the Yearly Meeting for legal expenses regarding an estate. The note was a five year note accruing interest at 3%. During 2015, an amendment to this note was issued. The amended note accrues interest at 3% beginning on January 1, 2016 and the principal is to be repaid as five transferable development rights to land located in Harford County, Maryland are sold by the other nonprofit organization with any remaining balance paid on September 30, 2025. This note had a balance of \$40,000 at December 31, 2020.

In prior years, the Yearly Meeting also entered into non-interest bearing notes receivable with qualified students for educational purposes. While educational loans receivable are no longer being made, the Yearly Meeting is still actively collecting the outstanding loans receivable. These educational loans receivable had an outstanding balance of \$17,578 at December 31, 2020.

Notes receivable are expected to be collected as follows:

<u>Year ending December 31,</u>	
2021	\$ 21,700
2022	13,289
2023	9,787
2024	9,500
2025	1,500
Thereafter	<u>1,802</u>
	57,578
Less: Allowance for doubtful accounts	<u>(40,000)</u>
	<u>\$ 17,578</u>

BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC. AND AFFILIATE

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

December 31, 2020

(7) LOAN PAYABLE – PAYCHECK PROTECTION PROGRAM

On April 23, 2020, the Yearly Meeting received loan proceeds in the amount of \$178,241 under the Paycheck Protection Program ("PPP"). Established as part of the Coronavirus Aid, Relief and Economic Security Act (Cares Act), the PPP provides for loans to qualifying businesses in amounts up to 2.5 times the business' average monthly payroll expenses. PPP loans and accrued interest are forgivable after a "covered period" (eight or 24 weeks) as long as the borrower maintains its payroll levels and uses the loan proceeds for eligible purposes, including payroll, benefits, rent, and utilities. The forgiveness amount will be reduced if the borrower terminates employees or reduces salaries during the covered period.

To the extent that the Yearly Meeting is not granted forgiveness, the Yearly Meeting will be required to pay interest on the PPP loan at a rate of 1% per annum. If the application for forgiveness is not made within 10 months of the end of the covered period, payments of principal and interest will be required through the maturity date. The terms of the loan provide for customary events of default including payment defaults, breach of representation of warranties and insolvency events. The PPP loan may be accelerated upon the occurrence of a default event.

On February 17, 2021 the Yearly Meeting received a second PPP loan in the amount of \$178,241.

(8) LOANS PAYABLE - OTHER

Between 2017 and 2020, the Yearly Meeting entered into eleven loans with individuals to finance costs associated with the construction of the new bathhouse at the Catocin Quaker Camp. As of December 31, 2020, six loans have been either paid in full or forgiven. Each of the outstanding loans is unsecured and payable upon demand. If no request for repayment is made, the loans will mature between June 2021 and April 2030. The Yearly Meeting has the right to pre-pay any or all loans prior to maturity without penalty. The loans bear interest at rates between 0% and 4%, payable quarterly.

Loans payable mature as follows:

Year ending December 31,

2021	\$ 53,390
2022	58,527
2023	3,670
2024	3,819
2025	3,974
Thereafter	<u>89,975</u>
	<u>\$213,355</u>

(9) LINES OF CREDIT

The Yearly Meeting has a \$100,000 bank credit line and a \$25,000 overdraft credit line, both of which bear interest at prime rate plus .5% and expire October 31, 2021. Advances under the \$100,000 credit line are secured by a Deed of Trust and Assignment of Rents in the maximum amount of \$100,000. There were no advances outstanding as of December 31, 2020.

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
AND AFFILIATE**
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
December 31, 2020
(10) NET ASSETS WITHOUT DONOR RESTRICTIONS – BOARD DESIGNATED

Board designated net assets consisted of the following:

	<u>Balance 12/31/2019</u>	<u>Additions</u>	<u>Releases</u>	<u>Balance 12/31/2020</u>
Grants (Miles White Beneficial Society)	\$2,843,569	\$690,517	\$(172,223)	\$3,361,863
Other	<u>100,883</u>	<u>43,337</u>	<u>(25,172)</u>	<u>119,048</u>
	<u>\$2,944,452</u>	<u>\$733,854</u>	<u>\$(197,395)</u>	<u>\$3,480,911</u>

(11) NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions at December 31, 2020 consisted of the following:

	<u>December 31, 2019</u>	<u>Additions</u>	<u>Releases</u>	<u>December 31, 2020</u>
Subject to expenditure for specified purposes or periods				
Educational student grants	\$ 100,677	\$ -	\$ -	\$ 100,677
Quaker and spiritual life	67,888	150	-	68,038
Camp projects and scholarships	117,243	187,484	(127,481)	177,246
Indian Affairs	7,806	-	(6,750)	1,056
Other	13,094	-	-	13,094
Available for future periods	<u>15,000</u>	<u>-</u>	<u>(5,000)</u>	<u>10,000</u>
Total subject to expenditure for specified purposes or periods	<u>321,708</u>	<u>187,634</u>	<u>(139,231)</u>	<u>370,111</u>
Endowments to be maintained indefinitely				
Yearly meeting fund	11,411	1,815	-	13,226
Permanent education fund	328,953	52,310	(14,000)	367,263
Camp scholarship fund	<u>391,873</u>	<u>68,989</u>	<u>-</u>	<u>460,862</u>
Total endowments	<u>732,237</u>	<u>123,114</u>	<u>(14,000)</u>	<u>841,351</u>
Total assets with donor restrictions	<u>\$1,053,945</u>	<u>\$310,748</u>	<u>\$(153,231)</u>	<u>\$1,211,462</u>

The yearly meeting fund provides income without donor restrictions and has an historical dollar value of \$9,027 at December 31, 2020. The permanent education fund provides income for scholarships to individuals for higher education and has an historical dollar value of \$86,512 at December 31, 2020. The camp scholarship fund provides income for scholarships to camp and has an historical dollar value of \$312,146 at December 31, 2020.

(12) ENDOWMENT FUNDS

The Yearly Meeting is subject to the Uniform Prudent Management of Institutional Funds Act ("**UPMIFA**"). The Yearly Meeting has determined that some of its net assets with donor restrictions meet the definition of an endowment fund under UPMIFA.

The Yearly Meeting has adopted investment and spending policies for its endowment assets that attempt to provide a predictable stream of funding to programs supported by its endowment while seeking to maintain the purchasing power of these endowment assets over the long-term. The Yearly Meeting's spending and investment policies work together to achieve this objective. The investment policy establishes an achievable return objective through diversification of asset classes.

BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC. AND AFFILIATE

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

December 31, 2020

Changes in the endowment assets for the year ended December 31, 2020 are as follows:

	With Donor Restrictions
Endowment net assets, beginning of year	\$732,237
Contributions	6,671
Investment income	116,443
Appropriation of endowment assets for expenditure	<u>(14,000)</u>
Endowment net assets, end of year	<u>\$841,351</u>

(13) RETIREMENT PLAN

The Yearly Meeting has a 403(b) retirement plan. The Yearly Meeting contributes a discretionary amount, based on each eligible employee's pro-rata salary amount, regardless of the amount deferred by employees from their salaries into the plan. Retirement contributions for this plan totaled \$33,397 for the year ended December 31, 2020.

(14) LIQUIDITY AND AVAILABILITY OF RESOURCES

The following reflects the Yearly Meeting and Affiliate's financial assets as of December 31, 2020, which has been reduced by financial assets not available within one year.

Cash	\$ 597,003
Contributions and grants receivable	10,866
Investments	<u>5,037,824</u>
Total financial assets	5,645,693
Less: financial assets not available for general operations within one year	
Restricted by donor for specific purposes or periods	(365,111)
Restricted by donor to be maintained indefinitely	(841,351)
Board designated funds	<u>(3,480,911)</u>
Total financial assets available within one year	<u>\$ 958,320</u>

Liquidity Management

The Yearly Meeting and Affiliate regularly monitor liquidity required to meet their operating needs and other commitments, while also striving to maximize the investment of its available funds. The Yearly Meeting and Affiliate have various sources of liquidity at their disposal, including cash, equity securities, and lines of credit. See note 9 for information about the Yearly Meeting's lines of credit.

(15) SUBSEQUENT EVENTS

Management has evaluated subsequent events through August 25, 2021, the date on which the consolidated financial statements were available to be issued. As noted in note 7, the Yearly Meeting received a second PPP loan on February 17, 2021. In addition, the extent of the impact of COVID-19 on the Yearly Meeting and Affiliate's operational and financial performance will depend on further developments, including the duration and spread of the outbreak, all of which cannot be predicted at this time. No other material subsequent events have occurred since December 31, 2020 that require recognition or disclosure in the consolidated financial statements.

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
AND AFFILIATE**
CONSOLIDATING STATEMENT OF FINANCIAL POSITION
December 31, 2020

	Yearly Meeting	Miles White Beneficial Society	Consolidated
ASSETS			
Cash	\$ 597,003	\$ -	\$ 597,003
Contributions and grants receivable, net	10,866	-	10,866
Prepaid expenses and other assets	41,047	-	41,047
Notes receivable, net	17,578	-	17,578
Investments	1,675,961	3,361,863	5,037,824
Property and equipment, net of accumulated depreciation	<u>2,661,034</u>	<u>-</u>	<u>2,661,034</u>
Total assets	<u>\$ 5,003,489</u>	<u>\$ 3,361,863</u>	<u>\$ 8,365,352</u>
LIABILITIES			
Accounts payable and accrued expenses	\$ 129,124	\$ -	\$ 129,124
Deferred revenue	6,107	-	6,107
Loans payable			
Paycheck Protection Program	178,241	-	178,241
Other	<u>213,355</u>	<u>-</u>	<u>213,355</u>
Total liabilities	<u>526,827</u>	<u>-</u>	<u>526,827</u>
NET ASSETS			
Without donor restrictions			
Operating	698,473	-	698,473
Designated	119,048	3,361,863	3,480,911
Property and equipment	<u>2,447,679</u>	<u>-</u>	<u>2,447,679</u>
	3,265,200	3,361,863	6,627,063
With donor restrictions	<u>1,211,462</u>	<u>-</u>	<u>1,211,462</u>
Total net assets	<u>4,476,662</u>	<u>3,361,863</u>	<u>7,838,525</u>
Total liabilities and net assets	<u>\$ 5,003,489</u>	<u>\$ 3,361,863</u>	<u>\$ 8,365,352</u>

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
AND AFFILIATE**
CONSOLIDATING STATEMENT OF ACTIVITIES
Year ended December 31, 2020

	<u>Yearly Meeting</u>	<u>Miles White Beneficial Society</u>	<u>Eliminations</u>	<u>Consolidated</u>
REVENUES AND SUPPORT				
Summer camp revenue	\$ 22,023	\$ -	\$ -	\$ 22,023
Contributions and grants	742,703	-	(5,000)	737,703
Apportionments	508,922	-	-	508,922
Annual session revenue	24,122	-	-	24,122
Youth and other program revenue	62,493	-	-	62,493
Other revenue	<u>25,686</u>	<u>1,384</u>	<u>-</u>	<u>27,070</u>
Total revenues and support	<u>1,385,949</u>	<u>1,384</u>	<u>(5,000)</u>	<u>1,382,333</u>
EXPENSES				
Program services				
Summer camp	503,749	-	-	503,749
Annual session	5,595	-	-	5,595
Other programs	<u>216,048</u>	<u>170,698</u>	<u>(5,000)</u>	<u>381,746</u>
Total program services	<u>725,392</u>	<u>170,698</u>	<u>(5,000)</u>	<u>891,090</u>
Supporting services				
Administration	408,263	1,525	-	409,788
Fundraising	<u>142,675</u>	<u>-</u>	<u>-</u>	<u>142,675</u>
Total supporting services	<u>550,938</u>	<u>1,525</u>	<u>-</u>	<u>552,463</u>
Total expenses	<u>1,276,330</u>	<u>172,223</u>	<u>(5,000)</u>	<u>1,443,553</u>
CHANGE IN NET ASSETS BEFORE OTHER CHANGES				
	109,619	(170,839)	-	(61,220)
OTHER CHANGES				
Investment income	160,408	689,133	-	849,541
Loss on sale of property and equipment	<u>(1,059)</u>	<u>-</u>	<u>-</u>	<u>(1,059)</u>
	<u>159,349</u>	<u>689,133</u>	<u>-</u>	<u>848,482</u>
CHANGE IN NET ASSETS	268,968	518,294	-	787,262
NET ASSETS				
Beginning of year	<u>4,207,694</u>	<u>2,843,569</u>	<u>-</u>	<u>7,051,263</u>
End of year	<u>\$ 4,476,662</u>	<u>\$ 3,361,863</u>	<u>\$ -</u>	<u>\$ 7,838,525</u>

**BALTIMORE YEARLY MEETING OF THE RELIGIOUS SOCIETY OF FRIENDS, INC.
AND AFFILIATE**

STATEMENT OF ACTIVITIES - YEARLY MEETING ONLY

Year ended December 31, 2020

	Without Donor Restrictions			With Donor Restrictions	Total
	Operating	Designated	Property and Equipment		
REVENUES AND SUPPORT	\$ 22,023	\$ -	\$ -	\$ -	\$ 22,023
Summer camp revenue, net of financial aid of \$0	548,398	-	-	194,305	742,703
Contributions and grants	508,922	-	-	-	508,922
Appointments	24,122	-	-	-	24,122
Annual session revenue	62,493	-	-	-	62,493
Youth and other program revenue	25,686	-	-	-	25,686
Other revenue	126,391	(25,172)	52,012	(153,231)	-
Net assets released from restrictions					
Total revenues and support	<u>1,318,035</u>	<u>(25,172)</u>	<u>52,012</u>	<u>41,074</u>	<u>1,385,949</u>
EXPENSES					
Program services					
Summer camp	398,618	-	105,131	-	503,749
Summer camp	5,595	-	-	-	5,595
Annual session	216,048	-	-	-	216,048
Other programs	620,261	-	105,131	-	725,392
Total program services					
Supporting services					
Administration	399,371	-	8,892	-	408,263
Fundraising	142,675	-	-	-	142,675
Total supporting services	<u>542,046</u>	<u>-</u>	<u>8,892</u>	<u>-</u>	<u>550,938</u>
Total expenses	<u>1,162,307</u>	<u>-</u>	<u>114,023</u>	<u>-</u>	<u>1,276,330</u>
CHANGE IN NET ASSETS BEFORE OTHER CHANGES	<u>155,728</u>	<u>(25,172)</u>	<u>(62,011)</u>	<u>41,074</u>	<u>109,619</u>
OTHER CHANGES					
Investment income	628	43,337	-	116,443	160,408
Loss on sale of property and equipment	-	-	(1,059)	-	(1,059)
Property and equipment additions, net	(19,962)	-	19,962	-	-
CHANGE IN NET ASSETS	<u>136,394</u>	<u>18,165</u>	<u>(43,108)</u>	<u>157,517</u>	<u>268,968</u>
NET ASSETS					
Beginning of year	562,079	100,883	2,490,787	1,053,945	4,207,694
End of year	<u>\$ 698,473</u>	<u>\$ 119,048</u>	<u>\$ 2,447,679</u>	<u>\$ 1,211,462</u>	<u>\$ 4,476,662</u>



2021 Young Friends Graduation Conference

CALENDAR OF MEETINGS

YEARLY MEETING

Presiding Clerk: Stephanie “Steph” Bean
Annual Session 2022 be held at
Hood College, Frederick, Maryland
if possible in light of the COVID-19 pandemic
August 1 - 7, 2022

INTERIM MEETING

Clerk: Margaret “Meg” Boyd Meyer

October 6, 2021 Hybrid Session Online
and at Sandy Spring Friends Meeting
March 19, 2022 Location to be announced
June 11, 2022 Location to be announced
October 29, 2022 Location to be announced

INTERCHANGE DEADLINES

WINTER 2022 EDITION: DECEMBER 6, 2021

SPRING 2022 EDITION: APRIL 11, 2022

FALL 2022 EDITION: JULY 25, 2022

WINTER 2023 EDITION: DECEMBER 5, 2022

FIRECIRCLE DEADLINE

SEPTEMBER 15, 2022

2022 APPORTIONMENT MEETINGS

TO BE ANNOUNCED

2022 WOMEN'S RETREAT

FEBRUARY 5, 2022

JUNIOR YOUNG FRIENDS CONFERENCES

NOVEMBER 6 - 7, 2021: RICHMOND FRIENDS MEETING

JANUARY 29 - 30, 2022: LOCATION TO BE ANNOUNCED

MARCH 12 - 13, 2022: HOMEWOOD FRIENDS MEETING

APRIL 29 - MAY 1, 2022: LOCATION TO BE ANNOUNCED

YOUNG FRIENDS CONFERENCES

SEPTEMBER 17 - 19, 2021: SANDY SPRING FRIENDS MEETING

NOVEMBER 26 - 28, 2021: CHARLOTTESVILLE FRIENDS MEETING

FEBRUARY 18 - 20, 2022: BALTIMORE MONTHLY MEETING, STONY RUN

APRIL 1 - 3, 2022: HOPEWELL CENTRE MONTHLY MEETING

MAY 27 - 29, 2022: GOOSE CREEK FRIENDS MEETING

FAMILY CAMP WEEKENDS

FALL WEEKENDS CANCELED DUE TO PANDEMIC

SPRING WEEKENDS TO BE ANNOUNCED

YEARLY MEETING ANNOUNCEMENTS

SENT FRIDAYS

350TH/100TH ANNIVERSARY EVENTS

PIPE CREEK MONTHLY MEETING CELEBRATING 250TH ANNIVERSARY

HOMWOOD FRIENDS MEETING CELEBRATING 100 YEARS IN MEETING HOUSE

APRIL 2022: WEST RIVER CEMETERY COMMEMORATION

JUNE/JULY 2022: GALESVILLE MD OLD QUAKER BURYING GROUND AND A BOAT RIDE TO PEACH CREEK AND TENT HOUSE CREEK WHERE GEORGE FOX AND ELIZABETH HARRIS CAME TO THE WESTERN SHORE

JULY/AUGUST 2022: ANNUAL SESSION 2022

AUGUST 2 PLENARY: ANNIVERSARY COMMEMORATION

AUGUST 3 INTERGENERATIONAL PLENARY: CELEBRATION OF 100 YEARS OF CAMP

AUGUST 26 - 28: ALL CAMPS/ALL ERAS GATHERING AT CATOCTIN QUAKER CAMP

ADDITIONAL EVENTS TO BE ANNOUNCED

QUARTERLY MEETINGS

CENTRE

Clerk:

No Meetings have been scheduled.

- Dunnings Creek Friends Meeting
- State College Friends Meeting

CHESAPEAKE

Clerk: Janet Abrams

(Meetings held 2nd First Day of 3rd and 6th months,
Last First Day of 9th month)

- 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: Donna Kolaetis

(Meetings held 3rd First Day of 2nd, 5th, 8th, and 11th months)

- Carlisle Quaker Meeting
- Buckhannon Friends Meeting
- Frederick Friends Meeting
- Gettysburg Monthly Meeting
- Menallen Monthly Meeting
- Pipe Creek Friends Meeting
- Shepherdstown Friends Meeting
- Warrington Monthly Meeting
- York Friends Meeting



OFFICERS

YEARLY MEETING

Presiding Clerk.....	Stephanie “Steph” Bean, Adelphi.....	2020-2022
Recording Clerk.....	Anna McCormally, Herndon	2020-2022
Treasurer	James “Jim” Riley, Hopewell Centre ...	01/01/2020-12/31/2023
Assistant Treasurer.....	Arthur Meyer Boyd, Baltimore, Stony Run	
		01/01/2020-12/31/2021
Assistant Treasurer.....	Terence McCormally, Herndon	01/01/2022-12/31/2023

INTERIM MEETING

Clerk.....	Margaret “Meg” Boyd Meyer, Baltimore, Stony Run	2020-2022
Recording Clerk.....	Rebecca Richards, Gunpowder.....	2020-2022

TRUSTEES

Clerk: Richard “Rich” Liversidge

Marion Ballard, Bethesda	2021-2024
Dante Bucci, Washington	2021-2024
Thomas “Tom” Farquhar, Sandy Spring	2019-2022
Richard “Rich” Liversidge, Sandy Spring	2018-2024
Byron Sandford, Friends Meeting of Washington	2018-2024
Kathryn “Katy” Schutz, Charlottesville.....	2019-2023

Ex-officio

Stephanie “Steph” Bean, Adelphi.....	Presiding Clerk
James “Jim” Riley, Hopewell Centre.....	Treasurer

YEARLY MEETING STAFF

General Secretary.....	Sarah Gillooly
Associate General Secretary	Vacant for 2021
Administrative Assistant.....	Vacant for 2021
Camp Program Manager	Brian Massey
Camp Property Manager.....	David Hunter
Comptroller	Vacant for 2021
Catoctin Quaker Camp Director	Dyresha Harris
Catoctin Quaker Camp Caretaker	Dylan Phillips
Development Director.....	Mary Braun
Finance Manager.....	Harriet Dugan
Junior Young Friends Assistant	Ana Phillips
Opeqon Quaker Camp Director	Jared Wood
Shiloh Quaker Camp Director	Hope Swank
Shiloh Quaker Camp Caretaker	Michael “Mike” Reed
STRIDE Coordinator	Khalila Lomax
Teen Adventure Quaker Camp Director	Jesse Austell
Teen Adventure Quaker Camp Director	Rosalie “Rosie” Eck
Youth Programs Manager.....	Lexi “Sunshine” Klein
Archivist.....	(volunteer position).....Sheila Bach, Langley Hill



Annual Session 2019 Donor Luncheon

COMMITTEE MEMBERSHIP

ADVANCEMENT AND OUTREACH COMMITTEE

aando@bym-rsf.org

Clerk:

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)

2024

Margaret “Maggie” DeTar-Lavallee
 Williamsburg (21)
 Stephen “Steve” Morse Langley Hill (21)
 Steven “Steve” Tatum Blacksburg (18)
 Robert “Bobby” Trice Washington (21)

CAMPING PROGRAM COMMITTEE

cpc@bym-rsf.org

Clerk: Julie Taylor

2022

Anna Best Richmond (19)
 Jennifer Collins-Foley Annapolis (19)
 Elizabeth “Lizzie” Kellett Frederick (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)

2024

Linda Garrettson Sandy Spring (21)
 Kary Haun Hopewell Centre (21)
 Elizabeth “Betsy” Krome
 Williamsburg (18)
 Elizabeth “Betsy” Roush
 Sandy Spring (18)

Ex-officio

Jesse Austell Teen Adventure Director
 Rosalie “Rosie” Eck
 Teen Adventure Director
 Dyresha Harris Catoctin Director
 Khalila Lomax STRIDE Coordinator
 Brian Massey Camping Program Manager
 Hope Swank Shiloh Director
 Jared Wood Opequon Director

CAMP PROPERTY

MANAGEMENT COMMITTEE

cpmc@bym-rsf.org

Clerks: Christine “Chris” DeWilde and
 Gary Gillespie

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 Garrettson Catoctin (20)
 Elizabeth “Lizzie” Givens
 Charlottesville (20)
 Richard “Rick” Post
 Langley Hill (20)
 Gregory “Greg” Tobin Frederick (20)

2024

Gary Gillespie Homewood (18)
 Katherine “Kate” Meaker
 Sandy Spring (18)

Ex-officio

Anna Best Camping Program
 David Hunter Camp Property Manager
 David McClelland
 Stewardship and Finance
 Kathryn “Katy” Schutz Trustees

DEVELOPMENT COMMITTEE

develop@bym-rsf.org

Clerk: Marion Ballard

2022

Messages sent to listed e-mail addresses will be received by all members of the group.

Marion Ballard Bethesda (16)
Andrei Israel Adelphi (16)
Harry Tunis Herndon (19)

2023

Gretchen Hall Alexandria (20)
Harry “Scotty” Scott York (19)

2024

Frances “Frannie” Taylor
Goose Creek (18)

Ex-officio

Camping Program
Stewardship and Finance
Trustees

Mary Braun Development Director

EDUCATIONAL GRANTS

COMMITTEE

edgrants@bym-rsf.org

Clerks: Katherine “Katie” Caughlan

2022

Genevieve Oei Richmond (19)

Elizabeth “Betsy” Tobin Frederick (16)

2020

Matthew Higgins Washington (20)

2024

Katherine “Katie” Caughlan
Sandy Spring (19)

Barbara “Barb” Platt Sandy Spring (21)

Tanza Aliberti Baltimore, Stony Run (21)

FAITH AND PRACTICE

COMMITTEE

fandp@bym-rsf.org

Clerks: Davis Balderson and
Helen Tasker

2022

James “Jim” Fussell Langley Hill (19)

Ann Riggs Annapolis (19)

2023

Ann Marie Moriarty Adelphi (20)

2024

Davis Balderston Alexandria (18)

Diane Bowden Richmond (18)

Sarah Bur Homewood (18)

Arthur David Olson Takoma Park (18)

Helen Tasker Frederick (18)

**GROWING DIVERSE
LEADERSHIP COMMITTEE**

gdl@bym-rsf.org

Clerk: Peirce Hammond

2022

St. Clair Allmond Richmond (17)

2023

Peirce Hammond Bethesda (17)

2024

Tronette Anochie Sandy Spring (21)

David Etheridge Washington (17)

Ex-officio

Stephanie “Steph” Bean Presiding Clerk

Khalila Lomax STRIDE Coordinator

Margaret “Meg” Meyer

Clerk of Interim Meeting

Elizabeth “Betsy” Roush

Camping Program

Nicole “Nikki” Richards

Reparations Action Working Group

STRIDE

Working Group on Racism

Armit Moore Young Adult Friends

Sullivan “Sully” Voss

Young Adult Friends

INDIAN AFFAIRS COMMITTEE

indianaffairs@bym-rsf.org

Clerks: Susan “Sue” Marcus and

Daniel “Dan” Cole

2022

Folajimi “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)

Frances Schutz Charlottesville (20)

Sharon Stout Adelphi (20)

2024

Kimberly “Kim” Benson Annapolis (21)

Daniel “Dan” Cole Frederick (18)

Dellie James Baltimre, Stony Run (18)

Susan “Sue” Marcus Alexandria (18)

Messages sent to listed e-mail addresses will be received by all members of the group.

MANUAL OF PROCEDURE

COMMITTEE

mop@bym-rsf.org

Clerk: Clinton Pettus

2023

W. Clinton Pettus
 Baltimore, Stony Run (17)
 Susan "Sue" Williams Roanoke (20)

2024

Daquanna Harrison Annapolis (21)
 Gloria Victor Dorr Sandy Spring (21)

MINISTRY AND

PASTORAL CARE COMMITTEE

mandpc@bym-rsf.org

Clerks: Gary Sandman,
 Gregory "Greg" Robb, and
 Eileen Stanzione

2022

Walter Brown Langley Hill (19)
 Rebecca "Rep" Pickard Gunpowder (19)
 Gregory "Greg" Robb Washington (18)
 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)

2024

Paul Isayi Baltimore, Stony Run (21)
 Rebecca Richards Gunpowder (21)

NOMINATING COMMITTEE

nominating@bym-rsf.org

Clerks: Deborah Haine,
 Herbert "Chip" Tucker, and
 M. Jolee Robinson

2022

Karie Firoozmand
 Baltimore, Stony Run (19)
 Deborah Haines Alexandria (16)
 M. Jolee Robinson Adelphi (18)
 Marilyn Rothstein Gunpowder (19)

2023

Janet Eaby Nottingham (20)
 Melissa Merideth Bethesda (20)
 Deborah "Debbi" Sudduth
 Goose Creek (20)
 Herbert "Chip" Tucker Charlottesville (17)

2024

Alexandra "Alex" Arbor Adelphi (21)
 Kevin Caughlan Sandy Spring (18)
 Roxanne Jarrett Sandy Spring (21)
 Jose Woss Washington (21)

**NUTS AND BOLTS COMMITTEE
 OF YOUNG FRIENDS**

Clerks

Corinne Hess Young Friends
 Nathaniel Lehman

Assistant Clerk

Lia Worth

Recording Clerks

Siri Eller Young Friends
 Carina Morley

Treasurers

Emma Doty
 Rebecca Megginson

Youth Programs Committee

Representatives

Rain Craven
 Daniel Gladney

Phriends-at-Large

Kyle Benjamin
 Chase Thompson
 Riley Woodward

Annual Session Planner

Jake Domenick-Urbansky

Web Master

Evan Beauvois

Social Media Manager

Henry Hess

**PEACE AND SOCIAL CONCERNS
 COMMITTEE**

peace@bym-rsf.org

Clerk: Jean Athey and
 Robert "Bob" Rhudy

Messages sent to listed e-mail addresses will be received by all members of the group.

2022

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)

2024

Jean Athey Homewood (18)
Richard Capron Maury River (21)
Tamina Chowdhury Washington (21)
Suzanne O’Hatnick

Baltimore, Stony Run (21)

Elizabeth “Beth” Tauser Warrington (21)

PROGRAM COMMITTEE

program@bym-rsf.org

Clerk: Linda Coates and Barbara Thomas

2022

Martha Baer Annapolis (20)
Linda Coates Eastland (19)
Erik Hanson Sandy Spring (19)
Barbara Thomas Annapolis (16)

2023

Jason Eaby Nottingham (17)
Kathy Spaar Charlottesville (20)

2024

Jennifer DeLorge-McKeown
Annapolis (18)

Margaret Stambaugh Gettysburg (18)

Ex-officio

Alexandra “Alex” Arbor
Junior Yearly Meeting Co-Clerk

Nathaniel “Nate” Arbor
Young Adult Friends

Stephanie “Steph” Bean Presiding Clerk

Jake Domenick-Urbansky Young Friends

Sarah Gillooly General Secretary

Barbarie Hill Registrar

Lexi “Sunshine” Klein
Youth Programs Manager

Amrit Moore
Junior Yearly Meeting Co-Clerk

Barb Platt Assistant Registrar
Gary Sandman Ministry and Pastoral Care
Eileen Stanzione
Ministry and Pastoral Care
Tom Webb Ministry and Pastoral Care
Bookstore Manager

**RELIGIOUS EDUCATION
COMMITTEE**

recommittee@bym-rsf.org

Clerk: Ellen Arginteanu and
Margaret “Peg” Hansen

2022

Madeline “Maddie” Doll Homewood (21)

Margaret “Peg” Hansen State College (19)

Susanna Laird Frederick (19)

Kelli Moore Alexandria (21)

Susan Williams Dunnings Creek (19)

2023

Michael “Mike” Hansen State College (20)

Rory Kennison Homewood (20)

John Stephens Alexandria (20)

2024

Ellen Arginteanu Richmond (18)

SEARCH COMMITTEE

search@bym-rsf.org

Clerk: Anne Bacon and
Catharine “Cathy” Tunis

2022

Anne Bacon Hopewell Centre (19)

Rebecca Rawls Langley Hill (16)

2023

William “Bill” Mims Langley Hill (17)

Catharine “Cathy” Tunis Herndon (16)

2024

Richard Broadbent Frederick (18)

Nathaniel “Nate” Arbor Sandy Spring (20)

**STEWARDSHIP AND
FINANCE COMMITTEE**

sandf@bym-rsf.org

Clerk: Terence McCormally

2022

Karen Cunyningham Annapolis (16)

Messages sent to listed e-mail addresses will be received by all members of the group.

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)

2024
David McClelland Bethesda (21)

Ex-officio

James "Jim" Riley Treasurer
Arthur Boyd Assistant Treasurer
(through 12/31/2021)
Terence McCormally 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
Margaret "Peg" Hansen Religious Education

SUPERVISORY COMMITTEE

supervisory@bym-rsf.org

Clerk: Ramona Buck and Adrian Bishop

2022

Ramona Buck Patapsco (18)
Rosemary Davis Patapsco (20)
Susan Griffin Washington (21)

2023

Adrian Bishop Baltimore, Stony Run (17)
Elizabeth "Betsy" Tobin Frederick (21)

Ex-officio

Stephanie "Steph" Bean Presiding Clerk
Margaret "Meg" Meyer Clerk of Interim Meeting

Messages sent to listed e-mail addresses will be received by all members of the group.

James "Jim" Riley Treasurer

UNITY WITH NATURE
COMMITTEE

unitywithnature@bym-rsf.org

Clerk: Ralph Hutton

2022

Selena Leary Herndon (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)

YOUNG ADULT FRIENDS

yafs@bym-rsf.org

Co-Clerks

Rebecca "Becca" Bacon Young Adult Friends (20)
Thomas "Tom" Webb Young Adult Friends (19)

Treasurer

Lexi "Sunshine" Klein Shiloh (19)

Recording Clerk

Jennifer Vekert Sandy Spring (20)

Annual Session Planner

Nathaniel "Nate" Arbor Sandy Spring (20)

Communications Coordinators

Alexandra "Alex" Arbor Young Adult Friends (17)

Nicole "Nikki" Richards Young Adult Friends (20)

Discord Moderators

Nathaniel "Nate" Arbor Sandy Spring (21)
Jennifer Vekert Sandy Spring (21)

Community Coordinator

Maggie Willow Sandy Spring (19)

Growing Diverse Leadership

Representatives

Amrit Moore Maury River (20)
Sullivan Voss Sandy Spring (21)

YOUTH PROGRAMS

COMMITTEE

ypc@bym-rsf.org

Clerk: Rebecca "Becka" Haines Rosenberg

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)

2024

Jessie Greer Adelphi (21)

James Key Adelphi (18)

Jennie O'Neill Adelphi (21)

Carol Seddon Baltimore, Stony Run (21)

Ex-officio

Lexi "Sunshine" Klein

Youth Programs Manager

Rain Craven Young Friends

Daniel Gladney Young Friends

AD HOC 350TH ANNIVERSARY

COMMITTEE

350th@bym-rsf.org

(established 2019)

Clerk: Harry "Scotty" Scott

Sheila Bach Langley Hill

Marion Ballard Bethesda

Patricia Barber Goose Creek

Mary Braun Patuxent

Sara Brown Goose Creek

Phil Caroom

Deirdre Citro

Joan Clippinger

James "Jim" Fussell Washington

Rebecca "Becca" Gardner Rhudy

Deer Creek

Donna Hamilton

Peg Hansen

Denna Joy Richmond

Elizabeth "Lizzie" Kellett Frederick

Richard "Rich" Liversidge Sandy Spring

David McClelland Bethesda

Meg Meyer

Robert "Bob" Rhudy Patapsco

James "Jim" Riley Hopewell Centre

Byron Sandfod Washington

Harry "Scotty" Scott York

Katherine Smith Maury River

Sharon Stout Adelphi

Frances "Frannie" Taylor Goose Creek

Carolyn Unger

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)

Messages sent to listed e-mail addresses will be received by all members of the group.

Alan Schmaljohn Gunpowder
Amy Schmaljohn Gunpowder

Yuri Plowden State College

**STRENGTHENING
TRANSFORMATIVE
RELATIONSHIPS IN DIVERSE
ENVIRONMENTS (STRIDE)**

WORKING GROUP

stride@bym-rsf.org

(Growing Diverse Leadership)
(established 2014)

Ex-officio

Khalila Lomax STRIDE Coordinator

Baltimore/DC STRIDE

Clerk: Eden Fuller and Laura Grothaus

Hannah Brown Shiloh

Sara Dean

Jamie DeMarco

Geniro Dingle

Juna Donegan

Rosalie “Rosie” Eck Homewood

Eden Fuller

Lizzie Givens

Laura Grothaus Teen Adventure

Rachel Rosenburg

Philadelphia STRIDE

phillystride@bym-rsf.org

Clerk: Sam McCormick

Maria Adamson Opequon

Andy Beck

John Beck

Allegra Churchill

Claire Chalkley

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

**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 Sandy Spring

Mackenzie Morgan Adelphi

WORKING GROUP ON RACISM

wgr@bym-rsf.org

(Ministry & Pastoral Care)
(established 2001)

Clerk: David Etheridge

Tronette Anochie Sandy Spring

Barbara Bezdek Homewood

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

Kristin Loken

Carol Marujo

Donna McKusick Homewood

Karen Moore

Nikki Richards

Jolee Robinson Adelphi

Patience “Pat” Schenck Annapolis

Martha “Marcy” Seitel

Nathan Shroyer

Eileen Stanzione

Julia Storberg-Walker Hopewell Centre

Sharon Stout Adelphi

Colie Touzel

WORKING GROUP ON

Messages sent to listed e-mail addresses will be received by all members of the group.

**RIGHT RELATIONSHIP WITH
ANIMALS**

rightanimals@bym-rsf.org

(Unity with Nature)

(established 2015)

Clerks:

Dayna Baily	Penn Hill
Mary Campbell	Washington
Margaret Fisher	Herndon
Stuart Greene	Patapsco
Samantha Magrath	
Danielle "Ellie" Ziegler	

**YOUTH SAFETY POLICY
WORKING GROUP**

youthsafety@bym-rsf.org

(Trustees)

(established 2013)

Convener: Kathryn "Katy" Schutz

Ellen Arginteanu

Religious Education Representative

Alexandra "Alex" Arbor

Junior Yearly Meeting Co-Clerk

Stephanie "Steph" Bean Presiding Clerk

Adrian Bishop Supervisory Co-Clerk

Ramona Buck Supervisory Co-Clerk

Brooke Davis Camping Program Co-Clerk

Sarah Gillooly General Secretary

Rebecca "Becca" Haines Rosenberg

Youth Programs Clerk

Lexi "Sunshine" Klein

Youth Programs Manager

Khalila Lomax STRIDE Coordinator

Brian Massey Camping Program Manager

Amrit Moore

Junior Yearly Meeting Co-Clerk

Kathryn "Katy" Schutz

Trustees of the Yearly Meeting

Julie Taylor

Camping Program Clerk

Messages sent to listed e-mail addresses will be received by all members of the group.

REPRESENTATIVES TO ORGANIZATIONS AFFILIATED WITH THE YEARLY MEETING

AMERICAN FRIENDS SERVICE COMMITTEE CORPORATION

2022

Sean Beeny Langley Hill (19)

2023

Sara Dean Adelphi (20)

David Robinson Alexandria (17)

2021

Bethanne Bruning-Socular Annapolis (19)

FRIENDS COMMITTEE ON NATIONAL LEGISLATION

GENERAL COMMITTEE

2022

Susan Griffin Washington (16)

Walter Brown Langley Hill (19)

2023

Jesse Greer Adelphi (20)

William "Tad" Jose Alexandria (20)

2024

Kallan Benson Annapolis (21)

Luke Mahew Homewood (21)

FRIENDS GENERAL CONFERENCE,

CENTRAL COMMITTEE

2022

Anthony "Tony" Martin Roanoke (19)

Patricia "Patsy" Martin Roanoke (19)

2023

Folajimi "Jimi" Ayodele Patapsco

Sarah Bur Homewood (20)

Gary Gillespie Homewood (20)

Dorothy "Dot" Walizer Annapolis (17)

2024

Olivia Bravo Alexandria (21)

Lauren Brownlee Bethesda (21)

Sharon Custer-Bogges Floyd (21)

Clay Daetwyler Takoma Park (21)

Katherine "Kat" Darnell Frederick (18)

Robert "Bob" Goren

Baltimore, Stony Run (18)

Bette Hoover Sandy Spring (18)

Donna Kolaetis Menallen (18)

Nancy Moore Baltimore, Stony Run (18)

Clinton Pettus Baltimore, Stony Run (21)

John Smallwood Herndon (21)

Ex-officio

Stephanie "Steph" Bean Presiding Clerk

FRIENDS HOUSE RETIREMENT COMMUNITY

2022

Margaret "Meg" Meyer
Baltimore, Stony Run (19)

2023

Elizabeth "Liz" Willson Herndon (20)

2024

William "Bill" Foskett Washington (18)

FRIENDS MEETING SCHOOL

2022

Linda Sepe Sandy Spring (19)

2024

Peirce Hammond Bethesda (15)

FRIENDS PEACE TEAMS

2022

Bette Hoover Sandy Spring (21)

Richard "Rich" Thayer
Baltimore, Stony Run (19)

FRIENDS UNITED MEETING

GENERAL BOARD

2023

Georgia Fuller Langley Hill (14)

Ann Riggs Annapolis (17)

2024

Damaris Kifude Baltimore, Stony Run (20)

**FRIENDS WILDERNESS
CENTER**

(Appointed on advice of
Unity with Nature)

2024

Deborah “Debbi” Sudduth
Goose Creek (19)

**FRIENDS WORLD COMMITTEE
FOR CONSULTATION**

SECTION OF THE AMERICAS

2022

Adrian Bishop Baltimore, Stony Run (19)
Rosalie Dance Baltimore, Stony Run (19)

2024

Martha Wilcox Washington (21)
Sabrina McCarthy Washington (21)

**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

2022

Kathryn Munnell Homewood (19)
Kathryn Pettus Baltimore, Stony Run (13)
Amy Schmaljohn Gunpowder (16)

2023

Alexandra “Alex” Bell Bethesda (20)
Heidi Blalock Homewood (20)
Alison Duncan Adelphi (20)

2024

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)

**PRISONER VISITATION
AND SUPPORT**

(Appointed on advice of
Peace and Social Concerns)

2022

Susan “Susannah” Rose Patapsco (15)

**QUAKER EARTHCARE
WITNESS**

(Appointed on advice of
Unity with Nature)

2024

Barbara Adams Richmond (18)

QUAKER HOUSE

Fayetteville, NC
(Appointed on advice of
Peace and Social Concerns)

2024

Donna Kolaetis Menallen (21)

**QUAKER RELIGIOUS
EDUCATION COALITION**

2023

Marsha Holliday Washington (20)

**SANDY SPRING
FRIENDS SCHOOL**

2022

Barbara Andrews Sandy Spring (16)

2023

Mary Grady Sandy Spring (20)

2024

Barbara Gibian Sandy Spring (21)
Kathrin Gilbert Catoctin (18)

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.
Contacts: Clerk: Carole Hoage; Assistant Clerk: Martha “Marcy” Seitel; Treasurer: Reuben Snipper; Assistant Treasurer: Patricia Nutter; Recording Clerk: Amy Greene and Ann Marie Moriarty; Recorder: John Stith; Finance: James Wilinson; First Day School: Robert “Rob” Duncan; Ministry and Worship: Cheryl Morden and Karen O’Brien; Nominating: Nicole Cintas; Outreach and Fellowship: Vacant; Pastoral Care: Wendy Eck; Peace and 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
Facebook: www.facebook.com/AlexandriaFriendsQuakerMeetingWoodlawn
E-mail: contact@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)
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: Deborah Haines; Children’s Religious Education: Anita Allder-Stephens and Sophia Allder-Stephens; Communications: John Allder-Stephens; Ministry and Nurture: Carrie Rothenbacher; Nominating: Vacant; 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
Contacts: Clerk: Martha Baer; Assistant Clerk: Karen Cunnyingham; Treasurer: Dorothy “Dot” Walizer; Assistant Treasurer: Julie Rouhi; Recording Clerk: Ellen McBride; Recorder: Karen Cunnyingham; Green Team: Vacant; Ministry & Worship: Ann Riggs; Nominating: Weston “Wes” Jordan; Outreach: Patricia “Patty” Robinson and Thomas “Tom” Wolfe; Pastoral Care: Barbara “Barb” Thomas; Peace & Social Concerns: Philip “Phil” Caroom; Religious Education: Vacant; 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/](http://www.bym-rsf.org/who_we_are/meetings/va_meetings/augusta/tabstevejean@gmail.com)
E-mail: tabstevejean@gmail.com
First Day schedule: Worship: 10:00am
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

Contacts:

Clerk: Blaine Keener; Assistant Clerk: Bob Bryer; Treasurer: Carole Schreck; Recording Clerk: Margaret “Meg” Boyd Meyer; Recorder: Brian Gamble; Giving: Janet Daley; Community, Care and Clearness: Brian Gamble; Finance: Eugene “Gene” Baron; Indian Affairs: Vacant; Ministry and Counsel: Suzanne O’Hatnick; Nominating: Maria Brown; Baltimore Quaker Peace and Justice (joint with Home-wood): 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)

Contacts: Co-clerks: Jabez McClelland and Jillaine Smith; Treasurer: Gregory “Greg” Ingram; Assistant Treasurer: Marion Ballard; Recording Clerk: Ronald “Ron” Akins; Recorder: Margaret Plank; Ministry and Worship: Douglas “Doug” Smith; Nominating: Ronald “Ron” Akins and David McClelland; Outreach and Communications: Alexandra “Alex” Bell; Pastoral Care: David Whitford; Peace and Social Justice: Vacant; Religious Education: Susan Maniatis; Stewardship and Finance: Barbara Fichman; Newsletter Editor: Jane Meleney 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)
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/
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
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
Contacts: Clerk: Fred Baldwin; Assistant Clerk: Sherry Harper-McCombs; Treasurer: Christy Hoover; Assistant Treasurer: Fred Baldwin; Recording Clerks: Christine “Chris” Jefferson, Sherry Harper-McCombs, and Morgan Evans; Recorder: Christy Hoover; Budget and Finance: Donald “Don” Kovacs; Ministry & Counsel: Ruth Kovacs;

Nominating: Donald “Don” Kovacs; Peace and Social Concerns: Donald “Don” Kovacs; 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
Contacts: Clerk: Alice Anderson; Treasurer: Steve Ganong; Recording Clerk: Susan Beers and Frances Racette; Recorder: Richard Balnave; Care and Clearness: Frances Schutz; Communications: Jennifer “Robin” Albertson-Wren; Finance: Laura Lockledge; Ministry and Worship: Anne Becker; Nominating: Jon Nafziger; Peace and Social Concerns: Kathryn “Katy” Schutz and Jennifer Grover; Religious Education: Will Grover; Newsletter Editor: Linda Goldstein; Yearly Meeting Meeting Representative: Vacant.

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
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 Corddry; 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: Dunning's 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

Contacts: Clerks: Susan Williams; 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.

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/FauquierFriendsWorshipGroup-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

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.
Contacts: Clerk: Kimberly “Kim” O’Donnell; Treasurer: Rebecca Dameron; Recording Clerk: Nancy Jo “Jo” Parr; Adult Religious Education: Vacant; First Day School: Alison Prudner; Ministry and Worship: Virginia “Ginny” Welton; Outreach: Vacant; Peace and Social Concerns: Sharon Custer-Bogges and Alison Prudner; Yearly Meeting Representative: Sharon Custer-Bogges.

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.
Contacts: Clerk: Kathy Funkhouser and Elizabeth “Betsy” Tobin; Treasurer: Chris Elbich; Recording Clerk: Elizabeth “Betsy” Tobin; Recorder: Carlotta Joyner; First Day School: Susanna Laird; Ministry and Counsel: Isaac Smith and Steven “Steve” White; Nominating: Victoria “Tori” Bolton; Peace and Social Concerns: Andrea Norouzi; Stewardship and Finance: Carlotta Joyner; 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)
Contacts: Clerk: Deborah “Debby” Churchman and Rebecca Nelson; Assistant Clerk: Vacant; Treasurer: David Miller; Assistant Treasurer: Martha Solt; Recorder: Barbara Briggs; Recording Clerk: Matthew “Matt” Higgins; Finance and Stewardship: Grant Thompson and Merry Pearlstein; Marriage and Family Relations: James “Jim” Bell; Membership and Community: Robert “Rob” Farr; Ministry and Worship: Sabrina McCarthy and Joseph “Joe” D’Antonio; Nominating: Martha Solt; Peace and Social Concerns: Barbara Briggs; Religious Education: Julie Johnson; 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
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
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 and Worship: Margaret “Peggy” King

and Carolyn Unger; Nominating: Anne “Annie” Carlson; Peace and Social Concerns: Jeanne Smith; 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
Contacts: Clerk: Adair Clark; Assistant Clerk: Vacant; Treasurer: Kerensa “Kerry” Zimmerman; Recording Clerk: Claire Twose, Rebecca Richards, and Sharon Daily; Recorder: Meredith van den Beemt; Care and Oversight: Louise “Lou Anne” Smith; Finance: Eric Kratz; Ministry and Counsel: Vacant; Nominating: Sharon Daily; Trustees: Vacant; 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.elieizabeth.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)
Contacts: Clerk: Inga Erickson; Assistant Clerk: Margaret “Meg” Wallace; Treasurer: Terence McCormally; Recording Clerk: Catharine “Cathy” Tunis and Mary Brandon; Recorder: Catharine “Cathy” Tunis; Communications and Outreach: Margaret Fisher; Finance: Harry Tunis; Ministry and Pastoral Care: Margaret “Meg” Wallace; Nominating: Catherine “Cat” Wilkins; Peace and Social Concerns: Kimberle “Kim” Glazer; Religious Education: Matthew “Matt” Shinkman; Trustees: Vacant; Newsletter Editor: Jay McClendon; 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
Contacts: Clerk: Sarah Bur; Assistant Clerk: Kathryn Munnell; Treasurer: Megan Shook; Assistant Treasurer: Edward “Ned” Worth; Recording Clerk: Barbara Bezdek and Carol Beck; Recorder: Susan Russell Walters; Green Organizing and Action Team (GOAT): Gary Gillespie; Indian Affairs: joint with Stony Run; Ministry and Counsel: Donna McKusick; Nominating: Mina Brunyate; Baltimore Quaker Peace and 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: www.winchesterquakers.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
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
Contacts: Clerk: Timothy “Tim” Hunt; Treasurer: Jessica Mott; Recording Clerk: Rebecca Rawls; Recorder: Mark Meinki; Care and Clearness: Walter Brown; Directors of the Corporation: Sean Beeny; Finance: Jessica Mott; Ministry and Worship: Rebecca Rawls; Nominating: Ann Delorey; Communication and Outreach: Oliver “Ollie” Moles and Richard “Rick” Post; Peace and International Outreach: Donna Williams; Religious Education: Alan Swanson; Social Concerns: Elaine Williams and Barbara “Babs” Williams; Newsletter Editor: Sheila Bach; Yearly Meeting Representative: Jeannette 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)
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

Business Meeting: First First Day: 11:15am
Contacts: Clerk: Elizabeth “Beth” Harlan and Christen Sullivan; Treasurer: William “Bill” Clark; Recording Clerk: Christen Sullivan; Care and Concerns: Beth Babikow; Peace and 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
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/
E-mail: dayspringfarm@aol.com
First Day schedule: Worship: 10:00am
Business Meeting: First First Day, after the rise of Meeting.
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
Contacts: Clerk: Margaret “Peggy” Dyson-Cobb; Treasurer: Philip Hyre; Recording Clerk: Daphne Raz; Records Clerk: Catherine “Cate” Grove;

Advancement and Outreach; John White; Finance and Stewardship: Eric Sheffield; Ministry and Counsel: Somer Knight; Nominating: Daphne Raz; Peace and Justice: Kathleen “Kathy” Fox and Richard Capron; 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
Contacts: Clerk: Judith “Judy” Pyle; Treasurer: David “Dave” French; Recording Clerk: Gail Sweezey; Ministry and Pastoral Care: Barclay Brooks; Religious Education: Allison Singley-Fee; Stewardship and Finance: Vacant; Yearly Meeting Representative: David “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
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: Jerome “Jerry” Knutson and Keith Fullerton; Assistant Clerk: Vacant; Treasurer: James “Jim” Siekmeier; Recording Clerk: Geoffrey “Geoff” Hilsabeck; Recorder: James “Jim” Syphers; Advancement and 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.

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
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
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 and Outreach: Phillip Capon; Environmental Concerns: Jeffrey “Jeff” Soulen and Jean Pfefferkron; Ministry and Care: Karen Moore and Bethanne Kashkett; Nominating: Linda Pardoe; Peace and 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
Factbook: www.facebook.com/patuxentfriends
First Day schedule: Worship: 10:00am
First Day School: 10:00am
Business Meeting: First First Day: 11:30am
Contacts: Clerk: Timothy “Tim” Keck; Treasurer: Constance “Connie” Little-Trent; Recording Clerk: Richard “Dusty” Rhoades and Cynthia Gonzalez; Recorder: Bruce Perrygo; Budget and Finance: Vacant; Ministry and Counsel: Vacant; Nominating: Vacant; Peace and 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.
Contacts: Clerk: Mary Kirk; 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
Contacts: Clerk: Anita Virkus and Lisa Moyers; Treasurer: Theodore “TR”
Wailes; Recording Clerk: Dorothy Dominque; Assistant Recording
Clerk: Wilbur Wright; Recorder: Jim Johnson; Peace and Social Con-
cerns: 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
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: Howard Garner; Care and Counsel: Chris-
tine “Chris” Olson-Vickers and Tera Yoder; Financial Stewardship:
Mason Moorman Mairead; Ministry and Worship: Donald “Don”
Miller; Nominating: Janet Thoroman; Peace and Social Concerns:
Roni Kingsley; Religious Education: Monica Shaw; Newsletter Edi-
tors: Diane Bowden and Donald “Don” Miller; Yearly Meeting Repre-
sentative: 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 and Outreach: Kimberly “Kim” Millirones; Ministry and Counsel: Rotates among members; Nominating: Patricia “Patsy” Martin and Judith “Judy” Marlow; Peace and Social Concerns: Herbert “Herb” Beskar; Religious Education: Edmund “Mac” Broussard; Stewardship and 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
Contacts: Clerk: Eleanor “Nora” Fisher; Assistant Clerk: Jonathon Glass; Treasurer: Graham Johnson; Recording Clerk: Anna Marsh; Recorder: Susan Brown; Advancement and Outreach: Loy Jones; Finance: Anna Colosi; Friends in Unity with Nature: Antoinette “Toni” Hudson and Munro Meyersburg; Marriage and Family Relations: Vacant; Membership and Spiritual Care: Vacant; Ministry and Counsel: Michael “Mike” Bucci and Joan Liversidge; Nominating: Leah Niepold; Peace: Sandra Michaels and Erinn Mansour; Religious Education: Vacant; Social Concerns: Amanda Ross Benedick; Trustees: Susan Hobby; Newsletter Editor: Rosalind Zuses; Yearly Meeting Representatives: Barbara “Barb” Platt, Donna Hamilton, 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; Finance: Kristin Loken; First Day School: Vacant; Ministry and Pastoral Care: Carole Telfair and William “Zakee” McGill; Nominating: Andrew “Andy” Mosholder; Peace and Social Justice: Carol Marujo; 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

Contacts: Clerk: Gary Fosmire; Assistant Clerk: Polly Dunn; Treasurer: Constance “Connie” Wheeler; Recording Clerk: Margaret “Margy” Frysinger; Recorder: Margaret “Margy” Frysinger; Advancement and Outreach: Vacant; Care and Concern: Martin Melville and Lynne Grutzeck; Finance: Kerry Wiessmann; Nominating: Gary Fosmire and Lynne Grutzeck; Peace and Social Action: Rotates among committee members; Religious Education: Vilmos Misangyi; Newsletter Editor: Marianne Stevens, Deryn Verity, and Renee Crauder; Yearly Meeting Representative: Laura Collado.

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: Third First Day (except Fifth Month), following meeting for worship.

Contacts: Clerk: Arthur David Olson; Treasurer: Anna Patricia “Tricia” Crocker; Recording Clerk: Victor Thuronyi; 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.

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 and Property: Samuel “Sam” Moore; In-reach/Out-reach: Lois Crawford; Ministry, Worship, Care, and Religious Education: Doris Martin; Nominating: Doris Martin; 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

Telephone: 717-737-1051

Web site: www.bym-rsf.org/who_we_are/meetings/pa_meetings/warrington

Facebook: www.facebook.com/Warrington-Quaker-Meeting-2218216151767055/

E-mail: warrington.meeting@gmail.com

First Day schedule: Worship: 11:00am

Business Meeting: First First Day of the month: 11:45am

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.

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/

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.

Contacts: Clerk: Thayer Cory; Treasurer: Susan van Dyke; Recording Clerk: Margaret “Maggie” DeTar-Lavellee; Recorder: Pamela “Pam” Tyng; Ministry and Counsel: Elizabeth “Betsy” Krome; Nominating: Thayer Cory; Outreach: Melissa Moss; Peace and Social Concerns: Elizabeth “Beth” Haw; Religious Education: Vacant; 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
Contacts: Clerk: Committee of the whole; Assistant Clerk: Vacant; Treasurer:
Harry “Scotty” Scott; Assistant Treasurer: Matthew “Matt” Schul-
theis; Recorder: Stephen “Steve” Baker; Recording Clerk: Shannon
Grimm; Adult Religious Education: Committee of the whole; First
Day School: Committee of the whole; Ministry and Counsel/Com-
munity Life: Committee of the whole; Nominating: Committee of the
whole; Peace and Social Concerns: Committee of the whole; Stew-
ardship and Finance: Committee of the whole; Yearly Meeting Rep-
resentative: Shannon Grimm.

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

- 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 2021

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), STRIDE Coordinator, 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. The Naming Committee will only nominate Friends to the Search Committee who will not concurrently serve on another standing committee of the Yearly Meeting or Interim Meeting.

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. The Search Committee will only nominate Friends to Supervisory or Nominating Committee who will not concurrently serve on another Yearly Meeting standing committee.

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
- Growing Diverse Leadership 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, the Camping Program Manager and the STRIDE Coordinator, 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 Camping 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 Camping Program Manager. The Committee nurtures and supports the directors and staff in the implementation of the outdoor religious education programs and works to promote awareness of the programs within the wider Quaker community.

The Clerk or another member of the Camping Program Committee serves as a member of the Camp Property Management Committee the Development Committee, the Growing Diverse Leadership Committee, the Strengthening Transformative Relationships in Diverse Environments Working Group (STRIDE), and the Youth Safety Policy Working Group.

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, one member of Stewardship and Finance Committee, and one member of the Camping Program Committee are ex-officio members. Development Committee prepares, guides, and assists in the implementation of fund-raising plans. It is charged with: the creation and subsequent oversight of a comprehensive development plan for Baltimore Yearly Meeting that clarifies the role of Monthly Meeting apportionment; an annual giving program; development policies that address the acceptance and handling of both restricted and unrestricted contributions; and the appropriate uses of Yearly Meeting and Monthly Meeting communication avenues.

The Committee also reviews requests for exceptional, one-time release of the Yearly Meeting mailing list for purposes of financial solicitation and, if it approves, forwards such

requests to the next Interim Meeting or Annual Session for final consideration. (Excepted from the Yearly Meeting's policy restricting such use of the mailing list, and thus from Development Committee review, are the affiliated Quaker organizations Friends General Conference, Friends United Meeting, and Friends World Committee for Consultation).

The Committee guides, supports, and assists the Development Director in the following ways: researching for the Yearly Meeting potential sources of financial support, including individuals and Monthly Meetings; cultivating and requesting support from major donors, including individuals, foundations, and other organizations; establishing regular contact with individuals and Monthly Meetings to promote increased giving to Yearly Meeting; creating curricula for supporting Monthly Meetings in their own fund-raising efforts; and promoting efforts to secure bequests and other deferred gifts. The Committee maintains appropriate consultation with the General Secretary and Supervisory Committee about shared supervision and personnel matters. If there is no Development Director, the Committee undertakes these duties, and others ascribed to that position, as needed.

The Development Committee has oversight of fund-raising efforts that other Yearly Meeting committees may initiate. It assists in the planning and implementation of such efforts and ensures that any fund-raising effort is consistent with the overall development plan. The Committee consults with Stewardship and Finance, Camping Program, Camp Property Management, and Youth Programs Committees on a regular basis to discuss the budgetary process and to promote giving. The Development Committee consults with Trustees for guidance on legal and Yearly Meeting policy issues.

EDUCATIONAL GRANTS COMMITTEE

The Educational Grants Committee is composed of at least six members nominated by the Nominating Committee and appointed by the Yearly Meeting. The purpose of this committee is to help Friends pursue education by providing grants, which may be applied to undergraduate attendance at accredited post-secondary educational institutions such as universities, colleges, professional, and vocational schools, either full or part-time. Monies and income from the Educational Fund, the Education Endowment Income Fund, and the Fair Hill/Griest Fund, and such other funds as the Yearly Meeting deems appropriate are used to provide post-secondary grants.

Grants are awarded on the basis of financial need and the Committee's assessment of an applicant's statement of purpose, including consistency with Friends testimonies. The application process is expected to include comments on the applicant's involvement in the Monthly Meeting and any information that would be helpful in making a decision.

The Committee performs its work according to a policy statement approved by the Yearly Meeting.

Baltimore Yearly Meeting does not make loans to students.

The Committee meets in April to evaluate applications and award grants, and on other mutually convenient dates to discuss other business. The Educational Grants Committee

reports to the Yearly Meeting at least once a year on the state of the funds, grants made, and any other business conducted.

FAITH AND PRACTICE COMMITTEE

The Faith and Practice Committee consists of six to ten persons nominated by the Nominating Committee and appointed by the Yearly Meeting. This committee will benefit from having members with diverse perspectives of theology and Quaker practice, as well as members of diverse ages, races, and backgrounds, and from diverse regions.

The Faith and Practice Committee is charged with the care of our *Faith and Practice* and will regularly review it. The Committee engages with the constituents of the Yearly Meeting to explore and clarify our continually evolving experience with Quaker faith and practice and seeks to have the published *Faith and Practice* reflect this experience. The Faith and Practice Committee is expected to be in close communication with other committees, particularly the Ministry and Pastoral Care Committee. The Committee is responsible for printing, posting, and distribution of *Faith and Practice* or its revised sections, as needed.

Faith and Practice is a living document; changes to it are brought forward as needed. Seasoned changes to *Faith and Practice* may be proposed by:

- The Faith and Practice Committee itself
- Monthly Meetings, Preparative Meetings, and Worship Groups
- Worshiping communities, such as the camps, Young Friends, Young Adult Friends
- Baltimore Yearly Meeting Committees
- Quarterly Meetings

The Faith and Practice Committee will disseminate proposed changes to local Meetings and others as appropriate for their consideration and discernment. After considering feedback, the Committee will bring recommendations for change to Interim Meeting for a first reading and then to Annual Session. An individual with a proposed change is expected to work through one of the groups listed above. The Faith and Practice Committee is available to help with this process, working to ensure that all concerns are seasoned at the appropriate level. In the interest of accuracy and clarity, the Faith and Practice Committee may copy-edit *Faith and Practice*.

The Faith and Practice Committee is charged with maintaining the Style Manual of the Yearly Meeting and is empowered to make changes as the Committee is led. The Style Manual will be made available to Friends through the Yearly Meeting Web site.

GROWING DIVERSE LEADERSHIP COMMITTEE

The Growing Diverse Leadership Committee is a standing committee that consists of ten people. It includes six 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, the Clerk of Interim Meeting, and the STRIDE Co-

ordinator. 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.

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. Similarly, Friends serving on a committee of Interim Meeting should not serve concurrently on a Yearly Meeting standing committee. 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 Directors of Prisoner Visitation and Support for a three-year, once renewable term. The Board meets in Philadelphia two or three times a year.

As appropriate, Peace and Social Concerns recommends to Nominating 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, 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. In 2021, the William Penn House was renamed Friends Place on Capitol Hill.

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. Wellons

Recording Clerk

Alfred H. Mikesell

Acting Alternate Presiding Clerk

REVISIONS TO THE ARTICLES OF CONSOLIDATION

Approved by Baltimore Yearly Meeting Representative Meeting, October 28, 1995 (R95-57)

Recorded: Department of Assessments and Taxation of the State of Maryland, December 4, 1995

Fourth:

2. “Baltimore Yearly Meeting of the Religious Society of Friends is composed of the members of Monthly Meetings located in Maryland, Pennsylvania, Virginia, the District of Columbia and other adjacent areas formerly affiliated with Baltimore Yearly Meeting of Friends, Stony Run, and Baltimore Yearly Meeting (Orthodox), together with all those persons who may hereafter become members of existing or newly created Monthly Meetings.”

3. (B) First sentence. “The corporation is organized exclusively to promote the religious, charitable, and educational interests of its members and its constituent Monthly Meetings, together with the boards, committees, institutions and instrumentalities affiliated with the Religious Society of Friends.”

Sentence added: “For the above purposes the corporation may make distributions to organizations under Section 501(c)(3) of the Internal Revenue Code (or the corresponding section of any future Federal tax code.)”

(C) First sentence. “To acquire by purchase, gift, devise, bequest, or otherwise, and to own, invest, reinvest, or dispose of property, both real and personal, for religious, charitable and educational purposes and other related work as the Yearly Meeting may undertake...”

(D) Second sentence added. “Notwithstanding any other provision of these articles, the corporation shall not carry on any activity not permitted to be carried on (a) by a corporation exempt from Federal income tax under Section 501 (c)(3) of the Internal Revenue Code (or corresponding section of any future Federal tax code) or by a corporation, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code (or corresponding section of any future Federal tax code).”

4. First and second sentences. “The post office address of the principal office of the corporation in Maryland is 17100 Quaker Lane, Sandy Spring, Maryland 20860. The name of the Resident Agent of the corporation in Maryland is Frank Massey and the post office address of the Resident Agent is 17100 Quaker Lane, Sandy Spring, Maryland 20860.” [NOTE: The present Resident Agent is Karen A. Treber and the post office address of the Resident Agent is 240 Armstrong Avenue, Frostburg, Maryland 21532.]

6. Third and fourth sentences added. “Each Trustee shall be a member of a Monthly Meeting which is constituent of the Baltimore Yearly Meeting. The trustee shall be appointed at the annual meeting of the Baltimore Yearly Meeting, usually held in August of each year, for a term as designated in the Manual of Procedure of the Baltimore Yearly Meeting.”

8. Second sentence added. “However, should the corporation be dissolved the assets shall be distributed for one or more exempt purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future tax code, or shall be distributed to the Federal government, or to a state or local government for a public purpose.”

9. New paragraph added. "9. No part of the net earnings of the corporation shall inure to the benefit of, or be distributable to its members, trustees, directors, officers or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of Section 501(c)(3) purposes. No substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing and issuing of statements) any political campaign on behalf of, or in opposition to, any candidate for public office."

REVISION TO THE ARTICLES OF CONSOLIDATION

Recorded with the State of Maryland: September 5, 1996

Fourth: 1. "The name of the Corporation is: Baltimore Yearly Meeting of the Religious Society of Friends, Inc."

APPENDIX B

WHISTLEBLOWER PROTECTION POLICY

Baltimore Yearly Meeting is committed to the highest ethical and legal standards. In line with this commitment and BYM's commitment to open communication, this policy provides an avenue for members of BYM to raise concerns with reassurance that they will be protected from reprisals or victimization for reporting improper conduct such as incorrect financial reporting, unlawful activity, activities that violate BYM's policies, or other serious improper conduct.

Any BYM member (or attender of a BYM monthly meeting) who learns of unethical or wrongful conduct within Baltimore Yearly Meeting is encouraged to report this to any of the following people for further action: the General Secretary, the Clerk of Interim Meeting, the Clerk of the Yearly Meeting, or the Clerk of Trustees.

No person will be penalized, formally or informally, or retaliated against for any such report. Harassment or victimization for reporting concerns under this policy will not be tolerated.

Every effort will be made to treat the complainant's identity with appropriate regard for confidentiality. We encourage Friends to put their names to allegations because appropriate follow-up questions and investigation may not be possible unless the complainant is identified. Concerns expressed anonymously will be explored appropriately, but consideration will be given to the seriousness of the issue raised, the credibility of the concern, and the likelihood of confirming the allegation from attributable sources.

APPENDIX C

CONFLICT OF INTEREST POLICY

All Baltimore Yearly Meeting members, or attenders of BYM monthly meetings ("Friends") are expected to avoid actual or potential conflicts of interest in dealings with BYM. Further, all Friends are expected to act in the best interest of Baltimore Yearly Meeting when fulfilling their duties as staff members or as volunteers.

An actual or potential conflict of interest occurs when a Friend is in a position to influence a decision that may result in a personal gain for that Friend, an entity associated with that Friend, or for a relative as a result of BYM's business dealings. For the purposes of this policy, a relative is any person who is related by blood, adoption, marriage or committed partnership, or whose relationship with the employee is similar to that of persons who are related by blood, adoption, marriage or committed partnership.

Any Friend who has any influence on transactions involving purchases, contracts, or leases that might result in personal gain for the Friend, associated entity, or a relative must disclose, as soon as possible, to the General Secretary or the Clerk of Trustees the existence of any actual or potential conflict of interest so that safeguards can be established to protect all parties.

Any Friend serving on a BYM Committee that contracts for goods or services on behalf of BYM must not take part in any committee decision involving a contract with a business in which the Friend or a relative of the Friend holds any significant beneficial interest. The nature and extent of such a beneficial interest must be disclosed to the members of the committee making the decision.

Personal gain may result not only in cases in which a Friend, associated entity, or relative has a significant ownership in a firm with which BYM does business, but also when a Friend, associated business, or relative receives any kickback, bribe, substantial gift, or special consideration as a result of any transaction or business dealings involving BYM.

The intent of this policy is to uphold the high standards of transparency and integrity that BYM always has expected of Friends. Nevertheless, the policy should be interpreted with a standard of reasonableness. Thus, failure to disclose conflicts involving very small amounts of money or failure to make formal disclosure of relationships that are well know to all parties involved will not be deemed to be violations of this policy.

APPENDIX D

YOUTH SAFETY POLICY

Originally Approved October 17, 2009
Updated June 15, 2013 and March 17, 2018

Purpose Statement

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 appro-

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.



Annual Session 2021 Closing Plenary

INDEX

Symbols

- 21-day Anti-racism Challenge 9
- 21-Day Racial Justice Challenge 13
- 2013 draft Faith and Practice. *See* 2013 Resource for Faith and Practice
- 2013 Resource for Faith and Practice 164, 328

A

- Acting General Secretary. *See* General Secretary
- Adelphi Friends Meeting 2, 9, 11, 29, 31, 99, 100, 125, 126, 127, 128, 129, 130, 131, 132, 133, 135, 136
 - apportionment 206
 - community statistics 204
 - contact information 259
 - information 259
 - officers and clerks 259
 - telephone number 259
 - web address 259
 - worship schedule 259
- ad hoc 350th Anniversary Committee 3, 4, 5, 57, 101, 128, 215
 - calendar of events 242
 - committee members 252
- Administration Manager 209
 - contact information 404
 - email address 404
- Administrative Assistant 61, 179, 209, 245
 - Minute of Appreciation for Laura Butler 49, 51
 - unfilled in 2021 34
- Advancement and Outreach Committee 29, 128, 185, 312, 319
 - annual report 159
 - budget 215
 - committee members 11, 26, 247
 - description in Manual of Procedure 307
 - email address 247
 - ex-officio service
 - Sue Thomas Turner Quaker Education Fund 308, 316
 - functional committee 307
- Affiliated Organizations 301. *See also* individual organization
 - American Friends Service Committee 325
 - contact information b
 - description in Manual of Procedure 298, 323
 - Friends Committee on National Legislation 325
 - Friends General Conference 320
 - Friends House Retirement Community 323
 - Friends Meeting School 323
 - Friends Peace Teams 326
 - Friends United Meeting 321

- Friends Wilderness Center 326
- Friends World Committee for Consultation 322
- Interfaith Action for Human Rights 326
- Miles White Beneficial Society of Baltimore City 324
- Prisoner Visitation and Support 327
- Quaker Earthcare Witness 327
- Quaker House 327
- Sandy Spring Friends School 324
- AFSC. *See* American Friends Service Committee
- Alexandria Friends Meeting 11, 31, 99, 100, 102, 127, 131
 - apportionment 206
 - community statistics 204
 - contact information 259
 - email address 259
 - information 259
 - officers and clerks 259
 - phone number 259
 - web address 259
 - worship schedule 259
- American Friends Service Committee 59, 174, 175
 - annual report 197
 - contact information b
 - contributions to 216
 - description in Manual of Procedure 325
 - phone number b
 - representatives to 257, 325
 - South Region
 - contact information b
 - phone number b
 - web address b
 - term of service 325
 - Washington Office
 - contact information b
 - phone number b
 - web address b
 - web address b
- American Indian Society 168
- Annapolis Friends Meeting 1, 2, 57, 125, 243, 131, 134, 149
 - apportionment 206
 - community statistics 204
 - contact information 260
 - email address 260
 - information 260
 - officers and clerks 260
 - phone number 260
 - web address 260
 - worship schedule 260

-
- Announcements of Yearly Meeting
 - dates 241
 - Annual Session 297, 298, 299, 300, 313, 315, 328
 - description in Manual of Procedure 297
 - Spiritual State of the Yearly Meeting Report 313
 - Annual Session 2019 28
 - Annual Session 2020 1, 9, 175, 179, 188
 - workshops 191
 - Connecting Local Meetings 191
 - Annual Session 2021 5, 57, 100, 125, 176, 187
 - Junior Yearly Meeting 4, 176
 - Memorial Meeting 4, 134, 148, 172
 - Fuller, Hugh Robinson 4, 135
 - Garrettson, Elizabeth Miller 4, 135
 - Hartzell, Dennis James 4, 135
 - Humphries, Joshua Ashlyn 4, 135, 152
 - Kamonya, Gladys 4, 135, 152
 - Kassoff, Laurel Childe 4, 135
 - Lougee, Lee Anne 4, 134, 149
 - Massey, Harry Stephen 4, 135
 - Monchick, Carol J. 4, 135
 - Moore, Avtar 4, 135
 - Schurman, Virginia Joyce 4, 135, 150
 - Shotts, Josie 4, 135
 - Storey, Nicolas Emmett 4, 135
 - Swet, Charles Jacob 4, 135
 - Zarembka, David T. 4, 134, 148
 - minutes 125
 - Friday, August 6 130
 - Saturday, August 7 133
 - Thursday, August 5 129
 - Tuesday, August 3 125
 - Wednesday, August 5 127
 - opening retreat 3, 134, 172
 - pay-as-led 176
 - plenaries 3, 4, 125, 133, 134, 147, 147. *See* Teen Adventure Quaker Camp
 - Registrar's report 134
 - workshops 4, 176, 186, 192, 193
 - Connecting Local Meetings 172, 192
 - Annual Session 2022 209
 - dates 241
 - Memorial Meeting 133
 - pay-as-led 176
 - roll call of Meetings 131
 - theme 3, 134, 172
 - anti-racism. *See* Declaration of Baltimore Yearly Meeting as an Anti-Racist Organization
 - apportionment. *See also* : apportionment
-

- Apportionment meetings 177
 - dates 241
- Archivist 245
- Assistant Treasurer of Yearly Meeting 126, 245, 245, 301, 302
 - description in Manual of Procedure 299
 - ex-officio service
 - Stewardship and Finance Committee 299, 316
 - term of service 299
- Associate General Secretary 95, 179, 209, 245
 - email address 404
 - unfilled in 2021 34
- As They Were Led: Quakerly Steps and Missteps toward Native Justice 1795-1940 169
- Augusta Worship Group 2, 131
 - contact information 260
 - email address 260
 - information 260
 - officers and clerks 260
 - phone number 260
 - web address 260
 - worship schedule 260

B

- Baker Seitel, Martha "Marcy". *See* Clerk of Interim Meeting
- Bald Eagle Friends Burial Ground 101, 111
- Baltimore American Indian Society 170
- Baltimore Monthly Meeting, Homewood. *See* Homewood Friends Meeting
- Baltimore Monthly Meeting, Stony Run 9, 29, 49, 50, 57, 102, 126, 131, 136, 243
 - African Friends Worship Group 173
 - apportionment 206
 - community statistics 204
 - contact information 260
 - email address 260
 - information 260
 - officers and clerks 261
 - phone number 260
 - web address 260
 - worship schedule 260
- Baltimore Yearly Meeting 4
 - Articles of Consolidation 329
 - revisions 331, 332
 - contact information op
 - email address op
 - finances. *See* Finances of Baltimore Yearly Meeting
 - functions
 - description in Manual of Procedure 297
 - office building 6, 179, 300, 303
 - land acknowledgement 125, 127, 129, 133, 131
 - phone number op

-
- structure
 - description in Manual of Procedure 297
 - web address 57, 164, 185, 308, 311
 - Baltimore Yearly Meeting of Friends (Orthodox) 296, 324, 329
 - Indian boarding schools 171
 - Baltimore Yearly Meeting of Friends, Stony Run 57, 95, 99, 296, 329
 - Barry Morley Camper Endowment 79, 220
 - Bean, Stephanie "Steph". *See* Presiding Clerk of Yearly Meeting
 - Benefiel, Margaret. *See* : Wednesday plenary
 - Bethesda Friends Meeting 9, 99, 128, 131, 134, 135, 152
 - apportionment 206
 - community statistics 204
 - contact information 261
 - email address 261
 - information 261
 - officers and clerks 261
 - phone number 261
 - web address 261
 - worship schedule 261
 - Black Lives Matter 192
 - Blacksburg Friends Meeting 49, 131, 135
 - apportionment 206
 - community statistics 204
 - contact information 261
 - information 261
 - officers and clerks 262
 - phone number 261
 - web address 261
 - worship schedule 261
 - Black Vegetarian Society of Maryland 194
 - Bookkeeping Assistant. *See* Finance Manager
 - Boyd Meyer, Margaret "Meg". *See* Clerk of Interim Meeting
 - Braun, Mary. *See* Development Director
 - Britain Yearly Meeting 174
 - Broadmead
 - contact information oo
 - phone number oo
 - web address oo
 - Brownlee, Lauren 3. *See* Annual Session 2021: plenaries
 - Buckhannon Friends Meeting 2, 131, 243
 - apportionment 206
 - community statistics 204
 - contact information 262
 - email address 262
 - information 262
 - officers and clerks 262
-

phone number 262
web address 262
worship schedule 262

Buckhannon Preparative Meeting. *See* Buckhannon Friends Meeting
burial grounds. *See* Trustees of Baltimore Yearly Meeting: burial grounds
Bush Creek Fund 220
Butler, Laura. *See* Administrative Assistant
BYM Camps 4, 125, 134, 127, 129, 133, 131, 311
 anti-racist statement 29, 159
 Catoctin Quaker Camp. *See* Catoctin Quaker Camp
 contact information oo
 closure 181
 contact information oo
 Opequon Quaker Camp. *See* Opequon Quaker Camp
 contact information oo
 rentals 308
 reopening 49, 181
 Shiloh Quaker Camp. *See* Shiloh Quaker Camp
 contact information oo
 sliding scale 49, 50, 52, 60, 159
 Teen Adventure Quaker Camp. *See* Teen Adventure Quaker Camp
 contact information oo
 worshiping community 165

C

Calendar of meetings
 350th/100th Anniversary Events 242
 Annual Session 2022 241
 Apportionment Meetings 241
 Centre Quarterly Meeting 243
 Chesapeake Quarterly Meeting 243
 Family Camp Weekends 241
 Firecircle 241
 Interchange 241
 Junior Young Friends conferences 241
 Nottingham Quarterly Meeting 243
 Women's Retreat 241
 Yearly Meeting announcements 241
 Young Friends conferences 241
Call to Action Against Systemic Racism 174
Camp. *See* BYM Camps
Camp Capital Reserves 220
Camp Diversity Fund 220
Camping Program Committee 14, 52, 53, 58, 61, 161, 166, 168, 304, 308, 310
 annual report 159
 anti-racist statement 29
 committee members 11, 26, 99, 247

-
- description in Manual of Procedure 159, 171, 309
 - email address 247
 - ex-officio members
 - camp directors 309
 - Camp Program Manager 309
 - ex-officio service
 - Camp Property Management Committee 126, 308, 309
 - Development Committee 126, 309
 - Growing Diverse Leadership Committee 126, 310, 311
 - Strengthening Transformative Relationships in Diverse Environments Working Group 126, 309
 - Youth Safety Policy Working Group 126, 194, 300, 309
 - functional committee 307
 - report to Interim Meeting 50
 - Camping Program Manager 6, 10, 34, 49, 50, 51, 52, 60, 61, 132, 159, 167, 179, 245, 247, 308, 309, 404
 - annual report 10, 20, 159
 - contact information 404, oo
 - email address 404
 - ex-officio service
 - Camping Program Committee 309
 - Youth Safety Policy Working Group 195, 300
 - Minute of Appreciation for Jane Megginson 10, 21
 - phone number oo
 - report to Interim Meeting 58
 - Camp Program Manager. *See* Camping Program Manager
 - Camp Property Management Committee 14, 19, 61, 310
 - administrative committee 307
 - annual report 160
 - committee members 247
 - description in Manual of Procedure 308
 - email address 247
 - ex-officio members
 - Camping Program Committee 126, 308, 309
 - Camp Property Manager 308
 - Stewardship and Finance Committee 308, 316
 - Trustees of Baltimore Yearly Meeting 181, 308
 - Family Camp Weekends 308
 - Camp Property Manager 10, 34, 51, 60, 132, 161, 245, 247, 308, 404
 - annual report 10, 13
 - contact information 404
 - email address 404
 - ex-officio service
 - Camp Property Management Committee 308
 - Camp Property Pledges 220
 - Carlisle Indian Boarding School 168
 - Carlisle Quaker Meeting 131, 243
-

- apportionment 206
- community statistics 204
- contact information 262
- email address 262
- information 262
- officers and clerks 262
- phone number 262
- web address 262
- worship schedule 262
- Carolina Friends School 3
- Catoctin Quaker Camp 13, 14, 15, 51, 57, 189
 - Caretaker 245, 404
 - contact information 404
 - email address 404
 - contact information oo
 - Director 245, 247, 404
 - contact information 404
 - email address 404
 - land acknowledgement 125, 127, 129, 131, 133
 - phone number oo
 - wildlife management 162
- Catoctin Quaker Camp Caretaker 18, 57, 61, 161
- Center on Conscience and War
 - contact information b
 - contributions to 216
 - email address b
 - phone number b
 - web address b
- Centre Quarterly Meeting
 - clerk 243
 - dates 243
- Change Groups. *See* Working Group on Racism: Change Groups
- Charlottesville Friends Meeting 1, 2, 11, 99, 100, 101, 131, 134
 - apportionment 206
 - community statistics 204
 - contact information 263
 - information 263
 - officers and clerks 263
 - phone number 263
 - web address 263
 - worship schedule 263
- Chesapeake Quarterly Meeting
 - clerk 243
 - dates 243
- Circle Legacy 168
- Clerk of Interim Meeting 9, 57, 95, 99, 126, 166, 180, 301, 302
 - contact information op

-
- description in Manual of Procedure 298
 - email address op
 - ex-officio service
 - Growing Diverse Leadership Committee 311
 - Supervisory Committee 179, 298, 303
 - phone number op
 - term of service 245, 298
 - Committees of Interim Meeting
 - description in Manual of Procedure 302
 - Search Committee 302
 - Supervisory Committee 303
 - Committees of Yearly Meeting 126, 302, 311
 - ad hoc committees
 - description in Manual of Procedure 306
 - service on 307
 - time limits 307
 - administrative committees 306
 - list of 307
 - appointments to
 - description in Manual of Procedure 305
 - clerks
 - description in Manual of Procedure 306
 - co-opted members
 - description in Manual of Procedure 305
 - description in Manual of Procedure 297, 304, 305
 - executive session
 - description in Manual of Procedure 306
 - functional committees 306
 - list of 307
 - position papers 306
 - statements on behalf of Yearly Meeting 306
 - procedure for creating new committee
 - description in Manual of Procedure 305
 - special groups
 - description in Manual of Procedure 307
 - terms of service 313
 - description in Manual of Procedure 305
 - working groups 319
 - description in Manual of Procedure 307
 - Comptroller 179, 209, 245
 - unfilled in 2021 34
 - Conflict of Interest Policy 300, 304
 - description in Manual of Procedure 332
 - COVID-19 Pandemic 6, 9, 10, 29, 30, 49, 60, 95, 99, 101, 125, 132, 133, 159, 161, 168, 170, 173, 174, 176, 179, 181, 184, 185, 188, 189, 190, 193, 197, 198, 199, 201, 202, 241, 7

D

- Declaration of Baltimore Yearly Meeting as an Anti-Racist Organization 6, 12, 13, 28, 31, 69, 98, 99, 103, 125, 127, 129, 130, 133, 166, 167, 171, 172, 173, 177, 179, 185, 191, 192, 196, 198, 358
- Deer Creek Meeting 100, 131
- apportionment 206
 - community statistics 204
 - contact information 263
 - email address 263
 - information 263
 - officers and clerks 263
 - phone number 263
 - web address 263
 - worship schedule 263
- Detroit Friends Meeting 125
- Development Committee 30, 51, 159, 167
- annual report 162
 - committee members 99, 247
 - description in Manual of Procedure 309, 310
 - email address 247
 - ex-officio members
 - Camping Program Committee 126
 - Stewardship and Finance Committee 309, 316
 - Trustees of Baltimore Yearly Meeting 181, 309
 - functional committee 307
 - report to Annual Session 130, 141, 143
 - Yearly Meeting mailing list 309
- Development Director 34, 51, 60, 130, 132, 245, 310, 404
- contact information 404
 - email address 404
 - report to Interim Meeting 10, 24, 30, 35, 59, 78, 102, 118
- diversity audit. *See* Working Group on Racism: diversity assessment
- Dugan, Harriet. *See* Finance Manager
- Dunnings Creek Friends Meeting 131, 243
- apportionment 206
 - community statistics 204
 - contact information 264
 - information 264
 - officers and clerks 264
 - phone number 264
 - web address 264
 - worship schedule 264

E

- Earlham College Friends Collection
- contact information oo
 - phone number oo
 - web address oo
- Earlham School of Religion

-
- contact information b
 - contributions to 216
 - phone number b
 - web address b
- Eastland Preparative Meeting 131, 243
- contact information 264
 - information 264
 - officers and clerks 264
 - web address 264
 - worship schedule 264
- Educational Grants Committee 215
- annual report , 162
 - committee members 163, 248
 - description in Manual of Procedure 162, 310
 - email address 248
 - functional committee 307
- Education Endowment Income Fund 162, 220, 310
- End of Life Working Group 174, 175, 215, 319
- annual report 185
 - email address 252
 - working group members 252
 - workshop 57
- Epistle Committee 126, 127, 129
- committee members 126, 132
 - description in Manual of Procedure 298
 - report to Interim Meeting 9
- Epistles 136, 298
- Women's Retreat
 - 2020 Epistle 9
 - 2021 Epistle 7, 136
 - Yearly Meeting 298
 - 2020 Epistle 9
 - 2021 Epistle 3
 - first reading 136
 - second reading 136
 - Young Adult Friends
 - 2020 Epistle 9
 - 2021 Epistle 136
 - Young Friends
 - 2020 Epistle 9
 - 2021 Epistle 5, 136
- F**
- Fair Hill/Griest Education Fund 162, 220, 310
- Faith and Practice 3, 29, 164, 165, 299, 300, 311, 313
- affiliation of Monthly Meetings 29, 100
 - changes in Manual of Procedure 311
 - procedure 311, 328
-

- disaffiliation of Monthly Meetings 29, 100, 126, 165
- errata sheets 164
- Life of the Spirit 165
- marriage provisions 3, 57, 132, 164
- meeting provisions 164
- membership provisions 164
- website version 164
- Faith and Practice Committee 53, 57
 - administrative committee 307
 - annual report 164
 - budget 215
 - committee members 248
 - description in Manual of Procedure 311, 328
 - email address 248
 - report to Annual Session 132
 - responsibility for Style Manual 29, 126, 164, 171, 311
- Faith and Practice Revision Committee. *See* Faith and Practice Committee
- Family Camp Weekends 16, 161, 308
 - dates 241
- FAP. *See* Friendly Adult Presence
- Fauquier Friends Worship Group 131
 - contact information 264
 - email address 264
 - information 264
 - officers and clerks 264
 - web address 264
 - worship schedule 264
- FCNL. *See* Friends Committee on National Legislation
- FGC. *See* Friends General Conference
- Finance Manager 34, 61, 132, 135, 245, 404
 - contact information 404
 - email address 404
- Finances of Baltimore Yearly Meeting 181
 - 2020 apportionments 206
 - 2020 funds activity 220
 - 2020 operating budget 209, 213
 - contributions to other organizations 216
 - 2021 apportionments 11, 34, 206
 - 2021 budget 30, 33, 51, 52
 - 2021 operating budget 30, 33, 209
 - contributions to other organizations 209
 - 2022 apportionments 102, 121, 178, 206, 209
 - first reading 130
 - second reading 135
 - 2022 capital budget 209
 - 2022 operating budget 102, 122, 209
 - budget notes 209

-
- contributions to other organizations 209
 - expense details 213
 - first reading 130
 - income details 211
 - second reading 135
 - summary 210
 - apportionment 178, 316
 - description in Manual of Procedure 298
 - formula 178, 209
 - budget 316
 - description in Manual of Procedure 298, 308
 - independent audit 30, 59, 61, 101, 129, 182, 221, 300
 - investment portfolio
 - as of 12/31/20 219
 - Payroll Protection Program 181, 182
 - reserves 182
 - Finegar, Wayne. *See also* Acting General Secretary; *See* Associate General Secretary
 - Firecircle
 - submission deadline 241
 - Five Years Meeting of Friends 321
 - Floyd Friends Meeting 131
 - apportionment 206
 - community statistics 204
 - contact information 265
 - information 265
 - officers and clerks 265
 - phone number 265
 - web address 265
 - worship schedule 265
 - Foxdale Village
 - contact information oo
 - phone number oo
 - web address oo
 - Frederick Friends Meeting 2, 10, 50, 58, 99, 126, 131, 132, 243
 - apportionment 206
 - community statistics 204
 - contact information 265
 - email address 265
 - information 265
 - officers and clerks 265
 - phone number 265
 - web address 265
 - worship schedule 265
 - Friendly Adult Presence 318
 - training 52
 - Friends Committee on National Legislation 59, 125, 129, 133, 174, 175, 192
 - annual report 197
-

- contact information b
- contributions to 216
- description in Manual of Procedure 325, 326
- email address b
- phone number b
- representatives to 257, 326
- term of service 326
- web address b, 325
- William Penn House
 - responsibility for 326
- Friends Community School
 - contact information oo
 - phone number oo
 - web address oo
- Friends Council on Education
 - contributions to 216
- Friends Fiduciary Corporation 182
- Friends General Conference 125, 192, 209, 316
 - access to Yearly Meeting mailing list 310
 - affiliation with 165
 - description in Manual of Procedure 320
 - annual report 197
 - contact information b
 - contributions to 216
 - description in Manual of Procedure 320
 - Gathering 321
 - phone number b
 - representatives to 11, 26, 100, 127, 133, 257, 298, 320
 - web address b, 321
- Friends General Conference Virtual Pre-Gathering of Friends of Color and Their Families 2020 Epistle 27, 186, 191
- Friends Historical Collection at Guilford College
 - contact information oo
 - email address oo
 - web address oo
- Friends historical collections
 - contact information oo
 - Earlham College Friends Collection
 - contact information oo
 - Friends Historical Collection at Guilford College
 - contact information oo
 - Friends Historical Library at Swarthmore College
 - contact information oo
 - Quaker Collection at Haverford College
 - contact information oo
- Friends Historical Library at Swarthmore College
 - contact information oo

-
- e-mail address oo
 - phone number oo
 - web address oo
 - Friends House, Moscow
 - contributions to 216
 - Friends House Retirement Community 199
 - affiliation with 323
 - annual report 197
 - contact information oo
 - contributions to 216
 - description in Manual of Procedure 323
 - phone number oo
 - representatives to 257, 323
 - term of service 323
 - web address oo
 - Friends Journal
 - contact information b
 - contributions to 216
 - phone number b
 - web address b
 - Friends Meeting of Washington 2, 9, 50, 59, 99, 127, 130, 131, 134, 135, 190
 - apportionment 206
 - community statistics 204
 - contact information 265
 - email address 265
 - information 265
 - officers and clerks 266
 - phone number 265
 - web address 265
 - worship schedule 266
 - Young Adult Friends 9
 - Friends Meeting School
 - affiliation with 323
 - annual report 198
 - contact information oo
 - contributions to 216
 - description in Manual of Procedure 323, 324
 - phone number oo
 - representatives to 257, 323
 - term of service 323
 - under spiritual care of Yearly Meeting 324
 - web address oo
 - Friends Non-Profit Housing
 - contact information b
 - phone number b
 - Friends of Color 4, 177, 186, 187, 191
 - Friends organizations. *See* Affiliated Organizations
-

- Friends Pace on Capitol Hill
 - contact information b
 - website b
- Friends Peace Teams 171, 175
 - annual report 198
 - contact information b
 - contributions to 216
 - description in Manual of Procedure 326
 - email address b
 - phone number b
 - representatives to 257, 326
 - term of service 326
 - web address b, 326
- Friends Place on Capitol Hill 326
 - description in Manual of Procedure 326
 - email address 326
 - representatives to 326
 - telephone number b
- Friends retirement communities. *See* individual communities
 - Broadmead
 - contact information oo
 - contact information oo
 - Foxdale Village
 - contact information oo
 - Friends House Retirement Community
 - contact information oo
 - Kendal at Lexington
 - contact information oo
- Friends School of Baltimore
 - contact information oo
 - phone number oo
 - web address oo
- Friends schools. *See* individual schools
 - contact information oo
 - Friends Community School
 - contact information oo
 - Friends Meeting School
 - contact information oo
 - Friends School of Baltimore
 - contact information oo
 - Sandy Spring Friends School
 - contact information oo
 - School for Friends
 - contact information oo
 - Sidwell Friends School
 - contact information oo
 - State College Friends School

-
- contact information oo
 - Tandem Friends School
 - contact information oo
 - Virginia Beach Friends School
 - contact information oo
 - Friends United Meeting 209, 316
 - access to Yearly Meeting's mailing list 310
 - affiliation with 165
 - description in Manual of Procedure 320
 - annual report 198
 - contact information b
 - contributions to 216
 - description in Manual of Procedure 321
 - email address b
 - phone number b
 - representatives to 99, 257, 320
 - Triennial 99, 107, 321
 - web address b, 322
 - Friends Wilderness Center 318
 - annual report 198
 - contact information b
 - description in Manual of Procedure 326
 - phone number b
 - representatives to 11, 26, 258, 326
 - term of service 326
 - web address b
 - Friends World Committee for Consultation 209
 - access to Yearly Meeting mailing list 310
 - affiliation with
 - description in Manual of Procedure 320
 - annual report 199
 - contributions to 216
 - description in Manual of Procedure 322
 - Section of the Americas 322
 - contact information b
 - email address b
 - phone number b
 - representatives to 127, 133, 258, 320, 322
 - web address b
 - triennial 322
 - Fuller, Hugh Robinson
 - Memorial Minute 135
 - FUM. *See* Friends United Meeting
 - FWCC. *See* Friends World Committee for Consultation
- G**
- Garrettson, Elizabeth Miller
 - Memorial Minute 135
-

- General Secretary 34, 95, 100, 132, 135, 179, 180, 181, 245, 301, 303, 304, 309, 310, 404. *See also* Acting General Secretary
 - Acting General Secretary
 - appointment of 30, 37
 - contact information 404
 - ex-officio service
 - Program Committee 175, 315
 - Youth Safety Policy Working Group 195, 300
 - job description 30, 37, 49, 53, 54, 303
 - report to Annual Session 132
 - report to Interim Meeting 10, 22, 49, 51, 57, 60, 62, 66, 67, 68
 - responsible to Supervisory Committee 303
 - search 49, 50, 53, 54, 95
 - General Secretary Search Committee 30, 37, 54, 179
 - committee members 50
 - laid down 95
 - report to Interim Meeting 95
 - Gettysburg Monthly Meeting 1, 131, 243
 - apportionment 206
 - community statistics 204
 - contact information 266
 - information 266
 - officers and clerks 266
 - phone number 266
 - web address 266
 - worship schedule 266
 - Gillooly, Sarah. *See* General Secretary
 - Goose Creek Friends Meeting 11, 131
 - apportionment 206
 - community statistics 204
 - contact information 266
 - information 266
 - officers and clerks 266
 - phone number 266
 - web address 266
 - worship schedule 266
 - Grants Application and Management Policy 355
 - changes to 30, 130, 143
 - Growing Diverse Leadership Committee 61, 62, 68, 159, 179, 185, 193, 319, 320
 - annual report 166
 - budget 215
 - committee members 99, 128, 166, 248
 - description in Manual of Procedure 128, 311, 312
 - email address 248
 - ex-officio members
 - Camping Program Committee 126, 311
 - Clerk of Interim Meeting 311

-
- Presiding Clerk of Yearly Meeting 311
 - Strengthening Transformative Relationships in Diverse Environments Working Group 311
 - Working Group on Racism 193, 311
 - Young Adult Friends 311
 - ex-officio service
 - Strengthening Transformative Relationships in Diverse Environments Working Group 190
 - report to Annual Session 128, 137
 - Growing Our Meetings Working Group 215, 319
 - annual report 185
 - description in Manual of Procedure 308
 - email address 252
 - report to Annual Session 128, 136
 - working group members 252
 - Guidelines for Embracing the Ministry of Friends 313
 - description in Manual of Procedure 351
 - Gunpowder Friends Meeting 2, 100, 102, 131, 135, 243
 - apportionment 206
 - community statistics 204
 - contact information 267
 - email address 267
 - information 267
 - officers and clerks 267
 - phone number 267
 - web address 267
 - worship schedule 267
 - H**
 - Half-Yearly Meetings
 - description in Manual of Procedure 297
 - Hartzell, Dennis James
 - Memorial Minute 135
 - Herndon Friends Meeting 2, 9, 30, 102, 125, 126, 127, 129, 131, 133, 135, 190
 - apportionment 206
 - community statistics 204
 - contact information 267
 - email address 267
 - information 267
 - officers and clerks 267
 - phone number 267
 - web address 267
 - worship schedule 267
 - Hill, Thomas "Tom". *See* Treasurer of Yearly Meeting
 - Historical collections
 - Friends
 - contact information oo
 - Homewood Friends Meeting 11, 99, 131, 164, 187, 243, 324
-

- apportionment 206
 - community statistics 204
 - contact information 268
 - email address 268
 - information 268
 - officers and clerks 268
 - phone number 268
 - web address 268
 - worship schedule 268
 - Hood College 176, 241
 - Hopewell Centre Monthly Meeting 2, 30, 58, 101, 129, 131
 - apportionment 206
 - community statistics 204
 - contact information 268
 - email address 268
 - information 268
 - officers and clerks 268
 - phone number 268
 - web address 268
 - worship schedule 268
 - Humphries, Joshua Ashlyn
 - Memorial Minute 135, 152
 - Hunter, David. *See* Camp Property Manager
- I**
- Important Minutes of Baltimore Yearly Meeting 328
 - Indian Affairs Committee 125, 127, 129, 133, 312, 130
 - annual report 168
 - budget 215
 - committee history 169
 - committee members 171, 248
 - coordination with other Yearly Meetings 170
 - description in Manual of Procedure 312
 - email address 248
 - functional committee 307
 - land acknowledgement 125, 127, 129, 133, 130
 - Indian Affairs Fund 168, 220, 312
 - Indian boarding schools 170, 171
 - Inner Light 296
 - Interchange
 - submission deadlines 241
 - Interfaith Action for Human Rights 175, 315
 - annual report 199
 - contributions to 216
 - description in Manual of Procedure 326, 327
 - representatives to 258, 327
 - term of service 327
 - Interfaith Center of Metro Washington

-
- contributions to 216
 - Interim Meeting 128, 297, 298, 299, 305, 328
 - description in Manual of Procedure 301
 - Eleventh Month 2020 49, 165
 - minutes 29
 - Fifth Month 2021
 - minutes 95
 - functions
 - description in Manual of Procedure 301
 - Ninth Month 2020
 - minutes 9, 29
 - representatives to
 - description in Manual of Procedure 301
 - Sixth Month 2021 57, 58, 59
 - minutes 99, 126, 127
 - Sixth Month 2022
 - date 241
 - Tenth Month 2021 136
 - date 241
 - Tenth Month 2022
 - date 241
 - Third Month 2021 62
 - minutes 57
 - Third Month 2022
 - date 241
 - Twelfth Month 2020 60
 - minutes 49
 - Internet Communications Working Group 319
 - annual report 185
 - description in Manual of Procedure 308
 - email address 252
 - working group members 252
 - Intervisitation Working Group 172, 313, 319
 - annual report 185
 - budget 215
 - email address 253
 - working group members 253
 - J**
 - Junior Yearly Meeting 175, 176, 315, 318
 - ex-officio service
 - Youth Safety Policy Working Group 300
 - Program Committee 175, 315
 - Youth Safety Policy Working Group 194
 - Junior Young Friends 52, 60, 102
 - conferences 318
 - dates 241
-

handbook 318

worshiping community 165

Junior Young Friends Assistant 245, 404

contact information 404

e-mail address 404

JYF. *See* Junior Young Friends

JYM. *See* Junior Yearly Meeting

K

Kamonya, Gladys

Memorial Minute 135, 152

Kassoff, Laurel Childe

Memorial Minute 135

Kendal at Lexington

contact information oo

phone number oo

web address oo

Klein, Alexis "Sunshine". *See* Youth Programs Manager

L

Lake Erie Yearly Meeting 125

Land acknowledgment. *See* Indian Affairs Committee: land acknowledgement

Langley Hill Friends Meeting 1, 9, 99, 126, 131, 135

apportionment 206

community statistics 204

contact information 269

email address 269

information 269

officers and clerks 269

phone number 269

web address 269

worship schedule 269

Lehman, Margo. *See* Comptroller

Little Britain Monthly Meeting 131

apportionment 206

community statistics 204

contact information 269

information 269

officers and clerks 269

phone number 269

web address 269

worship schedule 269

Little Falls Meeting of Friends 131, 243

apportionment 206

community statistics 205

contact information 269

email address 269

information 269

- officers and clerks 270
- phone number 269
- web address 269
- worship schedule 269

Lomax, Khalila. *See* STRIDE Coordinator

Lougee, Lee Anne

- Memorial Minute 134, 149

Lynchburg Indulged Meeting 131

- contact information 270
- information 270
- officers and clerks 270
- phone number 270
- web address 270
- worship schedule 270

M

Manahoac

- ancestral land 125, 127, 129, 131, 133

Manual of Procedure 29, 100

- changes in Manual of Procedure 126, 127, 130, 297, 302, 312, 328
 - procedure 312, 328
- introduction 297
- purpose 297
- Spiritual Basis for Unity 296

Manual of Procedure Committee 53, 215

- administrative committee 307
- annual report 171
- committee members 99, 172, 249
- description in Manual of Procedure 312, 328, 329
- email address 249
- report to Annual Session 126
- report to Interim Meeting 59, 101, 109

Massawomek

- ancestral land 125, 127, 129, 131, 133

Massey, Brian. *See* Camping Program Manager

Massey, Harry Stephen

- Memorial Minute 135

Mattaponi Friends Meeting 131

- apportionment 206
- community statistics 205
- contact information 270
- email address 270
- information 270
- officers and clerks 270
- phone number 270
- web address 270
- worship schedule 270

Mattaponi Tribe 168

Maury River Friends Meeting 1, 131, 135

- apportionment 206
- community statistics 205
- contact information 270
- email address 270
- information 270
- officers and clerks 270
- web address 270
- worship schedule 270

McCormally, Anna. *See* Recording Clerk of Yearly Meeting

McKim Center 189

Meeting House Fund 220

Megginson, Jane. *See* Camp Program Manager

Memorial Meeting for Worship. *See* Annual Session 2021: Memorial Meeting

Memorial Minute. *See* Annual Session 2021: Memorial Meeting

Menallen Monthly Meeting 131, 136, 243

- apportionment 206
- community statistics 205
- contact information 271
- information 271
- officers and clerks 271
- phone number 271
- web address 271
- worship schedule 271

Meyer, Margaret "Meg" Boyd. *See* Clerk of Interim Meeting

Midlothian Friends Meeting 2, 131

- apportionment 206
- community statistics 205
- contact information 271
- email address 271
- information 271
- officers and clerks 271
- phone number 271
- web address 271
- worship schedule 271

Migration

- Quaker Statement on 59, 81

Miles White Beneficial Society of Baltimore City

- affiliation with 324
- annual report , 199
- description in Manual of Procedure 324
- representatives to 200, 258, 324
- term of service 324

Miller, Jesse. *See* Catocin Quaker Camp Caretaker

Ministry and Pastoral Care Committee 134, 178, 193, 311, 312, 319, 320

- annual report 172

-
- budget 215
 - committee members 249
 - description in Manual of Procedure 172, 312, 313
 - email address 249
 - ex-officio service
 - Program Committee 175, 313, 315
 - functional committee 307
 - Guidelines for Embracing the Ministry of Friends
 - description in Manual of Procedure 313
 - letter to West Branch Monthly Meeting 100, 108, 126
 - report to Annual Session 134
 - report to Interim Meeting 99, 103
 - role of membership in Baltimore Yearly Meeting 173, 297, 300, 301, 306, 314
 - statement concerning use of pronouns 99, 103, 173
 - Travel minutes 313
 - Minutes policy
 - description in Manual of Procedure 300, 305
 - Moix, Bridget. *See* : : Saturday plenary
 - Monacan Indian Nation 168
 - Monchick, Carol J.
 - Memorial Minute 135
 - Monogalia Friends Meeting 131
 - Monongalia Friends Meeting
 - apportionment 206
 - community statistics 205
 - contact information 272
 - email address 272
 - information 272
 - officers and clerks 272
 - phone number 272
 - web address 272
 - worship schedule 272
 - Morgan Stanley Wealth Management 182
 - mutual aid 12
 - N**
 - Naming Committee 29, 57, 171, 302
 - description in Manual of Procedure 301, 302
 - report to Interim Meeting 99
 - term of service 302
 - National Campaign for a Peace Tax Fund
 - contact information b
 - email address b
 - phone number b
 - web address b
 - National Council of Churches
 - contributions to 216
 - National Farm Workers Association 194
-

- New England Yearly Meeting 202
- Nominating Committee 126, 128, 171, 172, 177, 178, 215, 300, 301, 302, 303, 305, 306, 307, 308, 309, 310, 311, 312, 314, 315, 316, 317, 318, 320, 324, 325, 326, 327, 328
 - administrative committee 307
 - annual report 173
 - committee members 99, 126, 249
 - description in Manual of Procedure 313, 314
 - email address 48, 249
 - report to Annual Session
 - first reading of appointments 127
 - second reading of appointments 132
 - report to Interim Meeting 11, 26, 31, 47, 99, 107
- Norfolk Preparative Meeting. *See* Norfolk Worship Group
- Norfolk Worship Group
 - laid down 100, 173
- Nottingham Monthly Meeting 125, 127, 129, 131, 133
 - apportionment 206
 - community statistics 205
 - contact information 272
 - email address 272
 - information 272
 - officers and clerks 272
 - Oxford Meeting House 243
 - phone number 272
 - The Brick Meeting House 243
 - web address 272
 - worship schedule 272
- Nottingham Quarterly Meeting
 - clerk 243
 - dates 243
- Nuts and Bolts Committee of Young Friends 301, 318
 - committee members 249
 - ex-officio service
 - Program Committee 175, 315, 318
 - Youth Programs Committee 318

O

Officers

- description in Manual of Procedure 297
- Interim Meeting
 - Clerk of Interim Meeting 245
 - description in Manual of Procedure 298
 - Recording Clerk of Interim Meeting 245
- Yearly Meeting
 - description in Manual of Procedure 298
 - Presiding Clerk of Yearly Meeting 245
 - Recording Clerk of Yearly Meeting 245

-
- Opequon Quaker Camp 17
 contact information oo
 Director 57, 58, 60, 61, 159, 245, 247
 contact information 404
 email address 404
 Jesse Miller's resignation letter 57, 58, 61, 62, 66, 67, 68, 160, 162, 167, 186, 191
 minute of appreciation for Jesse Miller 58, 70
 land acknowledgement 125, 127, 129, 131, 133
 phone number oo
- Organizations
- Friends
 contact information b
- P**
- Pacific Yearly Meeting 125, 131
- Pandemic. *See* COVID-19 Pandemic
- Pastoral Care Working Group 172, 215, 313, 320
 annual report 185
 email address 253
 working group members 253
- Patapsco Friends Meeting 2, 9, 11, 30, 49, 50, 59, 99, 128, 129, 131, 132, 133, 243
 apportionment 206
 community statistics 205
 contact information 272
 email address 272
 information 272
 officers and clerks 273
 phone number 272
 web address 272
 worship schedule 273
- Patuxent Friends Meeting 10, 30, 59, 102, 130, 131, 243
 apportionment 206
 community statistics 205
 contact information 273
 information 273
 officers and clerks 273
 phone number 273
 web address 273
 worship schedule 273
- Payroll Protection Program. *See* Finances of Baltimore Yearly Meeting: Payroll Protection Program
- Peace and Social Concerns Committee 201, 312, 319, 320, 327
 annual report 174
 budget 215
 committee members 11, 26, 99, 175, 249
 description in Manual of Procedure 314, 315
 email address 249
-

- functional committee 307
- newsletter 175
- report to Interim Meeting 59, 81, 85
- statements of pacifism 315
- Pendle Hill 192
 - contact information b
 - contributions to 216
 - email address b
 - phone number b
 - web address b
- Penn Hill Preparative Meeting 131, 243
 - contact information 273
 - information 273
 - officers and clerks 273
 - web address 273
 - worship schedule 273
- people of color. *See* Friends of Color
- Personnel policies 303
- Persons of Color 27, 28
- Pipe Creek Friends Meeting 131, 135, 243
 - apportionment 206
 - community statistics 205
 - contact information 274
 - email address 274
 - information 274
 - officers and clerks 274
 - phone number 274
 - worship schedule 274
- Piscataway
 - ancestral land 125, 127, 129, 131, 133
- Pre-College Fund 220
- Presiding Clerk of Yearly Meeting 125, 126, 127, 129, 131, 133, 166, 180, 241, 301, 302
 - contact information op
 - description in Manual of Procedure 298
 - email address op
 - ex-officio service
 - Friends General Conference 298
 - Growing Diverse Leadership Committee 311
 - Program Committee 175, 298, 315
 - Supervisory Committee 179, 298, 303
 - Trustees of Baltimore Yearly Meeting 181, 298, 300
 - Youth Safety Policy Working Group 195, 300
 - listener 298
 - phone number op
 - report to Interim Meeting 29, 31, 100, 298
 - retiring clerk 298

-
- term of service 245, 298
 - Prisoner Visitation and Support 175, 315
 - annual report 201
 - contact information b
 - contributions to 216
 - description in Manual of Procedure 327
 - email address b
 - phone number b
 - representatives to 201, 258, 327
 - term of service 327
 - web address b, 201
 - Program Committee 125
 - administrative committee 307
 - annual report 175
 - committee members 99, 250
 - description in Manual of Procedure 315
 - email address 250
 - ex-officio members 298
 - General Secretary 315
 - Junior Yearly Meeting clerk 315
 - Ministry and Pastoral Care Committee 313, 315
 - Nuts and Bolts Committee of Young Friends 315, 318
 - Presiding Clerk of Yearly Meeting 315
 - Registrar 315
 - Youth Programs Manager 315
 - pay-as-led 134
 - report to Annual Session 134
 - pronouns. *See* Ministry and Pastoral Care Committee: statement concerning use of pronouns
 - Puentes de Salud 189
 - Q**
 - QEW. *See* Quaker Earthcare Witness
 - QREC. *See* Quaker Religious Education Collaborative
 - Quaker Collection at Haverford College
 - contact information oo
 - phone number oo
 - web address oo
 - Quaker Council for European Affairs 174
 - Quaker Earthcare Witness , 216
 - annual report 202
 - contact information b
 - description in Manual of Procedure 327
 - email address b
 - phone number b
 - representatives to 258, 327
 - term of service 327
 - web address b
 - Quaker Heron Press 169
-

- Quaker House 175, 315
 - annual report 202
 - contact information b
 - contributions to 216
 - description in Manual of Procedure 327
 - phone number b
 - representatives to 258, 327
 - term of service 327
 - web address b
- Quaker Religious Education Collaborative 216
 - annual report 202
 - contact information b
 - description in Manual of Procedure 328
 - email address b
 - representatives to 258
 - web address b, 328
- Quaker Statement on Migration 59, 81, 174
- Quaker United Nations Office 174
- Quaker Voice of Maryland Interest Group. *See* Quaker Voice of Maryland Working Group
- Quaker Voice of Maryland Working Group 175, 215
 - annual report 185
 - description in Manual of Procedure 320
- Quarterly Meetings 177, 297, 311, 313
 - description in Manual of Procedure 297
- R**
- Recorded Minister 313
- Recording Clerk of Interim Meeting 301, 302
 - description in Manual of Procedure 298
 - Minute of Appreciation for Arthur David Olson 31, 47
 - term of service 245, 298
- Recording Clerk of Yearly Meeting 9, 125, 127, 129, 131, 133, 301, 302
 - description in Manual of Procedure 298, 299
 - term of service 245, 298
- Reed, Michael. *See* Shiloh Quaker Camp Caretaker
- Refugee, Immigration, and Sanctuary Working Group 215, 315, 320
 - annual report 185
 - email address 253
 - working group members 128, 253
- Registrar
 - ex-officio service
 - Program Committee 315
- Religious Education Committee
 - annual report 176
 - budget 215
 - clerk
 - ex-officio service
 - Youth Safety Policy Working Group 300

-
- committee members 11, 26, 176, 250
 - curriculum 177
 - description in Manual of Procedure 316
 - email address 250
 - ex-officio members
 - clerk of local Meeting committees 316
 - ex-officio service
 - Sue Thomas Turner Quaker Education Fund 316
 - Youth Safety Policy Working Group 194
 - functional committee 307
 - Reparations Action Working Group 13, 166, 190
 - 21-day challenge 60, 186
 - annual report 185
 - Black Caucus Healing Spaces 186, 187
 - budget 215
 - description in Manual of Procedure 320
 - members 188
 - Mutual Aid Effort 186, 187
 - report to Annual Session 135, 155
 - Representatives to other organizations
 - description in Manual of Procedure 325
 - Retirement communities
 - Friends
 - contact information oo
 - Richmond Friends Meeting 10, 50, 57, 99, 131, 164
 - apportionment 206
 - community statistics 205
 - contact information 274
 - email address 274
 - information 274
 - officers and clerks 274
 - phone number 274
 - web address 274
 - worship schedule 274
 - Right Sharing of World Resources 175
 - annual report 202
 - contact information b
 - contributions to 216
 - description in Manual of Procedure 328
 - phone number b
 - representative to 328
 - web address b, 202
 - Riley, James "Jim". *See* Treasurer of Yearly Meeting
 - Roanoke Friends Meeting 125, 131, 134, 135
 - apportionment 207
 - community statistics 205
 - contact information 274
-

- information 274
- officers and clerks 274
- phone number 274
- web address 274
- worship schedule 274

S

Sandy Spring Friends Meeting 1, 2, 9, 10, 11, 29, 49, 50, 57, 58, 59, 99, 100, 102, 125, 127, 129, 130, 131, 133, 135, 243

- apportionment 207
- change group 29
- community statistics 205
- contact information 275
- email address 275
- information 275
- officers and clerks 275
- phone number 275
- web address 275
- worship schedule 275

Sandy Spring Friends School 216

- annual report 202
- contact information oo
- description in Manual of Procedure 324
- email address oo
- phone number oo
- representatives to 100, 258, 324
- term of service 324
- web address oo

Sandy Spring Volunteer Fire Department

- contributions to 216

School for Friends

- contact information oo
- phone number oo
- web address oo

Schurman, Virginia Joyce

- Memorial Minute 135, 150

Search Committee 57, 126, 168, 171, 215, 301, 302

- annual report 177
- committee members 49, 99, 250
- description in Manual of Procedure 302
- email address 250
- report to Annual Session 126, 302
- report to Interim Meeting 9, 99, 106, 302
- term of service 302

Seneca Valley Preparative Meeting 324

Shepherdstown Friends Meeting 131, 243

- apportionment 207
- community statistics 205

-
- contact information 275
 - email address 275
 - information 275
 - officers and clerks 275
 - phone number 275
 - web address 275
 - worship schedule 275
 - Shiloh Quaker Camp 11, 17, 49, 58, 102
 - Caretaker 245, 404
 - contact information 404
 - email address 404
 - contact information oo
 - Director 245, 247, 404
 - contact information 404
 - email address 404
 - land acknowledgement 125, 127, 129, 131, 133
 - phone number oo
 - Shiloh Quaker Camp Caretaker 18, 58
 - Shoemaker Grant 220
 - Sidwell Friends School
 - contact information oo
 - phone number oo
 - web address oo
 - Sojourner Truth 164
 - Special Groups
 - creation of 318
 - description in Manual of Procedure 318, 319
 - Spiritual Basis for Unity 296
 - Spiritual Formation Program Working Group 172, 313, 320
 - annual report 188
 - email address 253
 - working group members 253
 - Spiritual Formation Retreat 209
 - Spiritual State of the Meeting reports 313
 - Spiritual State of the Yearly Meeting 1, 134, 172, 313
 - queries 172
 - Staff of Yearly Meeting 245, 303, 404
 - description in Manual of Procedure 304
 - hiring process
 - description in Manual of Procedure 304
 - procedure for proposing new staff
 - description in Manual of Procedure 304
 - reductions 34, 130
 - State College Friends Meeting 11, 131, 190, 243
 - apportionment 207
 - community statistics 205
 - contact information 276
-

- email address 276
- information 276
- officers and clerks 276
- phone number 276
- web address 276
- worship schedule 276
- State College Friends School
 - contact information oo
 - phone number oo
 - web address oo
- Statements of pacifism 315
- Stewardship and Finance Committee 59, 95, 100, 167, 173, 209, 215, 299, 304, 308, 310
 - administrative committee 307
 - annual report 177
 - committee members 250
 - corresponding members 316
 - description in Manual of Procedure 316
 - email address 250
 - ex-officio members
 - Assistant Treasurer of Yearly Meeting 299, 316
 - Treasurer of Yearly Meeting 299, 316
 - ex-officio service
 - Camp Property Management Committee 308, 316
 - Development Committee 309, 316
 - report to Annual Session 130, 135
 - report to Interim Meeting 11, 30, 33, 102, 121
- Stony Run Friends Meeting. *See* Baltimore Monthly Meeting, Stony Run
- Storey, Nicolas Emmett
 - Memorial Minute 135
- Strawberry Creek Friends Meeting 125, 131
- Strawberry Creek Process 96, 98
- Strengthening Transformative Relationships In Diverse Environments Working Group 9, 52, 61, 130, 159, 166, 186, 187, 209, 312, 320
 - annual report 188
 - camping weekends 189
 - email address 254
 - ex-officio members
 - Camping Program Committee 126
 - ex-officio service
 - Camping Program Committee 190
 - Growing Diverse Leadership Committee 311
 - working group members 254
- STRIDE. *See* Strengthening Transformative Relationships In Diverse Environments Working Group
- STRIDE Coordinator 9, 34, 52, 60, 132, 135, 166, 188, 245, 247, 404
 - annual report 9, 12

-
- contact information 404
 - email address 404
 - ex officio service
 - Camping Program Committee 309
 - Growing Diverse Leadership Committee 311
 - Youth Safety Policy Working Group 195, 300
 - Style Manual 29, 126, 311
 - Sue Thomas Turner Quaker Education Fund 215, 220, 308
 - annual report 178
 - committee members 251
 - description in Manual of Procedure 316, 317
 - email address 251
 - ex-officio members
 - Advancement and Outreach Committee 316
 - Religious Education Committee 316
 - functional committee 307
 - procedure 317
 - term of service 317
 - Supervisory Committee 59, 61, 67, 95, 100, 130, 132, 168, 177, 191, 209, 215, 301, 302, 303, 304, 310
 - annual report 57, 179
 - clerk
 - ex-officio service
 - Youth Safety Policy Working Group 300
 - committee members 9, 99, 126, 179, 180, 251, 303
 - description in Manual of Procedure 62, 180, 303
 - email address 251
 - executive function 179
 - description in Manual of Procedure 179, 304
 - ex-officio members 298, 303
 - Clerk of Interim Meeting 298
 - Treasurer of Yearly Meeting 299
 - ex-officio service
 - Youth Safety Policy Working Group 194
 - office property 303
 - relationship to General Secretary 303
 - report to Annual Session 132, 146
 - report to Interim Meeting 30, 37, 49, 57, 95
 - staff salaries 304
 - term of service 303
- T**
- Takoma Park Preparative Meeting 50, 131, 276
 - contact information 276
 - officers and clerks 276
 - phone number 276
 - web address 276
 - worship schedule 276
-

- Tandem Friends School
 - contact information oo
 - phone number oo
 - web address oo
- Taylor, Tonya Thames. *See* Women's Retreat: 2020 keynote speaker
- Teen Adventure Quaker Camp
 - contact information oo
 - Director 245, 245, 247, 253, 404
 - contact information 404
 - email address 404
 - phone number oo
- Travel Minute 99, 298
 - description in Manual of Procedure 313
 - Jade Eaton 99, 105
 - Jolee Robinson 99, 104
- Treasurer of Yearly Meeting 129, 178, 180, 245, 299, 300, 301, 302
 - authority to sign forms 300
 - contact information op
 - description in Manual of Procedure 299
 - email address op
 - ex-officio service
 - Stewardship and Finance Committee 299, 316
 - Supervisory Committee 299, 303
 - Trustees of Baltimore Yearly Meeting 181, 299, 300
 - phone number op
 - report to Annual Session 129, 138
 - report to Interim Meeting 30, 58, 72, 101, 112
 - term of service 299
- Trustees of Baltimore Yearly Meeting 100, 209, 308, 310, 316, 319, 320
 - annual report , 181
 - burial grounds 181, 182
 - clerk
 - authority to sign forms 300
 - ex-officio service
 - Camp Property Management Committee 301
 - Development Committee 301
 - Youth Safety Policy Working Group 300
 - description in Manual of Procedure 299, 300
 - ex-officio members 298
 - Treasurer of Yearly Meeting 299
 - ex-officio service
 - Camp Property Management Committee 181, 308
 - Development Committee 181, 309
 - Supervisory Committee 179
 - Youth Safety Policy Working Group 195, 300
 - Friendly Loans 31
 - Investment Policy Statement 182, 183

- members 181, 245
- report to Interim Meeting 40, 101, 111
- term of service 300
- working groups 319
- youth safety
 - budget 215

Tubman House 187

U

United Nations Treaty on the Prohibition of Nuclear Weapons 59, 85, 175

United Society of Friends Women International

- contact information b
- phone number b
- web address b

Unity with Nature Committee 194, 320, 326, 327

- annual report 184
- budget 215
- committee members 100, 251
- description in Manual of Procedure 317
- email address 251
- functional committee 307
- report to Interim Meeting 10

Unrestricted 5 yr. member pledge 220

V

Valley Friends Meeting 131

- apportionment 207
- community statistics 205
- contact information 276
- information 276
- officers and clerks 276
- phone number 276
- web address 276
- worship schedule 276

Virginia Beach Friends School

- contact information oo
- email address oo
- phone number oo
- web address oo

Virginia Council of Churches

- contributions to 216

W

Warren CQC Scholarship Fund 220

Warrington Monthly Meeting 131, 243

- apportionment 207
- community statistics 205
- contact information 277
- information 277
- officers and clerks 277

- web address 277
- worship schedule 277
- Warrington Quarterly Meeting
 - clerk 243
 - dates 243
- Washington, Friends Meeting. *See* Friends Meeting of Washington
- Washington Quaker Workcamps
 - contributions to 216
- West Branch Monthly Meeting 99
 - apportionment 207
 - community statistics 205
 - disaffiliation from Yearly Meeting 3, 100, 108, 126, 173
 - letter from Ministry and Pastoral Care Committee 100, 108, 173
- When the Spirit Calls 173
- Whistle Blower Policy 300, 304
 - description in Manual of Procedure 332
- William Penn House. *See* Friends Place on Capitol Hill
- Williamsburg Friends Meeting 100, 131
 - apportionment 207
 - community statistics 205
 - contact information 277
 - email address 277
 - information 277
 - officers and clerks 277
 - phone number 277
 - web address 277
 - worship schedule 277
- Women's Retreat 9
 - 2020 Epistle 7, 9
 - 2020 retreat 190
 - 2021 Epistle 136
 - 2021 retreat 190, 7
 - 2022 retreat , 7
 - dates 241
 - worshiping community 165
- Women's Retreat Working Group 173, 320, 7
 - annual report 190
 - email address 254
 - working group members 254
- Working Group on Civil and Human Rights of Transgender and Non-binary People
 - 175, 215, 312, 315, 320
 - annual report 190
 - email address 254
 - working group members 128, 254
- Working Group on Racism 166, 167, 172, 173, 177, 190, 194, 313, 320
 - annual report 191
 - budget 215

-
- Change Groups 29, 57, 191, 192
 - diversity assessment 58, 128, 167
 - email address 254
 - ex-officio service
 - Growing Diverse Leadership Committee 193, 311
 - report to Annual Session 128
 - report to Interim Meeting 128
 - working group members 254
 - Working Group on Refugees, Immigrants, and Sanctuary. *See* Refugee, Immigration, and Sanctuary Working Group
 - Working Group on Right Relationship with Animals 193, 215, 318, 320
 - annual report 193
 - email address 255
 - working group members 254
 - Working Groups
 - description in Manual of Procedure 318, 319
 - World Council of Churches
 - contributions to 216
 - World Gathering of Young Friends 2
- Y**
- YAF. *See* Young Adult Friends
 - Yearly Meeting
 - Baltimore. *See* Baltimore Yearly Meeting
 - Lake Erie 125
 - Pacific 125, 131
 - Yearly Meeting Announcements 241
 - Yearly Meeting Endowment 220
 - Yearly Meeting mailing list 309
 - Yearly Meeting Staff 30, 179, 301, 303. *See also* individual job titles; *See* Staff of Yearly Meeting
 - York Friends Meeting 2, 101, 131, 243
 - apportionment 207
 - community statistics 205
 - contact information 278
 - email address 278
 - information 278
 - officers and clerks 278
 - phone number 278
 - web address 278
 - worship schedule 278
 - Young Adult Friends 4, 9, 11, 29, 30, 49, 61, 125, 127, 129, 131, 133, 135, 166, 172, 177, 301, 311
 - 2020 Epistle 9
 - 2021 Epistle 136
 - annual report 196
 - budget 215
 - description in Manual of Procedure 319
-

- email address 251
- executive members 251
- ex-officio service
 - Growing Diverse Leadership Committee 311
 - Program Committee 175
- Friends Meeting of Washington 9
- open letter to Yearly Meeting 11, 27
- special group 319
- worshiping community 11, 165
- Young Friends 4, 9, 52, 60, 61, 102, 131, 163, 311
 - conferences 318
 - dates 241
 - Epistle 9, 136
 - handbook 318
 - worshiping community 165
- Young Friends Executive. *See* Nuts and Bolts Committee of Young Friends
- Youth Programs Committee 53, 310
 - annual report 184
 - clerk
 - ex-officio service
 - Youth Safety Policy Working Group 300
 - committee members 251
 - description in Manual of Procedure 318
 - email address 252
 - ex-officio members
 - Nuts and Bolts Committee of Young Friends 318
 - Youth Programs Manager 318
 - ex-officio service
 - Youth Safety Policy Working Group 195
 - functional committee 307
- Youth Programs Manager 34, 52, 60, 132, 179, 245, 252, 318, 404
 - annual report 102, 120
 - contact information 404
 - email address 404
 - ex-officio service
 - Program Committee 315
 - Youth Programs Committee 318
 - Youth Safety Policy Working Group 195, 300
- Youth Safety Policy 182, 194, 300, 303, 304, 308, 309, 315, 318
 - acknowledgement form 350
 - Authorization form 342
 - description in Manual of Procedure 333
 - important contact information 349
 - pertinent laws regarding child abuse 344
 - proposed changes 70, 182, 195
 - online gatherings 58, 182, 195
- Youth Safety Policy Working Group 62, 181, 182, 215, 320

annual report 194
description in Manual of Procedure 300
email address 255
report to Interim Meeting 58, 70
working group members 126, 194, 255, 300

Z

Zarembka, David T.
 memorial minute 134, 148
Zuses, Howard 317
Zuses, Rosalind 317

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Broadmead, 13801 York Road, Cockeysville, MD 21030; 410-527-1900; broadmead.org
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

Camp Program Manager, Brian Massey, 301-774-7663; brianmassey@bym-rsf.org

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

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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

Sandy Spring Friends School, 16923 Norwood Road, Sandy Spring, MD 20860;
301-774-7455; ssfs.org; info@ssfs.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; vbfschool.org; hello@vbfschool.org

FRIENDS HISTORICAL COLLECTIONS

Earlham College Friends Collection, 801 National Road West, Richmond, IN 47374;
765-983-1287; library.earlham.edu/EC_archives

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; friends@swarthmore.edu

Quaker Collection at Haverford College, 370 Lancaster Avenue, Haverford, PA 19041;
610-896-1161; haverford.edu/library/quaker-special-collection

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